

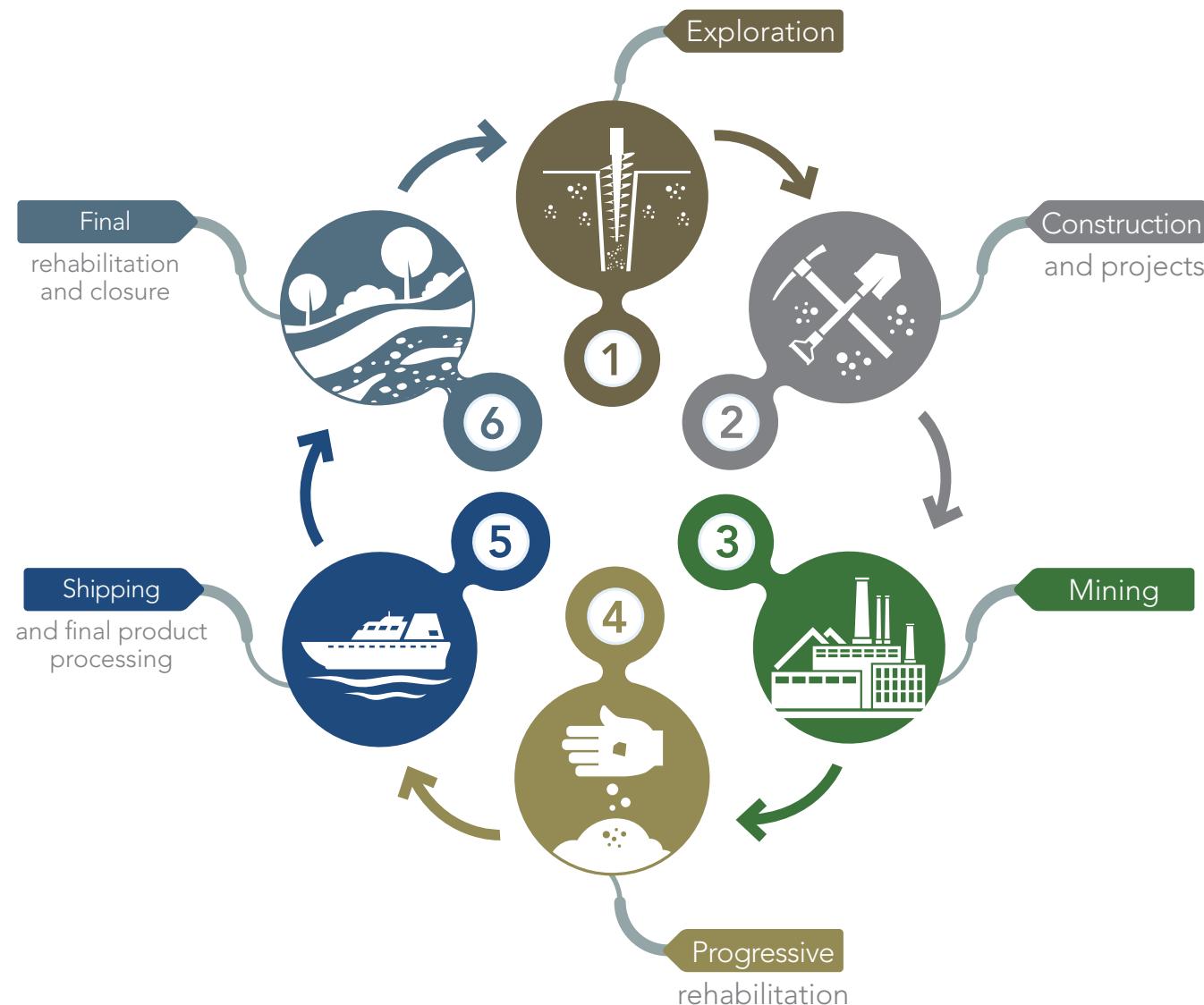


# Sustainability Report 2016

ENSURING A BETTER TOMORROW



## Our Business



**Sustainability is the foundation of our business.**

### Safety

We care for the wellbeing of our employees, their families and community members.

### Environmental Protection

We minimise our impacts, managing our land and water, improving the environment for our communities and rehabilitating as we go.

### Society

We support and improve access to education and health services, skills and business development, training, coaching and mentoring. We are committed to building capacity and leaving a positive legacy.

### Respect and Integrity

We work collaboratively with the communities in which we operate. We develop trust and create value together.

*Cover: Waihi Tailings Storage Facility*



Reefton mine revegetation under snow

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## 2015 Snapshot

**With our host communities,**  
together we planted over  
**800,000 trees**  
for revegetation of areas outside our mine sites.



### Fully Integrated Waihi Gold Mine and Haile Gold Project into the OceanaGold Family.

We delivered consistency in safety, environmental management, community engagement and communications through integrating our systems, our people and our values.



### 36 Health Promotion events

were conducted across all sites aimed at keeping our employees and contractors healthy and well.



We provided  
**48 days of safety leadership training**  
across all our assets

We implemented our new INX stakeholder database which includes  
**over 2000 individual stakeholders**  
with whom we are in regular contact.

Since 2013, we have  
**established over 190 microbusinesses**

in Manila, and the communities surrounding our Didipio Mine located in the Philippines.



### Improved our Sustainability Governance.

We introduced new guidelines for Social Investment and Community Engagement, Risk Management and Safety Leadership.

Achieved a Total Recordable Injury Frequency Rate - **TRIFR of 2.69**



### We provided over 714 education and leadership scholarships

from 2013 to 2015 in the Philippines, New Zealand and El Salvador.



We acquired the Waihi Gold Mine in New Zealand and the Haile Gold Mine site in South Carolina. We acquired the **Haile Gold Mine** in October 2015.



We launched our new **Community Engagement Programs**,

'We Care' Philippines and 'We Can' El Salvador focusing on education, health and infrastructure developments.



We delivered soccer programs in El Salvador, and rugby and basketball programs in the Philippines, and we sponsored local and national basketball and rugby teams in New Zealand.

**Building healthy hearts and spirit through sport.**

# Major Awards for 2015

## GENERAL MANAGEMENT

### 2015 Digger of the Year Award

Presented at the Diggers and Dealers Mining Forum, in Kalgoorlie, Western Australia.

This award recognises companies that have demonstrated industry leading operational performance, management performance and delivery over the past 12 months.



OceanaGold awarded as Digger of the Year 2015



OceanaGold Philippines Inc. major 2015 Awards. From Left-Right, [1] Pusong Minero (Heart of a Miner) Award for helping in areas affected by Typhoon Koppu; [2] Safest Surface Mining Operation Award; [3] Safest Mining Operation Award in the Metallic category; [4] the 2015 Presidential Mineral Industry Environmental Award (PMIEA); [5] 1st Runner-up in the Success Story Award for the Water Treatment Plant; [6] Top Pollution Control Officer Award for Jason Magdaong; [7] The Mother Nature Award by PCAPI; and [8] The Pusong Minero Award for OceanaGold and DELTA Earthmoving in recognition of their joint housing project for victims of Supertyphoon Haiyan.

## Presidential Mineral Industry and Environmental Award (PMIEA) - 20 November 2015

This award is given by the Office of the President, Republic of the Philippines to mining and quarrying companies excelling in the efficient management of the local environment and ecology and safety standards and practices.

## SAFETY

### Safest Surface Mining Operation Award

### Safest Mining Operation: Metallic Category (PMSEA) - 20 November 2014

OceanaGold's Didipio Operations were recognised for excellence in the development and implementation of safety standards and practices, winning both the

metallic and mining operations categories. These awards are presented by the Philippine Mine Safety and Environment Association (PMSEA).

## Best Workplace Practices (Gold) - The Pinnacle Group International

OceanaGold's Didipio Operations received a gold award at the 7th Annual Global CSR Summit and Awards held in Yogyakarta, Indonesia

## ENVIRONMENT

The Pollution Control Association of the Philippines, Inc. (PCAPI) in collaboration with the Government of the Philippines' Department of Environment and Natural Resources (DENR) awarded OceanaGold the following environmental awards in 2015.

## 2015 Mother Nature Award

Awarded for the implementation of an exemplary environmental management system at the Didipio mine site.

## 2015 Success Story Award

Awarded for going beyond compliance - Didipio Water Treatment Plant.

## Best Environmental Excellence Award (Bronze) - The Pinnacle Group International

## Gold Environmental Operating Performance Award. 7th Annual Global CSR Summit and Awards held in Yogyakarta, Indonesia.

## COMMUNITY

### Pusong Minero Award 2015 - Emergency Response to the victims of Typhoon Yolanda

### Pusong Minero Award 2015 - Community housing project in the region devastated by Typhoon Yolanda.

These two awards were presented at the 2015 Annual National Mine and Safety Conference.

A number of other awards were received in 2015. Information relating to these awards and those mentioned above can be found on our website.

## OceanaGold Locations



In 2015 we grew from three to four gold mine operations with an additional mine in the United States under construction.

| Asset locations and descriptions |           |   |
|----------------------------------|-----------|---|
| Country                          | Asset     | Description                                   |
| New Zealand                      | Reefton   | Placed into Care and Maintenance in 2016      |
| New Zealand                      | Macraes   | Open Pit and Underground Gold Mine            |
| New Zealand                      | Waihi     | Open Pit and Underground Gold and Silver Mine |
| Philippines                      | Didipio   | Open Pit and Underground Gold and Copper Mine |
| United States <sup>(1)</sup>     | Haile     | Under construction                            |
| El Salvador <sup>(2)</sup>       | El Dorado | Government approvals.                         |

(1) Non-operating site – currently under construction

(2) Non-operating site – currently awaiting government approvals

| OceanaGold Corporate and In-Country Office locations |           |                     |
|--|-----------|---------------------|
| Country  | Office    | Office              |
| Australia  | Melbourne | Global Headquarters |
| New Zealand  | Dunedin   | In-Country Office   |
| Philippines  | Manila    | In-Country Office   |
| Canada   | Vancouver | Corporate Office    |
| United States  | Fort Mill | In-Country Office   |

# About this Sustainability Report

OceanaGold and our respective subsidiaries operate as OceanaGold Corporation. Throughout this Sustainability Report this group of companies, offices and sites are referred to as OceanaGold. This includes our businesses and our group functions including investor relations, human resources, public relations and marketing.

We have disclosed our payments and royalties on an operational basis, and payments to national, regional or local governments in OceanaGold's annual financial report. In this report, we have disclosed our payments in relation to sponsorships, donations and social investment. Payments regarding regulatory obligations are not disclosed in this report. Payments relating to regulatory obligations include: licence application fees, amendment application fees, annual licencing renewal fees and general compliance costs, which are disclosed in our annual financial statements located on our corporate website [www.oceanagold.com](http://www.oceanagold.com).

## Our reporting framework

This Sustainability Report aligns with the International Council on Mining and Metals (ICMM) Sustainability Development Framework and is prepared in accordance with the Global Reporting Initiative (GRI) G4 Core-level reporting. The Sustainability Report also includes indicators from the Core-level G4 and from the GRI Mining and Metals Sector Disclosures.

OceanaGold is aligned to the United National Global Compact and is committed to the Voluntary Principles on Security and Human Rights, Equator Principles and the Extractive Industries Transparency Initiative. Compliance indicators for these have also been included in this report. This Sustainability Report serves as our key communication tool on how we have progressed in implementing the principles and objectives of these broader global initiatives.

Bureau Veritas has provided independent assurance in respect of this Sustainability Report, including our GRI G4 Core-level reporting. A copy of the assurance report is provided on page 78.

## Reporting scope and limitations

This Sustainability Report provides information and analytics on all of our operating assets. It reports on all assets that are wholly owned or owned through joint venture agreements during the period 1 January 2015 to 31 December 2015.

Our assets include those under exploration, project development, operation, care and maintenance, and closed operations. Our Corporate office functions, including Investor Relations, Communications, Human Resources and Marketing, are included in this report.

Any material information up to 31 March 2016 has also been included to ensure completeness and transparency.

All monetary amounts noted in this report are reported in US dollars, unless otherwise stated.

This Sustainability Report is part of our Annual Reporting suite. All reports are available on our website: [www.oceanagold.com](http://www.oceanagold.com).



Feedback on this Sustainability Report is most welcomed and may be provided in three ways:

- ✓ **Web Feedback Form:** [www.oceanagold.com](http://www.oceanagold.com)
- ✓ **Email:** [Info@oceanagold.com](mailto:Info@oceanagold.com)
- ✓ **Telephone:** +61 3 96565310

## President and Chief Executive's Message



“I encourage all stakeholders to judge us by our results and I am very proud of the results we achieved in 2015.”

*Mick Wilkes, President and Chief Executive Officer*

This year we have focused on achieving positive stakeholder relationships across all our operating sites, development activities and management and marketing jurisdictions in Australia, Canada, the Philippines, New Zealand, the United States and El Salvador. Our financial success in 2015 has been attributed to a senior leadership drive to ensure that corporate governance at OceanaGold is based on core human values and recognises the need for collaboration with stakeholders and communities.

Recently, I reflected on the evolution of sustainability and how it has shaped me as a miner. In the 1980s and early 1990s clashes between mining companies and surrounding communities became more common and gained a higher profile. I observed the destructive nature of these clashes and it was these observations that drove a determination within me to engage with local communities to achieve sustainable and mutually beneficial outcomes.

Our Company's performance starts and finishes with Respect and for this reason that it is our first value, followed by Integrity, Teamwork, Innovation, Action and Accountability. This report highlights our sustainability journey over the past

three years with a particular focus on our results achieved in 2015.

### **Our Values in Action - Highlights for 2015**

#### **COMMUNITY ENGAGEMENT**

In 2015, we announced two new programs for community engagement. In the Philippines, it is known locally as the 'We Care' Program, and in El Salvador, it is known locally as the 'We Can' Program. These programs were developed in full collaboration with the local communities and, in both cases, involved local people playing a key role in program decision-making.

Our 'We Care' Program in the Philippines is unique in that it consists of six steering committees, led by local community leaders and representatives who meet to determine and agree on priorities, actions and key deliverables, budget and key performance or success indicators. Committees are now in operation for:

- Social Investment Governance
- Community Health
- Improving Education
- Micro-investment and Small Business Development
- Environment Improvement
- Community Infrastructure Development.

With full involvement and collaboration of the Didipio community, we are refurbishing and building schools, medical centres, local roads, farmers' markets, and sponsoring the development of a number of new businesses. This is detailed on pages 54 and 57 of this report.

Our 'We Can' Program in El Salvador is based on a similar process and although we have never mined in El Salvador, we are working with the community to develop a positive relationship. It is my belief that if we can work together to deliver a range of community programs and services, then we will be able to work together to develop a world class gold mine in El Dorado. A case study on this program can be found on page 56.

#### SAFETY PERFORMANCE

Safety performance continued to improve throughout the year and it is pleasing to report that we achieved a TRIFR of 2.69 in 2015 which is a decrease of 41% from the previous year. It demonstrates the sustained application of risk management practices, intensive safety leadership training, focused monitoring of key perfor-

mance indicators and targeted corporate governance programs which contributed to this positive result.

Our leadership team continues to work diligently with all of our employees and contractors to ensure that we maintain a safe and healthy workplace where everyone returns home unharmed at the end of each work day and with a sense of accomplishment and pride in what they have achieved.

#### ENVIRONMENTAL PERFORMANCE

Working with the International River Foundation, we seek to bring coaching and mentoring to community members, leaders and regulators to develop a catchment management plan to ensure improvements in water quality can be achieved and that safe drinking water is maintained in the Didipio region.

A significant achievement for the environment program was the signing of the River Agreement by each of the ten key stakeholders. This agreement will introduce catchment planning and management within the Didipio region.

#### INTEGRATING NEW EMPLOYEES

In 2015, we entered the North Island of New Zealand with the acquisition of Waihi Gold Mine and entered South Carolina, located in the United States, with the acquisition of Haile Gold Mine.

I am proud of the way we, at OceanaGold, have worked with existing employees and communities to achieve a seamless handover, where we have embraced our new employees, integrated our new teams into our culture and spent time learning about their communities, expectations and local culture.

At both Waihi and Haile, we have been able to offer employees a long-term future. Conversations I have recently had with our new employees and contractors at Waihi and Haile indicate a sense of excitement about their future with OceanaGold.

Strong sustainable performance is key to our business strategy. I am very proud of what we have achieved in 2015 in New Zealand, the Philippines, El Salvador and the United States.

I would like to thank our stakeholders and particularly those community leaders and members who have collaborated and worked with us to achieve these excellent outcomes; our employees who have adopted new approaches to safety, environmental management and community engagement; our senior leadership team who continue to drive innovation in sustainability and our investors who trusted us to be diligent and continue to adhere to our core values as we grow.

In 2016, I am confident that with your ongoing support we will continue to improve our performance in safety and sustainability as we have done over the past three years.

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#### Mick Wilkes

President and Chief Executive Officer

## Sustainability Committee Chairman's Message



“In 2015, the Sustainability Committee took a close interest in the Group’s efforts to continue to improve our sustainability performance across six pillars of focus: governance, safety, health, environment, people and community engagement. I am pleased to report good results in each of these areas.”

*Jim Askew, Chairman of the Board of Directors, OceanaGold Corporation*

On the back of lower than expected commodity prices and some instability in local economies, OceanaGold had a year of unprecedented growth with the acquisitions of the Waihi Gold Mine in New Zealand and the Haile Gold Project located in South Carolina, United States. This was achieved through implementing our growth and operating strategies and achieving strong investor support.

The Sustainability Committee provides oversight of the Company’s sustainability report and met six times in 2015. The following summarises this reporting period. It should be noted that the Sustainability Committee is supported by the Sustainability Steering Committee, a management group which represents our three pillars Growth, Services and Operations. The Sustainability Steering Committee also met six times in 2015.

Jim Askew Chairman - Sustainability Committee

## SAFETY

The Committee received updates on safety at each meeting. In 2015, we monitored progress on total recordable injury frequency rates and noted both a continuing improvement in the Philippines and in New Zealand. The Group renewed its focus on safety leadership and received detailed background from management that our internally developed program was resonating at each site.

The committee also received information on the number of task observations undertaken. A highlight for the year included a presentation on the 'Safety Innovation' Awards. Further information is provided on page 37.

## RISK MANAGEMENT AND LICENCES TO OPERATE

Risk Management is a well understood and strong foundation process in the Mining industry and this year highlights the application of the risk awareness and management processes applied within OGC associated with our expansion into new assets across new regions and cultures.

Across all our assets our licence to operate was reviewed and a number of programs were changed to improve our performance in this area.

## NEW COUNTRY ENTRY

The Committee continued to receive regular updates on countries where the Development and Exploration Teams were considering entry or where the Board had approved new entry.

The Committee supports management's approach to open, constructive and transparent communications with all key stakeholder groups in countries where it has investments, exploration or operations being conducted.

The Committee continued to monitor the situation with the arbitration proceedings in El Salvador. The Committee is keen to see this matter come to a close while continuing to strengthen the positive relationships developed with key stakeholder groups in the country.

The Committee believes that regardless of the outcome of the arbitration, OceanaGold will remain focused on finding a resolution that results in maximising the social and economic benefits of responsible mineral development as it has, and continues to do, in the other jurisdictions where the Company operates.

## SOCIAL PERFORMANCE AND HUMAN RIGHTS

Work in areas such as community consultation, benefits-sharing and land access continues to play a major part in the work we undertake in relation to new country entry and our licence to operate.

The Committee heard about the important work underway regarding human values in the Philippines, the introduction of the 'We Care' Program at our Didipio site, the 'We Can' Program in El Salvador and a number of community engagement and social investment programs in the North and South islands of New Zealand.

The Committee was also briefed about new frameworks and guidelines introduced to improve governance for Community Engagement, Social Investment, and the provision of sponsorship and donations.

## LOOKING FORWARD

We will continue to monitor the work undertaken in our communities in New Zealand, the Philippines, El Salvador and the United States to ensure that we adhere to our standards and those international standards and principles which we have endorsed.

As I reflect on our achievements over the past 12 months, I believe OceanaGold's employees, contractors and community members can look to the future with confidence. We will continue to be committed to delivering strong financial performance, being a 'partner and employer of choice' and working in a spirit of co-operation and respect with our communities in a sustainable and ethical way.

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## Jim Askew, Chairman

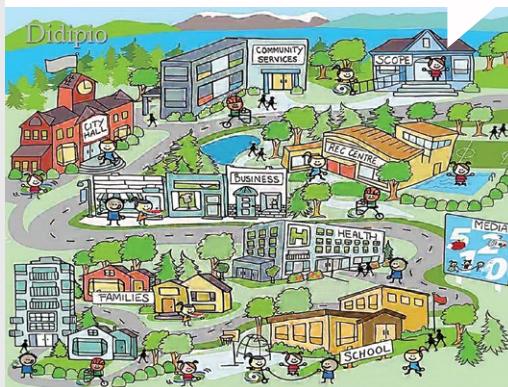
Chairman – Sustainability Committee

# Sustainability: it starts with our vision and values

## We are a leader in responsible gold production.

### OUR VISION

We will be a mid-tier, multi-national gold producer delivering superior shareholder returns in a safe and sustainable manner by developing and operating high quality gold assets. We will be the partner, employer and gold company of choice.



Didipio community vision

### OUR STRATEGY

#### Operations

Efficient mines underpinned by judicious investment

#### Development

All mines operating to their full potential

#### Growth

Substantial low cost reserves

#### World Class Skills

- Operational efficiency
- Mine design optimisation
- Converting opportunity

#### Strong Balance Sheet

- Low debt
- Strategic capital allocation
- Strong investor base

#### Partner and Employer of Choice

By delivering on:

- Safety performance
- Environmental performance
- Employee relations
- Community relations
- Government relations

### OUR VALUES

We believe that the 'right way' to do things at OceanaGold is through demonstrating the following values in everything we do:

- Respect
- Integrity
- Teamwork
- Innovation
- Action
- Accountability

### WE ARE SUCCESSFUL WHEN:

- Our people start each day with a sense of purpose and end the day with a sense of accomplishment and personal pride.
- We challenge ourselves and others to improve our business.
- Our communities, governments and suppliers ask to do more work with us, inviting us to grow with them.
- We gain respect through high performing operations and financial discipline
- Our shareholders are proud of their investment in us and we deliver a superior return to our investors.

# Our Sustainability Framework

## Driven by our Board, delivered by our People and supported by our Communities

At OceanaGold, we use a decision-making framework that considers all aspects of our business including: health, safety, environment and community as well as economic impacts and opportunities. It is this holistic approach to decision-making that has seen a rapid change in our ability to optimise our operations and convert market opportunities into operating assets in 2015.

We believe that our employees and community members should lead our sustainability program with our employees most regularly living in the communities in which we operate. We empower our employees to lead our environment, community and safety programs. This is achieved through a strategic approach to developing leaders and providing leadership opportunities at each of our sites.

Our corporate office focus continues to be the provision of strong governance frameworks that set clear policies, standards and outcome requirements for each of our sustainability pillars.

