



SUSTAINABILITY REPORT 2017

A STORY IN RESPONSIBLE MINING



OCEANA GOLD



OUR CONTRIBUTION TO A GREEN ECONOMY AND A SUSTAINABLE FUTURE

OceanaGold produces gold and copper which are essential to green and cleaner energy and transportation technologies.

We provide materials used in life-saving medical devices and technologies such as pace makers and state-of-the-art surgical equipment used every day in medical facilities across the globe.

We provide materials which are critical to the construction of personal communication devices which allows us to connect with our friends and families easily, and make us safer when we are in danger.

The renewable energy sector and the development of electric cars cannot occur without the use of gold, silver and copper. We look forward to a future where all communities can benefit from renewable energy technologies.

To meet the world's changing expectations; we are consistently assessing, analysing and applying improvements and innovations to be the best we can be at exploring, extracting, and processing minerals and metals.

By putting the protection of our employees and contractors, communities, and the environment, at the forefront of how we operate, we ensure that we act responsibly.

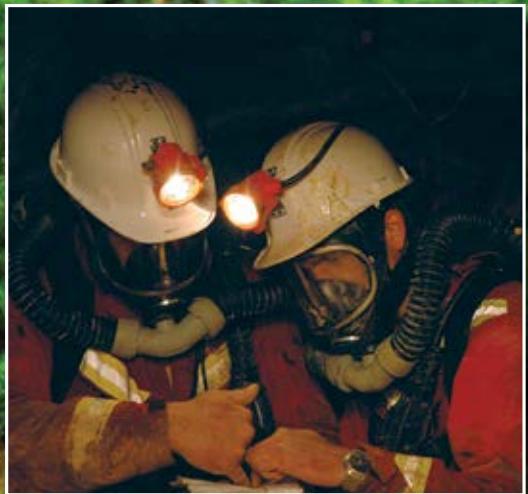
We have found that by building sustainable community partnerships, supported by co-existence with other industry sectors such as agricultural, forestry and tourism, we can be a business that leads the way in providing the raw materials needed on the journey to a more sustainable future.

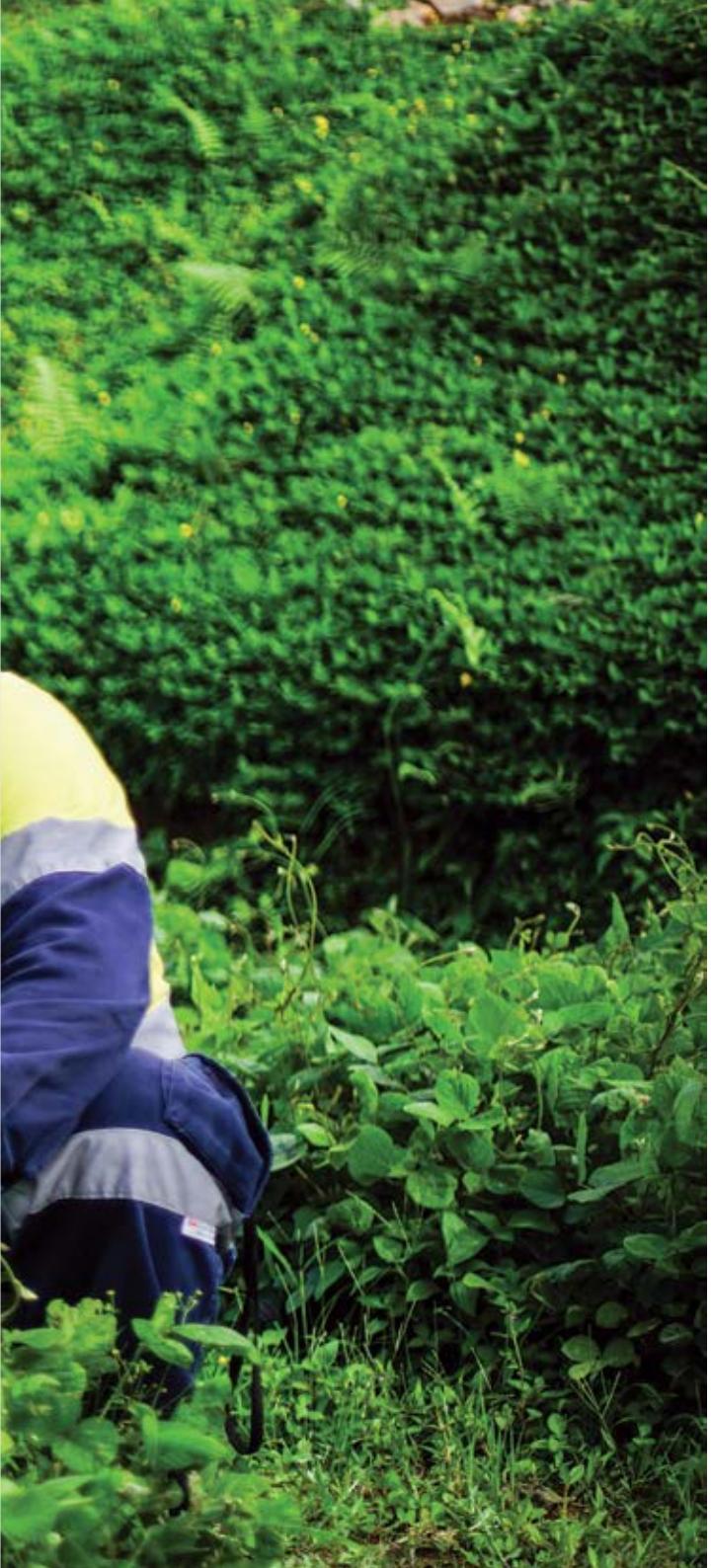
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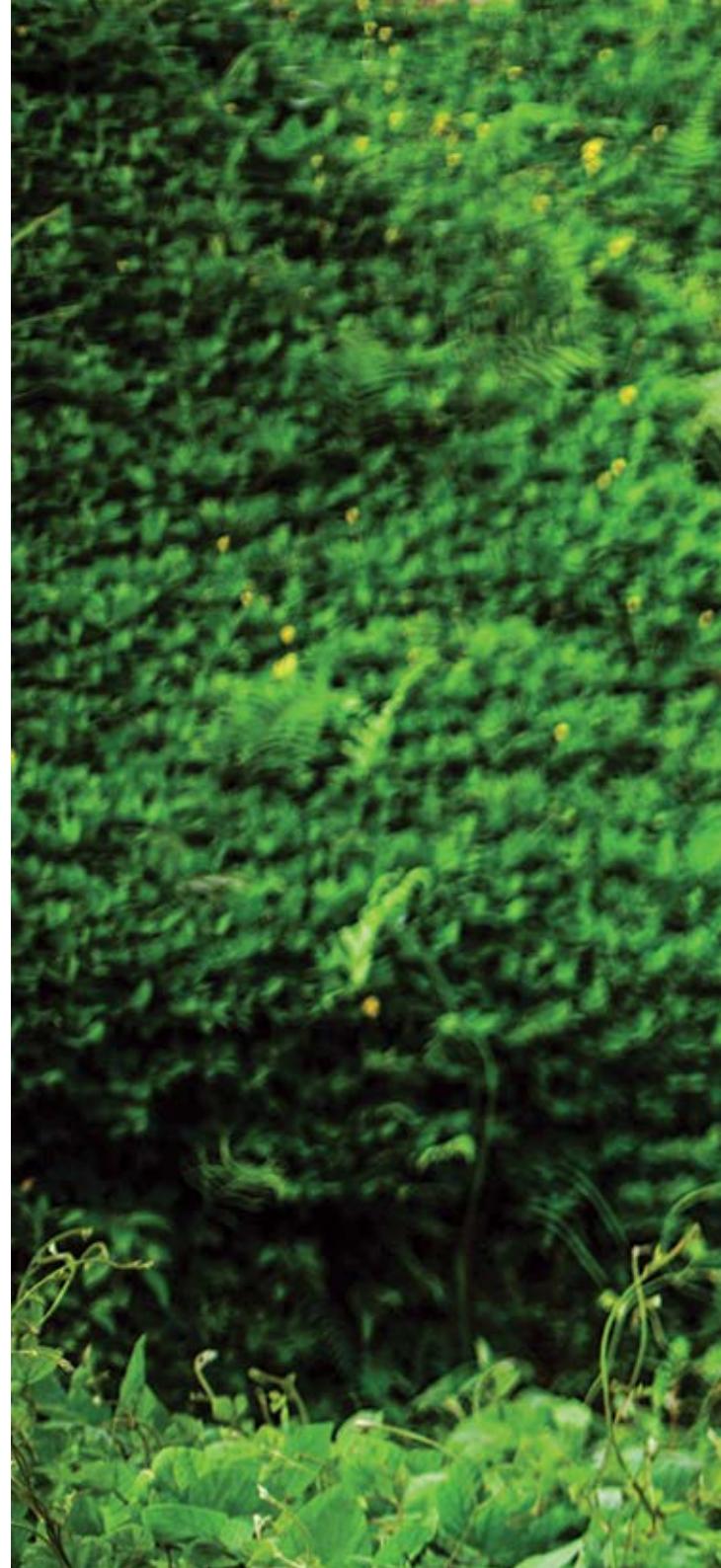




SECTION



A Story in Responsible Mining





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 business and our group functions including investor relations, human resources, public relations and marketing.

In this Sustainability Report we disclose our payments in relation sponsorships, donations, and social investment activities. All other payments in relation to the regulatory obligations, including licensing application fees, amendments application fees, annual renewals and general compliance costs are fully disclosed in our financial statements located on our corporate website: www.oceanagold.com/investor-centre/financial-results.

Our reporting frameworks

The Sustainability Report aligns with the International Council on Mining and Metals (ICMM) Sustainable Development Framework and is prepared in accordance with (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 this assurance report is provided on page 80.

Reporting scope and limitations

The Sustainability Report provides information and analytics on all our operating assets and exploration programs. It reports on assets that are wholly owned or owned through joint venture agreements during the period 1 January 2016 to 31 December 2016.

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

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

The Sustainability Report is part of our Annual Reporting suite. All reports are available on our website: www.oceanagold.com/investor-centre/corporate-reports

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

Email:
info@oceanagold.com

Telephone:
+61 3 9656 5300



OCEANAGOLD

LOCATIONS

Our Growth Strategy Explained

Starting with a single gold producing asset at Macraes in New Zealand in 1990, the Company has grown to become a truly international gold producer.

The newest addition to our production stable is the Haile mine in South Carolina, USA.

OceanaGold's exploration and operations activities can now be found in New Zealand, Australia, Philippines, USA, and Latin America.

Over the past 10 years OceanaGold has grown to be Australia's third biggest listed gold producer.

Our vision is to become the gold mining company of choice by operating high quality assets delivering superior returns in a responsible manner.

Exploration for the next generation of mines has been stepped up. Although, we hold land in El Salvador, no on-the-ground activities have taken place.

We continue to manage our operations and exploration activities through the application of a holistic risk model which considers all aspects relating to responsible mining and investment.



2016 IN REVIEW

We are pleased to present OceanaGold's 2017 Sustainability Report, A Story in Responsible Mining.



Jim Askew
Chairman President



Mick Wilkes
Chief Executive
Officer

During a year of changing political and economic landscapes internationally, Corporate leadership is having to adapt to a new environment, an environment which can lack regulatory certainty, investment security and a long-term vision of prosperity.

For the past three years, we have seen a business environment that can rapidly change on an election outcome. To counter this, it is more important than ever to be leaders and advocates for 'Responsible Mining' or 'Responsible Resource Development'. At OceanaGold we have always embraced the philosophy of mining responsibly with care and accountability for our employees, the environment and the community. Our focus in moving forward is to embed the recognised governance structures associated with responsible mining such as the ICMM Principles of Responsible Mining and the IFC Responsible Mining Standards, to provide a robust platform for benchmarking our internal processes, procedures and standards.

Our new vision encompasses a commitment to responsible mining. We believe that sustainability is part of demonstrating and leading a 'Responsible Mining' company.

A focus on Responsible Mining

Many people see sustainability as 'someone else's job', whereas 'being responsible' is a notion that is taught in every culture. No matter where you are from: parents, education leaders, church leaders, community leaders and governments advocate for their citizens to be responsible and respectful. These are terms that we believe that our communities can understand and hold us to account.

We also reviewed the type of people we want working at OceanaGold. We want our employees, managers and future leaders to demonstrate: innovation, decisiveness, have the skills to foster and develop talent, work collaboratively and be visionary and inspirational. This year, we have continued to highlight some of our new visionary and inspirational leaders and employees.

What do these changes mean?

As the Chairman and CEO of OceanaGold, we believe that values leadership must drive our managers, leaders and employees to make the right decision each time, the responsible decision.

In the last part of 2016, we had some challenges. The long-awaited decision regarding the arbitration between OceanaGold and the Government of El Salvador came to completion. Although, the arbitrators did not rule in our favour, we continue to support local programs that improve health and environmental outcomes for the El Dorado Community.

In the Philippines, we received the outcome of Government of the Philippines, Department of Natural Resources Audit. Although it concluded that OceanaGold had not breached any environmental or social obligations or conditions imposed in any of its approvals, certificates or other authorities, the Government feels that we need to do more.

We are working with representatives of the Government positively and proactively to: gain a better understanding of their expectations; foster an improved understanding of our activities and impacts; and the contribution we

along with our employees and contractors make to the communities where we explore and operate.

In many Countries, a strong compliance record is not enough. Governments and Not-for-Profit organisations are expecting that 'Responsible Mining' goes beyond local or international compliance standards and independently assured management systems. Responsible mining leaves a long term positive legacy. And this is what we are working towards at OceanaGold.

OUR YEAR IN REVIEW

Health, Safety and Regulatory Compliance

Our first priority is the safety of our people and the people who live in the communities where we operate. We continue to be deeply saddened that a colleague died at one of our worksites.

The fatality has had a profound, and permanent impact on his family, friends, the broader Waihi communities, his work mates at Waihi Operations and throughout OceanaGold.

Across OceanaGold, our leaders have engaged with our employees and community leaders to reaffirm our commitment to make our workplaces safer and identify new approaches to improve safety performance.

We are proud how our teams in Waihi and across the Company supported Tipiwi's family and continue to do so.

The tragic death of Tipiwi has led to a significant safety innovation which we expect will be seen as a leadership practice across the global mining industry.

With the construction of Haile Gold Mine Operations and the continued integration of Waihi Mine operations, our safety performance declined through 2016.

In 2016, the Board and the Executive Team discussed at length that high potential incidents, serious harm incidents, and near misses, had all increased. Our TRIFR increased from 2.69 in 2015 to 3.99 in 2016.

The Company remains committed to providing injury free, healthy work environments without fatalities.

PEOPLE

An engagement survey was conducted to obtain a better understanding of how our people feel about being part of OceanaGold. More than 1,300 employees took part in the survey.

The results indicate that there is a high level of engagement across the total workforce. The total overall engagement rate was 66%, which is above average compared to our peers. Two pleasing survey results were:

- 73% of our employees are proud to be working at OceanaGold; and
- 72% of employees would gladly take on extra work for special projects and initiatives.

It is this attitude and commitment of each of our employees across all our different business units and cultures that enables us to meet our business goals and growth objectives each year. The outcomes of this survey and actions which we have committed to are detailed on page 21.