This allows our Site management teams to work with their employees and communities

Our Corporate approach to safety and sustainability is to provide a governance framework and to work collectively and collaboratively with our people and stakeholders to meet our sustainability goals.

to develop consistent, structured and locally appropriate safety and sustainability programs that take into consideration the needs, values and constraints of their team members, community members and geographical locations.

We have empowered our Site managers to monitor sustainability outcomes, to support new initiatives and to listen to our stakeholders encouraging them to become part of solutions oriented decision-making. We have worked hard at building confidence with all of our employees, challenging cultural norms to 'Speak Up and Lead' with confidence.

Our Corporate Health, Safety, Environment and Community teams provide support for sites through coaching and mentoring of individuals and site teams as they require, fostering the development and implementation of the Site Safety and Sustainability Programs.

The Corporate team also audits all operating assets annually and plays a key role in providing feedback to the Site General Managers, the Sustainability Committee and the Board on how each site is progressing and performing against the OceanaGold policies and standards.



## VISION AND VALUE STATEMENT

- Corporate Code of Conduct
- Anti-Bribery and Anti-Corruption Policy
- Health and Safety Policy and Compliance Standard
- Environmental Policy and Compliance Standard
- Community and Human Rights Policy and Compliance Standard
- Social Investment Guideline
- Community Engagement Guideline
- Site Communication and Marketing Guidelines (Draft – under internal consultation)
- Sponsorship and Donation Standard (Approved April 2016)



## Determining Materiality

Our approach to materiality is guided by our values. Material aspects are those actions and activities we undertake as a company that are most important to our business and our stakeholders.

Material aspects are informed by a deep understanding of our business and stakeholder interests. This year we implemented a stakeholder database which tracks our stakeholder interests, complaints and interactions with our Company.

Our stakeholder, environmental monitoring, health monitoring and safety monitoring databases play a key role in identifying our material issues.

We believe that our stakeholders have the

greatest potential to affect our business performance and the community acceptance of our operations and projects. Regular engagement with our stakeholders and listening to what they have to say or are concerned about has allowed us to identify key areas where performance improvement is required.

In 2015, we commissioned surveys of our local communities to identify key areas of concern or issues which were not being reported via our complaint or grievance systems. These reports were used to determine our material aspects and key topics.

Our full statement on materiality is provided on pages 62 and 63 of this report.

| Material Aspects      | Location                                   |
|-----------------------|--|
| Noise and vibration   | Didipio and Waihi                          |
| Water management      | Didipio                                    |
| Social investment     | Didipio                                    |
| Mine closure concerns | Reefton and Waihi                          |
| Arbitration outcome * | El Salvador and Corporate office locations |
| Impact on communities | Didipio and Waihi                          |
| Biodiversity          | NZ and Philippines                         |

\* This has formed a material issue due to international media attention from US, NZ and Australian NGOs.

| Key Topics                                   | Location |
|--|----------|
| Safety Performance                           | All      |
| Corporate Governance                         | All      |
| Ethical Conduct and Human Rights             | All      |
| Environmental Performance                    | All      |
| Social Performance                           | All      |
| Employee Engagement, Diversity and Inclusion | All      |

## Acting with integrity and ethics

Integrity and accountability are core values of OceanaGold and central to our reputation in all the countries in which we explore, operate and undertake business. We are committed to ethical business practices and high quality governance in all interactions with our stakeholders.

### Ethical conduct - Starts with our Board

The Board supports high standards of ethical behaviour and requires all directors, employees and contractors to act with integrity at all times.

The Company has both a Corporate Code of Conduct and a Directors' Code of Conduct which seek to foster high standards of ethics and accountability among directors, employees and contractors in carrying out the Company's business.

The codes provide guidance on a variety of matters such as standards of behaviour, confidentiality, securities dealing, public statements, use of company property, conflicts of interest and financial reporting.

The codes are supplemented by formal policies and procedures to establish appropriate standards and programs of support in relation to discrimination, harassment and bullying, diversity, equal opportunity and investor relations.

### Training and equipping our people

Our Corporate Code of Conduct sets the standard for our commitment to working with respect and integrity and clearly articulates corporate and individual accountability.

Our ability to work transparently can never be compromised by our commercial or individual interests. Our Code of Conduct, policies, standards, leadership and induction training clearly articulate our obligations and the required actions for dealing with any conflicts or transgressions.

The process for reporting any person observing or even suspecting another employee of acting against these standards, the Code of Conduct and relevant supporting policies, are also clearly articulated.

“We have developed integrity and ethical standards which must be implemented in all our operations. These are integral in how we conduct our business. Managing behaviours to ensure ethical conduct is critical for the protection of our reputation and to maintain our ability to operate”. *Liang Tang, Executive Vice President, Company Secretary and Corporate Counsel*

The implementation of our Code of Conduct and relevant policies is the responsibility of every employee at OceanaGold. Every employee is provided with access to the Code of Conduct and all policies, standards and governance frameworks through our intranet site and it is a condition of their employment that they behave in accordance with the Code of Conduct and embrace our values at all times. Prior to commencing with OceanaGold employees must sign a statement that they have read and understand our Code of Conduct and policies and are willing to comply with them.

#### **Confidential reporting and investigation**

Reporting of suspected corrupt behaviour

or any non-compliance with our Code of Conduct and corporate or site policies, standards or procedures can be reported confidentially through the independent ‘whistle-blower’, hotline services which is proved by Deloitte.

Our corporate legal business unit is responsible for coordinating any internal or external investigations into such matters, regardless of the channel through which the matter is reported.

#### **Transparency of payments to governments**

The Extractive Industries Transparency Initiative (EITI) is an international standard that aims to ensure transparency of payments

and receipts between governments and extractive industries including oil, gas and mineral resources. It is developed and overseen by a coalition of governments, companies, civil society, investors and international organisations.

The Government of the Philippines requires all companies to comply with the EITI and the Canadian Government is soon to pass regulations which will also require Canadian companies such as OceanaGold to comply with the EITI.

This is an International Standard fully supported by OceanaGold. We consider transparency around any payment to gov-

ernment, government officials or related organisations to be critical to our Company’s Integrity and for maintaining our licences to operate around the world.

Significant components of our government payments occur due to taxation and licence fees as required by host countries legislation.

EITI and transparency of payments underpins good governance of natural resources for the benefit of the host countries, local communities and the extractive industries.

In 2016, we will focus on further improving the tracking and reporting of all payments to government and agencies and ensure that this data is audited to the highest standard. We will develop a specific Corporate Standard to support and clearly articulate our principles, targets and implementation requirements to improve tracking and reporting of all payments.

## **Respecting human rights and human values**



#### **Respecting rights and culture**

OceanaGold reviewed the way it engaged with Indigenous communities across its operating assets with particular focus on New Zealand where the Maori people make up approximately 15% of the population.

In November, OceanaGold developed its Iwi Engagement Strategy with the aim of facilitating better cross-cultural understanding

between Iwi (traditional Maori tribal groups) and the Company. A steering group of OceanaGold representatives from Dunedin, Waihi and Melbourne was established to oversee the development of this strategy. An independent assessment of Iwi relationships at Macraes, Reefton and Waihi mines was completed. No substantive issues were noted. However there remain opportunities to improve these relationships. A number of

recommendations have been incorporated into the strategy which will be implemented in 2016.

Of our four operating sites, three sites (Waihi, Reefton and Macraes) have Indigenous groups who identify with the area where the mine is located. Indigenous agreements are in place with all relevant Indigenous communities for each of these sites.

#### **Looking forward**

In 2016, OceanaGold will review our Corporate Frameworks for land access, government relations and human rights impact assessment in line with our Corporate Policy including the requirements of the UN’s Guiding Principles on Business and Human Rights.

“Respecting and protecting human rights is fundamental to the protection of civil society.

Simply, the nature of our business means that we have the potential to impact people’s human rights. We also have the opportunity and the resources to educate, advocate and advance the respect of human rights, especially for women and children.”

Bradley Norman, Country Director - Philippines.

At OceanaGold, we take our human rights obligations seriously. This is demonstrated by our commitment to adopt the Voluntary Principles on Security and Human Rights.

Oceanagold complies with the United Nation’s Guiding Principles on Business and Human Rights:

| United Nations requirements   | OceanaGold’s compliance statement  |
|---|--|
| Express a commitment to human rights through a policy statement   | Our commitment to human rights is documented in our Human Rights Policy and supported by our Corporate Code of Conduct. The Policy clearly articulates our Company’s responsibilities and expectations and is communicated to all employees and contractors at inductions.   |
| Perform human rights due diligence to identify, prevent, mitigate and account for human rights impacts                              | In 2015, a full review was conducted to determine any areas within our human rights program which needed to be strengthened. A review of our land access processes and procedures in the Philippines was undertaken and these have been fully documented providing transparency to landholders should OceanaGold be required to obtain land access and surface rights in the future. |
| Provide remediation where business enterprises have been identified as having caused or contributed to adverse human rights impacts | In 2015, we reviewed all historic and currently active grievances to identify if our operations had caused or contributed to human rights impacts. Remedial actions and communications were also reviewed. As an outcome of this review, our complaint and grievance process was simplified and all complaints and grievances are now recorded through a central management system.  |

## Case Study:

### Human rights and values in action

#### A values-based organisation

In June 2015, Didipio’s Human Resources Department was renamed and restructured to become the Human Values Department.

However, the transition to the Human Values Department was

not just a renaming and restructuring exercise. This was part of a high-level leadership transformation program aimed at changing the way people perceived themselves, and focusing the new department on meeting the needs of the people within our organisation.

“We aim to build a sustainable, values-driven organisation based on a holistic approach to managing and developing our people. We must consider the vast differences between and within each of our operating assets and bridge these differences through a common set of values and behaviours.”

Imma Kaamino, Human Values Manager (Didipio).

The new Human Values Department has been specifically tasked to:

- Reinforce human values to foster opportunities for open communications.
- Implement an employee engagement survey.
- Facilitate the regular engagement of agency partners such as the Human Development Mutual Fund and Social Security System. These organisations now visit the Didipio Mine Site making it easier for all employees and

contractors to access the benefits offered by these organisations.

- Improve the recruitment of people through the creation and engagement of a local Employment and Training Steering Committee with representatives from each of the local government areas.
- Assist the Events Committee to align social, employee and community events with the values and beliefs held by our Company, our employ-

ees and contractors and the community in which we operate.

OceanaGold was acknowledged by the Department of Labour and Employment at the 2015 Annual National Labour Management Conference. Partnering with the local union, we provide insights as to how we work together to ensure respect and fairness in the workplace.



## Case Study:

### Working with the Philippines Commission of Human Rights

In July, 2015, the officer-in-charge of the Commission on Human Rights in Cagayan Valley region of the Philippines, conducted an information and education seminar with our security personnel at the Didipio mine site.

Together with the support of the Commission, we discussed the importance of our Human Rights Policy, our international obligations and how we can better communicate our standards to

our employees, contractors and the local community.

A key outcome of this meeting was the development of a new Community and Human Rights Compliance Standards Manual. The aim of the manual is to align our human rights obligations and values to how our employees and contractors interact on and off site.



*The Philippines Commission on Human Rights provided training to 448 employees. 124 of our 162 security employees and 324 non-security related employees received training in 2015 at our Didipio site.*



# SECTION 2

## BUILDING TOMORROW THROUGH SUSTAINABILITY

We are committed to engaging with our employees and stakeholders in an open and transparent way.



Female employees at Didipio Mine Site

## Engaging with our Stakeholders



This year OGC undertook the development of a Community Engagement and Social Investment Guideline.

We interact with a diverse range of stakeholders who represent our host communities, our regulators, our investors and our employees. Our stakeholders can be defined as those who are impacted by our developments and operations or those who have an interest in or influence how we operate and grow. They also influence how we are perceived locally, nationally and internationally.

All our operations are required to establish local communication and engagement plans which identify and establish appropriate channels of communication where stakeholders can voice their concerns, support and opinions openly and publicly.

The methods and frequency of communication with stakeholders are as diverse as our stakeholders themselves.

Globally, we communicate through our Company website, corporate publications and Annual General Meeting's market release, media releases, analyst

briefings, speeches and conference papers as well as interviews with media outlets.

This year OceanaGold undertook the development of a Community Engagement and Social Investment Guideline to assist each operation to develop more considered and strategic communication and social investment plans for their local and national stakeholders. These plans include the use of newsletters, meetings, sentiment monitoring and the implementation of a comprehensive community complaints and grievance program

As a result of OceanaGold's expansion (with the acquisitions of Waihi Gold Mine and Haile Gold Mine), internal site specific communication plans were developed aimed at ensuring all our employees and contractors, both new and existing, were equipped with correct and factual information about the acquisition process. Tailored communication tools included newsletters, fact sheets, site meetings, videos, induction communications and welcome communication programs.



| STAKEHOLDER  | KEY AREAS OF INTEREST   | HOW OCEANAGOLD ENGAGES  |
|--|---|---|
| <p><b>Our local communities and Indigenous groups</b><br/>Our operations bring us into contact with a diverse range of communities in the United States, the Philippines, Latin America, New Zealand, Canada and Australia. Our staff engage with local community groups, community representatives including government representatives and representatives from non-government organisations.</p> <p><b>Our commitment</b><br/>To respect the rights and interests of the communities in which we operate. We work with communities in collaboration and co-operation to minimise our impacts and deliver beneficial social investment programs.</p> | Community impacts<br>Social investment<br>Environmental performance<br>Employment opportunities   | Through our employees we engage with the community via newsletters, community meetings, community leaders' groups, media relationships, house to house surveys, education and information centres   |
| <p><b>Our labour unions</b><br/>At most of our sites, labour unions represent our employees and are regular visitors to our sites</p> <p><b>Our commitment</b><br/>To provide a fair days pay for a fair days work under fair work conditions across all our business units and locations.</p>   | Workers' rights, health and safety, remuneration, working hours, mine closure processes.  | Direct communication as required, regular on-site meetings, attendance at tool box talks and nominated employee union representatives   |
| <p><b>Our employees and contractors</b><br/>At OceanaGold we employ over 3000 workers, including contractors across all our sites.</p> <p><b>Our commitment</b><br/>To provide a safe working environment where all our employees and contractors can reach their potential by encouraging professional and personal development, recognising and rewarding good performance and by fostering diversity.</p>   | Health and safety performance<br>Operations and new development performance<br>Community engagement<br>Environmental performance<br>Health and safety performance | Start-up meetings, toolbox talks, newsletters, union meetings, human values monthly meetings, General Managers talks, safety stand downs  |
| <p><b>Our investors</b><br/>Our investment community includes individual investors, institutional investors, debt and credit providers and analysts and advisors.</p> <p><b>Our commitment</b><br/>To deliver superior shareholder returns through operational efficiency, optimisation of existing operations, focusing on substantial low cost reserves, managing debt and seeking strategic growth opportunities.</p>   | Economic performance<br>Health, safety, environment and community performance<br>Acquisition risk<br>Project delivery   | Through our fact book, sustainability report, quarterly results reporting, half yearly reporting, annual reporting, annual general meeting, website, investor roadshows, investor meetings, briefings, conference presentations and business forums |

| STAKEHOLDER  | KEY AREAS OF INTEREST  | HOW OCEANAGOLD ENGAGES   |
|--|--|--|
| <b>Our business partners</b><br>We have a number of joint venture partners and investment partners. This stakeholder group also includes businesses and consulting companies which provide goods and services to our exploration activities, projects, operations and corporate offices. | Fair and open procurement practices.<br>Commitment to 'buy locally'<br>Health and safety performance                               | Through our fact book, sustainability report, results reporting, site visits, contract negotiations, website, conference presentations, meetings and briefings as required   |
| <b>Our regulators</b><br>Governments and regulators at local, regional, state, national and international levels.  | Economic performance<br>Health and safety performance<br>Social and community impacts  | Regulatory information, other public information (annual report, sustainability report), direct communication (meetings, briefings), and participation in government consultation programs and policy consultation programs  |
| <b>Our customer</b><br>All gold bullion is sold to Perth Mint and all copper and gold concentrate is sold to Trafigura.  | Quality of product<br>Contract performance   | Through our fact book, sustainability report, results reporting, site visits, supply contracts, website, conference presentations, meetings and briefings as required  |
| <b>Our commitment</b><br>To ensure on-time delivery of a quality product safely each and every time.   |  |  |
| <b>Non-government organisations (NGOs)</b><br>Environmental, social, human rights and social development organisations at local, national and international levels.  | Environmental performance, Human rights performance, Community performance   | Through our fact book, sustainability report, quarterly results reporting, site visits, annual reporting, website, briefings, conference presentations and NGO forums. Direct communication as required, regular on-site meetings, attendance at tool box talks and nominated employee union representatives |
| <b>Our industry peers and associations</b><br>Business associations, resource sector specific associations, commodity specific associations, and environmental, social and governance associations at local, national and international levels.  | Diverse range of interests from sector economics to ESG policy, standards and promotion of best practice methods and technologies. | Attendance at meetings and conferences, conference presentations and participation in governance committees  |
| <b>Our media</b><br>Representatives from social, online, print and broadcast media.  | All issues that reflect stakeholder issues.  | Media releases, media briefings, interviews, our fact book and sustainability report, quarterly results reporting, site visits, annual reporting and website   |
| <b>Our commitment</b><br>To ensure open and transparent dialogue, engagement and public reporting.   |  |  |

## Engaging with our investors

“At OceanaGold, we see our investors as an integral part of our business. We seek to communicate with them effectively and uphold the highest standard of information dissemination under our legal and regulatory obligations. We are committed to engaging with the investment community on a regular basis through direct contact, presentations, news releases and webcasts. We set expectations appropriately and deliver to these expectations while driving meaningful returns in any gold environment. Our investors expect us to provide consistent and positive returns, to uphold a high degree of professionalism, be respectful custodians of capital and be leaders in sustainability and corporate governance. We are vehemently committed to our shareholders and the broader investment community.”

*Sam Pazuki, Investor Relations Director.*

### Our investor profile 2015

Key 2015 highlights:

- Declared inaugural dividend of \$0.04/share
- Delivered strong financial results of \$508m in revenue and \$53.1m in net profit
- Strong balance sheet

Throughout the year, OceanaGold continued to deliver consistent positive results across its business which translated into strong share price performance. Through this performance and the execution of two principal transactions, the Company has solidified itself as the lowest cost gold producer which is expected to deliver meaningful

returns to shareholders and significant benefits to stakeholders for many years to come.

The Company continues to strive to improve its communications with the investment community. It endeavours to respond to all investor queries within a 24-hour period and provide adequate information within publicly available data. The Company is committed to enhancing its corporate brand through the information it releases externally. The Sustainability Report is our key communication document to investors regarding our environmental, social and human values performance.

### Measuring and managing our reputation with all our stakeholders

Effective and transparent measurement of our reputation within the community and with key stakeholders, such as government officials, is key to driving continual improvement in our social and environmental performance.

In 2015, OceanaGold reviewed how it measures and manages its reputation. Working with INX Software Pty Ltd, we jointly developed our stakeholder and engagement tracking database, now known as InForm.

Our stakeholder database is a critical component to successfully managing the im-

pacts of our projects and operations. It ensures that we remain a sustainable and socially responsible operator.

Failure to track and document issues, communications and commitments can result in escalating stakeholder dissatisfaction and project failure.



## Case study:

### Waihi engaging with our community

*"Our Waihi Mine operations are right in the middle of town, and sometimes underneath occupied houses. The Martha open pit is only 100 metres from the main street of Waihi, while our Correnso underground mine is located under residential properties in Waihi East.*

*When you are operating this close to your community, recognition and respect of people's amenity values is very important. Everything we do at Waihi is on public display and has the potential to have an effect on those around us."*

*Kerry Watson, HSEC Manager (Waihi Operations).*

Regular communication is critical and this is achieved through a number of different strategies. The Waihi team produces a fortnightly full page article in the local newspaper, distributes monthly newsletters to 550 residents, and



answers community questions on a regular Q&A session on our local radio station. The team hosts regular community meetings on and off site and encourages engagement by having an open door policy.

People are welcome to meet with members of our team to discuss any concerns anytime. For those who are unable to visit we have a toll free phone service that is available 24 hours a day.

This combination of communication and engagement strategies is an integral part of what it means to be operating next to and under people's houses. It is also what it means to be a good corporate neighbour.

## Our People

“Creating a workplace that encourages a richness of diversity through supporting our employees and contractors with the skills, training and systems to live our values. That’s our philosophy at OceanaGold.”

*Yuwen Ma, Executive Vice President and Head of Human Resources*



### Our Board and its responsibilities

The Board is responsible for providing strategic direction, defining broad issues of policy and overseeing the management of the Company to ensure it is conducted appropriately and in the best interest of shareholders.

In summary, the Board is responsible for: the management of the affairs of the Company, including its financial and strategic objectives; evaluating, approving and monitoring the Company's strategic and financial plans; evaluating, approving and monitoring the Company's annual budgets, business plans and major capital expenditure, capital management and all major corporate transactions, including the issue of the Company's

securities; and approving all financial reports and material reporting and external communications by the company in accordance with the Company's Investor Relations Policy.

The Board has delegated certain responsibilities and authorities to the Chief Executive Officer (CEO) and his executive team to enable them to conduct the Company's day-to-day activities, subject to certain limitations set out in an authorisation policy approved by the Board. Matters that are beyond the scope of those limitations require Board approval.

The Board examines its size and diversity annually to determine whether the number of directors is appropriate. With the acquisition of Romarco, OceanaGold welcomed Diane Garrett to the Board. The Board believes that

its current composition fairly represents the interests of our stakeholders.

The Board has established three committees to assist the Board in discharging its responsibilities as follows:

- Audit and Financial Risk Management Committee;
- Remuneration and Nomination Committee; and
- Sustainability Committee.

Each committee is governed by a formal charter approved by the Board, documenting the committee's composition and responsibilities. Copies of these charters are available from the Company's website at [www.oceanagold.com/about-us/governance](http://www.oceanagold.com/about-us/governance).

During the Company's 2015 financial year, the composition of the Board was as follows:

- Mr. James E Askew (Chairman and non-executive director);
- Mr. J Denham Shale (non-executive director);
- Mr. Jose P Leviste, Jr. (non-executive director);
- Mr. William H Myckatyn (non-executive director);
- Dr. Geoff W Raby (non-executive director);
- Mr. Paul B Sweeney (non-executive director);
- Dr. Diane Garrett (non-executive director) and
- Mr. Michael F Wilkes (President and CEO).

For further information on the performance evaluation of the Company's committees, Board and individual Directors, refer to the latest Management Information Circular.

## Improving diversity at OceanaGold

Our employees and contractors are key to our businesses and we are committed to building a flexible and diverse organisation. Through providing opportunities and workplace arrangements that accommodate the needs of individuals from varied backgrounds and as required based on personal circumstances we have continued to steadily increase the participation of many employees from a range of diverse backgrounds.

We are committed to continuing to respect the unique characteristics of our employees.

The diverse experience that every individual brings to the workplace enables us to challenge our status quo and seek innovation, which leads to improved team and company performance.

In February 2013, the Board agreed and implemented its Diversity Policy to reflect its ongoing efforts and commitment to developing and maintaining a diverse workforce. To transform its diversity goals into achievable outcomes, measurable objectives regarding diversity in the workplace were developed and implemented in 2014 and 2015. Our Diversity Policy is available on our website at [www.oceanagold.com/about-us/governance](http://www.oceanagold.com/about-us/governance).