COMMUNITY PARTNERSHIPS

We have several major partnerships within each of the areas we operate. In the Philippines, we have worked with six Community Steering Committees to establish new schools, medical services, and we have worked with the International Rivers Foundation to improve catchment management. We also have continued and expanded our long-standing partnership with Grameen who are working with us to establish more non-mining related micro-businesses throughout the Philippines.

In New Zealand, we have continued our sponsorship of the Highlanders Rugby Team and provided 86 grants and donations to other local and national sporting teams, community groups and schools.

In South Carolina, we have established a Sponsorship and Donation Program which has resulted in over US\$225,000 of grants being provided to community groups and organisations.

RISK MANAGEMENT

In 2016, we introduced a new risk management standard and we conducted risk reviews at each operation ensuring that risks are identified across the Company using the same

methodology and analysis providing a consistent approach to risk analysis and mitigation.

Our Corporate Health, Safety, Environment and Community Team audited all our operating sites against our Corporate Compliance standards with all sites achieving a performance compliance outcome of over 80%.

SUSTAINABILITY AND REPUTATION

We strongly believe that metals and minerals mining must continue to play a leading role in advancing cleaner, greener energy markets, economies and improved outcomes for society.

To improve the regulation of the industry across the jurisdictions in which we explore and operate, we strongly advocate and implement a multi-stakeholder approach to reviewing and solving complex environmental, social and regulatory issues such as, health and safety, land access and land-use planning, mine closure, community and mining co-existence, impacts from climate change and long-term financial assurance.

AUDIT AND FINANCE

The Audit and Finance Committee reviewed several investment proposals throughout the year and provided guidance to the Board and Management Team regarding risks related to the Haile Gold Mine being brought in to production.



The Audit and Finance Committee is also instrumental in the oversight and approval of the Companies Annual Financial Report where the finance data for this report has been taken from.

LOOKING AHEAD

Innovation, safety and a focus on continuing to improve the perception of mining will be a key area of work in 2017.

Improving engagement with Government and our communities will play a major role in our future. We will continue to work hard at improving our reputation, and that of the broader community, through increased transparency in everything we do.

GIVING OUR THANKS

We appreciate the many hours and wise counsel that the Board contributed to the OceanaGold throughout the year. We also thank the executive leadership team, our employees and community leaders for their commitment, ideas and passion in striving to make OceanaGold—the Company of Choice. All our teams and supporters have worked hard and done a wonderful job in getting us closer to that vision.

We would also like to thank our managers, employees and contractors in the Philippines and El Salvador who have conducted themselves in such a professional manner during recent uncertain times.

Together, we face these challenges with the knowledge that we are creating a better understanding of 'responsible mining'. The need for metals and minerals in a green and technology driven economy will support OceanaGold and its sense of purpose and direction in the future.



Jim Askew
CHAIRMAN

Mick Wilkes
PRESIDENT & CHIEF EXECUTIVE OFFICER

HIGHLIGHTS 2016

Together with our communities we planted **232,519 trees** in the Philippines and over 90,000 trees in New Zealand.



In New Zealand, we provided over **\$650,000** in community grants, donations and educational scholarships.

Since 2013, we have planted over **1 million trees** in deforested areas of the Philippines.

203 employees graduated from our safety leadership program in Haile, Macraes and Waihi operations



Conducted over **60 health promotion** events across our sites.



We poured **our first bar of gold** from Haile Gold Mine Operations.



We introduced **new community programs.**



73% of employees are proud to work for OceanaGold



Over 1,300 employees completed our **Employee Engagement Survey.**



Our annual turnover rate **fell by 50%** from last year.



We continued to **restore heritage sites** of mining significance across New Zealand.

We implemented our **Globe Pit Lake Modelling** and Monitoring Program at Reefton.

We introduced **SuccessFactors** – a human resource management database

We established our first **farmer's co-operative** and market in Didipio providing organic fruit and vegetables to the community.



At our Haile Operations, we optimised the use of fresh water and reduced our water consumption of clean extracted water **by 80%.**



2016 AWARDS

AND RECOGNITION

Recognising Responsible Mining Leadership

OceanaGold Philippines Inc. (OGPI), based in Didipio, Philippines, won five highly prestigious awards at the 63rd Annual National Mine Safety and Environment Conference. These awards are detailed below.

Heading the awards was **The Presidential Mineral Industry Environmental Award**, the highest award offered by the Office of the President and awarded to companies that demonstrated outstanding performance in environmental management, occupational health and safety, and corporate social responsibility. OceanaGold was deeply honoured to accept this award.

At the same conference OceanaGold was also awarded

- Safest Mines Operation – Metallic Mine category;
- Safest Mineral Processing Concentrator;
- Safest Surface Mines Operations and
- Third place for Best Mining Forest Program – Metallic category.

The Didipio Operation was also awarded the 2016 Kabalikat Award for good practices and its contribution to the promotion and development of the country's technical and vocational workers.

Also in 2016 Didipio won the **GOLD AWARD for the Best Workplace Practices** at the 8th Annual Global CSR Summit and Awards held in Indonesia.

As we strive to be a leader and advocate of Responsible Mining, gaining international recognition regarding our health, safety, environment and community programs and performance provides independent assurance of our continued leadership in these areas.



“OceanaGold’s Environment Manager is awarded Pollution Control Officer of the Year by the Government of the Philippines.”

HOW WE CREATE VALUE

OUR VALUES

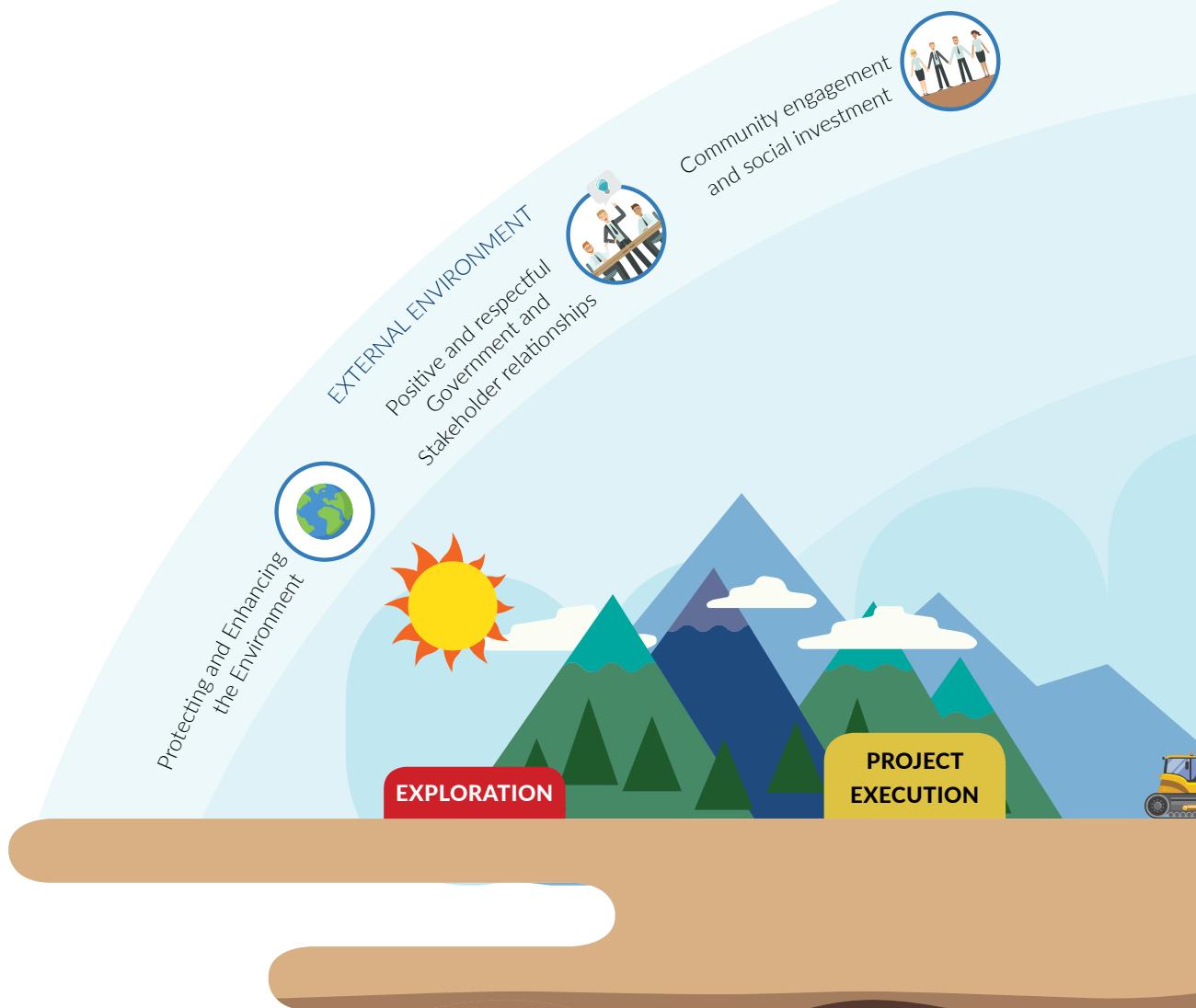
RESPECT
INTEGRITY
TEAMWORK
INNOVATION
ACTION
ACCOUNTABILITY

INPUTS

NATURAL
HUMAN
INTELLECTUAL
BUSINESS DEVELOPMENT AND OPERATIONAL EXCELLENCE
FINANCIAL
SOCIAL INVESTMENT AND RELATIONSHIPS

VALUE CREATION PROCESS

- a. 6-7 operating mines
- b. Exploration
- c. Processing
- d. Shipping
 - i. Maximum extraction of our resources
 - ii. Progressive rehabilitation and environmental enhancement.



1. VALUES

Our **values** inform everything we do. Through living our values of respect, integrity, teamwork, innovation, action and accountability, we work positively and safely with communities while protecting the environment from our impacts. These values are our foundation to achieve our vision of being the gold mining company of choice.

2. INPUTS

We rely on the **six input capitals** to drive our value creation process. These are Natural (the resource and the environment), Human (our people), Intellectual (innovation, collaboration and talent), Business Development and Operational Excellence (exploration, operations and processing), Financial (profit and re-investment) and Social Investment and Relationship capital (our licence to operate).

3. VALUE CREATION

The **Value Creation Process** is how we do business. We use a wide range of inputs across the six capital inputs to successfully mine metals and minerals efficiently, creating value for OceanaGold and our stakeholders.

4. EXTERNAL ENVIRONMENTAL

Our value creation is impacted upon by the **External Environment** in which we operate. These External Environmental factors include economic conditions, technological changes, political changes, social issues, and environmental challenges.



5. BUSINESS DEVELOPMENT AND OPERATIONAL EXCELLENCE

By understanding the value creation process, focussing on operational excellence, and by navigating the external environment, we are able to process metals and minerals which will be used to create solar panels, electric cars, medical and personal technologies.

6. OUTPUTS

We have identified nine strategic objectives. We use these objectives to drive our decision making and value creation process

7. BUSINESS STRATEGY

Our business strategy is to achieve six to seven top-tier, long-life, expandable assets delivering superior, safe and sustainable returns.

8. OUR VISION

The gold mining company of choice

OUR STRATEGIC OBJECTIVES

Our annual operational plan is developed to achieve the delivery of our 9 corporate strategic objectives. These objectives are described in figure to the right.

The strategic objectives have specific areas of focus that demonstrate a commitment to the achievement of responsible practices including health and safety, environment, community, governments and our employees.

Driving the direction of these objectives are the Company's Vision, Values and People Statements.

Our Vision

We will be the gold mining company of choice, operating high quality assets delivering superior returns in a responsible manner.

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

Our People

The qualities we expect in our current and future managers to demonstrate are:

- Innovation
- Decisiveness
- Talent building and encouragement
- Collaboration
- Inspiration
- Vision

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 and community programs
- Our communities, governments and suppliers ask to do more work with us and invite us to grow with them.
- We gain respect through high performing operations and financial strength and discipline.
- Our shareholders are proud of their investment in us and we deliver a superior return to our investors



OUR SUSTAINABILITY FRAMEWORK

OBJECTIVES AND REPORTING METRICS

In 2016, OceanaGold adopted the ICMM framework. We are now reporting against our compliance with the 10 Principles for Sustainable Development. This framework is detailed below. Step 1 is to gain commitment to the Principles (achieved internally at the end of Q3 2016), step 2 is to public report (this being our sustainability report) and step 3 is to achieve independent assurance.

Independent assurance has been provided by Bureau Veritas and is detailed on page 80 of this report.

The adoption of the Principles and the implementation of the three steps indicates a significant maturing and improvement in sustainability performance by OceanaGold in the past five years.

These Principles are summarised below and are the Principles for which we have reported on in this year's report.



Commitments

10 principles for sustainable development.

Public Reporting

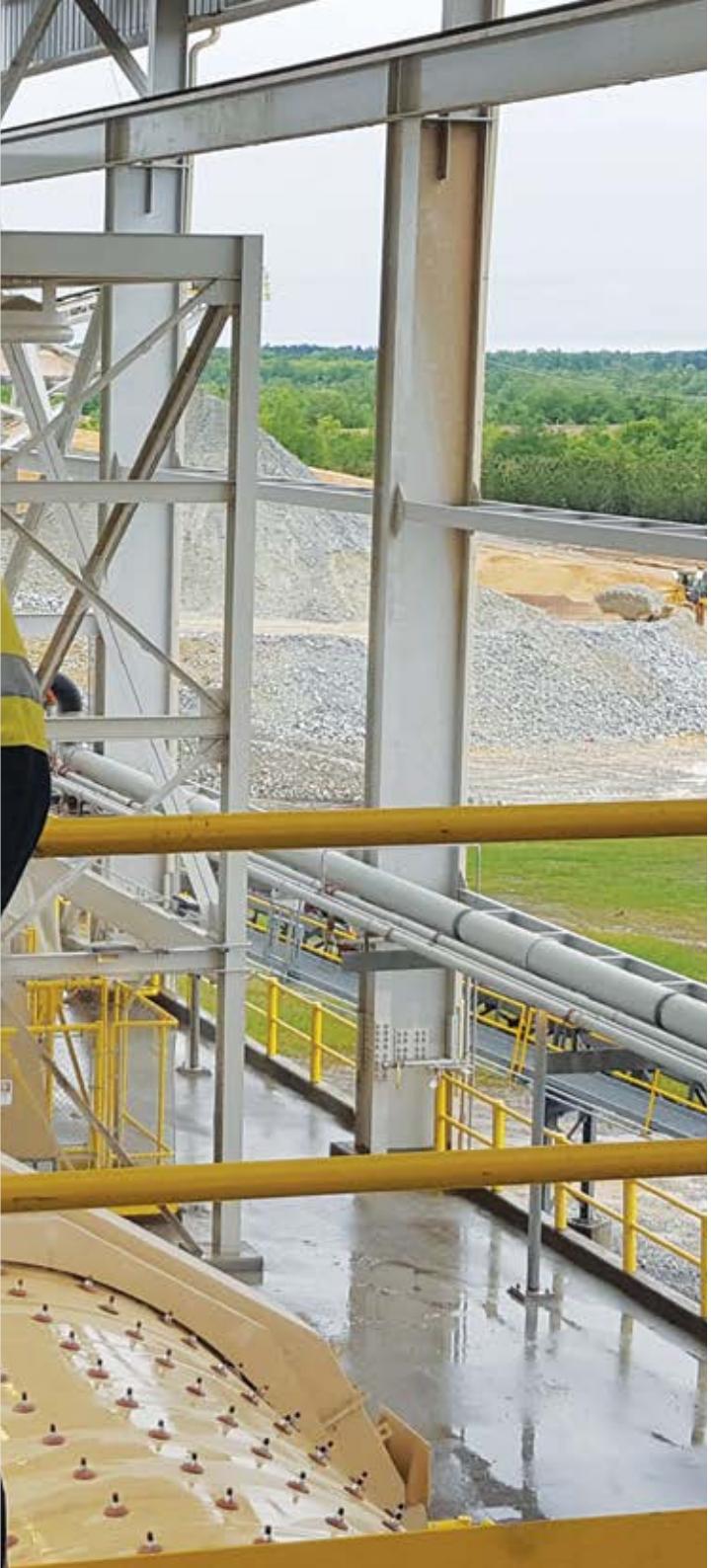
Report performance against the 10 principles in accordance with GRI guidelines.