## OceanaGold welcomes Dr. Diane Garrett to our Board

Diane has more than 20 years of senior management and financial expertise in the field of natural resources. Most recently she held the position of President and CEO of Romarco Minerals. Prior to that, she held numerous senior positions in public mining companies including; Vice President Corporate Development of Dayton Mining Corporation and Vice President Corporate Development of Beartooth Platinum Corporation. Earlier in her career, Dr. Garrett was the Senior Mining Analyst and Portfolio Manager in the precious metals sector with US Global Investors.



## Gender diversity across the Company

In 2015, women accounted for 17% of the entire workforce.

We continue to see strong participation by female employees across the organisation. In Australia, over half of all positions are held by women and 58% of those positions are in professional or managerial roles. Of our managers 33% are women and 70% of our supervisors and professional personnel are women.

## Employees by category

|                               | Total % | Gender % |        |
|-------------------------------|---------|----------|--------|
|                               |         | Male     | Female |
| Executive leaders             | 0.6     | 85.3     | 14.3   |
| Senior leaders                | 0.6     | 85.3     | 14.3   |
| Managers                      | 3.3     | 74.5     | 25.5   |
| Supervisory and professional  | 24.4    | 79.5     | 20.5   |
| Operators and general support | 71.1    | 84.7     | 15.3   |

*Note: This table does not include Haile.*

Male employees account for the majority of our full-time workforce reflecting the fact that mining related roles have historically been held by males.

We aim to continue achieving strong gains in providing opportunities for our female employees to become key leaders within OceanaGold and its subsidiary companies.

OceanaGold remains committed to the provision of flexible working arrangements for staff members who have domestic or other responsibilities, as well as the promotion of an inclusive and supportive workplace culture.

We seek to provide training and development opportunities to staff across our various locations, ensuring that all employees are given fair and equal access to all employment and leadership opportunities.

OceanaGold recognised that leadership talent development is fundamental to a high performance organisation. In 2014, the Company successfully launched its pilot session of 'Leader as Coach' in the Philippines. In 2015, we provided 'Leader as Coach' training to over 40 organisational leaders across our five operating sites and business units.

## Employees by gender, employment type and region

| Employees and contractors              | Corporate (Melbourne and Vancouver) | Philippines Office | New Zealand Office | Didipio Mine | Waihi NZ | Reefton NZ | Macraes NZ | Haile | Exploration/New Developments including El Salvador | 2015 |
|--|-------------------------------------|--------------------|--------------------|--------------|----------|------------|------------|-------|--|------|
| Full-time                              | 31                                  | 36                 | 28                 | 548          | 100      | 55         | 422        | 159   | 57   | 1436 |
| Part-time                              | 3                                   | 8                  | 1                  | 45           | 1        | 8          | 7          | 0     | 42   | 115  |
| Contractors                            | 8                                   | 8                  | 1                  | 1297         | 188      | 8          | 46         | 224   | 39   | 1819 |
| Female (%)                             | 53                                  | 41                 | 38                 | 15           | 19       | 22         | 8          | 16    | 25   | 17   |
| Turnover (%)<br>(Variance 2014 & 2015) | 21                                  | 11                 | 21                 | 12           | 15       | 198*       | 16         | 0     | 43   | 21   |

\*The high turnover at our Reefton operation between 2014 and 2015 was due to the operation been placed into Care and Maintenance

## Employees by age and diversity

|            | Under 30 | 30-50 | Over 50 |
|------------|----------|-------|---------|
| Male (%)   | 15.8     | 47.5  | 20      |
| Female (%) | 5.6      | 8.3   | 2.8     |
| Total      | 21.4     | 55.8  | 22.8    |

## Harassment and discrimination

In 2015, OceanaGold investigated two incidents of harassment in New Zealand. These incidents related to bullying. Both incidents were investigated with support plans implemented coupled with on-going monitoring and management review.

## 2015 Employee Engagement Survey

In December 2015, the Employee Engagement Survey Phase One was released to

all operations, with the exceptions of Waihi Operations and Haile Gold Mine, to measure employees' level of engagement and provide an opportunity for feedback about their experiences working for OceanaGold.

Responses were received from approximately 1000 staff who took the time to tell us what they think and provided new and useful information to assist us to improve how we do things. Initial results indicate that OceanaGold employees are highly engaged with the following specific feedback results:

- 78% of employees are proud to be working here, 18% neutral;
- 73% of employees would recommend OceanaGold as a workplace to their family and friends whilst 21% were neutral.

The lowest two engagement items were:

- 65% of employees were satisfied with their job, 28% neutral and 7% not satisfied;

- 68% of employees look forward to coming to work every day, 24% are neutral and 8% do not look forward to coming to work.

These results compare favourably with other organisations' benchmarks, being better than three quarters of similar organisations. However, there are significant differences in engagement between OceanaGold sites, providing an opportunity to improve our actions and satisfaction levels going forward.

We are committed to responding to our employees' feedback, fostering positive working environments and developing engagement plans to address the issues that were identified at each site, including:

- Providing a greater sense of purpose with clearer links between employee roles and company direction
- Fostering better relationships between managers and their direct reports

- Providing consistency in demonstration of our values in daily actions
- Providing clearer development opportunities for employees and the tools to succeed in their roles.

## Employee turnover

Employee turnover has reduced from 41% in 2014 to 21% in 2015. This supports the key findings of the Employee Engagement Survey.

It should be noted that a higher than usual turnover rate was recorded for 2015 in our Exploration and New Developments Program. This has been directly attributed to the ability to obtain exploration permits in El Salvador and the Philippines. Exploration in New Zealand, the United States and other countries has been our priority and continues to be a key component of our growth strategy in 2016.

## 2015 New Leaders

### HECTOR TIAM Infrastructure Specialist

*"Prior to my employment in OceanaGold Corporation, I had already worked with the mine as a Project Manager of MMC Corporation, a contractor of OGC Project Team during the construction phase. It is really my pleasure and pride to oversee the implementation of community projects both the Social Development Management Program and the Company Commitment Infrastructure Projects which are being developed through our 'We Care' Program.*

*I belong to one of the tribes of this province. I am really enjoying my given community leadership tasks. Having worked with similar undertakings during the early years of my profession, I am bound to share and impart my knowledge on the operation and maintenance of various community infrastructure projects to ensure sustainability. The construction of Farm to Market Roads, Spring Development as*

*source of potable water, Improvement of Irrigation System, construction of Health and Birthing Clinics and other similar projects is really uplifting as we are improving the living standards of the community. We have work hard to maintain our socio-cultural values and I am really proud about our We Care Program – building sustainable infrastructure projects with the community for a better future not only during the mine but more so after the mine life."*

Hector



### HUGO SOTO Manager, Administrative and Financial

*"My name is Hugo Edwin Soto. I joined the OceanaGold Team in July 2015 as Financial Manager and External Communication. For me, it is important to have a big challenge, to do something good for my country and the communities where I live and work. I believe with OceanaGold, the El Dorado Program environment and social program, we will be able to achieve good things in El Salvador.*

*It's a pleasure to me to implement a new account system which is more organized and easy to understand, promote mining and OceanaGold in the communities is important to me and the future of El Dorado.*

*I feel through good communication which is open, transparent and respectful we hope to achieve a positive outcome for the El Dorado community and El Salvador. This is being achieved*

*through little steps. The Company has placed much trust in me and my abilities. I feel like a valued employee of the OceanaGold Family."*

Hugo



**NERICEL LANGRES** Manager, Community Relations and Communications

*"I joined OceanaGold in 2014 as a superintendent at the Environment Department of Didipio Operations. When the new Communications Department was formed in May 2015, I was appointed its manager.*

*Emerging challenges prompted further organizational changes in Didipio and to improve the cohesiveness of administrative and support units, the Community Partnership and the Communications Departments merged to become the Community Relations and Communications Department. In August 2015, I was appointed as the Manager of this diverse and dedicated team.*

*Transitioning from a highly technical field to the intricate discipline of social development is a path less travelled, and I consider this journey a difficult one. However, with the earnest initiative of my team members and the support of our General Manager and other colleagues, OceanaGold now has excellent relations with the community.*

*With the introduction of the 'We Care' program, OceanaGold streamlined the working structure and implementation schemes for various social investment projects to ensure that we delivered to our host communities needs and expectations.*

*I have found my true calling. It is manifested in a commitment to empower the host community to be self-sufficient beyond the life of mine. Developing leaders among the younger generation of people in Didipio has become my motivation and my passion. I am Nericel Langres, and I truly care!"*

Neri



**ANNABEL PUNZALAN** Manager, Occupational Health, Safety and Compliance.

Annabel joined OGC in September 2012 as our Health and Safety Supervisor (Projects). In 2015, Annabel was promoted to OHS Superintendent and Acting Health and Safety and Government Relations Head and has since been appointed as our Occupational Health, Safety and Compliance Manager at Didipio, Philippines.

*"A highlight for 2015, was launching the "Our Courage in Safety" Program which promotes and encourages employees to be courageous enough to act and stop any unsafe act and correct any unsafe condition in the workplace.*

*Moving in to a leadership role has had its challenges, but I have found with good teamwork and collaboration we have achieved significant improvements in safety and continue to work proactively with the community and government agencies.*

*A highlight for my professional development was taking part in the 'Leaders as Coach' training. It was a big turning point for me to learn how to lead my pack. I am happy with my role and very proud with the opportunities I have had with my OceanaGold Family."*

Annabel



# New Developments in 2015

## Haile Gold Mine development

Our Haile Gold Mine is currently in construction and is scheduled to commence commercial production in early 2017.

The Haile Gold Mine is located in Lancaster County in the state of South Carolina and is approximately 58 miles northeast of Columbia, the capital of South Carolina.



### Quick facts

|                                 |                           |
|---------------------------------|---------------------------|
| Status:                         | currently in construction |
| Commercial production expected: | early 2017                |
| Initial Capex                   | \$380 million             |
| Sustaining Capex LOM            | \$139 million             |
| Reserves                        | 2018 koz                  |
| Measured & Indicated Resources  | 4039 koz                  |
| Estimated Mine Life             | 2030+                     |

The mine is located within the prodigious Carolina terrane, which extends from Georgia to Virginia, between two former gold mines - the Ridgeway Mine and the Brewer Mine.

### Sustainability highlights

With the approval of the Haile Gold Mine, a number of sustainability offsets were negotiated that have since been acquired and transferred to the relevant Conservation Agency. These offsets include the Rainbow Ranch, Cooks Mountain and Goodwill Plantation. The Rainbow Ranch site comprises 698 acres containing 17,714 Linear Feet (LF) of streams and 28.11 acres of wetlands; the Cooks Mountain site is 1131.8 acres, containing 28,292 LF streams, 10,289 LF of Wateree River shorelines and 485.1 acres of wetlands; while the Goodwill Plantation site is 2559 acres containing 30,706 LF of streams, 29,560 LF of Wateree River shoreline and 1048 acres of wetlands.

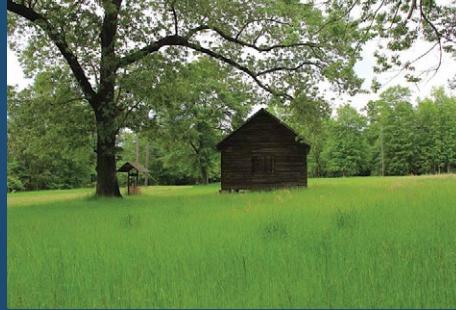


**Rainbow Ranch** site is located adjacent to South Carolina Department Natural Resource's Forty Acre Rock Heritage Preserve and the Carolina Heelsplitter Conservation Bank in the Lynches River Watershed. The site includes approximately 8551 LF of flat creek, which was designated by United States Fish and Wildlife Services in 1993 as critical habitat for the endangered Carolina heelsplitter freshwater mussel (*Lasmigona decorata*). The addition of Rainbow Ranch

to the Forty Acre Rock Heritage Preserve will increase its size by 30%. The opportunity is to expand the protected habitat and management for the Carolina heelsplitter and establish the Rainbow Ranch site as a unique property and high priority for preservation within the Lynches River Watershed.

**Cooks Mountain** site is located within the Wateree River Watershed and the 215,000 acre Congaree, Santee and Wateree Basin Focus Area (COWASEE), a land conservation partnership including South Carolina Department of Natural Resources (SCDNR), Congaree Land Trust, Friends of Congaree Swamp, Richland Co. Conservation Commission and Sumter County Soil and Water Conservation District. With elevations approaching 400 feet above sea level adjacent to the Wateree River, about 260 feet above the river itself, the Cooks Mountain site is a unique landform to be found in the midlands of South Carolina. The site contains an extremely diverse ecology and outstanding scientific, educational, aesthetic and recreational characteristics.

**Goodwill Plantation** site is located within the Wateree River Watershed and the COWASEE Basin Focus Area. The site contains outstanding examples of historic and archaeological resources, a diverse ecology and opportunities for scientific research, education and recreation. Goodwill Plantation is considered a linchpin property and a high priority for acquisition and preservation by the partners of the COWASEE Basin Focus Area.



Additionally, the Haile Gold Mine mitigation plan provides substantial financial support to the SCDNR to protect, maintain and, as it deems appropriate, restore or enhance the resources of the sites. An endowment totalling \$4.5 million will be provided to SCDNR for maintenance and management of the sites. An additional amount of \$4.9 million will be provided to SCDNR specifically for projects for the benefit of the heelsplitter mussel.

These offset properties have provided an outstanding and unique opportunity to achieve landscape scale conservation through permitting the development of a world class mining operation.

### El Dorado, El Salvador

Regulated mining has not been undertaken in El Salvador since the middle of the last century. El Dorado is located approximately 74 kilometres northeast of the capital city of San Salvador, and ten kilometres south-west

of the town of Sensuntepeque. It operated as a gold and silver mine in the 1940s providing much-needed jobs. Old miners still talk about the days when the mine was operating and how the mine was central to the El Dorado community.

In 2008, Pacific Rim gave consideration to re-opening the 'old mine' and redeveloping a world class gold and silver operation contained within the existing footprint of the old El Dorado mine site.

An Environmental Impact Assessment was conducted and lodged with the Department of Environment in 2008. No decision on this application has been made to Pacific Rim filed an arbitration claim with the International Centre for the Settlement of Investment Disputes in 2009, which is on-going. Despite this situation, OceanaGold continues to work in a spirit of participation and partnership with the El Dorado community and the Government of El Salvador to seek a negotiated outcome to the permitting impasse.

Our focus is to work together with the community to develop a shared understanding of social responsibility and sustainability. Mindful of this, we introduced the 'We Can' Program. The program involves working with the community to improve:

- Education outcomes
- Environmental monitoring
- Business development opportunities
- Health education and outcomes.

### Quick highlights

- From February 2015 to October 2015 over 151 hours for English and 146 hours in Computer Science and Robotic classes were provided to members of the El Dorado community benefiting over 200 children.
- An education classroom was established to raise awareness about mining processes. The new mining, rocks and science classroom was established in September and received over 350 visitors.
- Over 700, community members attended the anniversary of the Torogoz Park, which is home to the local football oval and playground. The park is located on the rehabilitated Tailings Storage Facility of the old mine.
- Over 4000 trees were planted on the old mine site to continue the rehabilitation of the site and local waterways.



The El Dorado area covers 14,407 hectares (approximately 144 square kilometres) and contains several prospects and deposits.

# Executive Vice President and COO's Message

## Being a Responsible Operator



“Working in challenging environments has taught me to put the safety of our employees and communities first while ensuring that we work with integrity and transparency. Through open accountability to our regulators and community groups we achieve responsible mining.”

*Michael Holmes, Executive Vice President and Chief Operating Officer*

### Health, safety and security

OceanaGold's operational focus continues to be to send each worker home safely each day. Working together, looking after each other and having the courage to 'speak up' has allowed each site to develop a culture of accountability and personal leadership for safety with all of our employees and contractors.

Reducing our Total Recordable Injury Frequency Rate to 2.69 was a significant achievement and we look forward to the challenge of continuing to drive this down further in 2016. The majority of our employees at our Didipio Mine have never worked in mining before. With the average employee having less than three years mining experience, our excellent 2015 safety result is a testament to the success of our safety programs and the engagement of our employees and contractors.

### Integrating Waihi

A key highlight this year was the successful transition of the Waihi Mine Operation from Newmont to OceanaGold. Our integration team focused on people, culture, systems and processes while determining the long term operations plan for the Waihi Mine.

Working with the existing Waihi Team and OceanaGold's Development, Services and Operations teams, we have developed a long-term plan for the Waihi Mine.

This will continue the contribution of our industry to Waihi and the wider community.

This year we changed our safety focus to improving our employees and contractors understanding of how uncontrolled energies are responsible for injuries. This was a significant change in the way we viewed our work and activities and our understanding of risk.

### Meeting our stakeholders

In 2015, I had the pleasure of regularly visiting our sites and meeting our stakeholders. I was able to witness the transition we have made in improving our stakeholder relations in the Philippines and New Zealand. This year, we developed structured programs through openly and transparently consulting with local community members and leaders. An example of our change in direction has been the development and implementation of the 'We Care' Program which was jointly developed with representatives of the local host communities and OceanaGold.

We embarked on a household survey of the Didipio community. The outcomes of this survey will be used to review and improve our existing engagement programs and to ensure that any impacts from our activities are minimised and that promised benefits to local communities are delivered.

### Environmental management

Our sites continued to perform strongly with regard to environmental compliance. We obtained full compliance across all our regulatory permits, consents and approval conditions for all operating sites.

No environmental compliance notices were issued by any regulatory authority to any of our operating sites in 2015.

A key area of focus in 2015 was to improve the management and use of our environmental data to improve and inform decision making. Major improvements were made to our databases to allow each operating

mine to track data, conduct trend analysis and set exceedance parameters allowing for instant notification.

Environmental protection of existing values and nurturing community involvement in catchment management at each of our sites has also been a significant focus.

In the Philippines, we continued our work with the International River Foundation and gained agreement from key stakeholders of the Addalian River Basin, including local government representatives, for the implementation of the 'We Build' Project. The primary objective of the project is to build an alliance for the integrated management of the entire river basin.

## Community engagement and social investment

I took great pride in viewing the construction of new heritage trails as well as the restoration of mine sites, and I participated in a number of cultural events in New Zealand and the Philippines.

While at Didipio, I witnessed the construction of farm to market walkways, improvements in local school buildings and the commencement of our major community infrastructure initiatives, which include a new medical centre, high school and a basketball stadium.

## Closure planning

Closure planning is an important consideration in the planning and development of our mining operations. We recognise risks associated with closing an operating mine and we aim to minimise this as far as possible by taking a long term view to closure planning and by working closely with our regulators and the community.

This year we placed our Reefton Mine into Care and Maintenance and we continued work at Junction Reefs near Orange in NSW (Australia) to ensure that all environmental impacts from the mine when it was operated in the early 1980s have been addressed fully prior to relinquishing the site to the Junction Reefs Reserve Trust.

Planning for closure requires an integrated approach. Bringing engineering, environment, health and safety, human resource, community engagement and relations, investor relations and government relations managers into a working group to develop and implement a 'Closure Plan' supported by a Project Manager and the Site General Manager.

It is with this integrated and structured approach that we plan our mining operations from exploration to closure.

**Michael Holmes**

Executive Vice President and COO

## Our Safety Performance

"We are proud of our improved safety performance over the last 12 months which has resulted from a continued focus and commitment to proactive risk management practices by our workforce. Creating a healthy and safe workplace remains the highest priority for all of our leaders."

*Greg Scanlan, Health, Safety, Environment and Community Group Manager*

Maintaining a healthy and safe work environment for our employees, contractors and visitors requires a sustained and committed focus from our workforce. The year 2015 was pivotal in aligning our business units and our safety management systems and in developing the skills of our leaders to more effectively manage work and lead high performing, risk aware teams.

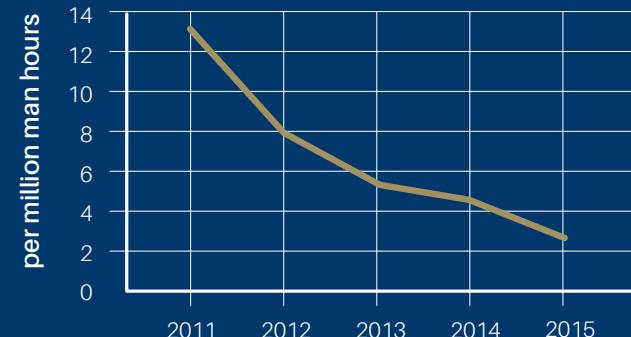
At OceanaGold our operational risk management practices are well considered and

aligned with ISO 31000. We identify, assess and manage the risks associated with our work in order to prevent harm and loss.

## Our safety performance

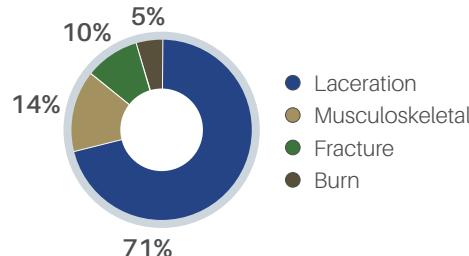
OceanaGold achieved a Total Recordable Injury Frequency Rate (TRIFR) for 2015 of 2.69. This represents a decrease of 41% over the previous year and continues to a show year on year improvement since 2011. In fact there is a decrease of 79.5% in TRIFR since 2011 despite significant growth in all our operations.

### OCG TRIFR: 2011-2015



OceanaGold recorded 21 Total Recordable Injuries across its four business units in 2015, which includes three lost time injuries, five restricted work injuries and 13 medical treated injuries. Lacertations accounted for 71% of the injuries.

## OceanaGold Corporation 2015: TRI's - Nature of Injuries



## Monitoring our workplace

As well as applying risk identification and control plans before we commence our work, we also strive to identify risks as we conduct our work. Task Observations are conducted by all leadership roles to explore task requirements, identify hazards and explore their potential to cause harm through discussions with the people conducting the work.

These observations or interactions facilitate greater employee engagement and improved supervision and promote proactive understanding and management of risks. This can often result in innovative solutions to identified problems.

## Safety leaders: Create a successful culture

We believe that effective leaders develop effective teams and by investing time and resources into quality training programs, leaders will be equipped with the skills and knowledge to lead, coach, empower, communicate and motivate employees to meet our Values and Standards of behaviour.

The training also ensures alignment of our systems and risk management tools across the organisation to embed the OGC Health and Safety framework

All of our employees are encouraged to take time to plan and manage the risks associated with their tasks, to recognise risks and to stop work when risks are not effectively managed. Leaders encourage these behaviours and monitor the risk assessments conducted by personnel in their teams.

This year we conducted 51 days of safety leadership training across all our operating sites. Our safety leaders training focused on four key elements:

- Risk Management
  - risk identification through identification of energy sources,
  - risk assessment
  - effective risk control utilising *hard controls* that manage the hazard, rather than *soft controls* that increase awareness of the hazard
- Communication
- Task Observations
- Incident Investigation

This training has led to a dramatic improvement in task based risk assessments, incident investigations, pre shift meeting and task observations, which directly relates to the improved safety performance of 2015.