Independent Assurance

Providing third-party verification against the 10 principles.

1. Implement and maintain ethical business practices and sound systems of corporate governance.
2. Integrate sustainable development considerations within the corporate decision-making process.
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.
4. Implement risk management strategies based on valid data and sound science.
5. Seek continual improvement of our health and safety performance.
6. Seek continual improvement of our environmental performance.
7. Contribute to conservation of biodiversity and integrated approaches to land use planning.
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.
9. Contribute to the social, economic and institutional development of the communities in which we operate.
10. Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.





SECTION

2

Our People and Engaging Stakeholders





OUR PEOPLE

“Creating a workplace that encourages a richness of diversity in people, culture, teamwork and thinking – that is what we are striving for at OceanaGold.”

Yuwen Ma, Executive Vice President – Human Resources

Our Board and its responsibilities

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

Board responsibilities include: 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 delegates 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 co-ordinates the following committees to assist in the discharge of its responsibilities:

- 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.

During the company's 2016 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 (CEO and managing director).

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

Board Governance Table

Board of Directors			Audit and Risk Committee		Remuneration and Nomination Committee		Sustainability Committee	
Director	Number Held	Number Attended	Number Held	Number Attended	Number Held	Number Attended	Number Held	Number Attended
J E Askew	4	4	-	Non-member	3	3	4	4
J D Shale ¹	3	3	3	3	-	Non-member	3	3
J P Leviste Jr.	4	4	-	Non-member	-	Non-member	4	4
P B Sweeney	4	4	4	4	3	3	-	Non-member
W H Myckatyn	4	4	-	Non-member	3	3	4	4
M F Wilkes	4	4	-	Non-member	-	Non-member	-	Non-member
G W Raby	4	4	4	4	-	Non-member	-	Non-member
D R Garrett	4	3	-	Non-member	3	2	4	2

1. J D Shale passed away on 24 October 2016.

In Memory of J.D Shale and his contribution to corporate governance, law and academic research

Long serving Board member Denham Shale passed away on 24 October, 2016. Denham became a non-executive director in 2004 and was a pillar of strength for the Company.

In March 2017 the Company donated NZ\$200,000 for the establishment of the Denham Shale Memorial Scholarship at University of Auckland. A scholarship of \$10,000 will be provided to encourage postgraduate study in the areas of commercial and corporate law.

Denham embodied our corporate values and was a significant contributor to the success of OceanaGold.

Improving Diversity at OceanaGold

We are committed to building a flexible and diverse organisation.

Flexibility comes from providing opportunities and workplace arrangements that accommodate the needs of individuals from varied backgrounds, and as required based on personal circumstance.

The diverse experience that every individual brings to the workplace enables us to challenge the status quo, leading to innovation which improves team and company performance.

In February 2013, the Board agreed and implemented its Diversity Policy to reflect its ongoing efforts and commitment to maintaining and developing a diverse workforce. Measurable objectives regarding diversity in the workplace were developed and implemented in 2014 and 2015. These objectives and how we have met them is described below.

Our Diversity Policy is available on our website at www.oceanagold.com/about-us/governance.



Measurable Objectives for 2016

Objective	Progress towards achievement	Comments
1. Obtain a minimum of two applications from female candidates for 75% of open roles.	Not achieved	In 2015, our goal was one applicant which was achieved. In 2016, this indicator was not tracked across all business units. However, anecdotal evidence suggests that this was achieved.
2. Increase the percentage of women in professional and supervisory roles by 3%.	Not achieved	In 2016, the number of women in supervisory roles increased.
3. Increase awareness of employee rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.	Achieved	HR inductions will include a section on rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity. This will capture new employees only. Additional training will be rolled out to the business to capture those existing employees.
4. Form a Diversity & Inclusion Committee (with representatives from each site) to drive diversity & inclusion initiatives at their respective sites.	Achieved	The committee was established in 2015 taking nominations from each of the sites and met once in 2016.

Male employees account for the majority of our full time workforce reflecting the fact that mining related roles have historically been held by males. Female employees continue to account for 17% of our total full time workforce. 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.

Gender Diversity across the Company

In 2016, women accounted for 17% of the entire workforce. This has remained constant for the past three years.

Employees for category

	Total % of all employee	Gender %	
		Male	Female
Executive leader	.5	87.5	12.5
General Managers	.5	100	0
Senior Managers/ Managers	2.8	75.5	24.5
Supervisory and professional	7.2	80.5	19.5
Professionals	15	79.1	20.9
Operators and general support	74	84.6	15.4
Total	100%		

Employees by gender, employment type and region

Full-time equivalent and contractors	Corporate (Melbourne and Vancouver)	Philippines Office and Exploration Program	New Zealand Office	Didipio Operations	Waihi Operations	Reefton Operations	Macraes Operations	Haile Operations	El Salvador	2016
Full-time	40	69	32	539	227	6	445	292	39	1,689
Part-time	1	54	0	0	5	3	3	0	0	66
Contractors	4	0	0	1,222	119	0	54	0	0	1,395
Female %	49	35.7	44	18	13	22	8	13.4	28.2	17
Turnover (%) (Jan-Dec 2016)	12.2	15.4	9	7.7	3	11	11	25	0	11.8

Employees for age and diversity

	Under 30	30-50	Over 50
Male	266	852	344
Female	101	145	47
Total	367	997	391

The majority of our employees are between 30 years of age and 50 years of age. However, it should be noted that we have a strong representation of employees outside of this age bracket.

Employees Locally Hired

	Corporate (Melbourne and Vancouver)	Philippines Office	New Zealand Office	Didipio Operations	Waihi Operations	Reefton Operations	Macraes Operations	Haile Operations	El Salvador
Management local hires	22	11	3	31	23	0	2	1	3
Other Management not locally hired	1	1	0	17		0	0	4	0
Local Hires – non management	18	111	7	286*	223	6	89	162	36
% locally hired	98	99	100	59	100	100	100	56	100

Local hire is defined as those members of our employee living within the local government area of the operating mine site. Nationals employed at the Didipio Operation is 96%. A manager is defined as those employees responsible for supervising other employees.

Harassment and discrimination

In 2016, only one complaint was made via the Whistleblower Hotline relating to personal workplace harassment. This report was fully investigated according to procedure and was not substantiated.

The total number of complaints regarding harassment or discrimination across OceanaGold fell by 50% for the reporting period. Improved training and awareness programs including leadership, training, cultural awareness and Values training have been undertaken throughout the year.

Employee engagement

As our ongoing effort to build high performance organization, an engagement survey across the organisation was conducted to gain a better understanding of how our people feel about being an OceanaGold employee. Useful and 'honest' feedback was received from 1,332 employees. Overall, the results indicated we have a fairly high level of engagement across the total workforce. The total overall engagement rate was 66%, which is above the average when compared to our peers. The two areas where we rated the highest were:

- 73% of our employees are proud to be working at OceanaGold; and
- 72% of employees would gladly take on extra work for special projects and initiatives.

Each operating site is now implementing improvement action plans which incorporate the following key areas:

- Enhance employee communication with timely business updates
- Improve goal setting to fully align employees' daily work activities with team goals and Company objectives
- Foster better relationships between team leaders and team members by providing leadership skills development programs





HRIS SYSTEM
successfactors™
GO-LIVE 
on Monday

Available to Philippines employees from midday Monday 20th February.

Training sessions will start soon!

Successfactors Modules:

- Employee Central
- Recruitment Management
- Performance Goals Management

OUR VALUES: RESPECT | INTEGRITY | TEAMWORK | INNOVATION | ACTION | ACCOUNTABILITY

OCEANA GOLD

Leading Practice Case Study:

A Common Framework

Improving systems to support our people better

The implementation of Successfactors in 2016 has helped realise our vision of having a globally integrated Human Resource Information System that supports OceanaGold's current and future needs, no matter where we operate.

All managers and employees were trained across the functionality that our HRIS provides which includes accurate and transparent reporting metrics, leave management and performance management.

All employees are all able to monitor their employment information and update personal information when necessary.

Building a Leading Organisation

Leadership Qualities were introduced in 2016 as a way of ensuring accountability and alignment with our Vision and Values. These are the qualities to be demonstrated by our current and future leaders.

We have also initiated OceanaGold's Leadership Skills Development Program. It has three components: Leading A Team, Leader As Coach, and Leading Leaders. Each of these programs has been created to provide our people with the tools necessary to build their leadership skills, and to encourage formal and informal methods of learning.

In October 2016, 17 internal trainers from across our business attended a Train-the-Trainer workshop in Melbourne for the Company's 'Leading A Team' program which is our in-house training program for the development of supervisors.

In 2017, our new leaders will take what they have learnt and roll it out across each of their Sites and across all jurisdictions where we operate.

Three sessions of the 'Leaders As Coach' program were held in 2016, two in the Philippines and one in New Zealand, with a total of 30 managers/superintendents participating.

As we strive towards being an Employer of Choice we are committed to investing in our people and providing greater development opportunities, as well as improving management practices.

Employee Turnover

Employee turnover, which fell from 41% in 2014 to 21% in 2015, fell further in 2016 to 12%. The reduction reflects the key findings of the Employee Engagement Survey, which indicated that 73% of our employees were proud to work at OceanaGold.



Leading Practice Case Study

Respecting Employees

“Our vision is to be the ‘Employer of Choice’ and it was with great pleasure that OceanaGold was awarded the Annual Global CSR Gold Award for Best Work Place Practices – it means we are going in the right direction, this is very positive sign.”

Mick Wilkes, President and CEO.

Recognising the values of our employees leads to being ‘Employer of Choice’ – Didipio Operations

From the 200 entries received from all over the world, OceanaGold’s Didipio Operations in the Philippines was awarded the **GOLD AWARD for the Best Workplace Practices** at the 8th Annual Global CSR Summit and Awards 2016.

OceanaGold was also awarded the 2016 Kabalikat Award by the Technical Education and Skills Development Authority (TESDA) of the Philippines for the promotion and development of the country’s technical and vocational workers.

These awards recognize a leadership decision in 2014 that OceanaGold would invest in the training of local community members and not rely on expatriates. Working with Site Safe, OceanaGold

has invested more than \$2M in developing an underground training facility to ensure that our open pit miners can transition to our new underground operations.

Over 90% of our workforce at the Didipio Mining Operations is made up of locals who had never worked in a mine prior to joining the operation. A number of them have recently been seconded to provide training to our new employees at our Haile Gold Mine Operations. Our Haile employees were impressed with their professionalism, knowledge and skills.

Developing the right culture and behaviours has resulted in our Didipio Operations having one of the best safety records of any gold mining operation with an annual TRIFR of 1.72

This year more than 20,000 training hours were provided to our Didipio workforce, increasing the capacity and energy of our people.





TOMORROW'S LEADERS

OGPI General Manager David Way said:

"The most valuable input in the value creation chain is our people. The organization's solid performance emanates from a strong foundation built on principles and values. Our core values of respect, integrity, teamwork, innovation, action and accountability are embodied by our people in their continuous pursuit for excellence. Our employees adhere to high ethical standards in every system and process, driving all aspects of their decision-making."

Leading Practice Case Studies:

[Talent Management](#)

Developing our leaders – Sheila Acut (Environment Supervisor, – Didipio Operations)

"Responsible mining is Oceanagold. Environment and safety are the top priority. It is the gold mining company where most of my friends in the industry want to be part of. The benefits, leadership training, career opportunities and the family-friendly roster are to be proud of.

Being a witness on how OGPI cares for the environment and the safety of its people, its community and stakeholders, makes me proud to be an OGPI employee."

In 2013, I started at OceanaGold Philippines Inc., as an Environment Officer/Chemist, assigned at the Environment Laboratory. In 2015, I was promoted to become the Environment Supervisor for the Monitoring and Laboratory Section of Environmental Protection Unit (Didipio Operations).

This role gives me a first hand look at the environmental performance of the Didipio Operations. Leading the team who analyses the samples and holds the data of laboratory analyses, I am part of the Company's management assurance process that overviews OceanaGold's performance against local and international environmental standards.

I appreciate the company giving others and I opportunities to work beyond our comfort zone. It does not hinder us, it encourages and motivates us to be innovative to make our job easier and productive while not compromising the safety and the environment. OceanaGold's Didipio Operations, is the third mine I have worked for, and I have never been more secure and satisfied with my role in the company. Exercising the six core values of the company makes it easier for the employees to work with each other harmoniously in protecting each other and the environment.



Developing our leaders - Russell Clark (Mine Training Supervisor)

The role of the Mine Training Supervisor comes with a responsibility to be a courageous safety leader as well as a teacher by adhering to and sponsoring safety and environmental rules and procedures. The job responsibilities are to investigate training needs, develop, prepare and update training materials to ensure that trainees receive adequate training in their specific work tasks to protect their health and safety, while creating learning situations where trainees can demonstrate competency in advancing their knowledge and skills. The key to a successful training program is in the 'follow-up', I ensure that 'follow-up' is conducted on all training initiatives by conducting evaluations, maintaining frequent contact with the trainee and supervisor.

The most rewarding part of my role is managing onboarding of new employees throughout OceanaGold's Haile Operations. It is a critical step in an employee's tenure with the Company as this is where we formally introduce our vision, values and our commitment to safety and responsible mining.

The Haile Operation is located in an area where there are few mines and most of our workers have never worked in a mine. Being able to make a great first impression for these people about mining has been a challenge to say the least. Most employees start with some misconception of what a mine is. When I am able to take the person out for a tour and explain how we mine in a healthy, safe way while protecting the environment, it changes their outlook on their career as a miner. They begin to understand that each miner has a responsibility to become and remain a responsible miner for future generations to come. Through our induction and training process we look for opportunities to grow each individual person to be better stewards of the environment in which we operate.

Developing our leaders - Holly Boitano (Health, Safety and Environment Superintendent)

I joined the Haile Project Execution team in January 2017 as the Health, Safety and Environmental Superintendent. As HSE Superintendent for Project Execution, I am responsible for working with Project Man-

agement and our contractors to streamline our planning and preparation efforts while ensuring that we are using the best systems possible and auditing those systems to ensure that they are being fully implemented and delivering the safety performance that is expected.