## Event management databases

Enhancements to our event management database has allowed improved analysis and reporting.

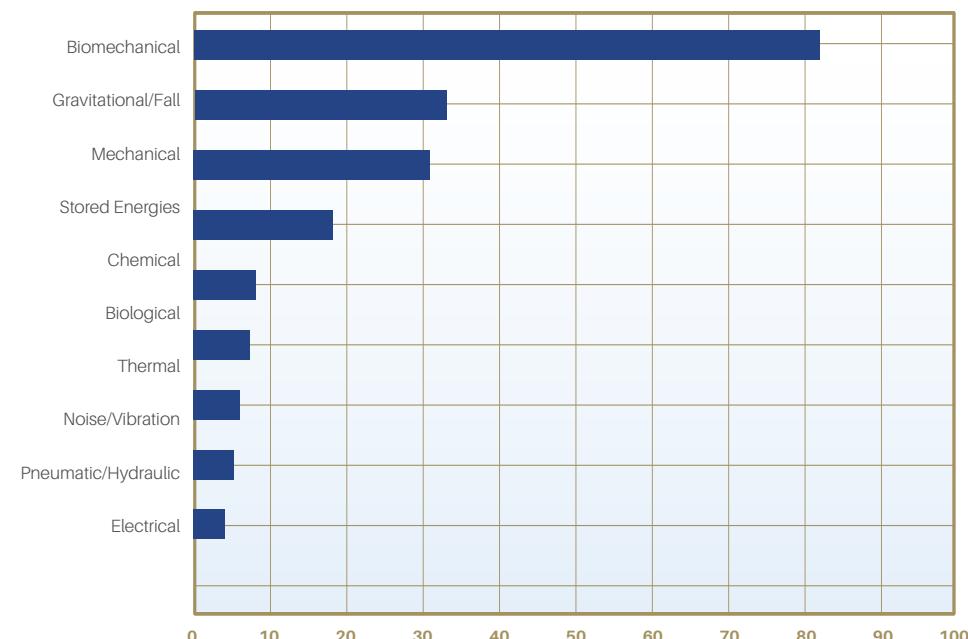
*“It is really satisfying to see the commitment of leaders and the application of risk management training in the workplace which correlates with the improved safety performance of 2015.”*

*Ray Greenhill, Group Health and Safety Advisor*

All incidents and hazards require an energy source to be identified before the event can be closed. By identifying the energy source that has resulted in an uncontrolled event, accident or incident, we can be more focused with the controls that better manage that energy source.

By changing this fundamental philosophy to how injuries and incidents occur, our employees are now thinking more deeply about each task they undertake and the energy sources involved.

## Energy sources contributing to all injuries



# Health and Safety 2015 Audit Results

The 2015 Internal Audit Program focused on seven key elements of our Health and Safety Compliance Standards, which are aligned to International Health and Safety Management Standards. These elements included:

- Planning Risk Control
- Operational Risk Management
- Contractor Management
- Communication and Consultation
- Incident Investigation
- Emergency Management
- Health and Wellbeing

It was extremely satisfying that all operations met the targeted 80% compliance requirement. This annual audit process remains an extremely beneficial process to ensure continuous improvement to site performance and also to review the effectiveness and application of the Compliance Standards.

| Health and Safety Compliance Standards Audit |                           |                                    |                                 |                           |                          |                            |                          |             |  |
|--|---------------------------|------------------------------------|---------------------------------|---------------------------|--------------------------|----------------------------|--------------------------|-------------|--|
| Business Unit                                | 2.1 Planning Risk Control | 3.3 Communication and Consultation | 3.5 Operational Risk Management | 3.7 Contractor Management | 4.1 Emergency Management | 5.2 Incident Investigation | 7.6 Health and Wellbeing | Total Score |  |
| Macraes                                      | 65%                       | 89%                                | 76%                             | 72%                       | 97%                      | 71%                        | 100%                     | 81%         |  |
| Reefton                                      | 83%                       | 97%                                | 83%                             | 78%                       | 87%                      | 71%                        | 95%                      | 85%         |  |
| OceanaGold Philippines Incorporated (OGPI)   | 73%                       | 95%                                | 75%                             | 75%                       | 76%                      | 71%                        | 95%                      | 80%         |  |
| Projects*                                    | As OGPI                   | As OGPI                            | As OGPI                         | 96%                       | As OGPI                  | As OGPI                    | As OGPI                  | N/A         |  |

\*Projects work under the OGPI Health and Safety Management System, therefore scoring remains as per the OGPI score. The Projects team manages contractor management differently to OGPI with their own contractor management team, so a score was allocated separately for this Standard. PHP Exploration teams were operating in an area that was not considered safe for travel, so an audit was not conducted. The exploration team utilises the OGPI Safety and Health Management System, therefore it is only the application of the system in the field that was not audited and will be audited in 2016.

## Quick facts and highlights

- Introduction of Injury Management Guidelines including musculoskeletal injury management and treatment plans.
- Development of Incident Investigation Guide to assist investigators to consistently follow the ICAM principles, identify PEEPO factors and align these to root causes and corrective/preventative actions.
- The Internal Audit Program was conducted in October, November and December with all operating sites achieving the required 80% compliance with OceanaGold's Health and Safety Standard.
- Achieving a 79.5% reduction in the TRIFR since 2011 including a record low TRIFR in 2015.
- Providing targeted Safety Leadership training to over 400 people across all operating sites including the newly acquired Waihi Operation.
- Successfully integrating our new Waihi Operation and Haile Gold Mine Construction Project into the OceanaGold Corporation Health and Safety Framework.





## Our focus in 2016

In 2016, OceanaGold Corporation will continue to focus on the integration of the Waihi Operation and the Haile Gold Mine Construction Project into the OGC Health and Safety Management Framework. In particular, we will assist in the development of Risk Management Systems and the implementation of task-based risk management tools to support the safe management of construction contractors

and the transition to operations at the Haile Gold site.

Additional areas of focus include the development of a change management system to encourage innovation and assess the risks associated with proposed changes, and a review of the OGC Safety Maturity to support a renewed 3-5 year strategic action plan.

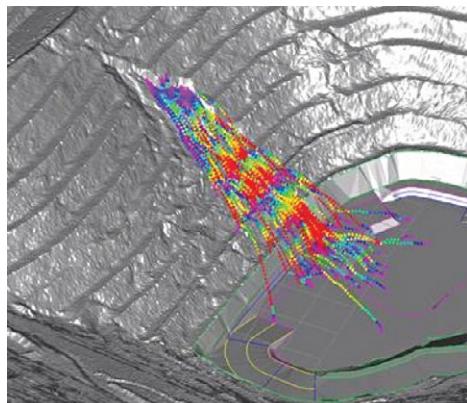
Key Performance Indicators and Areas of Focus in 2016 include:

|                           |   |
|---------------------------|---|
| <b>Lag Indicators</b>     | <ul style="list-style-type: none"> <li>• TRIFR less than 2.5</li> <li>• AIFR less than 28</li> </ul>  |
| <b>Lead Indicators</b>    | <ul style="list-style-type: none"> <li>• Safety Audit Compliance rating of &gt;80%</li> <li>• Updated Risk Registers to Corporate Standard and review of top 10 risks undertaken by Year End</li> <li>• Principal Hazards reviewed on a quarterly basis using a Critical Control checklist and two task observations/month from management</li> <li>• All high potential incidents and events to be closed out with a review of quality of investigation and verification of the completion and effectiveness of actions (within three month of the event)</li> </ul> |
| <b>Corporate Projects</b> | <ul style="list-style-type: none"> <li>• Implement the Change Management Process (INX configuration)</li> <li>• Embed the company-wide quarterly recognition/reward program for innovation</li> <li>• Develop and implement a Guideline for Occupational Exposure Monitoring and Management</li> <li>• Undertake a Safety Roadmap/Culture Survey and develop a long-term strategic plan</li> </ul>  |

## OceanaGold's Safety Innovation Awards 2015

“Innovation is one of OGC’s core values and the level of interest and inclusion in submitting Safety Innovations is a key indicator of our employees engagement and commitment to not only improve Safety but also to review and improve all aspects of how we work.”

Bernie O’Leary, General Manager Waihi



The 2015 OGC Safety Innovation Awards saw each operating site Exploration and Projects teams, entering the awards.

The final list of 15 innovations included some excellent improvements in safety systems, work procedures, isolation mechanisms, new tools and clever modifications to existing equipment and infrastructure and for the first time in the short history of the awards it proved impossible for the judges to select a single winner.

Joint winners of the award Luke Matheson (Reefton Mine) and Ryan Baird (Macraes Mine) provided two very different but equally impressive innovations.

The innovation from Reefton Mine’s Luke Matheson married the application of geotechnical software, survey data and drone technology to provide a high resolution digital terrain model for use in predicting po-

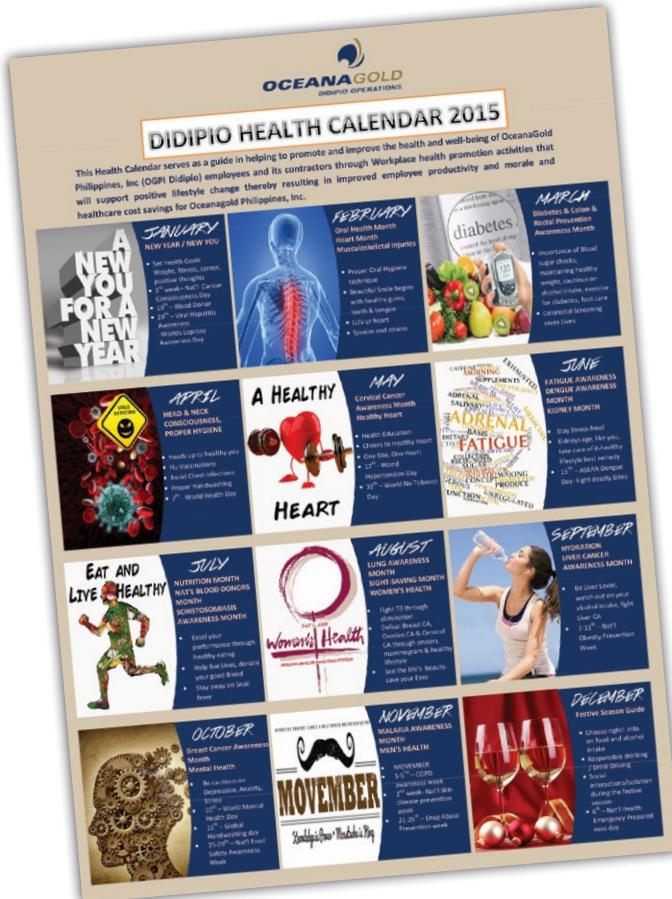
tential rockfall. The safety benefits include removing any requirement for manual geotechnical inspections as well as providing capacity to better predict exclusion zones and safety bonding requirements. This innovation was seen to be very transferable across our operations, cost effective and highly innovative in the use of several existing pieces of technology.

Ryan Baird from Macraes Operation is a regular contributor to the Innovation Awards and his submission for this year was a custom designed and made bearing barrel lifting sling. This simple innovation improves safety through a reduction in manual handling and improving the security of transporting bearing barrels around the operation. The appeal of this innovation lies in its simplicity, transferability, and low cost to manage recognised safety and cost risk.

An award presentation for Luke and Ryan was held in the OGC Head Office in Melbourne where the winners attended the SIA National Safety Convention.



## Keeping our employees healthy and aware



The OGC Health and Safety Policy commits to providing a healthy and safe workplace for our employees, contractors and visitors. This commitment has resulted in the inclusion of Health Standards across our Business Units and the recruitment of Occupational Health Nurses at all of our operational sites.

At OGC, we seek to enhance the physical health and wellbeing of our employees and contractors, not just aiming for them to go home in the same condition as they came to work, but hopefully with better knowledge and skills to manage their own and their families' health and wellbeing.

Every year, each site develops a health promotion calendar identifying monthly topics to increase awareness of common health risks and disease. The promotions include tool box talks, posters, activities, quizzes and participation in local sporting events. The promotions not only provide information and awareness to employees and contractors but also includes families and the local community where possible.

Our health programs include the provision of health assessments, influenza and other vaccinations, fatigue management education, alcohol and drugs education and testing, occupational exposure monitoring, health surveillance and health promotion aligned with local and national government health programs.

At times the employee health assessments identify abnormal results or health risks that require further as-

essment and medical intervention to protect the welfare and safety of the individual. Employee feedback continues to reinforce the appreciation and value provided by the health and wellbeing programs that ensure a healthy and safe workplace.

In our work environment, we consider postures and positioning of people and provide ergonomic assessments of work stations and work benches. Individualised solutions such as stand-up and adjustable desks, variable height controlled monitors and task specific ergonomic seating are employed to improve worker comfort and wellbeing.

At our Macraes Operation we have partnered with Otago University to develop a Health and Wellbeing website. The aim of the website is to provide a resource that our employees can access from their homes and involve their families in implementing a healthy lifestyle.

The website is now managed by the Occupational Health Nurse and includes information relating to exercise programs, nutrition, recipes, local sporting events and general and mental health information including services that may provide support and further information.

At the Didipio Operation, we actively encourage better employee health through providing exercise and gym facilities at our mine site accommodation.



We consider the nutritional elements of the food we provide at meal times and ensure that we have appropriate menus catering to dietary and cultural lifestyles.

The Didipio Operation partnered with the nearby Adventist Hospital located in Santiago Province in 2015 to assist in the delivery of high quality health programs for the mine site employees and contractors. Examples of health monitoring and promotion activities include prevention of mosquito borne diseases, bone density testing, blood donations, community dental programs, maternal health, hand washing to prevent disease transmission, heart attack and stroke prevention as well as weight management. These programs often involve the nearby communities.

A key area of improvement in 2015 has been the introduction of our Musculoskeletal Inju-

ry Management Guideline, which provides advice regarding treatment plans for musculoskeletal (soft tissue) injuries, including aches and pains.

Due to the nature of our workplaces, our people can be exposed to hazards and risks that contribute to musculoskeletal illness. Work tasks include manual handling, heavy physical works, fixed work postures, sedentary or repetitive work or work impacted by effects of vibration. Musculoskeletal illness can result from a single activity but may also be cumulative and associated with tissue damage over a long period of time.

Identification and early proactive intervention and management can reduce the severity and duration of injury as can be observed in the results of similar injury management adopted by sporting teams and athletes.

**DONE!**

[Until the Otago Peninsula Challenge](#)

**New Zealand Mining**

**A gold standard for health**

**Until the Otago Peninsula Challenge**

**New Zealand Mining:** Staying fit and healthy

**In Collaboration With Otago Polytechnic**

**Health Updates** Keep up to date with miners' health calendar, health topics and our monthly fit and healthy newsletter.

**Recipes** Check this page out for some great (and healthy) recipes for you and your family!

**Exercise** We want to make it easy for you to fit in your stretches and physical activity!

**Mental Health** 1 in 5 adults have been diagnosed with a form of mental health condition. Here are some ways to make sure you and your family get the help you need!

**New and News Worthy!**

**BEAST MODE** Advanced Exercise

**Health Promotion project - Year 3 Nursing Students**

**Hi mining workforce,** In 2014 OceanaGold and the Otago Polytechnic teamed up to look into ways of improving health and wellbeing of OceanaGold miners, the mining industry and the wider community. A group of Year 3 nursing students from Otago Polytechnic, working alongside Pauline Gauthier (OceanaGold Health and Safety Manager) have developed ways to improve the health status of the workforce. We invite you to read our Health Promotion project report.

**References**





# SECTION 3

## ENVIRONMENTAL PERFORMANCE SUMMARY

We are committed to managing and reducing our environmental footprint through a strong focus on continuous improvement in environmental performance. We aim to improve our energy use efficiency and emissions performance and to manage our impact on water, air, visual amenity and biodiversity.

# Our Environmental Performance Summary

We acknowledge that the nature of our operations can have significant impact on the environment. We are committed to reducing our environmental footprint through a strong focus on continuous improvement in environmental performance.

We aim to improve our energy use efficiency and emissions performance and to manage our impact on water, air, visual amenity and biodiversity.

In 2015, we focused on continual improvement in managing our environmental risks and closing performance gaps against our environmental standard requirements across all our operations.

## Our commitment to continuous improvement

In 2015, we continued to review and build our systems, standards and data management as a means of improving our environmental performance as well as ensuring the recording and storage of high quality environmental monitoring data that can be used to demonstrate our operational performance. The following specific activities were undertaken:

- A thorough review of our environmental database (InViron) was conducted to ensure environmental monitoring data, incident recording, audit outcomes and investigations were being consistently recorded across each of our sites.

- Conducted 60 days of environmental implementation training relating to data management and interpretation across each of our sites.
- Implemented a number of environmental awareness programs including quarterly newsletters that report on our environmental performance to our host communities.
- Implemented a consistent approach to complaint and grievance management across each of our operating sites.

In 2015, we conducted a comprehensive internal audit against aspects of our Environmental Compliance Standards, which included:

- Waste Management
- Hazardous Waste Management
- Waste Rock Management
- Tailings Management

Audit performance at each site has shown continuous improvement over the past three years and each site has achieved above the targeted performance score of 80% compliance.

| Site    | 2013 | 2014 | 2015 |
|---------|------|------|------|
| Macraes | 69%  | 86%  | 95%  |
| Reefton | 65%  | 87%  | 99%  |
| Didipio | 65%  | 80%  | 81%  |

\* Waihi and Haile Gold Mine Operations were out of the scope of the 2015 audit program.

## Managing impacts from environmental incidents

A key focus for all our operations was to reduce the occurrence of environmental incidents with a focus to eliminate all medium and major consequence environmental events. Through excellent operational control and overall environmental awareness and stewardship at our operations, OceanaGold was able to meet its target of zero medium and major environmental incidents across all sites in 2015.

Through continuing our focus on compliance with local environmental regulatory conditions, obligations and expectations, our operating sites also recorded zero breaches to any environmental permit or approval across all operating sites.

## Improving water management

OceanaGold's mining operations and other extractive industries in general require large amounts of water to generate their products. Water due to rainfall events is a potential pathway for unwanted mining products to enter the environment especially from surface runoff and ground infiltration.

Water management is therefore an important focus at each site. Management considerations focus on reducing our raw water abstraction from ground and sur-

face water, increasing the use of recycled water and improving overall water use efficiency as well as ensuring the management of surface water flows to separate clean catchments from mine affected catchment areas.

All operating sites have a Water Management Plan and these plans were audited against our environmental standard this year. Each plan complied with the water management standard with only minor non-conformances recorded regarding allocation of responsibilities within the plan.

Each site's water management plan must:

- Describe the processes and activities that have the potential to impact water quality and water use
- Identify all discharge points
- Characterise runoff water quality
- Identify and describe all water management structures and infrastructure used for the capture and treatment of water and waste water
- Detail an environmental monitoring program which meets all regulatory, permit and social provisions, requirements or obligations
- Detail all surface and ground water abstraction sources and rates

## Continual improvement in water use and recycling

Whenever possible, our operating sites seek to improve water use efficiency by reducing use and maximising water recycling. This reduces abstraction of water from local catchments, ensures communities maintain access to water sources and reduces our overall operating costs.

Across all operating sites, our potential to reuse process water has steadily increased. All operating sites are equipped with water treatment plants which treat process water for reuse or for release.

All water released from our operating sites must meet the required environmental and health compliance standards.

In 2015, over 85% of water used in processing and operating on our sites was recycled.

This is a significant improvement on our 2014 result and is due largely to the commissioning of a water treatment plant at the Didipio Operation as well as reviewing and improving our water reuse options at the Didipio Process Plant.

|   | 2015       | 2014       | 2013       |
|---|------------|------------|------------|
| Water Extracted (m <sup>3</sup> )       | 3,411,485  | 6,013,521  | 3,382,503  |
| Recycled/Reused water (m <sup>3</sup> ) | 19,027,641 | 12,958,023 | 16,149,297 |
| % recycled/reused water                 | 85         | 67         | 81         |

\*Data does not include Waihi or Haile Gold Mine Operations

Over 80% of the total water demand for the Didipio site is now sourced from our water treatment plant or by reusing untreated process water directly for processing gold and copper concentrate.

## Reducing our impact on water sources at all our sites

All OceanaGold sites are striving to achieve zero uncontrolled release of water. Water management infrastructure including storage facility, evaporation ponds and sediment ponds collect and store contaminated water from our mining operations and where possible return it to the process plant for reuse in a variety of ways including dust suppression and processing activities.

## Climate change and energy efficiency

At OceanaGold we accept the need for responsible energy consumption and understand that we must be accountable to undertake all our business activities to minimise impacts of potential climate change.

We promote an energy efficient culture and each of our operating sites must develop an Energy and Greenhouse Gas Management Plan. These plans identify energy and emission reduction initiatives to be implemented in order to improve energy use efficiency and where possible reduce total energy consumption across each of our operating sites.

## Energy and greenhouse gas management plants

Our Energy and Greenhouse Gas Management Plans drive improvements to energy use efficiency and reduce emissions by:

- Embedding a culture of energy efficient operation throughout our Company, helping us to improve environmental performance and cut costs
- Encouraging operations to draw on best practice from other operated facilities, and to adopt reliable, high-efficiency technologies
- Utilising data to drive energy use efficiency in processing
- Ensuring that we consider the energy and emissions consequences at every stage of our business, from design to operation and closure.

For new mining projects, we aim to design camps, processing plants and water treatment plants using best available techniques and technologies to maximise energy efficiency and reduce running costs.

### Energy and Greenhouse Management Plans in place

| Reefton | Macraes | Waihi | Didipio |
|---------|---------|-------|---------|
| ✓       | ✓       | ✓     | ✓       |

100% of operating sites have plans implemented for energy and greenhouse gas management.

### ENERGY CONSUMPTION – Total Direct (GJ)

|         | 2015      | 2014      | 2013      |
|---------|-----------|-----------|-----------|
| Didipio | 1,673,943 | 1,595,759 | 1,367,043 |
| Reefton | 224,532   | 388,514   | 471,421   |
| Macraes | 564,256   | 443,045   | 955,880   |
| Total   | 2,462,731 | 2,427,318 | 2,794,344 |

### ENERGY CONSUMPTION – Total Indirect (GJ)

|         | 2015    | 2014    | 2013    |
|---------|---------|---------|---------|
| Didipio | 48,019  | N/A     | N/A     |
| Reefton | 154,997 | 135,622 | 144,255 |
| Macraes | 748,171 | 733,345 | 735,166 |
| Total   | 951,187 | 868,967 | 879,421 |



## Greenhouse gas emissions

Our Didipio operation shows a year on year surge in direct emissions due to increased production as well as additional fuel burn associated with longer haulage distances, while Reefton reduction is due to declining operation and staged move to Care and Maintenance through 2015. Direct emissions from Macraes have significantly reduced thanks to a revised mining Plan following the West wall slump in 2014 and a moderate increase in bulk waste (waste rock) movement in 2015.

| GREENHOUSE GAS EMISSIONS (tCO2e)- Direct Scope 1 | 2015    | 2014    | 2013    | GREENHOUSE GAS EMISSIONS – Indirect Scope 2 (tCO2e) | 2015   | 2014   | 2013   |
|--|---------|---------|---------|---|--------|--------|--------|
| <b>Didipio</b>                                   | 127,301 | 121,355 | 103,955 | <b>Didipio</b>                                      | 7,890  | N/A    | N/A    |
| <b>Reefton</b>                                   | 17,077  | 29,539  | 35,829  | <b>Reefton</b>                                      | 5,971  | 5,225  | 5,557  |
| <b>Macraes</b>                                   | 42,644  | 33,443  | 72,402  | <b>Macraes</b>                                      | 28,471 | 27,907 | 30,328 |
| <b>Total</b>                                     | 187,022 | 184,337 | 212,186 | <b>Total</b>  | 42,332 | 33,132 | 35,885 |

Minor variations in indirect CO2 emissions are due to consistency in the use of grid supplied power in the processing plants at Macraes and Reefton. Grid power was supplied to the Didipio Mine Site in Q4 2015 resulting in the increase in indirect CO2 emissions.

In 2016, we will be focused on improving our energy use efficiency at each site through review and application of our Site Energy and Greenhouse Gas Management plans setting reduction targets and improving the capture and review of energy use and costs.

## Our position on climate change and carbon pricing

At OceanaGold, we believe that the mining sector and industry generally has a key

role to play in climate change policy development and implementation.

We look forward to participating in government discussions and consultation processes to determine actions which need to be undertaken to mitigate the impacts of climate change globally and in the countries in which we operate.

As a responsible and accountable mining company, OceanaGold is involved in on-ground carbon offsetting programs including the case study below, and will continue to seek opportunities to implement additional applied programs to offset carbon emissions, improve energy use efficiency and to minimise impacts of potential climate change.

## Case study:

### Carbon Sink Program

In 2014, the Didipio Environment Team developed the Carbon Sink Program with the aim of offsetting our carbon emissions through the establishment of a number of tree plantations in and around the mine site including seedling donations.

OGPI has already established a 1493 hectare tree plantation with 214

hectares being newly established for 2015 located in Kasibu, Nueva Vizcaya. We have also provided protection and maintenance of our existing tree plantation sites in Quirino and Nueva Vizcaya. About 122,850 seedlings were donated for planting to various government agencies, community groups, schools and other stakeholders.

The Didipio Mine is required to produce 20,000 seedlings per year for the next five years as part of the Carbon Sink Program and as part of the requirements of the initial Greenhouse Gas Management Plan submitted on 17 February 2015. An initial 21,000 seedlings were given to EMB R2 on 17 June 2015 as part of this commitment.



## Waste management

Sound waste management is central to our ability to minimise the potential for long-term legacies and liabilities. Our mining activities produce two main waste streams, mineral and non-mineral waste.

### Waste management planning

Each site is required to develop a Waste Management Plan which describes how each waste stream will be managed. Based on the fundamental principles of reduce, reuse and recycle, each site's Waste Management Plan must also address the design, location and operational management of all waste storage facilities located on site as well as any monitoring requirements for the waste streams to ensure all long-term impacts from our waste management practices are minimised.

Our Waste Management Plans must detail the management of any potential acid and metal-liferous drainage from waste rock storage and how any impact from this waste stream will be controlled and managed.

## Mineral waste production

Mineral waste is defined as the waste rock and tailings material which is created through the mining and processing conducted at each operation. This waste can be chemically reactive and thus has a potential to impact the environment.

Mineral waste is generally stored in designated and designed tailings storage facilities and waste rock stacks. Waste rock stacks undergo

progressive capping and rehabilitation while storage facilities are capped and rehabilitated at the end of processing activities.

### Tailings management

Tailings Storage Facilities (commonly called tailings dams) are engineered structures designed and constructed to precise engineering specifications for compaction, shear strength, rock geochemistry and structural integrity. All our operating sites require Tailings Storage Facilities to hold the left-over material (tailings) from the Site Ore Processing Facility.

Tailings management and the integrity of constructed Tailings Storage Facilities is a critical component of mine site waste management to ensure effective, long-term community safety and environmental protection.

At OceanaGold, all Tailings Storage Facilities are independently designed to meet international engineering standards and we adopt rigorous Quality Control and Quality Assurance criteria through the construction phase. The placement of tailings and management of each facility is documented in a Storage Facilities Management Plan.

### Waste rock management

Each OceanaGold mining operation has a detailed Waste Rock Management Plan that includes the stack construction, drainage, layout, height and other dimensions as well as detailed mitigation measures for the management of any acid and metal generating material which may be found in extracted overburden material.

Strategies to reduce the potential from acid generating material include the early identification of all Net Acid Generating (NAG) as well as Potentially Acid Generating (PAG) material for segregation and placement to allow encapsulation within neutral and Non-Acid Forming (NAF) overburden.

This technique is widely used across industry and is incorporated in the Waste Rock Management plans for the Reefton Mine as well as the newly acquired Waihi Operation.

| Waste Management Plans in place |         |       |         |
|---------------------------------|---------|-------|---------|
| Reefton                         | Macraes | Waihi | Didipio |
| ✓                               | ✓       | ✓     | ✓       |

100% of operating sites have plans implemented for waste management and recycling.

| Waste rock and tailings production |            |            |            |
|------------------------------------|------------|------------|------------|
|                                    | 2015       | 2014       | 2103       |
| Waste Rock (tonnes)                | 52,295,788 | 40,663,467 | 53,053,564 |
| Tailings (tonnes)                  | 11,220,077 | 10,308,660 | 8,324,907  |

\*Data does not include Waihi or Haile Gold Mine Operations

The figures indicate that the total amount of ore treated by OceanaGold has increased year on year since 2013. This reflects the continued ramp up and optimisation of the Didipio Process Plant since commissioning commenced in 2012.

The variation in waste rock production reflects the mining activity at each site with Macraes Operation significantly decreasing their overburden removal in 2014 to concentrate on smaller, near surface extraction opportunities.



## Non-mineral waste management

Of the non-mineralised waste streams there is a strong focus on hazardous waste. Operations are required to ensure that all hazardous waste is appropriately managed on site, transported by licensed and approved waste transport companies and that any recycling and disposal of hazardous waste is completed at a licensed and approved facility.

Since 2013, waste oil production has reduced by 23% and non-hazardous waste production has reduced by 46%. This is evidence that our focus on eliminating waste from all aspects of our mine sites is working.

### Waste generation

|                            | 2015    | 2014    | 2013    |
|----------------------------|---------|---------|---------|
| Hazardous (Oils) (L)       | 209,392 | 297,400 | 271,210 |
| Waste to landfill (tonnes) | 603     | 411     | 491     |
| Non-Hazardous (tonnes)     | 2657    | 4080    | 4910    |

\*Data does not include Waihi or Haile Gold Mine Operations

Despite our focus on recycling, disposal of waste to landfill increased by 23% since 2013. The increase in 2015 was due to the commencement of underground construction activities at our Didipio site coupled with our Reefton site being moved into Care and Maintenance, which resulted in a number of work spaces being decommissioned.

## Land management, biodiversity and rehabilitation

OceanaGold aims to ensure the effective management of the land under its stewardship, which includes the protection of biodiversity and cultural values. In order to achieve this OceanaGold Operations have established processes to collaborate with our host communities so that we fully understand the biodiversity and cultural values of all land which we have been granted access to.

At OceanaGold, we believe that land management, rehabilitation and biodiversity protection extends beyond the boundary of the mine. For example:

- Some of our lease areas provide connectivity between areas of high biodiversity for species and are known for their flora and fauna conservation values.
- At all our sites, the land that we manage supports, or has the potential to support, species and ecological communities of conservation significance.
- Some of our local communities have a long standing spiritual connection to the land that we lease and this connection must be respected, preserved and encouraged while we are in development and operations.

- For our Didipio communities, access to our roads and some areas of our lease is important for local community members to access farmers' markets, schools and other important services that surround the mining lease.

### Land management

Land management is integral to our operations and in particular to how we plan our mining activities. Our land management practices include, but are not limited to:

- Sediment and erosion control
- Waste rock siting and management
- Storm water diversion
- Soil profiling and management
- Soil conservation
- Progressive rehabilitation
- Hydroseeding of pit walls and waste rock stacks.

Land disturbed and rehabilitated is detailed in the table below.

|  | 2015          |
|--|---------------|
| Total land disturbed at beginning of reporting period (Ha) | 1,643         |
| Amount of newly disturbed land (Ha)                        | 72.5          |
| Amount of rehabilitated land to agreed criteria (Ha)       | 32            |
| <b>Total land currently disturbed</b>                      | <b>1683.5</b> |

## Land that is protected and areas of offset established

|  | 2015    | 2014    | 2013    |
|--|---------|---------|---------|
| Area of protected land managed/ owned by OceanaGold (Ha) | 860     | 742     | 594     |
| Area of offset land purchased (Ha)                       | 0       | 0       | 336     |
| Number of trees planted in protected or offset areas     | 332,969 | 314,848 | 179,600 |

There has been no increase in land purchased for biodiversity offsetting over the past two years. During this period OceanaGold has worked with local communities to donate and plant over 827,420 trees to assist with the rehabilitation of areas within our host communities to assist them in rehabilitating land from past agricultural, mining or forestry uses.

The abovementioned figures do not include land purchased as offsets or tree planting as a result of the acquisitions of Haile and Waihi. These offsets are discussed on page 71 of this report.

## Rehabilitation and biodiversity

Rehabilitation activities were conducted at all our operations with over 118 hectares reaching final rehabilitation criteria set by the relevant government authority between 2013 and 2015.

## Case study:

### Reefton Open Pit Wall Hydro-seeding Trial

As part of OceanaGold's Annual Restoration Plan for our Reefton Mine, we identified the difficulty of restoring pit walls due to the hard rock surface, lack of water retention, low fertility and fluctuating climatic conditions.

An area of approximately 200 metres wide became available in an accessible area on the eastern side of Globe pit of

the Reefton Mine. This area was divided into five plots each with a different seeding treatment including a control site that was not treated at all.

These treatments have been routinely monitored since the trial commenced and have shown excellent early results. A scientific evaluation and report is expected to be released in 2016.



## Case study:

### Macraes – Generating new habitat and preserving endemic species

The use of local endemic species for rehabilitation is a key feature of excellent rehabilitation principles. To support the application of this principle at Macraes, trials were conducted to uproot and transplant Copper Tussock from the proposed Coronation pit area to an area of wetlands to the east of the Coronation Project.

This was a carefully planned process using large mining equipment to re-

move the grasses whilst ensuring that the delicate roots were left relatively undisturbed.

Monitoring of the transplanted tussocks has been ongoing throughout 2015. Translocations of Toe Toe, Hooker's Mountain Daisy, Hebe and Oleria were also undertaken. These were moved to nearby gullies to enhance the ecological value of the area and improve species diversification.



Dr. Mike Thorsen inspecting transplanted Copper Tussock at a wetland in the Coronation Area.

Helping local lizards establish a new home through the creation of their ideal habitat is another project that was initiated as part of the broader permitting process for mining of the Coronation pit.

The new habitat consists of deep rock piles, which were constructed by excavating ten areas of approximately 100 square metres to a depth of up to one metre, that allow water to collect and help provide the necessary habitat for the lizards colonising the piles. The team now plans to plant fruit-bearing shrubs and tussocks around the rock pile margins to help improve the habitat and provide additional food sources.



The monitoring of lizard colonisation will continue annually for the next five years and the team remains committed to nurturing local biodiversity and making the lizards feel at home.

#### Biodiversity, Rehabilitation, Restoration and Land Management plans in place

| Reefton | Macraes | Waihi | Didipio |
|---------|---------|-------|---------|
|---------|---------|-------|---------|

|   |   |   |   |
|---|---|---|---|
| ✓ | ✓ | ✓ | ✓ |
|---|---|---|---|

100% of operating sites have plans implemented for biodiversity, rehabilitation, restoration and land management including sediment and erosion control.

Terms vary from country to country.

## Our focus in 2016

In 2016, OceanaGold will have fully integrated the 2015 acquisitions of Waihi Operation and the Haile Gold Mine Project.

We are particularly looking forward to embedding our Environmental Standards at Waihi and Haile and understanding their capacity to contribute to OceanaGold's excellent environmental management record.

OceanaGold considers that these two acquisitions come with strong environmental credentials with the Waihi Operation having a number of positive existing environmental programs and sponsorships, and the Haile Gold Mine Project contributing the world class described in Section 2 of this report, New Developments (see pages 30 and 31).

Key Performance Indicators and Areas of Focus in 2016 include:

#### 2016 Targets

|                    |   |
|--------------------|---|
| Lag Indicators     | <ul style="list-style-type: none"> <li>Nil breaches of Environmental License Conditions</li> <li>No Category 3, 4 or 5 environmental incidents</li> </ul>   |
| Lead Indicators    | <ul style="list-style-type: none"> <li>Environmental Audit Compliance rating of &gt;80%</li> <li>80% of planned rehabilitation successfully completed</li> <li>Implement one energy improvement project at each Business Unit</li> <li>Undertake an annual review of the Greenhouse Gas and Energy Management Plan</li> </ul> |
| Corporate Projects | <ul style="list-style-type: none"> <li>Review environmental compliance monitoring with actual monitoring to identify efficiencies and gaps</li> <li>Review and support InViron application at all Business Units</li> </ul>   |

“In 2015, the Macraes site celebrated twenty-five years of operation. Over this period the site has collected a wealth of data and information relating to site conditions, water and air quality, rehabilitation techniques, ecology and heritage. This information provides a technically strong base for operating the site ensuring that we continue to meet and exceed our environmental obligations and community expectations. Progressive tightening of regulatory requirements means robust information is increasingly important. Our site is very well placed in this regard.”

Debbie Clarke, Senior Environmental Advisor (Macraes)

## Case study:

### Waihi Environmental Commitment

The Ohinemuri River flows through the Waihi mine site and discharge point for treated mine water once it has been used in the gold mining and gold recovery process. The Ohinemuri goes on to flow through the town of Paeroa before joining the Waihou River and heading into the Firth Thames located in the North Island of New Zealand.

Like other rivers in the Waihi region, and in other host countries in which we operate, the Ohinemuri River is regularly monitored by both OceanaGold and the local regulator, in this case, the Waikato Regional Council (WRC). The WRC measures the water quality in regard to ecological health and also whether it is suitable for recreational uses such as swimming and fishing.



*'Electric fishing' in the Ohinemuri River at Waihi.*

**"The Ohinemuri River offers a wide range of fishing options within a beautiful environment for a food population of both brown and rainbow trout."**

Tests are conducted to measure dissolved oxygen, pH level, water clarity, ammonia, total phosphorus, total nitrogen, and more. The most significant impact on the river is from changes in temperature and E.coli contamination, neither of which are mine-related effects.

To ensure that our water is released at the right temperature and quality, treated water is transferred into a polishing pond prior to release to the environment. Each year, we hold our annual mid-winter swim where employees swim from one end of the polishing pond to the other - it is locally known as the 'Walrus Swim'.

The Waihi site has also implemented a monitoring program to evaluate the

aquatic health of the Ohinemuri by undertaking an electric fishing sample. Each spring and autumn an independent consulting company uses a battery powered system to stun fish at selected points along the river. The fish are collected, counted and measured, before being released unharmed.

Surveying locations above and below the mine water discharge point allows us to accurately monitor the health of fish populations and ensure that our operations are not negatively affecting aquatic species or their environment.

Working with the community and local councils, there have been almost 500,000 native trees and shrubs planted on site and along the retired riparian margins of the Ohinemuri River and its various tributaries. These plantings reduce bank erosion, reduce in-stream temperatures and trap nutrients from runoff associated with non-mining land use practices.

However, the real value lies in clean water. The Waihi Operation releases up to 26,000 cubic metres of clean water a day into the Ohinemuri River. That is about the same as 10 Olympic-sized swimming pools.

This is the water that has sustained Waihi Gold, created jobs, contributed to the agriculture and dairy industry success and will go on to be used again in many ways before it reaches the sea.



The Ohinemuri River runs through our Waihi mine site. Riparian planting features on both sides of the river. The crest of the tailings impoundment can be seen top left.

# Closure Planning and Legacy Management

Successful closure planning and site rehabilitation is critical to managing the lifecycle from mine development to closure. When a mine is to be closed, community stakeholders express views relating to economic impact, employment, post closure environmental impacts and general public health and safety. Therefore, thorough stakeholder consultation is critical in mine closure planning and in ensuring that a positive legacy remains for the community.

## Our Closure Planning Process

All OceanaGold Operations have closure plans as part of our Life of Mine Plan. Each Life of Mine Plan is reviewed annually as part of the budget processes and operating budgets are determined based on the annual works required to be undertaken as part of the approved Life of Mine Plan. Costs and schedules for closure are integrated with the Life of Mine plans.

Each closure plan varies in maturity depending on the stage each mine is at. It is important that our site closure plans are based on a robust technical knowledge and aligned with stakeholder expectations for post-operational land use.

Our Life of Mine plans draw on information gathered from our environmental and social baselines, our environmental and social impact assessments, house-

hold surveys and years of environmental monitoring data to ensure that our closure plans address all technical and community related aspects for mine closure.

## Progressing Reefton's Closure Plan

In 2015, we announced that we were placing our Reefton Operation into Care and Maintenance, and with that commenced a comprehensive stakeholder consultation process. A detailed Mine Closure Plan was developed, which incorporated all of the environmental and social commitments and obligations as defined by our operating approval and consents as well as those commitments that we provided as part of the employee and community consultation process.

Our Reefton Team leaders continue to engage with the community and local government agencies regarding the on-going implementation of our Mine Closure Plan. Our ongoing commitment is to ensure that we continue to work with all stakeholder groups to maximise the outcomes from our closure process.

## Progressing Junction Reefs Relinquishment

Relinquishment is the final stage of mine closure. This is when a company gives

back its mining lease to the government, often after reinstating the site to its pre-existing land use.

In 2015, we committed to a process with the aim of allowing community access to the Junction Reefs Recreation Reserve, which was previously closed in the late 1980s to allow the operation of the Junction Reefs Mine. The site is located in central NSW.

The mine ceased to operate in 1995 and has since been extensively rehabilitated. In 2007, OceanaGold assumed responsibility for the site as part of the acquisition of Climax Minerals and although OceanaGold has never operated the site we remain committed to the successful rehabilitation of the mine and the resumption of pre-mining land use.

OceanaGold is targeting 2016 as a milestone year in returning public access to the Junction Reefs Recreation Reserve. This will be achieved through a collaborative effort and agreement between the Company, the Junction Reefs Reserve Trust and Government.

| Current closure plans in place |         |       |         |
|--------------------------------|---------|-------|---------|
| Reefton                        | Macraes | Waihi | Didipio |
| ✓                              | ✓       | ✓     | ✓       |

100% of operating sites have current closure plans in place



Junctions Reef TSF surface rehabilitation

## Investing in tomorrow's environmental leaders

OceanaGold has had a long association with the International RiverFoundation and has sponsored the 'Emerging River Professional Award' since its conception in 2014.

The Emerging River Professional Award is designed to recognise and foster those in the early stages of their careers who can demonstrate leadership, research achievements and positive outcomes in a river-related field, regardless of age or geographical location.

The 2015 Emerging River Professional Award was awarded to Tom Scarborough from Victoria, Australia. Currently Estuary Planning Coordinator for the Corangamite Catchment Management Authority, Tom won the award for successfully improving community awareness and understanding about the causes of acid discharges and fish deaths in the Anglesea River and estuary in south-west Victoria. Tom felt particularly rewarded by seeing pos-

itive change in the landscape and environment over time.

The judging panel said that: *"Mr. Scarborough's work stood out for its innovative and inclusive approach, helping the community and other stakeholders understand the science behind the problem and encouraging them to voice their concerns about management options for the river".*

The two other award finalists, Nitin Kaushal of India and Dr. Joachim Ezeji of Nigeria, were praised by the judges for demonstrating how good science and community engagement can solve complex environmental problems. All finalists presented their work at the 18th International Riversymposium held in Brisbane.



"This award strongly aligns with OceanaGold's corporate values of respect, innovation, teamwork and action. I am thrilled that OceanaGold sees value in sponsoring this award and nurturing the environmental and community leaders of tomorrow".

Pauline Jacob (Group Advisor – Environment and Community)







## SECTION 4

### COMMUNITY AND SOCIAL INVESTMENT

We are committed to working with our host communities to ensure that we leave a positive legacy in health, education, infrastructure and business development.

# Community Engagement and Social Investment Performance

Operating mine sites in established communities and developing countries presents a number of challenges. At OceanaGold we are focused on leaving a positive socio-economic legacy. We achieve this through building capacity not dependency and focusing our support for programs that fall under our identified social investment pillars:

- Improve local education opportunities
- Improve community health
- Support cultural preservation, development, leadership and empowerment
- Encourage business development opportunities
- Support for conservation of the environment and biodiversity
- Improve community infrastructure to build local and regional capacity.
- Local employment support

In 2015, we invested almost US\$5,668,962 in our social investment programs.

Since 2013, OceanaGold has provided over 740 college and university scholarships including 259 college and university scholarships in 2015 alone. In 2015, this program was reviewed to ensure that we continue to support and provide advanced educational opportunities to young adults located in our host communities.

| Education and microbusiness developments      | 2015 | 2014 | 2013 |
|---|------|------|------|
| Educational scholarships (college/university) | 259  | 237  | 218  |
| Microbusiness developments                    | 117  | *    | *    |

\*In 2013 and 2014 this statistic was not tracked. 2015 includes all microbusinesses established in partnership with OceanaGold.

| Community Investment****                         | Didipio   | Macraes      | Reefton | Waihi   |
|--|-----------|--------------|---------|---------|
| Gifts and donations                              | 89,901    | 160,389      | 6879    | 217,933 |
| In-kind support                                  | *         | 4,469        | **      | 1,380*  |
| Infrastructure and community investment programs | 3,499,480 | 1,558,393*** | **      | 128,547 |

\*Significant in-kind support is provided to community groups and organisations; however, this is not formally registered within our central reporting system. \*\*Reefton was placed into Care and Maintenance and thus community infrastructure and investment programs completed. \*\*\*This was a significant transaction to transfer the community investment program to the local community trust. \*\*\*\*This does not include expenditure on social investment in areas where we are seeking approval, exploring or sites under development such as Haile Gold Mine.

As part of the overall review of our Social Investment Programs, OceanaGold identified the need to bring a more structured approach to how we undertake our community engagement and how we allocate our resources into the Social Investment Program. Following the review, OceanaGold developed a number of new guidelines, processes and procedures to provide consistency and ensure accountability to our host communities regarding our community and social investment obligations. The new guidelines and processes include:

- Social Investment Guideline
- Community Engagement Guideline
- Sponsorship and Donations Standard
- Permit and Social Obligations Tracking
- Stakeholder Database

The review also identified the need to bring community members into our decision-making and improve transparency on how we spend our social investment dollars. Improved communications programs with the local communities, especially in the Philippines include:

- Community newsletters
- Community leaders forums
- Streamlined grievance process
- Community report cards
- Sponsorship and donation information
- Fact sheets
- Community education centres.