In Project Execution, the Health, Safety and Environment Team members work with a large number of workers from diverse backgrounds. My favourite thing about my job is the opportunity to connect with and learn from the workforce. Health, safety and environmental conditions on the job improve when people know you want them to go home each night uninjured, we are creating a culture of care: care for each other, care for the environment and care for the community.

Promoting two-way feedback through consistent high-level engagement with workers builds trust and accountability on all levels and adds a great deal of value to the business.

To me, responsible mining is a culture created when all stakeholders, including corporate and site management, workers, shareholders, government agencies, and the community actively engage in developing systems that integrate positive economic outcomes with environmental integrity, social prosperity and responsible oversight in a binding commitment to the welfare of future generations.





ENGAGING WITH OUR STAKEHOLDERS

We interact with a diverse range of stakeholders who represent host communities, regulators and investors.

All of our operations are required to establish local communication and engagement plans which identify and establish channels for stakeholders to voice their perspectives openly.

Globally, we communicate through our company website, corporate publications and annual general meetings, releases to market, media releases, analyst briefings, speeches, conference presentations and media engagement.

This year we formalised site communications at a local and regional level. Each site developed comprehensive communication plans for their local and national stakeholders. These plans include the use of such communication tools as newsletters, meetings, sentiment monitoring and the implementation of a comprehensive community complaints and grievance program. An overview of these plans is provided here.

STAKEHOLDER	KEY AREAS OF INTEREST	HOW OCEANAGOLD ENGAGES
Our local communities and indigenous groups 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.	Community impacts Social investment Environmental performance Employment opportunities	Though our employees we engage with the community via newsletters, community meetings, community leaders' groups, media relationships, house to house surveys, education and information centres.
Our commitment We are committed to respecting 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.		
Our Labour Unions At most of our sites, labour unions represent our employees and are regular visitors to our sites	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.
Our commitment To provide a fair days pay for a fair days work under fair work conditions across all our business units and locations.		
Our Employees and Contractors At OceanaGold we employ over 3000 people and contractors across all our sites.	Health and Safety performance Operations and new development performance Community engagement Environmental performance	Start-up meetings, toolbox talks, newsletters, union meetings, human values monthly meetings, General Managers talks, safety stand downs.
Our commitment 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.		
Our Investors Our investment community includes individual investors, institutional investors, debt and credit providers and analysts and advisors.	Economic performance Health, Safety, Environment and Community performance Acquisition risk 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.
Our commitment Delivering superior shareholder returns through operational efficiency, optimisation of existing operations, focusing on substantial low cost reserves, managing debt and seeking strategic growth opportunities.		

Our Business Partners

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.

Our commitment

To work with our business partners to optimise performance and drive business success of both our Company and theirs. To develop values based relationships which drive innovation through our resource sector.

Our Regulators

Governments and regulators at local, regional, state, national and international levels.

Our commitment

We are committed to providing accurate and transparent reporting. We are committed to working with governments to introduce mining legislation that protects the health and safety of our employees and ensures the protection of the environment and human rights in the countries we operate.

Our Customer

We have two customers. All gold bullion is sold to Perth Mint and all copper concentrate is sold to Trafigura.

Our commitment

To ensure on-time delivery of a quality product safely each and every time.

Our non-government organisations (NGOs)

Environmental, social, and human rights organisations at local, national and international levels.

Our commitment

Open and transparent dialogue, engagement and public reporting.

Our Media

Representatives from social, online, print and broadcast media.

Our commitment

Open and transparent dialogue, engagement and public reporting.

Fair and open procurement practices.

Commitment to 'buy locally'. Health and Safety performance

Through our fact book, sustainability report, results reporting, site visits, contract negotiations, website, conference presentations, meetings and briefings as required.

Economic performance
Health and Safety performance
Social and Community impacts

Regulatory information, other public information (annual report, sustainability report); direct communication (meetings, briefings) participating in government consultation programs and policy consultation programs.

Quality of product
Contract performance

Through our fact book, sustainability report, results reporting, site visits and direct contact as required.

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.

All issues which reflect stakeholder issues.

Media releases, media briefings, interviews, our fact book and sustainability report, quarterly results reporting, site visits, annual reporting, website



Measuring and managing our reputation with all our stakeholders

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

We implemented InForm across all our sites and offices in 2016. Over the reporting period we engaged with over 500 different stakeholder groups/organisations and directly with more than 1300 individuals.

Positive sentiment towards OceanaGold and our operations continues to grow with the main topics of complaint being noise and vibration.

Our stakeholder database is a critical component to successfully managing the impacts of our projects and operations. It ensures that we remain a sustainable and socially responsible operator.

In 2016 we again worked with INX Software to develop the permit register and compliance obligations functionality of InForm. Early in 2017, all OceanaGold's permits, approval and obligations will be housed in InForm. This will transform how we manage and report on our compliance obligations across the company.



Leading Practice Case Study

Cultural Awareness

OceanaGold's employees participate in Iwi cultural awareness program, Waihi Operations

All cultures have their own way of doing things, their own beliefs, and their own customs. Learning about these cultures and how to respect cultural beliefs is central to responsible leadership at OceanaGold.

In New Zealand, traditional Maori cultural beliefs and practices vary in some instances from those of European or 'pakeha' culture. In a programme designed to increase the understanding of Maori culture amongst leaders and employees on site at Waihi, the company has instituted a Cultural Awareness programme.

This initiative forms part of a range of consent conditions agreed on during mediation at the Correnso hearings in 2013. Conditions aside, there was a strong desire by OceanaGold and the Iwi Advisory Group to deliver a cultural awareness programme that was meaningful, and represented the interests of all tangata whenua (local people), particularly those that have a close association with the area in which OceanaGold operates.

The programme was designed by members of the Iwi Advisory Group which draws its members from five local Maori tribal groups. Members of the group also deliver the content to mine staff and contractors. In the programme, participants are introduced to the Maori 'world view' and encouraged to consider how each of us can incorporate this understanding into our activities on site.

The core purpose of the cultural awareness programme is to share knowledge and understanding, and provide cultural safety advice.

Outcomes sought from the programme include staff acquiring an increased respect, appreciation and understanding about culturally appropriate behaviour, and increasing their confidence in implementing culturally safe practices.

This increased understanding encompasses a knowledge of the history of the area, an appreciation of the Maori creation story, and the links of Maori to the natural world through the concepts of mauri (life force) and kaitiakitanga (guardianship).

Of particular importance to all OceanaGold employees is an understanding of what it means for Maori to work underground, with water, or clearing vegetation.

There are strong traditional Maori beliefs that address actions and behaviours relating to these activities.

The Cultural Awareness programme provides OceanaGold leaders, employees and contractors with an insight into the traditions, beliefs, and practices of Maori. It is not designed to promote any one understanding of the world or belief system at the expense of another, but rather to broaden horizons and increase the understanding of all parties.

The question that is often asked by our employees at the end of the day-long session is 'How can I give back to the place where I work, and how can we work to get balance back to the land?'

Leading Practice Case Study

Community Engagement

We Care – developing partners into collaborators

In June 2015, the Company introduced the now entrenched 'We Care' Program – a step change in how we operate within the Community and how the Community are now engaged positively with our operations in the Philippines.

The 'We Care' Program's main contribution has been to bring the Community into decision-making on how the Operations implement the community and social investment program. Its aim was to give a voice to the Community and for the Community to fully participate in community investment decision-making.

This has created several partnerships and resulted in a significant improvement in relationships and sentiment between OceanaGold's Operations, community leaders, community members and local government organisations.

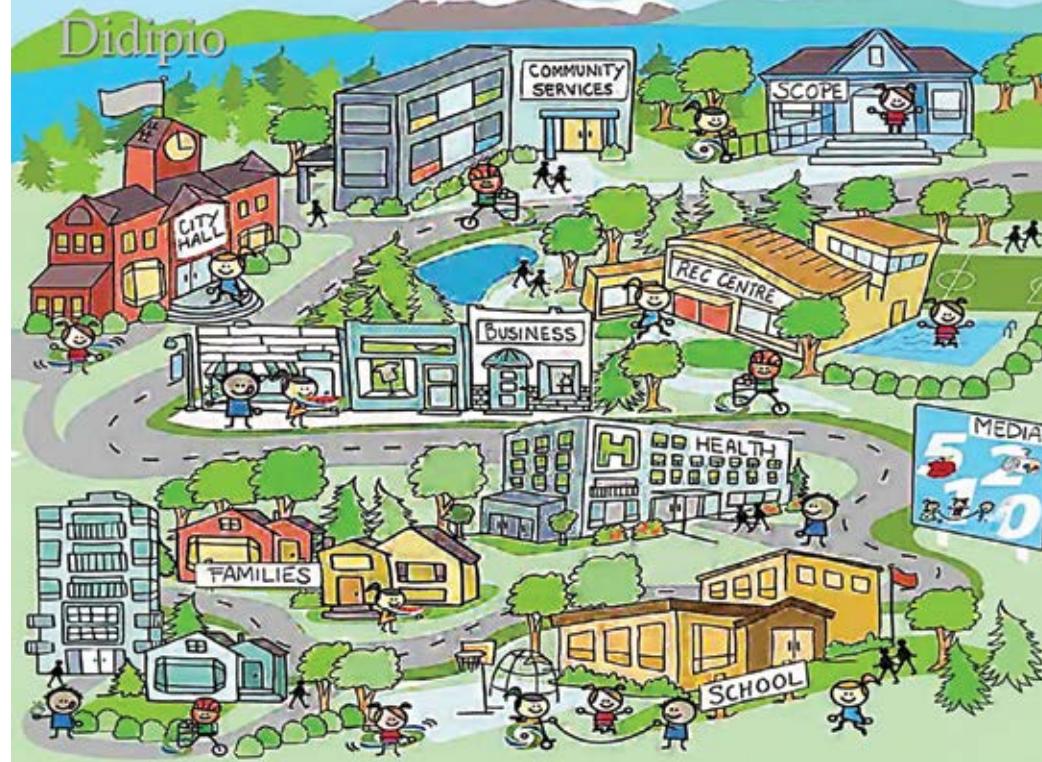
In 2016, we transitioned this baseline work into a mature program focused on long-term community planning. This program is called the 'Responsible Mining Companion Program'. The program aims to build collaborative and accountable community companions to deliver community infrastructure and responsible mining in the Philippines.

A companion is defined as an ongoing working relationship between organisations who combine resources and competencies, share risks to achieve shared objectives, and assist each other to achieve individual objectives.

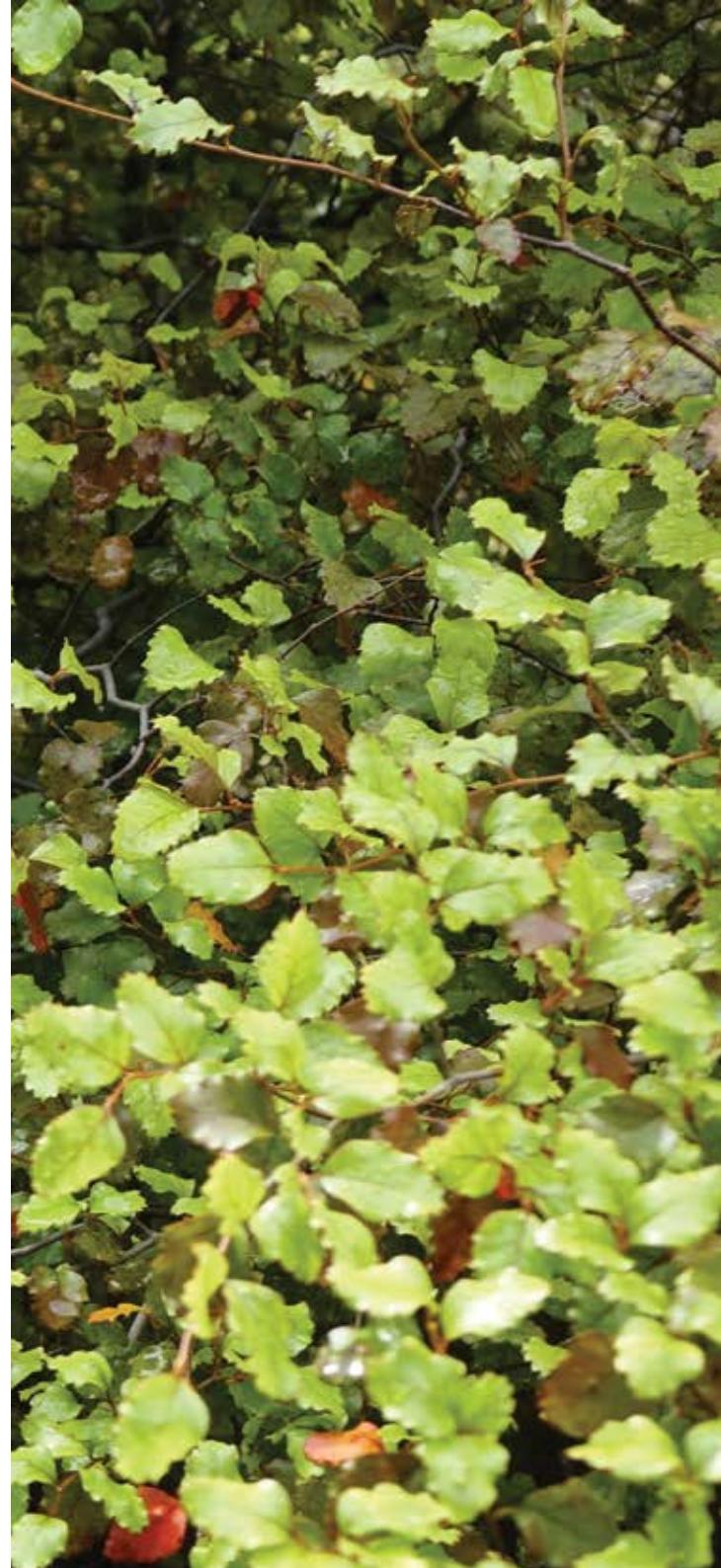
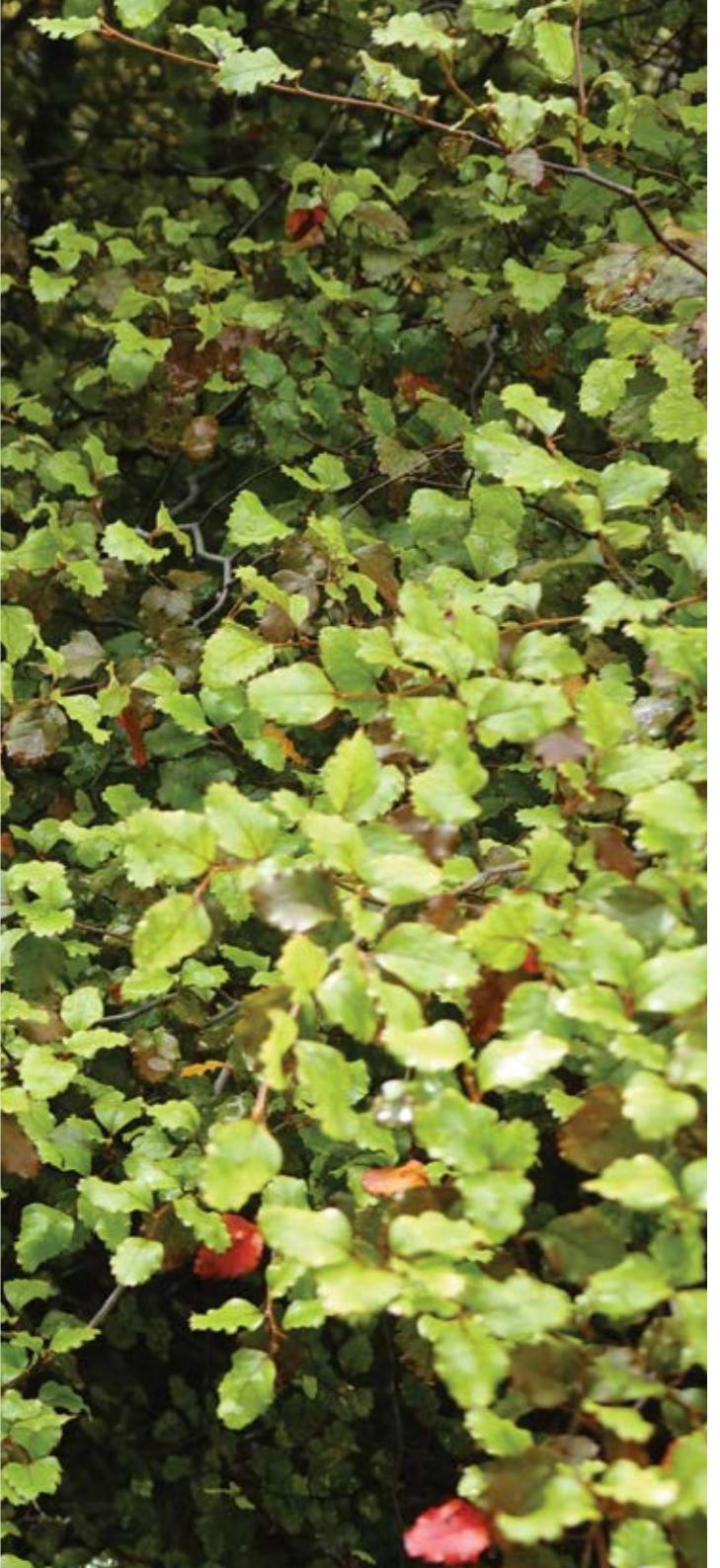
Using the six established community steering committees, the focus is to develop sustaining enterprises that meet local and mining needs. These programs include:

- Zero Waste to Landfill Community Program
- Environmental Education and Catchment Management Planning, including the development of a Master Planning Approach to mine, operations, closure, and community development.
- Agriculture Development Program
- Expansion of the Agroforestry Program
- Establishment of co-operatives to build sustaining community wealth.
- Strengthening our partnership with the International Rivers Foundation to develop skills in catchment management.

By moving from committees which 'decide' on community programs and infrastructure to ones which collaborate with all sectors of the community, a long-term vision can be developed and achieved.







SECTION

3

Our Health, Safety and
Environmental Performance



OUR HEALTH AND SAFETY

PERFORMANCE SUMMARY



Our Health and Safety in Review

OceanaGold's primary focus will always be to send each worker home safely at the end of each day. In 2016 a valued employee and fellow worker was fatally injured at Waihi. We continue to work with the New Zealand Regulators to understand the cause and contributing factors associated with this event, and to implement all actions to prevent any similar incidents.

Overall the Company TRIFR increased slightly due mainly to the intensive project execution activities undertaken at the Haile Gold mine. Project activities that utilise large numbers of specialist contractors, invariably working in restricted and common work locations, and undertaking high risk tasks, can increase exposure to workplace incidents and injuries.

We provided additional safety resources to the Haile Project team to focus on the field-based application of the OGC risk management tools and workplace hazard management.

Key Performance Indicators and areas of Focus in 2016 include:

Lag Indicators	<ul style="list-style-type: none">• TRIFR less than 2.5 (end result 3.99)• AIFR less than 30 (end result 42)	● ●
Lead Indicators	<ul style="list-style-type: none">• Safety Audit Compliance rating of >80%• Updated Risk Registers to Corporate Standard and review of top 10 risks undertaken by Year End.• Principal Hazards reviewed on a quarterly basis using a Critical Control checklist AND 2 task observations/month from Management• 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 3 month of the event.)	● ● ● ●
Corporate Projects	<ul style="list-style-type: none">• Implement the Change Management Process (INX configuration)• Embed the Company-wide quarterly recognition/reward program for Innovation• Develop and implement a Guideline for Occupational Exposure Monitoring and Management.• Undertake a Safety Roadmap/Culture Survey and develop a long term Strategic Plan.	● ● ● ●

Assessing Our Safety Maturity

What is Safety Maturity? It is an assessment which evaluates the completeness and effectiveness of an organisation in regards to 5 key management pillars. These are: governance, leadership, enabling systems, sustaining systems, and the working interface. Organisations that perform well in these five key areas are leaders in managing risks as they embrace a 'safety first' culture.

OceanaGold conducted a safety maturity assessment in 2012 and repeated the assessment early in 2016. This allowed us to measure whether our safety leadership and systems were maturing.

Overall, the assessment found that OceanaGold had matured in every pillar, with the greatest advances in the management pillars of 1) enabling systems and 2) governance.

The rate of improvement in all management pillars between 2012 and 2016 is consistent with an organization strongly focused on improving safety systems and performance.

OceanaGold's responsible mining story from 2012 to 2016 is represented in the graphic below.

The independent Assessment Report highlighted:

- Corporate frameworks supporting the operational functions have become sophisticated
- Clear guidance is provided on critical system and process requirements
- There are simple-to-use tools for data gathering and analysis
- » Several key corporate enabling systems had been deployed across the organization. They include:
 - » Policies and standards
 - » Incident management and action tracking tools
 - » Incident investigation process.
 - » Audit processes in support of the Compliance Standards.
 - » The provision of corporate templates that provide consistency in hazard management and critical control processes

The assessment report, as well as feedback from Site perception surveys and a review of the overall safety performance and trends, provided us with a blueprint for activities in 2017.

Our aim is to become a mature organisation where 'Safety is who we are'. We will be focusing on ensuring that all our leaders, employees, and contractors see safety as a core value, both in the workplace and at home.

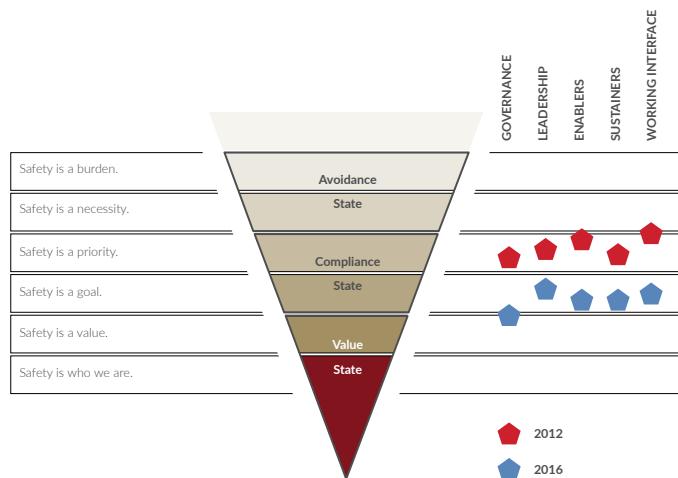
Making Safety 'Who We Are' through continued Leadership Improvement

At the end of 2016 the OGC Operational Leadership team developed a set of Leadership activities that were designed to improve engagement across all levels of the business by establishing and reinforcing standards, driven by increased leadership accountability.

The specific activities chosen to making safety 'who we are' includes senior leadership team participation in pre-shift meetings, undertaking field based task observations, reviewing the task based risk management tools for quality and applicability, workplace inspections and to participation in safety process reviews, incident investigations, and audits.

The Company has set Key Performance Indicator Targets for all its senior leaders which will drive a heightened focus on safety. Our senior leaders will be making safety 'Who they Are' in 2017.

This "Gold Standard Leadership Program" will be rolled out Company-wide in 2017.





2016 INJURY

ANALYSIS

42 recordable injuries were recorded for 2016 and included 1 fatality, 6 lost time injuries, 9 restricted work injuries, and 26 medical treatment injuries. Analysis of the recordable injuries found 'hands and fingers' to be the body part most commonly injured, followed by injuries to the face, and then legs and hips.

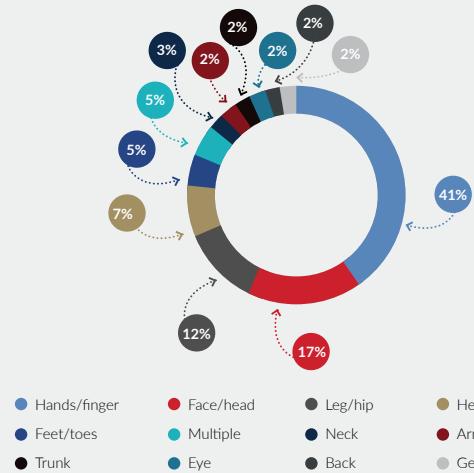
The implementation of Musculo Skeletal Treatment Plans using R.I.C.E principles (Rest, Ice, Compression, Elevation), and employee education at all BU's, resulted in a decrease in the number of recordable 'sprain/strain' injuries being recorded in 2016.

The most common cause for recordable injuries was being 'hit by a moving object,' followed by being 'caught on/in equipment,' and then (equally) 'hitting a body part on objects' and 'falls on the same level'.

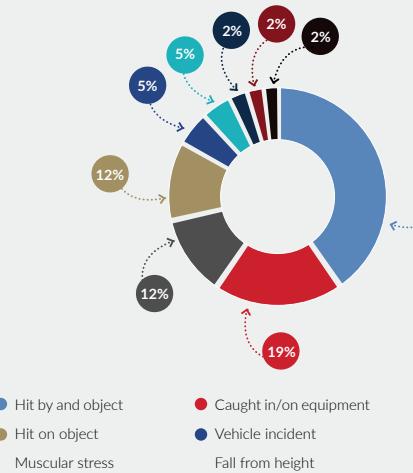
Being hit by a moving object accounted for 17 (41%) of the 42 injuries.

Of the 42 recordable injuries, 31 are related to contractors.

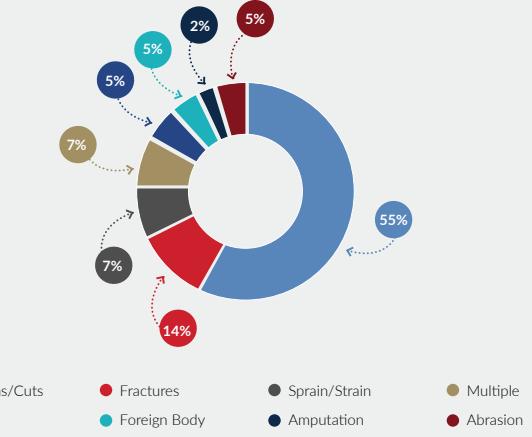
OGC Injuries 2016: by Body Part



OGC Injuries 2016: by Mechanism of Injury



OGC Injuries 2016: by Nature of Injury



2016 Internal Audit Results

The 2016 Internal Audit Program was conducted at the Macraes, Reefton, Waihi and Didipio business units. The Health and Safety Compliance Standards assessed in the 2016 Audit Program included the following:

PERFORMANCE (SYSTEM) STANDARDS:	HEALTH STANDARDS	SAFETY STANDARDS
<i>Document and Data Control</i>		
<i>Operational Risk Management</i>	<i>Medical Assessments and Role Capability</i>	<i>Hazardous Materials and Chemical Substances</i>
<i>Emergency Response (scenario based)</i>		<i>Working at Height</i>
<i>Performance Measurement and Monitoring</i>		
<i>Classification and Statistics</i>		

Audit Results	2015	2016
Macraes Operation	81%	79%
Reefton Operation	85%	80%
Didipio Operation	80%	81%
Waihi Operations	N/A	88%

It was noted that there was a slight decrease in audit perform from 2015 to 2016. This is attributed to the implementation of improvement in auditor skills and auditing processes.



Leading Practice Case Study:

Innovation in Safety

OceanaGold's 2016 Safety Innovation Awards

"Innovation continues to be one of OceanaGold's core values. Over the past 4 years that the awards have been running, interest by our employees has grown. Innovation drives improved safety performance, as well as resource optimisation and engagement. These awards are dedicated to those employees who take action, to improve safety through innovation."

The winners of the 2016 Innovation Awards were selected from 12 entries submitted from across the organisation.

The submissions were assessed against 5 key criteria:

- Innovativeness
- Application of the Hierarchy of Control
- Risk Reduction Effectiveness
- Cost Effectiveness of Implementation
- Application to other business units
- Overall Benefit to the Organisation



Emmanuel Marquez | Didipio Operations | Head-Truck Dump Bin Support

And

Adrian Boon | Macraes Maintenance Crane F4 | SGE module for the Outrigger Alarm Interlock on the Crane

The judging panel was comprised of senior leaders from all business units. The joint winners were invited to attend the Queensland Resource Council Safety Conference which was held on August 2016. This year's winners were **Emmanuel Marquez** from our Didipio Operations and **Adrian Boon** from our Macraes Operations.



In 2016, at the
Didipio Operations
the TRIFR
reduced by
22%

Leading Practice Case Study - Safety

Principal Hazard Control Audit Program

In 2016 the Didipio Operation implemented a program of systematic and structured audits to assess the implementation and effectiveness of controls associated with the management of principal hazards identified at the Site.

Principal hazards are defined as those that have the potential to result in a multiple fatality incident or single fatality incidents. In managing these principal hazards effectively, the organisation can also significantly reduce exposure to other injuries and reduce the likelihood of incidents.

The Audit program at Didipio is undertaken on a weekly basis by a cross functional team of about 12 people. The team determines the Site's conformance to the management system, based on the requirements of the Site Management Plan, and compliance with the OGC HSEC Compliance Standards.

The Audit team focused on 3 key areas:

- Reviewing the hazard risk rating based on any changes to Site activities or the introduction of any new controls;
- Undertaking a work area inspection to assess the extent of implementation of controls, workplace acceptance, knowledge of the controls and control effectiveness; and
- Undertaking a review of incidents involving the principal hazard at the Site, across the organisation, or within industry over the previous 4 months to determine if any new learnings or controls could be implemented, including any on-site follow up actions related to the identified hazard.

The principal hazard audit program has provided an opportunity for employees to be more aware of the Principal Hazards and the critical controls for management. The involvement of different department representatives provides employees with knowledge and learnings that they share and implement in their own work areas.

In the calendar 2016 the TRIFR at Didipio reduced from 2.20 to 1.72. This represents a reduction in the injury frequency rate by 22% over the 12-month period.



Promoting a Healthy and Health Aware Worker

Health programs are now implemented by registered nurses recruited at all sites to manage and monitor health promotion, health assessments, injury management, and occupational health exposures.

During 2016 the Didipio health team worked closely with local service providers to jointly run health initiatives for both mine workers and the local community. This included annual physical examinations, our annual Biggest Loser Competition, Community and on-site Zumba Classes, regular hydration testing, and monthly health education talks. Working with our Chefs, every meal provided at our Didipio Camp includes a healthy, low-fat option.

To support our biggest loser competitors, we upgraded the site's gym which is now open to local high school students who

are training to make regional and national sporting teams. These groups of high school students are supervised by members of our Security Teams who are coaching them in various sporting and cultural pursuits.