In the Philippines we developed the 'We Care' Program and in El Salvador we introduced the 'We Can' Program to consolidate the suite of engagement and social investment programs in each jurisdiction. Our 'We Care' Program involves the implementation of community committees who identify and govern how we deliver the outcomes targeted under our six social investment pillars.

The 'We Can' Program in El Salvador is focused on the mining company and community working cooperatively to achieve positive social impacts. The program provides support for local education providers, cultural festivals and development programs, as well as health improvement and promotion programs.

In New Zealand, we work with communities to foster long-term economic security through local business development, cultural awareness programs, heritage restoration programs and general community grants and sponsorship programs. At our Macraes Mine, we have established the Macraes Community Development Trust which supports initiatives that will assist in the future growth and development for the Macraes community once mining has ceased. Along with the financing of the trust, we have restored a number of heritage buildings that will be handed back to the community over a period of time.

## Case study:

### Our 'We Care' program

A highlight for 2015 was the development and launch of our 'We Care' Program. The 'We Care' Program has six components: Environment, Education, Health, Business Development, Micro-financing and Employment. The program is unique as it is driven by a Central Steering Committee that presides over six program committees that are all governed by a Terms of Reference and Annual Action Plan.

Each committee is assigned an OceanaGold representative, who acts

as Chair. In May of each year, each of our representatives invite local leaders, government agencies and community members to join the six program committees.

The Mayor and the Captain of the Local Government Units accepted our invitations to be part of the Central Steering Committee, which is led by our General Manager of Didipio Operations. This program brings our community members and leaders into our Community Engagement and Social Investment

Program as key decision-makers with responsibility and accountability for how we deliver our Community Engagement and Social Investment programs.

At the launch of the 'We Care' Program, Councillor Juanito Domingo said, "The 'We Care' Program is probably the way to enrich our historical past. I believe the Didipio Mine's General Manager, Mr David Way (as his surname clearly implies) could lead the way to progressing our community in all these areas of importance".

In 2015, we commenced work on the Didipio High School and committed to developing significant community infrastructure such as a local medical centre, government administration buildings and community sporting facilities. Working with the community, we are delivering a strategic community investment program aligned with the needs, values and priorities of the community that will leave a long lasting legacy well beyond the life of our mine.



## Case study:

### Building businesses – Changing lives

#### OceanaGold plays a key role in Taytay social business hub creating new businesses in Manila

OceanaGold teamed up with Grameen Australia Philippines (GAP) as part of an initiative to combine microfinance with entrepreneurial education and mentoring for disadvantaged people living in Manila's informal settlements. The aim of the program was to develop income-producing businesses as a means of alleviating poverty.

The program started with eight founding members who established a rag-maker's association and registered the association as a mi-

cro-enterprise. OceanaGold granted the association money to enable the purchase of bulk materials and machinery to support their business.

Over the past three years, the co-operative has expanded to 73 members who are involved in the production of rags for various industrial uses. A key turning point for the cooperative was an agreement reached with OceanaGold to purchase rags directly from the cooperative for consumption at the Didipio Mine. This secured a level of stability in demand and ensured a fair income for each worker and cooperative member.

Another round of microfinancing grants was provided, which has allowed for the establishment of a new microbusiness selling clothing products to the local market.

This year a Social Impact Survey was conducted to determine the impact on the grant recipients since the commencement of the Taytay program. The survey found:

- A 45% increase in household incomes
- 100% of borrowers have a savings account with an average of US\$25 per borrower
- 100% of borrowers have repaid

loans confirming the borrower's capacity to make required repayments

- 1.4 jobs/microbusiness (business owners and staff) resulting in over 208 full-time paid positions being created
- 45% of borrowers invested in home improvements with 10% purchasing a new house
- 70% of borrowers increased spending on food, health and education needs for themselves and their families
- A 44% increase in asset ownership.



Juliet works from the living room of her home

For many families in Taytay, their motivation to escape poverty is driven by a desire to ensure their children do not have to struggle. Education is seen as the key to a better future, with many families focused on growing their businesses to ensure they can fund their children's education not only through high school but on to college.

**Juliet Dasco** ventured into rag making but was unable to generate more than a few pesos a week. Juliet, one of the Social Business

Hub's earliest borrowers, used her first loan of Php 8000 to purchase a high-speed sewing machine and bulk materials and threads.

OceanaGold's ongoing support through a second grant and a rag sales contract has enabled Juliet to take out a second and third loan to expand her business in response to the increase in demand.

The increase in income means Juliet and her husband are now able to fund the college education of their two children, a huge achieve-

ment for a family living in their circumstances. Her daughter is now successfully undertaking a Civil Engineering degree.

GAP's training and mentoring has enabled Juliet to develop business skills to carefully manage her growing business. She is optimistic for the future, with hopes that more orders from OceanaGold and other companies and industries will ensure the sustainability of her business.

**Analeen Alopop** is a leading example of the dynamic approach taken by many of the borrowers when they realise the opportunities available to them when they have access to a little capital.

Analeen established her first business when she purchased a second-hand sewing machine with her initial Php 5000 loan. OceanaGold's sales contract provided Analeen with the opportunity to grow her business. Analeen received a second loan of Php 15,000 to establish a sari sari store where she sells day-to-day items and sews rags. Analeen's two businesses gen-

erate income of Php 1000–1500/day (Php 30,000/month).

Analeen's success has inspired her and she is now ready to take on her third loan to establish a new bigasan (rice dealing) business. She believes that her new financial security means she will be able to see all her children gain a college education so they can lead a 'better life someday'.

"Grameen and OceanaGold played a great role in helping me and my family. Aside from lending us money to formally start the business, they also helped us find markets for our rags for higher prices than our regular rag buyers."



Analeen's rag making business is expanding quickly



Analeen's sari sari store ensures she is diversifying her income base to better secure her family's future

"OceanaGold is proud of its continued support to Grameen and the changes that this program has been able to make to the lives of people living in Taytay. We look forward to continuing our support for this program as we grow in the Philippines."

Brad Norman (Country Director – Philippines)

Apart from our microbusiness developments, OceanaGold strives to buy as much as possible locally from the host community and then from national suppliers and finally from international companies. In New Zealand we have achieved 80% of our goods and services being supplied from companies located and operating in New Zealand. While in the Philippines, we

have been steadily increasing our local spend as local suppliers gain the skills and infrastructure to support gold mining and in particular OceanaGold. OceanaGold has worked closely with local suppliers to address governance, quality and supply issues to enable them to provide goods and services to our operations.

| LOCAL PROCUREMENT   | Didipio | Macraes | Reefton | Waihi |
|---|---------|---------|---------|-------|
| % of spend to Local and National Suppliers  | 28      | 80      | 80      | 86    |
| % of spend to International Suppliers (Goods & services obtained from outside the host country) | 72      | 20      | 20      | 14    |

## Case study:

### Leadership Enhancement and Attitude Development Program

#### LEADERSHIP AND EDUCATION

To enhance OceanaGold's long running tertiary education support program, OceanaGold entered into a partnership with Pilipinas Shell Foundation Inc. (PSFI), a Philippines-based not-for-profit organisation with more than 30 years of experience in development programs at national and local levels. The partnership aims to improve leadership potential and has targeted the implementation of a **Leadership En-**

#### hancement and Attitude Development (LEAD) Program.

The program primarily provides opportunities for the OceanaGold's sponsored university scholars to develop life skills that will help them perform better in school or university, to develop responsible behaviour and to prepare them to become working adults and team players.

Through the use of training modules developed by PSFI, the scholars are assisted to:

- Understand themselves and how their skills and attitude can contribute to their success as scholars.
- Identify thoughts and habits that prevent people from achieving their best.
- Understand values and where they come from.
- Understand the importance of positive affirmation and team work.
- Develop critical thinking and reflective judgement.

- Identify habits and behaviours they will start and stop doing.
- Verbalise long-term and short-term goals.
- Identify a vision and goals in life

Since the program started in 2014, a total of 70 OceanaGold scholars have participated in the LEAD program. Graduates of the program have shared their experience with us.

"At OceanaGold, we believe in leadership and educating young people in leading behaviours and values such as respect and integrity. Knowing your values and ethics will ensure that the future is in good hands". Lucy Exconde, Sustainability Manager - Philippines



**Rommel Yogyog** who is from a downstream community of the Didipio Mine participated in the first batch of the LEAD training. While enrolled at the College of Forestry of Nueva Vizcaya State University (NVSU), he served as president of the Association of OceanaGold Scholars for three years until his graduation in 2015.

Immediately after passing the board examinations for foresters in 2015, Rommel joined a local office of the Department of Environment and Natural Resources (DENR) in Nueva Vizcaya, initially under the National Greening Program. He currently works in the Watershed Management Program.

Rommel is of the view that he could not have completed his university educa-

tion without the OceanaGold scholarship program as resources were scarce for his big family, whose main source of income was subsistence farming. He further added that the LEAD training enabled him to set and attain his goal of working with the DENR.

"The insights I picked up from the LEAD training came in very handy particularly in working with a team of diverse backgrounds and in addressing issues in the work place. I still occasionally refer to my LEAD workshop outputs which I have kept to this day" said Rommel.

**Celyn Dulnuan** also participated in first batch of the LEAD training. Celyn, an orphan who moved to Didipio to live with a relative after her mother

died in 2010, studied at the Didipio Green Valley Institute, a community high school subsidised by OceanaGold. After graduation, Celyn continued her studies at NVSU as an OceanaGold sponsored scholar. She completed her Bachelor's Degree in Secondary Education in 2015 and passed the Licensure Examinations for Teachers (LET) in the same year.

The scholarship has allowed her to focus on her studies. With no parents to support her, Celyn was able budget her scholarship allowances to provide for all her needs during her studies.

Celyn is currently working as a call centre agent for an international telemarketing company in Baguio and has plans to apply for a teaching job in Southern

Luzon. The LEAD program enabled Celyn to maintain a positive attitude to work and life while she was studying as she progressed into the workforce.

Celyn is also helping an older sister, who unlike her was not able to attend university, by saving to support her sister's tertiary education.



## Supporting the Philippines to become an Internationally Recognised Training Destination



In September 2015, OceanaGold was proud to open Asia's first underground mine training facility in Clarke, Pamanga, north of Manila. The facility is a purpose-built training complex designed to simulate underground mining conditions and is based on the exact tunnel dimensions to be used in the Didipio underground mine. The facility has been completed with offtake drives, fuel refill locations, safety refuge chambers, lunch rooms, explosives magazines and a range of fixed and mobile equipment set up for use.

The facility is part of a \$2 million investment in partnership with the Australian-based Site Skills Training Organisation and mine safety leader, MineARC Systems. It augments an existing multi-purpose international training facility providing a wide range of programs to local and international students.

OceanaGold's investment in this facility will enable the Company to equip its Didipio based employees with the skills and

knowledge to work in an underground environment in a safe manner. The graduates of the first batch of the four-month Underground Work Readiness Program are now deployed at the Didipio Mine's Underground Development Project where they will undergo further on-the-job training. One of these graduates, a resident of Didipio, has recently been promoted to an Underground Risk Engineer for his outstanding performance.

The facility delivers internationally recognised training modules and outcomes that can be delivered over a 12-16 week period. Initially, this facility will service the Didipio Mine Site training needs with a full expectation that over time it will attract trainees from other mines and locations and function as a significant independent commercial operation for the Philippines.



### Our focus in 2016

In 2016, OceanaGold will continue to strengthen our community relationships with our host communities and deliver on some significant community infrastructure programs.

We are particularly looking forward to increasing our progress in building community capacity through education, infrastructure development and microbusiness development, and nurturing the success of those businesses which have been established over the past few years.

Key Performance Indicators and Areas of Focus in 2016 include:

| LOCAL PROCUREMENT  | 2016 Targets  |
|--------------------|---|
| Lag Indicators     | <ul style="list-style-type: none"> <li>Number of unresolved community complaints (non-grievance issues) is less than 10% of total complaints</li> </ul>   |
| Lead Indicators    | <ul style="list-style-type: none"> <li>Complete &gt;90% of planned community plan activities</li> <li>Gain a Community and Human Rights Audit Compliance rating of &gt;80%</li> <li>Complete scheduled surveys as detailed in Compliance Standards and develop a response plan (evidenced in INX InForm)</li> </ul> |
| Corporate Projects | <ul style="list-style-type: none"> <li>Embed the use of InForm across the organisation including the development of reports</li> <li>Undertake a review (gap analysis) against the Sponsorship and Donations Standard</li> </ul>  |



# SECTION 5

## TARGETS AND DATA TABLE

At OceanaGold we let the results speak for themselves. We believe in full transparency and accountability. The following section details the data that supports our stories in this report.

# Statement of materiality, important facts and data tables

This year we have applied Version 4.0 of the GRI's Sustainability Reporting Guidelines (G4) and are reporting on the G4 Core Indicators and those that apply to minerals and metals.

Where appropriate, the statement of materiality and the index to this section refers the reader to suitable sources of the required information from our Annual Reporting suite of documents, including our 2015 Annual Report and Financial Reports and those policies, charters and communications located on our corporate website: [www.oceanagold.com](http://www.oceanagold.com).

| Categories and Aspects of Materiality | Stakeholder  | Statement of Materiality to OceanaGold  | Current Actions/ Mitigations   | Future Directions  |
|---------------------------------------|--|---|--|--|
|                                       |  | Definition  | Actions, systems or policy in place to reduce risk or concern of impact to stakeholder group   | Improvements and innovations under consideration for implementation in 2016  |
| Economic                              |  |   |  |  |
| Economic Performance                  | Investors and Government Agencies and Regulators and Communities | A successful resources sector plays an important role in any economy. To ensure against a 'boom' or 'bust' scenario – managing our economic performance is critical in providing government and community confidence to partner with us.                                      | This year we improved governance pertaining to risk management, community engagement and social investments. We are committed to the EITI which has been endorsed in the Philippines and is currently under consideration for introduction by the Canadian Government. | We will continue to improve aspects of our corporate governance and project governance. We have committed significant resources this year to exploration and will be monitoring these closely as well as the construction of our new Haile Gold Mine Project.                                    |
| Indirect Economic Impacts             | Community and Government Agencies, Regulators and NGOs           | The resource sector requires many goods and services through all phases of development. These indirect economic impacts can have a long-term benefit to existing business in the host community, while providing an opportunity for the establishment of new businesses.      | This year we worked with local communities to improve access to OceanaGold's supply chain while also developing business opportunities that are not related to mining. We continue to source locally where possible.   | We will review our 'Buy Local' processes and develop a new standard for mentoring local companies to be able to meet our safety, environment and quality standards to increase our percentage of local products supplied vs national or internationally supplied.                                |
| Environmental                         |  |   |  |  |
| Energy                                | Communities, Employees, NGOs, Government Agencies and Regulators | We are committed to improving our energy use efficiency to ensure that we support the host country's climate change initiatives and minimise our impacts on the environment as far as practicable.  | Each of our operating sites has an Energy and Greenhouse Gas Management plan.  | Plans will include targets to reduce energy consumption and greenhouse emissions to the environment.   |
| Water                                 | Communities, Employees, NGOs, Government Agencies and Regulators | Where we operate, water is a key resource for local communities. We are committed to ensuring that we do not impact on local waterways and work with host communities to ensure that access to drinking water and the environmental diversity of local waterways is improved. | Each site has a Water Management Plan that addresses the extraction of water (surface and groundwater), water monitoring and controls to ensure that local rivers and waterways are protected from impacts resulting from our activities.                              | We will continue to implement our plans and review each plan to ensure that all sites are working towards best practices and best available technologies in the treatment of water and management of waterways. We will continue our work and sponsorship of the International RiversFoundation. |
| Biodiversity                          | Communities, Employees, NGOs, Government Agencies and Regulators | Species diversification is critical to the continuation of a fully functioning ecosystem that ensures the health, wellbeing and spiritual wellbeing of our host communities.  | Each site undertakes progress rehabilitations/restoration as well as a range of fauna and flora translocations and the implementation of specialised species management plans, which are monitored as per the requirement of each plan.                                | We are committed to increasing our role in biodiversity protection and will be investigating potential partnerships with local community groups or NGOs to encourage the protection of engaged fauna and flora.  |
| Emissions                             | Communities, Employees, NGOs, Government Agencies and Regulators | Managing our emissions is important to us, as many of our employees and community groups are concerned about the impact emissions can have on our environment and the contribution of emissions to changes in our climate.  | We monitor and manage impacts from emissions such as dust, vibration, greenhouse gases at all our sites. We have energy efficiency plans which are reviewed each year to ensure we are operating as efficiently as possible.   | Plans will be reviewed to determine how we can continue to improve the management of the impact from dust, noise and vibration on our host communities.  |

|   |  |  |  |  |
|---|--|--|--|--|
| Effluents and Wastes                    | Communities, Employees, NGOs, Government Agencies and Regulators | <p>Reducing and managing our waste is important so as not to increase the impact our operations have on the local environment.</p>   | <p>At all our operating Sites, effluents and other wastes are minimised, and opportunities for recycling and reuse considered prior to final storage and disposal.</p> <p>We continued to look for recycling opportunities for existing waste streams.</p>   | <p>We will work with suppliers of goods to develop recycling opportunities together for those goods which are unable to be recycled easily such as truck tyres.</p>  |
| Emergency Preparedness                  | Communities, Employees, Investors, Regulators and NGOs           | <p>Working with the community, we ensure that our management teams, employees and all community members are aware of the actions that will be undertaken during an emergency to ensure that all members of our workforce and community will be safe.</p> | <p>All sites currently have emergency management plans, which have been socialised with Government agencies, community and other community representatives. A number of emergency training events were conducted at each site to determine the effectiveness of these plans.</p>   | <p>We will continue to work with our host communities and government regulators to ensure that we all have the skills and capabilities to respond to any emergency, which we may face.</p>   |
| <b>Social</b>                           |  |  |  |  |
| <i>Labour and Decent Work Practices</i> |  |  |  |  |
| Employment                              | Community and Government Agencies, Regulators and NGOs           | <p>Providing employment opportunities for local community members is critical to the community and the local economy directly and indirectly.</p>  | <p>This year we established a community steering committee at our Didipio Operations to ensure we are working together to provide as many employment opportunities as possible to our host communities and to ensure that opportunities are provided to a diverse range of local residents.</p>  | <p>We will implement a local hiring program for the Haile Gold Mine Project and continue training programs for unskilled workers who express an interest in developing a career in the resource sector.</p>  |
| Labour/Management Relations             | Community and Government Agencies, Regulators and NGOs           | <p>Our core value is to be a Partner and Employer of Choice. This means that we are committed to working with our employees in a positive and ethical way.</p>   | <p>This year we worked with employee representative groups and government agencies to ensure that those employees wanting to work under an agreement had the opportunity to do so.</p>   | <p>We will continue to work with employee representative groups and government agencies to ensure that those employees wanting to work under an agreement continue to have the opportunity to do so.</p>   |
| Occupational Health and Safety          | Community and Government Agencies, Regulators and NGOs           | <p>Our vision is to be a safe employer. We are determined to ensure that every employee goes home each day unharmed and works in a safe and supportive environment.</p>  | <p>This year we introduced our safety leadership program, focused efforts on the importance of task observations and developed guidelines for a number of occupational health issues.</p>  | <p>We will continue to grow safety leaders through training and personal development and we will continue to focus on driving our injury rates down. We continue to improve systems, procedures and investigation protocols.</p>                               |
| Training and Education                  | Employees, Government Agencies and Regulators                    | <p>Training and education is critical to our business to ensure that all works are undertaken efficiently, effectively, safely and with respect to the protection of the environment and consideration of the local community.</p>                       | <p>This year we conducted a broad range of training, which included, 'Leaders as Coach', Safety Leadership, InViron, Bribery and Anti-Corruption, and workshops on community engagement and social investment. We have also invested in the underground training facility in conjunction with Site Group International located in the Philippines.</p> | <p>We will continue to implement our 'Leaders as Coach' Program and we will be implementing a new induction program which will discuss the importance of 'sustainability' to our company in more detail with new employees and visitors to our operations.</p> |
| Diversity and Equal Opportunities       | Investors and Employees  | <p>Having a diverse workforce brings creativity, innovation and a greater understanding and tolerance of each other and those we interact with.</p>  | <p>We have a diversity policy and we set targets for diversity. We ensure that all our employees (current and future) understand that everyone has an equal opportunity to work at OceanaGold and grow with us.</p>  | <p>We will establish our diversity committee who will be in charge of promoting the importance of both a diverse work force and the need for every employee to have access to development and personal growth opportunities.</p>                               |
| Human Rights                            | Investors, Government Agencies, employees and NGOs               | <p>We advocate for the protection of human rights in all the locations where we operate.</p>   | <p>We have a human rights policy and complaint standards, which all employees are aware of. We have also undertaken training in the Philippines together with the Commission on Human Rights.</p>  | <p>We will continue with the due diligence to ensure no violation of human rights come from any of our employees or operators.</p>   |
| Investment                              | Investors and Employees  | <p>Our investors are those people and organisations who believe that we will provide them with a return on their investment through being a responsible operator and developing a diverse growth portfolio.</p>  | <p>This year, we acquired Haile Gold Mine and Waihi Gold Mine which has expanded our capacity to deliver gold, copper and silver to our customers.</p>   | <p>We will continue the construction of Haile to commence gold process early in 2017. We have significantly increased our exploration program to ensure that we continue to develop opportunities to grow.</p>   |
| Non-discrimination                      | Investors and Employees  | <p>We believe that everyone should have an equal opportunity to education, training, employment and advancement.</p>   | <p>This year we provided over 270 educational scholarships and traineeships. We strengthened our diversity program through the introduction of a diversity committee.</p>  | <p>We will establish a Charter and Program of Action for the Diversity Committee to lead and provide governance over its implementation.</p>   |