Our Didipio Nurses promoted Breast Cancer Awareness which included wearing pink hi-vis workwear and conducted educational seminars.

At the Waihi Mine Operations a new occupational exposure monitoring and education program was introduced. The aim of this program is to ensure all our employees are educated on potential exposure, exposure pathways, and the positive health practices they can implement to minimise exposure to occupational exposure hazards that come with mining operations.

At Haile Gold Mine our health and safety representatives worked collaboratively with the Haile Gold Mine Emergency Response Team so it will be able to provide advanced first aid management to our employees if required.



The Corporate health focus for 2016 promoted a 'Healthy Heart' with site nurses conducting awareness sessions at employee meetings, displaying posters around the workplace, and conducting cooking classes at sites to demonstrate how to prepare healthy and quick meals. Each employee was provided a health assessment against heart risk factors.

Mens Health and Womens Health activities are scheduled at each mine every year to continue to raise awareness of key health issues.



Leading Practice Case Study

Safety Leadership

Our most experienced people lead safety and culture at Haile Gold Mine

The Corporate Health and Safety Team devoted significant time to the Haile Gold Mine during the construction of the tailings dam and process plant, completed in 2016.

The Group's Health and Safety Advisor (Ray Greenhill) was seconded to the site-based role as Project Safety Manager to lead the implementation of OceanaGold's Health and Safety Compliance Standards.

Mandatory 24-hour Mining Safety and Health Administration (MSHA) training for all new workers was undertaken.

Working and living in South Carolina allowed several expatriate employees from Australia and New Zealand to enjoy new experiences and to share their knowledge and skills to help make Haile another world class asset in OceanaGold's portfolio of operations.

Our Focus in 2017

Lag Indicators

- TRIFR less than 2.99
- Zero Fatalities

Lead Indicators

- Internal audit Compliance rating of greater than 80%
- 100% Participation in Gold Standard Leadership Program (for Q4)
- Review of ICAM quality
- All incidents investigated and closed within 4 weeks by Q3

Projects

- Training and Implementation of a workplace behaviours program at Macraes, Waihi, and Didipio.
- Implementation of a Competency Records Training database and management system (InTuition) across all Sites by end Q4

In 2017 we remain committed to the implementation and support of our existing effective frameworks as identified in the Maturity Assessment. We are also committed to the delivery of improvement programs in the areas of Leadership, Working Interface, and Worker Health.



Leading Practice Case Study

Community Emergency Response Services

“We have equipment and expertise that civilian services do not have, so it makes sense to help where we can. Our local and regional rescue services know that we are available around the clock with our specialised skills and equipment to back them up and assist at any time.”

Safety Advisor Dave Oliver

Protecting the Community in times of need – Waihi Operations

The OceanaGold Waihi Mines Rescue Team is used to being called upon by Emergency Services. Their rescue skills and specialist equipment mean their assistance is highly valued in the community, as well as on the mine site.

Over recent years the team has rescued a community member with a broken leg who was trapped by large seas at the Bowentown Heads, rescued a kayaker from the base of a cliff in heavy seas, extricated a dog from a precarious ledge on a Bowentown cliff face, and assisted with numerous Search and Rescue operations.

In one incident, the Mines Rescue Team was called in to assist in the search for a boat missing as darkness fell in Tauranga Harbour. The team joined the Coastguard, Search and Rescue, the Police, and local volunteers in the search.

Experienced team members proved to be the best equipped to deal with heavy surf and extremely poor weather conditions.

The boat was eventually found and the crew was rescued. Unfortunately, the Captain was found deceased.

Dave Oliver explained: *“This is what we train for, and although we train for inci-*

dents on site at Waihi Operations, we are increasingly being called on to assist in the wider community. But it's not just us. If we are out then we know someone is covering our shift or a job we would normally do back on site, so this isn't just Mines Rescue, it's the whole of OceanaGold Waihi; managers, supervisors and all other staff.”

As part of this community assistance, the Mines Rescue Team trains with the other services. This means when they are called on to work together they know each other's capabilities and equipment. *“Living in a small town where everybody seems to know everybody, it's just what you do, you're always going to help if you can,”* Dave said.

There is one part of Mines Rescue training that the public is not likely to see in action – the self-contained breathing set that is used if team members must operate in an ‘irrespirable atmosphere’.

This equipment was used in July 2012 when the Mines Rescue Team was called out to evacuate 28 miners from underground refuge chambers after a truck fire filled parts of the underground workings with smoke.

Team members say they have a simple philosophy: ‘‘Train hard, fight easy.’’ During training, every possible situation is thrown at the team so if it is ever faced with a real emergency it will be less demanding than the training.

The philosophy paid off when teams from Waihi took first and third places in the Inaugural New Zealand Mines Rescue Competition held in 2014.

There's another side to being a Mines Rescue team member too. Talk to any member and they will soon refer to ‘Team Two’.



This is the backup team that is seldom seen. ‘Team Two’ is made up of the partners of the Mines Rescue Team and described by one member as

“all those people whose enormous dedication and support and understanding make a volunteer service like this possible.”



OUR ENVIRONMENTAL

PERFORMANCE SUMMARY

We acknowledge that the nature of all mining activities will result in localised impacts to the environment that are mitigated in the long term through rehabilitation and remediation activities. We are committed to minimising our impact on the environment through a strong focus on continuous improvement and innovation.

Our environment and resource use performance continued to improve across a number of metrics which also includes the Waihi and Haile gold mines influence for the reporting period.

We aimed to improve our energy efficiency and emissions performance and to manage our impact on water, air, visual amenity and biodiversity better and we achieved this. In 2016, we focused on improving how we manage and protect water, biodiversity and drive energy improvement. This focus saw significant improvements in these areas.

Our largest input to our value chain is water, sourced from surface and ground water supplies. The key to improving our environmental and community performance is by improving how we use, manage and protect water sources. 2016-2017 is seeing the adoption of a holistic approach to water management both within our operations and within the communities where we operate.

Another area of focus for OceanaGold's operations was and continues to be climate change. Climate change is a concern in all the communities in which we oper-

ate and thus it is important for OceanaGold to embrace climate change science to ensure that we continue to reduce our impacts in this area.

Climate Change – Supporting Global Commitments to reducing GHG emission and energy

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 continue to participate 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 studies 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. With this commitment in mind, in 2016 we focused on COP21 and the Reducing Emission from Deforestation and Forest Degradation (REDD+) initiatives established under the UN Frameworks.

Supporting COP21 – getting focused on climate change

With negotiations concluded in December 2015, an ambitious path for all countries to put their best efforts forward to strengthen efforts in the years ahead to reduce and mitigate the impacts from climate change was set.

Like other Australian and international mining companies, we welcome the in-principle support for: robust market mechanisms that will enable countries to trade emission reductions; and provision for development of frameworks to strengthen action towards technology transfers. We look forward to working with international groups and those national and local governments organisation where we operate to achieve the commitments made in the historical Paris Agreement.

Our performance

Our approach to addressing climate change in 2016 focused on four key areas identified in each site's Greenhouse Gas and Energy Management Plan. These plans address climate change through governance, monitoring, mitigation and reporting. Although, we have not set targets, our strategy is to continually reduce our greenhouse gas emissions from project design through to operations closure. The implementation of management plans ensures that each year we are reviewing our activities, performance and mitigations to drive sustained continued improvement.

Energy and Greenhouse Management Plans in place

Reefton	Macraes	Waihi	Didipio	Haile
✓	✓	✓	✓	✓

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

Greenhouse gas emissions

Overall direct energy emissions reduced despite the inclusion of Waihi and Haile Operations and Project, this is largely attributed to a significant reduction from the Didipio operations of over 600,000GJ coupled with the closure of Reefton operations. Over the past two years, OceanaGold has been working with the Government of the Philippines to bring energy from the grid to the site and parts of the local community. This project was completed in 2016 which has resulted in a significant decrease in direct energy emissions, however an increase indirect emission has resulted.

ENERGY- Total Direct(GJ)	2016	2015	2014	2013
Didipio	1,052,578	1,673,943	1,565,759	1,367,043
Reefton	706	224,532	388,514	471,421
Macraes	820,264	564,246	443,045	955,880
Waihi	80,531			
Haile Operations and Projects	304,371			
Total	2,258,450	2,462,721	2,397,318	2,794,344

ENERGY- Total Indirect(GJ)	2016	2015	2014	2013
Didipio	325,518	48,019	N/A	N/A
Reefton	27,828	154,997	135,622	144,255
Macraes	706,692	748,171	733,345	735,166
Waihi	179,416	-	-	-
Haile Operations and Projects	21,242	-	-	-
Total	1,260,696	951,187	868,967	879,421

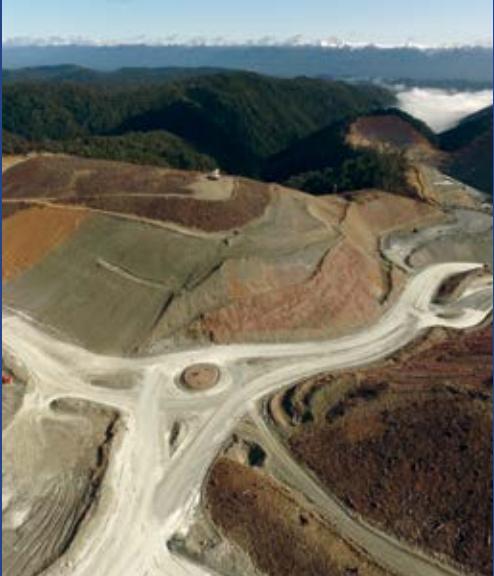
Greenhouse gas emissions have also reduced from 2015 to 2016 despite record growth. A reduction of over 28,000 tCO2e was achieved representing a reduction of 15%

GREENHOUSE GAS EMISSIONS (tCO2e)- Direct Scope 1	2016	2015	2014	2013
Didipio	73,439	127,301	121,355	103,955
Reefton	49	17,077	29,539	35,829
Macraes	58,076	42,644	33,443	72,402
Waihi	5,892	-	-	-
Haile Operations and Projects	N/A	-	-	-
Total	137,456	187,022	184,337	212,186

Indirect scope increased by approximately 93%. This is attributed to significant increase at the Didipio Mine. This increase was caused by electricity being provided from the grid rather than diesel generators and improvement in reporting.

GREENHOUSE GAS EMISSIONS (tCO2e)- Indirect Scope 2	2016	2015	2014	2013
Didipio	47,628	7,890	-	-
Reefton	1,067	5,971	5,225	5,557
Macraes	27,090	28,471	27,907	30,328
Waihi	6,878	-	-	-
Haile Operations and Projects	N/A	-	-	--
Total	82,663	42,332	33,132	35,885

In 2017, we will continue our focus on reducing our emission across all our projects, operations and corporate functions through review and continued application of energy and greenhouse management plans, auditing and monitoring.



REDD+ is an international mechanism established under the UN Framework Convention on Climate Change (UNFCCC) that provides economic, social, and environmental incentives for developing countries to reduce GHG emissions from deforestation and related activities through the creation of carbon credits. OceanaGold, is reviewing its climate change strategy to identify ways that it can demonstrate the validity of the REDD+ mechanism to add value to its operations.

Supporting REDD+

It is important for us to identify how we can make this work as we move into new Countries and grow our operations in existing Countries where we operate.

Approximately 20 percent of global GHG emissions are attributed to deforestation and degradation. Deforestation and degradation are the largest sources of GHG emissions in many developing Countries. Understanding the application of REDD+ is critical to our business as we continue to identify opportunities in developing countries as we become more exposed to the impacts of deforestation and degradation on local communities and on our own activities.

Addressing REDD+ in the Philippines

The Philippines Government has expressed sincere concern regarding the impacts that climate change is having on its island formed nation. Over the past twenty years, population growth, industrial growth, major infrastructure developments and general prosperity has resulted in a significant increase in GHG

emissions and large scale deforestation from both legal and illegal land clearing.

OceanaGold with key stakeholders and community members have developed a number of programs to address these concerns and support the Government's position for companies operating in the Philippines and the people of the Philippines to do more. With many helping hands from our local community groups in the Philippines, together we can proudly state that we have planted over 1,000,000 trees in the Philippines.

These trees have largely been planted in areas that have been impacted from illegal land clearing. Using our expertise in land rehabilitation, sediment and erosion control and landform engineering, working with communities we have been able to fully rehabilitate large areas of land and waterways impacted from both deforestation and land degradations. To continue engaged in commercial, we have provided a number of micro-financing grants to establish companies to support Agroforestry.

However, to fully address the impacts of deforestation and land and water degradation, catchment management and planning needs to be adopted. Over the past four years, we have sponsored the International Rivers Foundation to work with our local communities (Government, organisations and industry sectors) to develop catchment management skills and implement catchment management planning for the Didipio Region.

As reported in 2014, the Didipio Environment Team developed the Carbon Sink Program with the aim of offsetting our carbon emissions through the establishment of several tree plantations in and around the mine site including seedling donations to local community groups to assist in rehabilitating areas that have been impacted from activities which have led to deforestation and land degradation. The Carbon Sink Program was the start of our 1 million tree journey. This simple program has now evolved in to providing skills and resources to embrace Agroforestry. Our Agroforestry business, is the largest in the Philippines.

Leading Practice Case Study

Co-existence and Micro-financing

Creating environmental, economic and social benefits through sustainable agroforestry

Environmental and economic benefits have been spread far and wide in the Didiplio area from OceanaGold's broad commitment to responsible mining.

Apart from the direct benefits of the mining operations, OceanaGold has been active in promoting the development of environmentally sound commercial tree plantations and the organic growing of vegetables.

OceanaGold Sustainable Agroforestry Inc. (OGSAI) started its first commercial tree plantation in 2012 when it was set up to professionally manage forestry programs for OceanaGold's forestry commitments.

By engaging community stakeholders in plantation establishment and maintenance, OGSAI contributes to the distribution of economic benefits to downstream communities of the Didipio Mine as small landholders are provided the opportunity to earn income and develop their idle land.

Ruben Canol, Barangay Council member and former Chairman of the Dibibi Tree

Farmers Association - OGSAI's partner in the commercial tree planting - said that *"the establishment of the commercial plantations was very timely as it provided an income source for our community members at a time when banana plantations which most of us depended on were wiped out by a strong typhoon."*

James Puguon, a farmer from Cabarroguis, added that his participation in the commercial tree plantation had been a big help to his family. *"Without the assistance from OGSAI, my second child would not have been able to continue with her university education."*

Jose Cabato, Supervising Ecosystems Management Specialist of the Dept. of Environment and Natural Resources, said the tree plantations had also contributed to the National Greening Program.

"The commercial plantations are envisioned to contribute to our efforts to curb the unsustainable wood extraction practices of communities in high slope areas that cause soil and water degradation," he said. In its fourth year of operation OGSAI partnered with Grameen Australia Philippines (GAP) to establish the Dibibi Com-

munity Agribusiness Project. Its objective is to build farmers' capacities and establish community enterprises that can provide additional incomes from sustainable farming, integrated with current agroforestry initiatives for the Dibibi tree farmers.

The project's capacity building efforts have transformed the existing Tree Farmers' Association into the Dibibi Upland Tree Farmers Producers Cooperative which is now registered with the Phil. Cooperative Development Agency (DUTFPC).