|  |  |  |   |   |
|--|--|--|---|---|
| Freedom of Association and Collective Bargaining                     | Investors, Regulators and NGOs                         | We believe that employees have rights and that some employees prefer to have these rights represented by a third party or that they prefer that the organisation negotiates with a group rather than individuals.  | We continued to work with representatives of organisations who represent many of our employees. Approximately 28% of our employees are covered under collective bargaining arrangements.  | We will continue to work proactively with labour representatives and consider any recommendations they put forward to ensure that we remain an employer of choice in each of the locations where we explore and operate.  |
| Child Labour   | Investors, Community, Regulators and NGOs              | We strongly advocate for the protection of children and children's rights in all jurisdictions where we operate or have an interest.   | We have employment standards and proof of age must be provided prior to acceptance of any application or employment offer.  | We will continue to advocate for the protection of children's rights and ensure that we or our contractors and suppliers do not endorse or use child labour in any form.  |
| Materials  | Communities, Employees, Investors, Regulators and NGOs | Our vision is to mine in a safe and sustainable manner, which means that we must ensure that we use our materials efficiently and recycle to reduce unnecessary waste wherever possible.   | Each site has a waste management plan, which focuses on reducing waste and improving opportunities to recycle.  | We will continue to look for ways to ensure that all materials, which are used on site as part of our operations and processing are used efficiently and are recycled where possible.   |
| Security Practices   | Investors, Community, Regulators and NGOs              | At all sites we have a level of security. Our security personnel are there to protect the community, our employees and our assets.   | This year we invested in a number of training programs with our security personnel. We also developed a number of community programs involving our security personnel to develop trust between local community members and our security teams.                            | We will continue to work with communities to develop a greater understanding of how our security teams can interact positively with the local community. We will also continue to build bridges with local police, teachers and community leaders to ensure the peace and wellbeing of our community members and employees wherever we operate.             |
| Indigenous Rights  | Investors, Community, Regulators and NGOs              | Respecting Indigenous rights is critical to our business.  | This year we reviewed how we engage with local indigenous groups to determine how we could improve engagement strategies moving forward.  | We will continue our Cultural Induction Program at all our operating sites aimed at building a greater understanding of local practices, customs and expectations to ensure that we work in such a way that does not cause offense.   |
| Human Rights Grievance Mechanisms                                    | Investors, Employees, Community, Regulators and NGOs   | We are strongly committed to the respect and protection of human rights including the rights of Indigenous peoples across our global operations.   | This year, the Commission of Human Rights for the Philippines visited our operations and conducted human rights training for over 400 employees. We also introduced our Human Values Program.   | We will review our human rights policy and relevant compliance standards and conduct audits at all of our sites as to how these are being implemented. We will continue to work with the Philippines Commission of Human Rights to ensure that all our employees and contractors are aware of their rights and those of the people that they interact with. |
| Society  | Community, Government Agencies, Regulators and NGOs    | We endeavour to work in peace and with the utmost respect of societies, values and cultures in all the areas where we operate.   | A proactive and comprehensive social and communications engagement plan for each operation, which aims to drive a spirit of cooperation and participation between our operations and all members of our communities.  | We endeavour to continue this programs and seek advice from the community and local government agencies on how we can continue to improve our relationship.   |
| Local Communities  | Investors, Employees, Community, Regulators and NGOs   | The communities in which we operate are impacted by our activities. It is important that we develop relationships where we can discuss and mitigate these impacts as far as possible and ensure that we leave a positive legacy once our operations have closed. | This year we developed new community engagement and communication plans in the Philippines, El Salvador, Haile and Reefton. We also introduced a stakeholder management system to ensure transparency in our community engagement and communication programs.             | We will continue to develop a consistent approach to our community engagement and communications programs. We will also continue to improve our complaints processes to ensure that we can proactively address complaints in a timely and transparent manner.   |
| Anti-Corruption, Bribery and Anti-Competitive Behaviour              | Investors, Employees, Community, Regulators and NGOs   | We are committed to the EITI and all efforts made by government where we operate to promote transparency and accountability.   | We support this fully by disclosing our tax and royalty payments annually.  | We will continue to conduct training on our Anti-Corruption and Bribery Policy and will continue to disclose our financial obligation as required by the EITI and other international accounting standards and laws.  |
| Compliance   | Investors, Employees, Community, Regulators and NGOs   | We are committed to local and international standards with regards to resource development.  | We inspect, audit and track our compliance with all our obligations and land access agreements.   | We will continue to establish consistent compliance tracking systems across all our operations.   |
| Grievance Mechanisms for environmental and social Impacts on Society | Investors, Employees, Community, Regulators and NGOs   | Working with the community and government agencies to ensure that we are not unnecessarily impacting on social and cultural amenity is important.  | All sites have an advertised telephone number where complaints can be made. As many people do not like to complain, we also conduct house-to-house surveys at each site location every two years to determine if there are issues which we need to address or improve on. | We will continue to monitor how complaints and grievances are resolved. We will develop a consistent recording approach to documenting grievances across all sites.   |
| Product Responsibility   | Perth Mint and Trafigura                               | To ensure we deliver our products in an environmental and socially responsible manner.   | Follow all transport and shipping requirements, particularly to ensure marine protection.   | No future mitigations considered.   |

## Restatements and effects from 2014 Report

In our 2014 report, our Total Recordable Injury Frequency Rate (TRIFR) results were reported as Lost Time Injury Frequency Rates (LTIFR). The TRIFR and LTIFR are detailed below for the 2014 reporting period.

|                  | 2012 | 2013 | 2014 |
|------------------|------|------|------|
| OceanaGold TRIFR | 8.09 | 5.49 | 4.56 |
| OceanaGold LTIFR | 1.76 | 1.00 | 0.96 |
| Didipio TRIFR    | 3.22 | 1.89 | 2.32 |
| Didipio LTIFR    | 0.92 | 0.00 | 0.42 |

No other restatements or effects from our 2014 reporting period have been identified.

## Our 2015 targets and data

We report on our annual targets, data and previous years' performance in our key areas of safety and health, ethical conduct, environment, climate change, people and social performance.

- Achieved
- Target not achieved
- Extended

| HEALTH                    | TARGETS  | 2015 Outcomes  | MET?   |
|---------------------------|--|--|--|
| Lag Indicators            | <ul style="list-style-type: none"> <li>• TRIFR less than 4</li> <li>• AIFR less than 30</li> </ul>   | TRIFR – 2.69<br>AIFR – 27.90   | <span style="color: green;">●</span><br><span style="color: green;">●</span>   |
| Lead Indicators           | <ul style="list-style-type: none"> <li>• Safety Audit Compliance rating of &gt;80%</li> <li>• Two critical task observations completed on each identified principal hazard at each operational department at the Business Units</li> <li>• Safety Leadership Coaching and Training 95% attendance from site leadership teams completed</li> <li>• 80% of MIIR/ICAM actions are completed within the allocated timeframe</li> </ul>   | <p>Audit conducted with each Site achieving an overall compliance rating &gt;80%</p> <p>All Operations completed a number of critical task observations. The target number was not achieved</p> <p>Each site ensured that greater than 95% of their leadership team attended the training</p> <p>This was assured through the management review process of outstanding actions which occurs at the start of each day</p> | <span style="color: green;">●</span><br><span style="color: red;">●</span><br><span style="color: green;">●</span><br><span style="color: green;">●</span> |
| Corporate Safety Projects | <ul style="list-style-type: none"> <li>• Develop and conduct Business Unit Leadership training sessions for: <ul style="list-style-type: none"> <li>○ Incident investigation</li> <li>○ Risk management</li> <li>○ Task Observation and meeting communications</li> <li>○ Contractor management</li> </ul> </li> <li>• Undertake close out reports for 2 MIIR/ICAM for each Business Unit</li> <li>• Implement InHealth across OceanaGold to manage employee health and injury data</li> </ul> | <p>Our Corporate Health and Safety Team conducted safety leadership across all sites</p> <p>Our Group Health and Safety Advisor undertook MIIR reviews to meet this target</p> <p>InHealth and InControl implemented across all sites</p>  | <span style="color: green;">●</span><br><span style="color: green;">●</span><br><span style="color: green;">●</span>                                       |

| ENVIRONMENT                    | TARGETS   | 2015 PROGRESS  | MET? |
|--------------------------------|---|--|------|
| Lag Indicators                 | <ul style="list-style-type: none"> <li>Nil breaches of Environmental License Conditions</li> <li>No Category 3, 4 or 5 environmental incidents</li> </ul>   | <p>Compliance with these targets audited via reporting in InControl</p> <p>Compliance with these targets audited via reporting in InControl and InViron databases</p>  |      |
| Lead Indicators                | <ul style="list-style-type: none"> <li>Environmental Audit Compliance rating of &gt;80%</li> <li>80% of planned rehabilitation successfully completed</li> <li>Implement an energy improvement project at each Business Unit</li> <li>Develop and implement a Greenhouse Gas and Energy Management Plan at each Business Unit</li> </ul>  | <p>Compliance with these targets audited via reporting in InControl and InViron databases</p> <p>Compliance with these targets audited via reporting in InViron database</p> <p>Viewed Site Greenhouse Gas and Energy Management Plans and reviewed an Energy Improvement Program at each site</p>   |      |
| Corporate Environment Projects | <ul style="list-style-type: none"> <li>Review the Sustainable Development data collection and reporting process to allow issuance of a Statement of Verification in 2016</li> <li>Design and implement a comprehensive environmental monitoring strategy for potential El Salvador development</li> <li>Increase involvement in IRF activities</li> </ul>   | <p>Reviewed and transferred responsibility to HSEC Business Unit</p> <p>Completed as part of project scoping works</p> <p>Achieved via IRF catchment program</p>   |      |
| COMMUNITY                      | TARGETS   | 2015 PROGRESS  | MET? |
| Lag Indicators                 | <ul style="list-style-type: none"> <li>Number of unresolved community complaints (non-grievance issues) is less than 10% of total complaints</li> </ul>   | Compliance with this target audited via review of complaint and grievance management system at each site   |      |
| Lead Indicators                | <ul style="list-style-type: none"> <li>Identify and produce 15 Community Case Studies to show positive community and business interaction</li> <li>Complete &gt;90% of planned community plan activities</li> <li>Achieve external recognition for work in communities and for corporate social responsibility</li> <li>Complete scheduled surveys as detailed in Compliance Standards and develop a Response Plan</li> </ul> | <p>Completed and featured in this report</p> <p>A review of our community programs and activities was undertaken with many activities commenced and completed. Our audit program could not confirm a completion rate of &gt;90%</p> <p>Two awards won in the Philippines</p> <p>Household Survey completed as required for the Didipio Operations.</p> |      |
| Corporate Community Projects   | <ul style="list-style-type: none"> <li>Institutional use of INX for all community interactions</li> <li>Establish stakeholder register templates and expectations for the Business Units</li> <li>Undertake audits against the Community and Human Rights Compliance Standards</li> </ul>   | <p>INX fully utilised at all sites including integration at Waihi and Haile Operations.</p> <p>InFORM which has been rolled out to all sites and includes a stakeholder register.</p> <p>Strict Compliance Audits were not undertaken. However, formal reviews of all community and human rights programs were undertaken.</p>                         |      |

## Data: Board governance

The Board believes that all directors should attend all meetings of the Board and all meetings of each committee of which a director is a member. During the Company's 2015 fiscal year, participation by the directors in meetings of the Board and committees is summarised below. It is customary for the Chairman to invite Company executives (including the CEO) to attend Committee meetings.

| Director                 | Board of Directors |                 | Audit and Risk Committee |                 | Remuneration and Nomination Committee |                 | Sustainability Committee |                 |
|--------------------------|--------------------|-----------------|--------------------------|-----------------|---------------------------------------|-----------------|--------------------------|-----------------|
|                          | Number Held        | Number Attended | Number Held              | Number Attended | Number Held                           | Number Attended | Number Held              | Number Attended |
| J E Askew                | 7                  | 7               | -                        | Non-member      | 4                                     | 4               | 4                        | 4               |
| J D Shale                | 7                  | 7               | 4                        | 4               | -                                     | Non-member      | 4                        | 4               |
| J P Leviste Jr.          | 7                  | 7               | -                        | Non-member      | -                                     | Non-member      | 4                        | 4               |
| P B Sweeney              | 7                  | 7               | 4                        | 4               | 4                                     | 4               | -                        | Non-member      |
| W H Myckatyn             | 7                  | 7               | -                        | Non-member      | 4                                     | 4               | 4                        | 4               |
| M F Wilkes               | 7                  | 7               | -                        | Non-member      | -                                     | Non-member      | -                        | Non-member      |
| G W Raby                 | 7                  | 7               | 4                        | 4               | -                                     | Non-member      | -                        | Non-member      |
| D R Garrett <sup>1</sup> | 2                  | 2               | -                        | Non-member      | 1                                     | 1               | 1                        | 1               |

<sup>1</sup> D Garrett was appointed to the Board of Directors, as well as the Sustainability and Remuneration committees effective 1 October 2015. Accordingly, this summary accounts for Board and Committee meetings held under her tenure during the 2015 fiscal year.

## Data: Responsible operator

| Occupational Health and Safety   |      |      |      |
|----------------------------------|------|------|------|
| OGD Data                         | 2015 | 2014 | 2013 |
| Total Recordable Injuries (TRI)* | 21   | 32   | 43   |
| All Injuries (AI)**              | 229  | 248  | 346  |
| Fatalities                       | 0    | 0    | 0    |
| TRIFR***                         | 2.69 | 4.56 | 5.49 |

\*TRI: Total recordable injury – this is the total number of Medical Treated Injuries, Restricted Work Injuries and Lost Time Injuries

\*\*All injuries – the total number of injuries (TRI+All minor injuries)

\*\*\*TRIFR: Total recordable injury frequency rate

| Location (2015)                             | All Workplace Injuries | Recordable Injuries |
|---|------------------------|---------------------|
| Macraes                                     | 130                    | 7                   |
| Didipio                                     | 55                     | 11                  |
| Reefton                                     | 33                     | 1                   |
| Waihi                                       | 4                      | 1                   |
| Projects (Haile, Didipio Underground)       | 3                      | 1                   |
| All other OGC (exploration, Administration) | 4                      | 0                   |
| Total                                       | 229                    | 21                  |

## Data: Our conduct and our people

| BOARD GOVERNANCE POLICIES AND PLANS            | IMPLEMENTED |
|--|-------------|
| Board of Directors Code of Conduct             | ✓           |
| Remuneration and Nomination Committee Charter  | ✓           |
| Sustainability Committee Charter               | ✓           |
| Audit and Risk Committee Charter               | ✓           |
| Anti-Bribery and Anti-Corruption Policy        | ✓           |
| Human Rights Policy and Compliance Standard    | ✓           |
| Securities Trading Policy                      | ✓           |
| Continuous Disclosure Policy                   | ✓           |
| Investment Relations Policy                    | ✓           |
| HSEC Policy and Compliance Standards           | ✓           |
| Protected Disclosures ('Whistleblower') Policy | ✓           |

| GOVERNANCE POLICIES AND PLANS  | Didipio | Macraes | Reefton | Waihi |
|--|---------|---------|---------|-------|
| Human Rights Policy and Compliance Standard                                | ✓       | ✓       | ✓       | ✓     |
| Community and Human Rights Standard (including sponsorships and donations) | ✓       | ✓       | ✓       | ✓     |
| Code of Conduct  | ✓       | ✓       | ✓       | ✓     |
| HSEC Polices and Compliance Standards                                      | ✓       | ✓       | ✓       | ✓     |
| Risk Management Policy and Guidelines                                      | ✓       | ✓       | ✓       | ✓     |
| Investor Relations Policy  | ✓       | ✓       | ✓       | ✓     |
| Protected Disclosures ('Whistleblower') Policy                             | ✓       | ✓       | ✓       | ✓     |
| Anti-Bribery and Anti-Corruption Policy                                    | ✓       | ✓       | ✓       | ✓     |

| FINES AND PENALTIES                | Total | Corporate | New Zealand | Philippines | United States |
|------------------------------------|-------|-----------|-------------|-------------|---------------|
| Social, Community and Human Rights | 0     | 0         | 0           | 0           | 0             |
| Environment                        | 0     | 0         | 0           | 0           | 0             |
| Safety                             | 2     | 0         | 0           | 2           | 0             |
| Other                              | 0     | 0         | 0           | 0           | 0             |

| OUR PEOPLE BY COUNTRY | 2015 | 2014 | 2013 |
|-----------------------|------|------|------|
| Australia             | 29   | 30   | 23   |
| Canada                | 5    | N/A  | N/A  |
| New Zealand           | 622  | 603  | 734  |
| The Philippines       | 700  | 576  | 586  |
| El Salvador           | 36   | 29   | 28   |
| USA                   | 159  | N/A  | N/A  |
| Total                 | 1551 | 1238 | 1371 |

\*Note: This data does not include contractors

| OUR EMPLOYEES EMPLOYED UNDER A COLLECTIVE BARGAINING AGREEMENT | 2015 |
|--|------|
| Number of employees  | 439  |
| Percentage of total employees                                  | 28%  |

Percentage by operation: Didipio - 40%, Macraes - 38% and Waihi - 35%

| OUR EMPLOYEES     | 2015 | 2014 | 2013 |
|-------------------|------|------|------|
| Male              | 1292 | 1036 | 1156 |
| Female            | 259  | 202  | 215  |
| Total Turnover(%) | 22   | 41   | 21   |

#### OUR MANAGERS AND SENIOR LEADERS 2015

|                                    | NZ  | Philippines | Other | TOTAL |
|------------------------------------|-----|-------------|-------|-------|
| Management local hires             | 76  | 41          | 18    | 136   |
| Management hires who are not local | 2   | 14          | 0     | 15    |
| Total % of local hires             | 90% |             |       |       |

\*Local is defined as employees who are citizens of the host country in which the operation or office is located.

\* Does not include employees on secondment to sites for periods of time.

## Data: Valuing our environment and climate

| ENVIRONMENTAL GOVERNANCE POLICIES AND PLANS | Didipio | Macraes | Reefton | Waihi |
|---|---------|---------|---------|-------|
| Environmental Policy                        | ✓       | ✓       | ✓       | ✓     |
| Environmental Risk Assessment and Matrix    | ✓       | ✓       | ✓       | ✓     |
| Environmental Compliance Standard           | ✓       | ✓       | ✓       | ✓     |
| Energy efficiency and greenhouse management | ✓       | ✓       | ✓       | ✓     |
| Water management                            | ✓       | ✓       | ✓       | ✓     |
| Waste and tailings management               | ✓       | ✓       | ✓       | ✓     |
| Sediment and erosion control                | ✓       | ✓       | ✓       | ✓     |
| Air quality                                 | ✓       | ✓       | ✓       | ✓     |
| Noise, vibration and blasting               | ✓       | ✓       | ✓       | ✓     |
| Rehabilitation                              | ✓       | ✓       | ✓       | ✓     |
| Acid rock management                        | ✓       | ✓       | ✓       | ✓     |
| Dust management                             | ✓       | ✓       | ✓       | ✓     |
| Mine Closure                                | ✓       | ✓       | ✓       | ✓     |
| Emergency Management                        | ✓       | ✓       | ✓       | ✓     |
| Artisanal and Small Scale Mine Operators    | Y       | N       | N       | N     |

| Audit Performance | 2015 | 2014 | 2013 |
|-------------------|------|------|------|
| Macraes (%)       | 95   | 86   | 69   |
| Reefton (%)       | 99   | 87   | 65   |
| Didipio (%)       | 81   | 80   | 65   |
| Average (%)       | 91   | 82   | 66   |

| Moderate to Major Environmental Spills | 2015 | 2014 | 2013 |
|--|------|------|------|
| Macraes                                | 0    | 0    | 0    |
| Reefton                                | 0    | 0    | 0    |
| Didipio                                | 0    | 1    | 2    |

Note: Moderate or Major Spills are identified as those spills greater than 40L

| NON-COMPLIANT RESULT OR TECHNICAL/ADMINISTRATIVE – Non-compliance matter (minor in nature) | 2015 | 2014 | 2013 |
|--|------|------|------|
| Macraes  | 33   | 51   | 0    |
| Reefton  | 0    | 0    | 1    |
| Didipio  | 74   | 83   | 38   |
| Total  | 107  | 134  | 39   |

Note: These did not result in any action by a regulator or other Agency.

| ENERGY CONSUMPTION – Total Direct (GJ) | 2015      | 2014      | 2013      |
|--|-----------|-----------|-----------|
| Didipio                                | 1,673,943 | 1,595,759 | 1,367,043 |
| Reefton                                | 224,532   | 388,514   | 471,421   |
| Macraes                                | 564,256   | 443,045   | 955,880   |
| Total                                  | 2,462,731 | 2,427,318 | 2,794,344 |

| ENERGY CONSUMPTION – Total Indirect (GJ) | 2015    | 2014    | 2013    |
|--|---------|---------|---------|
| Didipio                                  | 48,019  | N/A     | N/A     |
| Reefton                                  | 154,997 | 135,622 | 144,255 |
| Macraes                                  | 748,171 | 733,345 | 735,166 |
| Total                                    | 951,187 | 868,967 | 879,421 |

| Protected land and environmental offsets                | 2015    | 2014    | 2013    |
|---|---------|---------|---------|
| Area of protected land manager/owned by OceanaGold (Ha) | 860     | 742     | 594     |
| Area of offset land purchased                           | 0       | 0       | 336     |
| Number of trees planted in protected areas offsite      | 332,969 | 314,848 | 179,600 |

\*Note: includes Haile Gold Project offset areas of Rainbow Ranch, Cooks Mountain and Goodwill Plantation which are material to 2015 data.

| Water use and recycling                | 2015       | 2014       | 2013       |
|--|------------|------------|------------|
| Water extracted for use m <sup>3</sup> | 3,411,485  | 6,013,521  | 3,382,503  |
| Recycled/Reused water m <sup>3</sup>   | 19,027,641 | 12,958,023 | 16,149,297 |
| % recycled/reused water                | 85         | 67         | 81         |

\*Not including Waihi Gold Operations or Haile Gold Project

| GREENHOUSE GAS EMISSIONS (tCO2e) – Direct Scope 1 | 2015    | 2014    | 2013    |
|---|---------|---------|---------|
| Didipio   | 127,301 | 121,355 | 103,955 |
| Reefton   | 17,077  | 29,539  | 35,829  |
| Macraes   | 42,644  | 33,443  | 72,402  |
| Total   | 187,022 | 184,337 | 212,186 |

| GREENHOUSE GAS EMISSIONS – Indirect Scope 2 (tCO2e) | 2015   | 2014   | 2013   |
|---|--------|--------|--------|
| Didipio   | 7,890  | N/A    | N/A    |
| Reefton   | 5,971  | 5,225  | 5,557  |
| Macraes   | 28,471 | 27,907 | 30,328 |
| Total   | 42,332 | 33,132 | 35,885 |

| Land disturbance and rehabilitation (Ha)              | 2015          |
|---|---------------|
| Total land disturbed at beginning of reporting period | 1643          |
| Amount of newly disturbed land                        | 72.5          |
| Amount of land rehabilitated to agreed criteria       | 32            |
| <b>Total amount of land currently disturbed</b>       | <b>1683.5</b> |

\*Note: Does not include land disturbance historical or current for Waihi or Haile Gold Project. Some variation as a result of rounding across sites over years.

| Waste generation and non-hazardous waste recycling | 2015       | 2014       | 2013       |
|--|------------|------------|------------|
| Waste rock (tonnes)                                | 52,295,788 | 40,663,467 | 53,053,564 |
| Tailings (tonnes)                                  | 11,220,077 | 10,308,660 | 8,324,907  |
| Hazardous (Oils) (L)                               | 209,392    | 297,400    | 271,210    |
| Waste to landfill (tonnes)                         | 603        | 411        | 491        |
| Non-hazardous (tonnes)                             | 2657       | 4080       | 4910       |
| Non-hazardous waste recycling (tonnes)             | 1,444      | 740        | 18         |

\*Not including Waihi Gold Operations or Haile Gold Project

## Our community data

| Indigenous agreements in place | In Place     | Number |
|--------------------------------|--------------|--------|
| Reefton                        | Yes          | 1      |
| Waihi                          | Yes          | 4      |
| Macraes                        | Yes          | 1      |
| Philippines                    | Not required | *      |

\*There are no indigenous groups identified by Government of the Philippines located within the area of the mine.

| Local procurement   | Didipio | Macraes | Reefton | Waihi |
|---|---------|---------|---------|-------|
| % of spend to Local and National Suppliers  | 28      | 80      | 80      | 86    |
| % of spend to International Suppliers (Goods & services obtained from outside the host country) | 72      | 20      | 20      | 14    |

| Community Engagement and Impact Assessment      | Didipio  | Macraes                 | Reefton                     | Waihi                                      |
|---|--|-------------------------|-----------------------------|--|
| Community Engagement and Impact Assessment Plan | Y  | Y                       | Y                           | Y  |
| Community Communications Plan                   | Y  | Y                       | Y                           | Y  |
| Community Development Program                   | Health, education, business development and infrastructure | Community Trust Program | Community Mine Closure Plan | Health, Education, Art and Culture, Sport. |

| Community complaints                 | Didipio | Macraes | Reefton | Waihi |
|--------------------------------------|---------|---------|---------|-------|
| General community complaints         | *104    | 0       | 0       | *445  |
| Indigenous complaints or incidents   | 0       | 0       | 0       | 0     |
| Human rights complaints or incidents | 0       | 0       | 0       | 0     |

\*The majority of community complaints relate to environmental amenity such as noise, dust and vibration.

| Education Scholarship and Microbusiness Developments | 2015 | 2014 | 2013 |
|--|------|------|------|
| Educational scholarships (college/university)        | 259  | 237  | 218  |
| Microbusiness developments                           | 117  | *    | *    |

\*In 2013 and 2014 this statistic was not tracked. 2015 includes all microbusiness established in partnership with OceanaGold.

| Community Investment****                         | Didipio   | Macraes      | Reefton | Waihi   |
|--|-----------|--------------|---------|---------|
| Gifts and donations                              | 89,901    | 160,389      | 6879    | 217,933 |
| In-kind support                                  | *         | 4,469        | **      | 1,380*  |
| Infrastructure and community investment programs | 3,499,480 | 1,558,393*** | **      | 128,547 |

\*Significant in-kind support is provided to community groups and organisations; however, this is not formally registered within our central reporting system. \*\*Reefton was placed into Care and Maintenance and thus community infrastructure and investment programs completed. \*\*\*This was a significant transaction to transfer the community investment program to the local community trust. \*\*\*\*This does not include expenditure on social investment in areas where we are seeking approval, exploring or sites under development such as Haile Gold Mine.