A training series on organic and natural farming systems have facilitated the farmers' establishment of their own organic farms and have prepared them to advance their agribusiness to commercial scale.

Raquel Palitog, DUTFPC chairperson, said: *"We are very grateful to have participated in the organic agriculture training and the visit to a cooperative managed organic farm. This experience has strengthened our confidence to push through with our agri-business project."*

Meanwhile vegetable produce from the DUTFPC members' organic farms is now supplied through OGSAI to the Didipio Mine's kitchen and to the local market.



Jojo Vaquilar, Provincial Board Member of Quirino, said in his speech at the DUTFPC's first general assembly:

"You are very lucky to have OGSAI as your partner; they have not only assisted you in establishing your organic farms but also linked you to a good market, something that most farmers do not have".

Leading Practice Case Study:

Land Management

“It is important for industry to play its part in the reforestation and rehabilitation of the Philippines and contribute to mitigating impacts from climate change. Although we mine metals and minerals, we are also environment stewards.”

- Jason Magdaong, Didipio's Environmental Manager.

One millionth tree planted at Cagayan wildlife center – Didipio Operations

OceanaGold has planted its one millionth tree in the Philippines in its effort to fight land degradation from uncontrolled forestry and farming activities.

The millionth tree planted at the RBB Nature Park and Wildlife Center (named in memory of dedicated forester Rogelio B. Baggyan) was a “mayapis” (Shorea palosapis).

Didipio's Environment Manager Jason Magdaong said the tree, which belongs to the Philippine mahogany group, is popular for making furniture and is one of the common dominant tree species found in Kasibu, Nueva Vizcaya.

He said the tree was a major milestone in the operation's mining forestry program.

“We are a significant contributor to the Government's National Greening Program. This milestone would not have been possible without the support of our local partners.” Reforestation efforts started in 2013.

“Our target is to plant two million trees in a period of 10 years, which is still a lot to be accomplished. In just three years OceanaGold has exceeded its target by planting its one millionth tree”.

“Planting a million trees outside our mining tenements is not an easy feat, and it takes many people to collaborate. People work in our nurseries, government agencies, and departments to provide land where our trees can be planted.”

“And community members are committed to looking after the trees and protecting them from illegal acts of forestry or land clearing. Land is scarce in the Philippines, so it is not enough to plant a tree, it must also be protected and collaboration and formal partnerships with all stakeholder is critical,” Jason said.

David Way, General Manager of Didipio Operations said that while climate change could not be stopped or mitigated overnight, the **“important thing is we are aware of what we need to do. Our collective efforts will make a huge impact.”**

Our commitment to continuous improvement

In 2016, we focused on continual improvement in managing our environmental risks and closing performance gaps against our environmental standard requirements across all our operations with a particular focus on water management, fauna and flora conservation and biodiversity management.

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:

- Conducted internal audit programs
- Conduct environmental monitoring training
- Improved systems for the recording and analysing of environmental monitoring data
- Conducted a systematic review of how water is managed at our Didipio Operations and within the Didipio Community to develop a catchment management approach to water management and regulation.

Our 2016, annual internal audit against aspects of our Environmental Compliance Standards was conducted. The following aspects of the standards were audited.

- Noise and Vibration
- Air Quality
- Biodiversity
- Energy and Greenhouse gases
- Rehabilitation

Audit performance at each site has shown continuous improvement over the past four years and each site has achieved above the targeted performance score of 80% compliance. Waihi was not audited for environment and community this year as a result of the tragic fatality and the safety investigation that was being conducted at the time.

Site	2013	2014	2015	2016
Macraes	69%	86%	95%	96%
Reefton	65%	87%	99%	80%
Didipio	65%	80%	81%	94%
Waihi	-	-	-	-

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 again in 2016.

Moderate to Major Environmental Spills	2016	2015	2014	2013
Macraes	0	0	0	0
Reefton	0	0	0	0
Didipio	0	0	1	-
<i>Waihi</i>	0	-	-	-
<i>Haile Operations and Projects</i>	0	-	-	-

*Didipio was not in operations in 2013 for the reporting. Haile and Waihi only fully integrated in 2016.

A moderate to major spills is defined as any uncontrolled discharged of more than 40L

Through continuing our focus on compliance with local environmental regulatory conditions, obligations and expectations coupled with our commitment to meet international environmental performance standards, our operating sites did not receive any fines or penalties for an environmental offence in 2016. Breaches recorded in our internal compliance monitoring system relate to minor technical or administrative breaches only. These minor technical and administrative breaches were significantly reduced at our Didipio operations in 2016. This is attributed to improved systems for monitoring reporting requirements and improved management of administrative compliance matters.

Non-compliant result or technical/administrative non-compliance matter (minor in nature)	2016	2015	2014	2013
Macraes	44	33	51	0
Reefton	0	0	0	1
Didipio	40	74	83	38
<i>Waihi</i>	2	-	-	-
<i>Haile Operations and Projects</i>	0	-	-	-
Total	86	107	134	39

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

Improving water management

Wherever 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 water operating sites must meet the required environmental and health compliance standards.

In 2016, over 81% of water used in processing and operating on our sites was recycled.

WATER USE AND RECYCLING	2016	2015	2014	2013
Water extracted for use (L)	5,610,127	3,411,485	6,013,521	3,382,503
Recycled/Re-used water (L)	23,727,306	19,027,641	12,958,023	16,149,297
% recycled/re-used water	81	85	67	81

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 tailings dams, 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.





Leading Practice Case Study:

Innovation in Cyanide destruction, water management and knowledge sharing

Collaboration, learning and innovation – leads our Haile Gold Mine Operations

Careful planning on cyanide use at Haile has meant the operation has been able to arrive at a cost neutral solution which also delivers significant environmental and sustainability benefits.

The main use of cyanide is in plastics, adhesives and pesticides manufacturing.

But the leaching of gold and silver with a cyanide solution remains the most widely used hydrometallurgical process for extraction of gold, silver, and copper from ores and concentrates. Despite the difficulties and hazards of working with cyanide, no other process has yet been proven to be an economic viable alternative.

In typical applications, a slurry of the ground ore is mixed with cyanide in the presence of activated carbon. The carbon absorbs the gold and silver out of the solution. The "loaded" carbon is removed from the slurry and the gold is "stripped" out at high temperature and pressure with sodium hydroxide and cyanide solution to form a very high value electrolyte solution. Gold bullion is then recovered from the electrolyte by electrowinning.

The newly built Haile Gold Mine processing plant incorporates a cyanide destruction stage which "kills" all cyanide in a sulphur dioxide/air process.

Haile Gold Mine Operations' base case design was to treat 50% of tailings in the cyanide destruction unit and mix the treated tailings with untreated tailings. The remainder of active cyanide from the mixing process is then reduced by exposure to sunlight and dilution from rainwater in the fully contained tailings storage facility (TSF). Water from the TSF is then pumped to the process plant where it is recycled in the leach circuit.

To reduce the use of clean water for gold production, OceanaGold conducted a number of confirmatory test programs, backed up with the 25 years of operating experience at the company's Macraes gold mine in New Zealand.

The testing program confirmed that by treating the full tailings stream, lower levels of cyanide can be achieved with the residence time available. As a result, the process plant procedures at Haile were re-designed to treat 100% of the tailings, with at least 80 per cent of the treatment plant's water needs to be supplied from water in the TSF.

This has led to several benefits including:

- Significantly reduced risk to fauna and flora from potential cyanide exposure
- Reduction in the capital cost of developing fewer ground water bores to provide fresh water to the process plant
- Significantly reducing the potential need for groundwater and surface extraction
- A cost neutral solution with significant environmental and sustainability benefits

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, 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 metallifer-

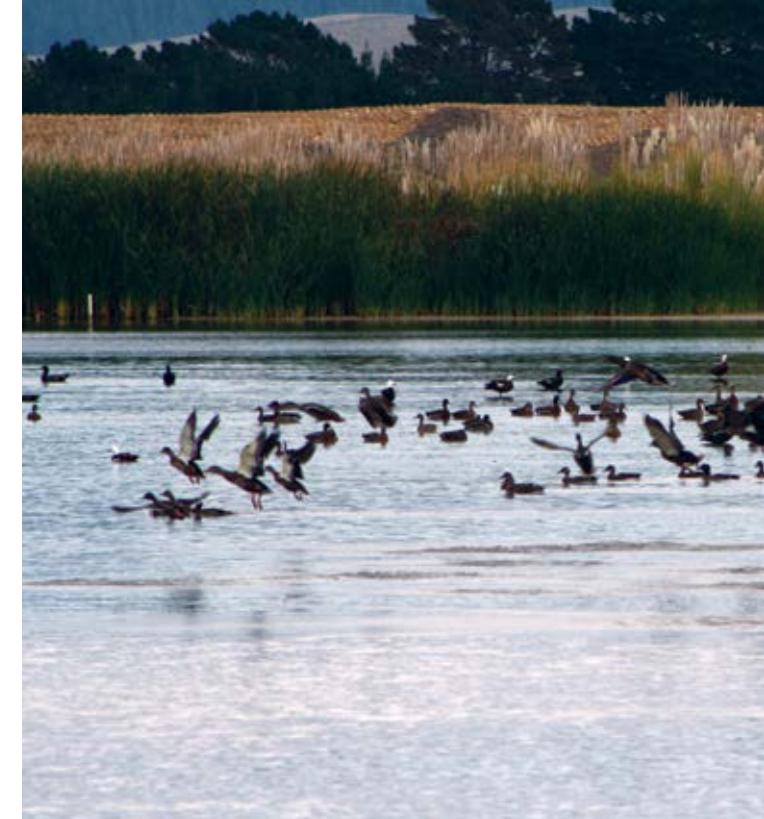
ous drainage from waste rock storage and how any impact from this waste stream will be controlled and managed.

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 tailings dams are capped and rehabilitated at the end of processing activities.

Waste rock increased as a result of Haile Gold Mine Operations project works.



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 Tailings Dam 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 Forming (NAF) as well as Potentially Acid Generating (PAG) material for segregation and placement to allow encapsulation within neutral and Non-Acid Generating (NAG) overburden.

This technique is widely used across industry and is incorporated in the Waste Rock Management plans across all operating sites.



Waste rock and tailings production

WASTE GENERATION	2016	2015	2014	2013
Waste Rock (tonnes)	75,297,854	52,295,788	40,663,467	53,053,564
Tailings (tonnes)	10,977,217	11,220,077	10,308,660	8,324,907
Hazardous (Oils) (L)	240,329	209,392	297,400	271,210
Waste to landfill (tonnes)	1,426	603	411	491
Hazardous (tonnes)	370	-	-	-

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 2013.

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 compa-

nies and that any recycling and disposal of hazardous waste is completed at a licensed and approved facility.

Waste generation increased in 2016 with the inclusion of Waihi and Haile Gold Mine Operations.

Waste generation

	2016	2015	2014	2013
Hazardous (Oils) (L)	240,329	209,392	297,400	271,210
Waste to landfill (tonnes)	1,426	603	411	491
Non-Hazardous (tonnes)	1,743	2,657	4,080	4,910

Non-hazardous waste, does not include non-hazardous waste which was incinerated for heating purposes.

Leading Practice Case Study

Waste Management and Micro-business development

Vermiculture and vermicomposting driving organic farming in the Philippines

Organic farming in the Didipio area is on the rise thanks to an innovative collaboration between OceanaGold, local farmers and provincial environmental authorities. Worms and the vermicomposting process are at the heart of the organic push.

Vermicomposting is a composting process using worms and microorganisms to turn kitchen waste and other organic matters into a black, earthy-smelling, nutrient-rich humus called vermicast. It is a good organic fertilizer and conditions the soil for a long time.

Compared with expensive commercial fertilizers which are inorganic in nature and which require constant application, the organic compost made from the vermiculture process is practical, inexpensive, and can be provided to farmers at no cost.

In February 2016 vermiculture training was organized by the OGPI Environment Department in cooperation with the Provincial Environmental Management Office (PEMO) of Quirino and Barangay Local Government Unit of Didipio for the 42 members of the Didipio Producers Cooperative. The capacity building training ran for two days and involved lecture and discussions on the first day, and hands-on practice on the second day.

The worms used in the vermicomposting preparation are African night crawlers, a popular species widely used for composting. The training aims to equip the farmers with the vermicomposting technology to minimize dependence on commercial fertilizers and as a means of providing an additional source of income. The project is monitored jointly by OceanaGold's Environment Team and Didipio Producers Cooperative, with the initial facility yielding around 50 kilograms in its first month. The aim is to increase production to 300-500 kgs a month.

The Didipio Producers Cooperative report that members are continually expanding their vermiculture facilities and membership of the cooperative is increasing. Any excess vermicast fertilizers produced by the cooperative is scheduled for delivery to Didipio Mine for progressive rehabilitation plantation fertilizer.

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 effective land management,

OceanaGold Operations have established processes to collaborate with our host communities so that we fully understand the biodiversity and cultural value 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.

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 1 million 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.

Land disturbance and rehabilitation (Ha)	2016	2015	2014	2013
Total land disturbed at beginning of reporting period	2,159	1,643	1,547	1,308
Amount of newly disturbed land	518	72	143	255
Amount of land rehabilitated to agreed criteria	52	32	70	16
Total amount of land currently disturbed	2,625	1,683	1,643	1,547

*Note: Now includes land disturbance historical or current for Waihi or Haile Gold Project. In 2014, total amount of land disturbed was adjusted to meet audit verification in 2015.

Protected land and environmental offsets	2016	2015	2014	2013
Area of protected land manager/owned by OGC (Ha)	1,324	860	742	594
Area of offset land purchased (Ha)	21	4,389		336
Number of trees planted in protected areas offsite	225,994	332,969	314,848	179,600

Note: this does not include any trees planted in relation to rehabilitation of land on tenements.

Biodiversity, Rehabilitation, Restoration and Land Management plans in place

Reefton	Macraes	Waihi	Didipio	Haile
✓	✓	✓	✓	✓

All operating sites have plans implemented for biodiversity, rehabilitation, restoration and land management including sediment and erosion control. Terms vary from country to country.

Land rehabilitated in 2016 to final criteria almost doubled in 2016, this was attributed to Reefton closure works and works being undertaken at our Didipio operations that have resulted in some areas of the mine's progressive rehabilitation meeting final criteria obligations. The increase in disturbed land directly relates to the Haile Gold Mine Project works and land cleared for the Haile Mine and its associated infrastructure.



Leading Practice Case Study

Environmental Awareness and Biodiversity Conservation Mitigation

OceanaGold welcomes the Killdeer Family - protecting an unexpected visitor?

In May 2016 a local dozer operator witnessed a Killdeer feigning an injury to protect its nest from predators – the so-called “Broken Wing Act”.

The dozer operator stopped to investigate. Having been through the Haile Environmental Awareness training program, in which procedures for interacting with wildlife are explained, he soon realized he was witnessing a Killdeer protecting its nest.

Earthmoving works on Haile’s tailings storage facility (TSF) were stopped immediately, allowing experts from OceanaGold and the US Fish and Wildlife Service to arrive to devise a plan to ensure that the next generation of Killdeer were protected.

Mitigation included cornering off the area and protecting it from adjoining construction works, developing an observation point, and monitoring the gestation period to identify when the parents had moved out of the nesting area.

Hatchlings arrived in June and the family of Killdeer – one parent in the lead, three chicks and one parent in the rear, cleared the nest.