## Our consolidated production

|                 | 2015    | 2014    | 2013    |
|-----------------|---------|---------|---------|
| GOLD (ounces)   | 419,153 | 307,463 | 325,732 |
| SILVER (ounces) | 274,308 | 291,889 | 254,530 |
| COPPER (tonnes) | 23,109  | 25,010  | 23,059  |

# Reporting index by GRI Indicator

This index cross-references our reporting against other global commitment with the GRI G4.1 indicators for core and comprehensive reporting where appropriate and relevant for OceanaGold considering the company's size, material issues and scale of operations. Some of the indicators have been addressed in the table below.

- Comprehensive Accreditation
- Non-Comprehensive Accreditation

| Indicator | Description   | 2015 Sustainability Report (page)  | Identified Omission and explanation | External Assurance |
|-----------|---|--|-------------------------------------|--------------------|
| G4-1      | Statement from CEO and Chairperson on strategy, trends, key topics, events, views on performance, outlook and other items pertaining to the organisation's strategic approach       | p. 8 & 9; 10 & 11  |                                     | Yes                |
| G4-2      | Description of key impacts, risk and opportunities relating to economics, environmental, social and governance  | p. 8 & 9; 10 & 11  |                                     |                    |
| G4-3      | Name of organisation  | p. 7   |                                     | Yes                |
| G4-4      | Report the primary products and services  | p. 2 & 6   |                                     | Yes                |
| G4-5      | Location of organisation's headquarters   | p. 6   |                                     | Yes                |
| G4-6      | Report number of countries where the organisation operates and where the organisation has significant operations or that are specifically relevant to the sustainability topics     | p. 6   |                                     | Yes                |
| G4-7      | Report the nature of ownership and legal form   | p. 7   |                                     | Yes                |
| G4-8      | Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)  | p. 6<br>p. 2   |                                     | Yes                |
| G4-9      | Report the scale of the organisation, including number of employees, operations, quantity of products and services provided   | p. 27, 72  |                                     | Yes                |
| G4-10     | HR data: employees, contractors, gender with breakdown between different levels   | p. 27  |                                     | Yes                |
| G4-11     | Report percentage of total employees covered by collective bargaining agreements  | p. 69  |                                     | Yes                |
| G4-12     | Describe supply chain   | p. 2, 22   |                                     | Yes                |
| G4-13     | Report any significant changes during the reporting period: size, structure, ownership, new operations, closed operations   | p. 30 & 31, 32, 33   |                                     | Yes                |
| G4-14     | Report on how the precautionary approach is addressed   | p. 11 & 13   |                                     | Yes                |
| G4-15     | List externally developed economic, environmental and social charters, principles or other initiatives to which the organisation subscribes or which it endorses                    | p. 79  |                                     | Yes                |
| G4-16     | List memberships of associations and national or international advocacy organisations in which the organisation holds a positive or is a member or provides substantive funding for | All memberships are standard industry or corporate memberships. OceanaGold does not provide financing directly for advocacy of its business or operations. |                                     | Yes                |
| G4-17     | List all entities included in the organisation's consolidated financial statements or equivalent documents – refer to publicly available consolidated financial statements          | Annual Report 2015, website <a href="http://www.oceanagold.com">www.oceanagold.com</a>   |                                     | Yes                |
| G4-18     | Explain the process for defining the report content and the Aspect Boundaries, reporting principles   | p. 12, 13, 62, 63, 64  |                                     | Yes                |
| G4-19     | List all the material aspects identified in the process for defining the report   | p. 12, 13, 14, 62, 63, 64  |                                     | Yes                |
| G4-20     | For each material Aspect, report the Aspect Boundary within the organisation  | p. 14, 62, 63, 64  |                                     | Yes                |
| G4-21     | For each material Aspect, report the Aspect Boundary outside the organisation   | p. 14, 62, 63, 64  |                                     | Yes                |
| G4-22     | Report the effect of any restatements of information provided in previous reports and the reason for such statements  | p. 65  |                                     | Yes                |
| G4-23     | Report significant changes from previous reporting period in the Scope and Aspects Boundaries   | No change from previous reporting period   |                                     | Yes                |

|       |  |  |  |     |
|-------|--|--|--|-----|
| G4-24 | Provide a list of stakeholder groups engaged by the organisation   | p. 21, 22, 62, 63, 64                          |  | Yes |
| G4-25 | Report the basis for identification and selection of stakeholders with whom to engage  | p. 21, 22, 23, 24                              |  | Yes |
| G4-26 | Report on the organisation's approach to engagement including frequency of engagement by type and by group and whether any engagement was undertaken specifically as part of the report preparation process  | p. 21, 22, 23, 24                              |  | Yes |
| G4-27 | Report key topics and concerns that have been raised through stakeholder engagement and how the organisation has responded   | p. 1, 2 and 3, 14, 62, 63, 64                  |  | Yes |
| G4-28 | Reporting Period   | Annually                                       |  | Yes |
| G4-29 | Date of most recent previous report  | 2015 for the reporting period of 2014          |  | Yes |
| G4-30 | Reporting Cycle  | Jan 01 to Dec 31 of each year                  |  | Yes |
| G4-31 | Provide contact point for questions regarding the report or its contents   | p. 7 and back page                             |  | Yes |
| G4-32 | Report 'in accordance option'. Report GRI Content Index for chosen option; Report Reference External Assurance Report, if it has been undertaken – SEE GRI Template for Core and Comprehensive   | Core, p. 7                                     |  | Yes |
| G4-33 | Company policy/current practice for seeking external assurance – provide overview of governance standards: Board/Management Structure; setting purpose/values/strategy; competency and performance evaluation of highest governance body; role of risk management; role of sustainability reporting; role of economic, social and environmental reporting, remuneration and incentives | p. 7   |  | Yes |
| G4-34 | Report the Governance Structure of the organisation including committee and information/decision making flow   | p. 25 & 26                                     |  |     |
| G4-35 | Process for delegating authority for economic, environmental and social topics   | p. 6   |  |     |
| G4-36 | Report whether the organisation has appointed an executive level position with responsibility for economic, environmental and social topics, and reporting relationships of direct reports   | p. 6, 10, 25, 26, 27                           |  |     |
| G4-38 | Report on the composition of the highest governance body and its committees  | p. 13, 67                                      |  |     |
| G4-39 | Report on whether the Chair of the highest governance body is also an executive officer  | p. 10 and 11                                   |  |     |
| G4-40 | Report the nomination and selection processes for the highest governance body and its committee, and the criteria for nomination: diversity, independence, expertise, experience (economic, environment and social) and how stakeholders are involved  | p. 13, 67                                      |  |     |
| G4-41 | Report on how conflicts of interest are avoided  | p. 13, 14, 15                                  |  |     |
| G4-42 | Report on highest governance body's and senior executives' roles in the development and approval of values, mission, strategies, policies and goals related to economic environmental and social impacts   | p. 12 and 13<br>CEO and Chairperson statements |  |     |
| G4-43 | Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics  | p. 8, 9, 10, 11, 13, 15, 16, 67                |  |     |
| G4-44 | Report the process for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social tops and report on any actions taken   | p. 8, 9, 10, 11, 12, 13, 15, 16, 67            |  |     |
| G4-45 | Report the highest governance body's role in the identification and management of economic, social and environmental risk and whether stakeholders are involved in the risk identification process   | p. 8, 9, 10, 11, 13, 15, 16, 67                |  |     |
| G4-46 | Report on the governance body's role in reviewing the effectiveness of the organisation risk management process  | p. 8, 9, 10, 11, 13, 15, 16, 67                |  |     |
| G4-47 | Report on the frequency that risks and opportunities are reviewed by the highest governing body  | p. 8, 9, 10, 11, 13, 15, 16, 67                |  |     |
| G4-48 | Report on the highest committee or position that formally reviews and approves the Sustainability Report and ensures that all materials Aspects are covered  | p. 8, 9, 10, 11, 13, 15, 16, 67                |  |     |

|       |  |   |  |     |
|-------|--|---|--|-----|
| G4-49 | Report on the process for communication critical concerns to the highest governance body   | p. 8, 9, 10, 11, 13, 15, 16, 67   |  |     |
| G4-51 | Report on the remuneration policies for the highest governance body and senior executives  | Notice of Meeting and Management Information Circular: 2016 Annual General Meeting and Special Meeting of Shareholders located on <a href="http://www.oceanagold.com/investor-centre/corporate-reports">www.oceanagold.com/investor-centre/corporate-reports</a>          |  |     |
| G4-52 | Report the process for determining remuneration  | Notice of Meeting and Management Information Circular: 2016 Annual General Meeting and Special Meeting of Shareholders located on <a href="http://www.oceanagold.com/investor-centre/corporate-reports">www.oceanagold.com/investor-centre/corporate-reports</a>          |  |     |
| G4-53 | Report how stakeholders (Investors) views are taken into account, e.g. votes   | p. 23<br>Notice of Meeting and Management Information Circular: 2016 Annual General Meeting and Special Meeting of Shareholders located on <a href="http://www.oceanagold.com/investor-centre/corporate-reports">www.oceanagold.com/investor-centre/corporate-reports</a> |  |     |
| G4-54 | Report the ratio of the annual total compensation for the organisation's highest paid individual in each country of significant operations to the median annual total compensation for all employees in the same country excluding the highest paid individual             | Notice of Meeting and Management Information Circular: 2016 Annual General Meeting and Special Meeting of Shareholders located on <a href="http://www.oceanagold.com/investor-centre/corporate-reports">www.oceanagold.com/investor-centre/corporate-reports</a>          |  |     |
| G4-55 | Report the ratio of percentage increase in annual total compensation for the organisation's highest paid individual in each country of significance to the median percentage increase in annual total compensation for all employees excluding the highest paid individual | Notice of Meeting and Management Information Circular: 2016 Annual General Meeting and Special Meeting of Shareholders located on <a href="http://www.oceanagold.com/investor-centre/corporate-reports">www.oceanagold.com/investor-centre/corporate-reports</a>          |  |     |
| G4-56 | Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and code of ethics   | p. 12, 13, 15 and 16  |  | Yes |
| G4-57 | Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity such as helplines or advice lines  | p. 15 and 16  |  |     |
| G4-58 | Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines                               | p. 15 and 16  |  | Yes |

## Reporting index by GRI Sector Disclosures (Mining and Metals)

This index cross-references our reporting against other global commitment with the GRI G4.1 indicators for core and comprehensive reporting where appropriate and relevant for OceanaGold considering the company's size, material issues and scale of operations.

| Indicator   | Description  | 2015 Sustainability Report (page)   | Identified Omission and Explanation   | External Assurance |
|---|--|---|---|--------------------|
| G4- DMA   | Economic Performance   | p. 14, 54, 62 and GRI index page 73. Financial audit report located on <a href="http://www.oceanagold.com">www.oceanagold.com</a> . |   | Yes                |
| G4 – EC6 (including sector additional criteria)     | Proportion of senior management hired from the local community at significant location of operations | p. 69.  |   | Yes                |
| G4-DMA  | Materials  | p. 42, 45, 63, 70 and 71.   |   | Yes                |
| G4-EN2 (including sector additional criteria)       | Percentage of materials that are recycled input materials  | p. 42, 46 and 71.   |   | Yes                |
| G4 -DMA (including sector additional criteria)      | Biodiversity   | p. 46, 47, 48, 49 and 62.   |   | Yes                |
| G4 – EN12 (including additional sector requirement) | Description of significant impacts of activities, products and services on biodiversity              | p. 46, 47, 48, 49 and 62.   |   | Yes                |
| MM1 (sector requirement only)                       | Amount of land (owned or leased) disturbed or rehabilitated  | p. 46 and 48  |   | Yes                |
| MM2 (sector requirement only)                       | The number and percentage of sites identified as requiring biodiversity management plans             | p. 48   |   | Yes                |
| G4 – DMA  | Emissions  | p. 62   |   | Yes                |
| G4 – EN15   | Greenhouse Gas (Scope 1)   | p. 43, 44 and 71  |   | Yes                |
| G4 – EN16   | Greenhouse Gas (Scope 2)   | p. 43, 44 and 71  |   | Yes                |
| G4 - DMA(including sector additional criteria)      | Effluents and wastes   | p. 42, 43, 45, 46, 63   |   | Yes                |
| G4 – EN24 (including additional sector requirement) | Total number and volume of significant spills  | p. 42, 43, 45, 46, 63, 70   |   | Yes                |
| MM3 (sector requirement only)                       | Total amounts of overburden, rock, tailings and sludges, and their associated risks                  | p. 45, 46, 71   | Sludge waste was not captured consistently across sites. This data will be consistently captured for 2016 reporting period. Approximately 70 tonnes of sludge were produced in the reporting. | Yes                |
| G4 – DMA (including the additional guidance)        | Occupation Health and Safety   | P. 35, 36, 37, 38, 39 54, 55, 63  |   | Yes                |

| Indicator                                    | Description   | 2015 Sustainability Report (page)  | Identified Omission and Explanation   | External Assurance |
|--|---|--|---|--------------------|
| G4 – LA6 (including sector requirement)      | Type of injury and rates of injury, occupational disease, work related fatalities by region and gender  | p. 33, 34 and 67   | Gender is not recorded as the Company's preference is to treat the person and investigate source of the injury. | Yes                |
| G4 – DMA (including the additional guidance) | Freedom of association and collective bargaining  | p. 16, 21, 69  |   | Yes                |
| G4 - HR4                                     | Right to exercise freedom of association and collective bargaining  | p.16 and 69  |   | Yes                |
| G4 – DMA (including additional guidance)     | Indigenous rights   | p. 15, 21, 64, 72  |   | Yes                |
| G4-HR8                                       | Total number of incidents of violations involving rights of indigenous peoples and actions taken.   | No violations occurred for reporting period.   |   | Yes                |
| MM5 (sector requirement only)                | Total number of operations taking place in or adjacent to indigenous peoples' territories, number and % of operations or sites where there are formal agreements with indigenous peoples' communities | p. 72  |   | Yes                |
| G4 – DMA (including additional guidance)     | Local communities   | p. 23, 64  |   | Yes                |
| G4 – SO1                                     | Percentage of operations with implemented local engagement, impact assessment and development programs.   | p. 54, 55, 72  |   | Yes                |
| MM6  | Number and description of significant disputes relating to land use   | No significant disputes occurred in the reporting period.  |   | Yes                |
| MM7  | The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local community and indigenous peoples and the outcomes.                             | No significant disputes for the reporting period. Grievance mechanisms were used for existing disputes relating to historic matters. |   | Yes                |
| G4-DMA                                       | Compliance  | p. 63  |   | Yes                |
| G4 – SO8 (additional sector requirement)     | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations   | No fines were issued of monetary values that were significant.   |   | Yes                |
| G4 – DMA (additional sector guidance)        | Emergency preparedness  | p. 63  |   | Yes                |
| Indicator by Company                         | All sites having an approved emergency management plan  | p. 70  |   | Yes                |
| MM8 (sector requirement only)                | Artisanal and small scale mining located near or on mine land   | p. 70<br>Located on at our Didipio site. Not applicable to other locations where we operate  |   | Yes                |
| MM9(sector requirement only)                 | Resettlement  | Resettlement was not undertaken during the reporting period at any of our operating sites.   |   | Yes                |
| G4 – DMA (additional sector guidance)        | Closure planning  | p. 32 and 50   |   | Yes                |
| MM10 (sector requirement only)               | Number and percentage of operations with closure plans  | p. 50<br>100% of operations have an approved closure plan  |   | Yes                |

*Note: Management's approach to monitoring DMA compliance is through a comprehensive internal inspection and audit program.*

# Independent Assurance Statement

**INDEPENDENT ASSURANCE STATEMENT**

**To: The Stakeholders of OceanaGold Corporation**

**Introduction and objectives of work**

Bureau Veritas Australia Pty Ltd has been engaged by OceanaGold Corporation to conduct independent assurance of its Sustainability Report 2015. This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the Sustainability Report 2015 are the sole responsibility of the management of OceanaGold Corporation. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance of the accuracy of information included. This is the first year in which we have provided assurance over the OceanaGold Corporation Sustainability Report.

**Scope of work**

OceanaGold Corporation requested Bureau Veritas to verify the accuracy of the data and information included in the Sustainability Report 2015 in accordance with both the "Core" Standard Disclosures and the "Mining and Metals Sector" Disclosures from GRI G4 for the period of 1<sup>st</sup> January 15 to 31<sup>st</sup> December 15. The complete list of assured elements is referred to on page 76 of this report: "Reporting Index by GRI Indicator".

The scope of work was limited to the data related to the operational activities of Didipio in Philippines and Macraes & Reefton in New Zealand.

**Methodology**

As part of its independent assurance, Bureau Veritas undertook the following activities:

- Interviews with relevant personnel of OceanaGold Corporation;
- Review of documentary evidence produced by OceanaGold Corporation' representatives;
- Audit of performance data;
- Review of OceanaGold Corporation systems for quantitative data aggregation and analysis;
- Site visits to Didipio in Philippines and Macraes in New Zealand to verify the operational activities, engagement of stakeholders, identification of material aspects, implementation of social / economic / environmental projects and confirmation of accuracy of quantitative data aggregation and analysis based on various G4 indicators.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Verification of Sustainability Reports, based on current best practice in independent assurance.

The work was planned and carried out to provide limited, rather than absolute assurance and we believe it provides an appropriate basis for our conclusions.

**Our findings**

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the reviewed statements within the scope of our verification are inaccurate and the information included therein is not fairly stated;
- It is our opinion that OceanaGold Corporation has established appropriate systems for the collection, aggregation and analysis of quantitative data.

**Evaluation against Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines**

Bureau Veritas undertook an evaluation of OceanaGold Corporation's Sustainability Report 2015 against the GRI G4 Sustainability Reporting Guidelines i.e. in accordance with both the "Core" Standard Disclosures and the "Mining and Metals Sector" Disclosures. This included cross checking the GRI index table against all the reference documents.

Based on our work, it is our opinion that OceanaGold Corporation's Sustainability Report 2015 is in accordance with both the "Core" Standard Disclosures and "Mining and Metals Sector" Disclosures from the GRI G4 Sustainability Reporting Guidelines, including appropriate consideration of the Reporting Principles and necessary indicators.

**Limitations and Exclusions**

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (expressions of opinion, belief, aim or future intention by OceanaGold Corporation and statements of future commitment);
- Financial data, other than that relating to environmental, social or broader economic performance where applicable;
- Other sites and activities not included in the scope.

The scope of the assurance was limited by the scope that is addressed in this statement in the above item – Scope of work.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Sustainability Report 2015.

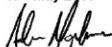
**Statement of independence, impartiality and competence**

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with almost 180 years history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with OceanaGold Corporation, its Directors or Managers beyond that required of this assignment. We have conducted this assurance independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 30 years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

**Bureau Veritas Australia Pty Ltd**  
17<sup>th</sup> May 2016  
  
**Andrew Mortimore**  
Head of Sustainability Services

OceanaGold Sustainability Report 2016

# Voluntary initiatives, policy and operational alignment

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|---|---|
| <p><b>Extractives Industries Transparency Initiative (EITI)</b></p> <p>OceanaGold is actively involved in efforts to ensure revenue transparency and accountability in the extractive industry, and we support the initiative by reporting our tax and royalty payments.</p>  |  <p><b>EITI</b> Extractive Industries Transparency Initiative</p>    |
| <p><b>International Council on Mining and Metals (ICMM) Sustainable Development Framework</b></p> <p>We are committed to implementing and reporting on the ICMM's Principles for Sustainable Development over corporate governance, environmental stewardship and community engagement.</p>   |  <p><b>ICMM</b><br/>International Council on Mining &amp; Metals</p> |
| <p><b>Voluntary Principles on Security and Human Rights</b></p> <p>This global initiative seeks to protect human rights through leading safety and security practices. OceanaGold reports on our efforts to implement and promote the principles on an operational basis each year.</p>   |  <p><b>VOLUNTARY PRINCIPLES</b><br/>ON SECURITY + HUMAN RIGHTS</p>   |
| <p><b>United National Global Compact</b></p> <p>Promoting responsible corporate citizenship and a collective approach to forging a more sustainable and inclusive global economy, this report serves as our Communication on Progress towards implementing the 10 Global Compact Principles.</p>  |  <p><b>United Nations</b> Global Compact</p>                         |
| <p><b>United National Guiding Principles on Business and Human Rights</b></p> <p>This document defines the duties of states and the responsibilities of companies to ensure that businesses operate with respect for human rights. The corporate responsibility to respect human rights requires a policy commitment, a human rights due diligence process and a mechanism to provide remedy to those who might be harmed. This report discusses OceanaGold's performance in this area and its efforts to conduct business in accordance with these guiding principles.</p> |   |
| <p><b>Global Reporting Initiative</b></p> <p>This report was compiled in accordance with the GRI's G4 Core option guidelines and independently assured.</p>   |  <p><b>Global Reporting Initiative™</b></p>                        |



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*Waihi New Zealand - old pump house.*