This case study demonstrates the importance of environmental awareness of employees and contractors, stop work

procedures, biodiversity conservation mitigations, and the need to keep an open mind to the protection of our fauna and flora during construction, operations and mine closure.

More importantly, this case study demonstrates that we are developing the right culture, one where our employees and contractors are willing to ‘speak up’ and ‘stop work’ when a matter arises that needs attention.

The Killdeer, a member of the Plover family is typically found in gravel beds located near the water’s edge of lakes and streams. The most successful nesting areas have a combination of shallow water, light and vegetation. The Killdeer builds its nest by developing a shallow scrape in soil and lines the scrape with pebbles, grass, twigs, and bits of debris from the surrounding area.

Both parents of Killdeers are active in protecting the nest for the incubation period and protecting the nest from predators. The most common protection strategy is the “Broken Wing Act” in which either parent will flutter along the ground feigning an injury to lure the intruder away from the nest.





Closure Planning and Legacy Management

Successful closure planning and site rehabilitation are 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 of each site and aligned with all 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, household 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 2016, we announced that we were placing our Reefton Operation into closure. During the two year care and maintenance period, a comprehensive stakeholder consultation process was undertaken. A detailed Mine Closure Plan was developed and incorporated all 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.



Leading Practice Case Study

Water Management and Mine Closure Planning

Globe Pit Lake Modelling and Monitoring – Reefton Operations

The Globe Pit was the open pit for the Reefton gold mine which was closed in 2016.

The pit began filling with water in 2015 and is now known as Globe Pit Lake. In September 2015, after the completion all outstanding mining works, the dewatering pumps were turned off and removed, signaling that final rehabilitation was underway.

The development of a reliable model to accurately predict the quality of water that will eventually discharge from the lake over the spillway and into the receiving creeks and rivers was a key element of the rehabilitation planning.

A comprehensive program has been developed to monitor the level and volume of water quality to better plan for the spillway design and construction works. Depending on rainfall, the pit is expected to become full in 2019.

Monitoring results are shared with scientific experts, regulators and community members. Data collected during the monitoring program will enable the following:

- The comparison of results with water quality models which were completed before the lake began to fill;
- Enhance the modeling by including the new data.

Part of understanding how the pit lake water is behaving is to know if and how

the lake will stratify. It is common for deep lakes to become stratified as the top of the lake is exposed to light and oxygen which means it is warm and aerobic. However, the light cannot penetrate deeper sections, starving the lake of oxygen and making it cold and anaerobic.

That can result in the formation of a thermocline – a band between the upper and lower sections. Water quality is often very different in the different sections. This makes the ability to accurately predict the final water quality and how it will behave in seasonal fluctuation an important issue.

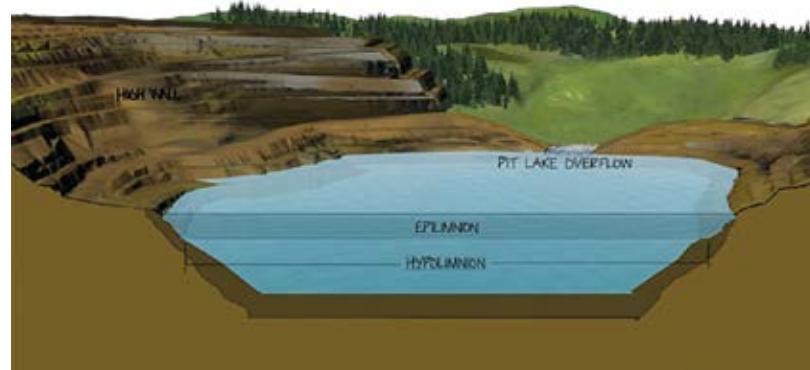
It is all part of world's best practice in the rehabilitation of mine sites.

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 2016, 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. However, community access to the site has been delayed until mid 2017.



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 2017 as a milestone year in returning 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	Haile
✓	✓	✓	✓	✓



Leading Practice Case Study:

Conservation: Bring sustainability to New Zealand Sport Fishing

It was the Acclimatisation Society which introduced trout to the Otago region in the late part of the 19th Century.

Intended to provide early European settlers with a familiar past time (and a food source), trout fishing has since become an important recreational and tourism activity, co-existing with OceanaGold's mining activities in the region.

The relationship between sport fishing and OceanaGold began to deepen in 2004 when an employee cottoned on to the idea that a trout hatchery could be matched up with The Lone Pine Reservoir.

The reservoir receives water from the Taieri River and acts as a holding tank for process plant freshwater needs, with the continuous supply of freshwater making it the perfect site for a hatchery.

Following the initial planning stage for the hatchery, a partnership was developed with Fish and Game New Zealand, the public organisation responsible for managing, maintaining and enhancing sports fish and game birds. Following the OceanaGold funded construction of the hatchery next to the Lone Pine Reservoir, Fish and Game assumed overall management of the hatchery stocks, including provision of consumables and release of the trout. About 10,000 fingerlings of Rainbow trout are released each year by Fish and Game, including their release in to Lone Pine Reservoir. This has allowed various company and community events to be centred on fishing at the reservoir. The hatchery also provides an additional educational destination for local schools and tour groups alike. Release of the trout is controlled to only 'put and take' water bodies, such as dams and reservoirs.

Limiting the release to restricted habitats is important because the historical introduction of trout into the meandering and braided streams of Otago has not been kind to the local ecosystems, particularly for the humble Taieri Flathead Galaxias. With its relatively small size and restricted range, the fish remains threatened from predation by the trout. Providing trout for the sports fishing under strict regulation allows galaxias to reclaim the local waterways.

Further efforts to conserve the galaxias include OceanaGold working with the Department of Conservation in the establishment of exclusion devices for the trout. As the Galaxias do not need to migrate as part of their lifecycle, the exclusion devices provide an effective means of keeping trout out of the galaxias habitat.

The establishment of the hatchery is an example of how the benefits of mining can be more wide-ranging than just those associated with economics. Through creative thinking and innovation, assets can be leveraged for education and enjoyment of the broader community.

Our focus in 2017

Our focus in 2017 is to continue to drive leading environmental performance across all our operations.



Our focus in 2017

2017 TARGETS

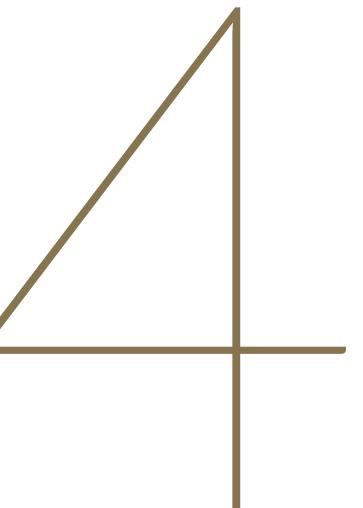
	2017 TARGETS
Lag Indicators	<ul style="list-style-type: none">• Nil breaches of Environmental License Conditions• No Category 3, 4 or 5 environmental incidents
Lead Indicators	<ul style="list-style-type: none">• Environmental Audit Compliance rating of >80%• 80% of planned rehabilitation successfully completed
Corporate Projects	<ul style="list-style-type: none">• Full implementation of the corporate permits and obligations register• Introduction of a comprehensive compliance monitoring program across all site







SECTION



Commitment to Positive
Legacy & Operating Ethically





OUR COMMITMENT

DELIVERING A POSITIVE SOCIAL LEGACY

Operating mine sites in close proximity to communities presents a number of challenges. OceanaGold is focused on leaving a positive socio-economic legacy by building capacity, not dependency. Our support programs contribute to six social investment pillars:

- Improving local education and employment opportunities
- Improving community health
- Support cultural preservation, development, leadership and empowerment
- Encouraging business development opportunities
- Support conservation of the environment and biodiversity
- Improve community infrastructure to build local and regional capacity

We continued to develop policies, guidelines, and standards for our community engagement and social investment in 2016.

In the Philippines, the 2015 "We Care Project" progressed to become our Responsible Mining Program – building Partners and Companions. The program takes a strategic view of community engagement and social investment by identifying



shared economic, environmental, and social goals, and aligning them with shared business risks. Collaborative groups work to achieve the goals and mitigate potential risks.

This Program includes skills transfer from professional staff to community members. Skills being transferred include project management, human resource management, financial management, business planning, and coaching and mentoring. In the reporting period 11 new co-operatives were established, driving a new sustainable locally based economy.

In New Zealand we reviewed how we engage with our communities across all our sites and conducted perception surveys to determine how we can improve community engagement and social investment programs. The work led to the implementation of 'OceanaGold - A Leading NZ Business' Program. The program has identified 16 strategies to improve our relationships with various stakeholders across New Zealand.

At Haile we continued to provide sponsorship and donations to numerous community groups, education facilities, and local environment groups. During the construction phase we hired locally whenever possible, with local contractors provided with coaching and mentoring on the tender process. Local procurement will continue to be strengthened as we move in to commercial production. A review of our community and social investment program in light of production starting is planned for 2017.

A key initiative of our Haile Gold Mine Operations is the 'New Homes for Hope Program' which relocated homes from our land acquisitions to people in need. To date, three homes have been provided to community members who been made homeless through unfortunate circumstances.

In 2016 we invested over US\$5.95M in our social investment programs which is an overall increase of 41.7 % from 2015. The significant increase results from the letting of major construction contracts in the Didipio region for infrastructure such as new schools, medical centres and roads.

We continue to invest in education. More than 211 college and university scholarships were provided in 2016 and we partnered with a number of schools at each of our sites to assist in the purchase of educational and sporting equipment. In the Didipio



Community, we launched the 'Back to Schools' Program where we worked with 25 local schools to provide financial support for innovative school programs.

We continue our commitment to building micro-businesses which are not dependent on the mine. This year in the Philippines we launched our agricultural program which encourages the mining and agricultural sector to form partnerships of co-existence. Depending on its success, the program may be considered in other areas where we operate.

The program has assisted 13 Co-operatives already in the Didipio Community and adjacent local communities to register with the Cooperative Development Authority. The program led to the opening of the first community store which provides loans for farmers to buy seeds, fertilizers and other farming products. Over the coming year we will be working with the farmers to re-establish local markets and explore ways to send produce to other regional, national, and international markets. The program also includes education on farming practices, management, and environmental management.

In New Zealand we work with communities to develop a better understanding of the role culture plays in the community. Working with local groups we invested heavily in the restoration of heritage sites related to old mining activities. The preservation of heritage was a key area of focus at both Waihi and the Macraes Operations.

A key area of focus in New Zealand has been building improved cultural awareness. This year we worked closely with a number of Iwi Groups to gain a better understanding how we can improve respect and understanding across our three sites. We have established a multi-cultural working group at Waihi.

Our mine rescue teams provide emergency rescue services to all communities in New Zealand, the Philippines and at Haile. They are highly trained and are equipped with specialist equipment. Through a spirit of co-operation, collaboration, and commitment, our teams are a valued community resource.

Our results

Payments to Governments, Community and Social Investment (US\$)	Philippines	New Zealand	United States
Payments to Government	27,869,559	44,380,020	1,459,151
Gifts and Donations	1,580,141	436,601	336,717
In-kind support	-	5,652	-
Infrastructure and community investment programs	3,355,653	173,632	

*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.

Education Scholarship and Microbusiness Developments	2016	2015	2014	2013
Educational Scholarships (College/University)	217	259	237	218
Microbusiness developments	139	117	-	-

*In 2013 and 2014 this statistic was not tracked. 2016 includes all microbusiness established in partnership with OceanaGold across all operating assets.

Community complaints decreased in 2016 by 27% with the majority of complaints relating to noise and vibrations as a result from blasting activities. The 66 disputes under mediation and negotiation are matters relating to land access negotiations prior to 2015.

COMMUNITY COMPLAINTS	Didipio	Macraes	Reefton	Waihi	Haile
General community complaints	84	1	1	315	0
Total disputes under mediation and negotiation	66	0	0	0	0
Indigenous complaints or incidents	0	0	0	0	0
Human rights complaints or incidents	0	0	0	0	0

* The 66 disputes related to matters existing prior to the reporting period of this report.



Leading Practice Case Study

Working in Communities

New Homes for Hope Program – A Haile Gold Operations Initiative

“We had vacant homes on hand when we heard about a family in need of a new home. Donating one of our houses was an easy decision. It became the start of our New Homes for Hope Program.”

- David Thomas, Vice President/Country Director.

A church pastor diagnosed with a terminal illness, a retired school janitor whose house was burnt down in an act of violence, and a single father without a home are some of the residents who have found hope and courage through our Haile Gold Mine Housing Program.

OceanaGold has been able relocate homes that were acquired through our land acquisition process at Haile to local community members who have been made homeless.

Thanks to our good relationship with the Haile community, residents have felt comfortable in approaching our Community Relations Team to discuss the plight of a number of homeless locals.

Our first home was relocated to a young church pastor who had been diagnosed with a terminal illness. Several concerned community members approached our Community Relations Team and asked if we could help. What they didn't expect was a 'house'. OceanaGold responded by relocating the house and it has become a home for the pastor.

Then there is the case of Pearl Brown. Mrs Brown's home was burnt down by an arsonist. The arsonist had actually intended to burn down the house of another person. But he threw a Molotov cocktail into Mrs Pearl's family home.

“When we heard about Mrs Pearl’s plight we knew immediately she must have a new home at once,” said David Thomas.

As the Haile team figured out a way to move a 3-bedroom, 2-bath house more than 20 miles down the road, the residents got busy donating food, clothes and furniture to fill the house.

High School students built new steps for the house. Businesses made donations and local government leaders acted on the necessary zoning changes, and other planning and building consents.

The efforts took several months, but on a beautiful spring day everyone came together to welcome Mrs Pearl into her new home.

Local county council chairman, General Julian Burns, said: *“We all recall the horrific and shameful arson fire that destroyed Mrs Pearl Brown’s home in the Fall of 2014.”*

“Today that grievous wrong is restored through the efforts of so very many, in particular the generosity of our fellow citizens in Haile’s Gold Mine and OceanaGold, led by Vice President and General Manager, my friend, Mr. David Thomas.”

“OceanaGold donated the house, helped pay to move it from Lancaster County to Lugoff, and have done much to show the giving heart of this great place, Kershaw County.”

Flanked by local leaders, residents, family and members of the OceanaGold Haile team, Mrs Pearl cut the pink ribbon on her beautiful new home. Tears flowed as she thanked everyone *“from the bottom of her heart.”* Together, the community had rebuilt what violence had crushed.

Leading Practice Case Study

Stewardship and Heritage Conservation

Working together to preserve local heritage - Waihi Operation

OceanaGold's Martha open pit at Waihi sits above historic underground workings that date back to the 1870s. The current depth of the open pit is less than half the depth the 'old timers' reached when Martha was an underground mine. There are many reminders of historic mining around the open pit, with the Cornish Pumphouse and the Grand Junction Refinery Building being the most obvious.

The Cornish Pumphouse was moved in 2006 in a significant engineering feat that saw the 100 year-old, 1840 tonne, building travel more 300 metres to its new home at the top of the town. On its original site the building was in danger of collapsing into the shaft it once dewatered. Now the building is open to the public and has become a major tourist attraction and local icon.

A few years later the Grand Junction Refinery Building was also moved. The refinery building is a remnant of the Grand Junction Mine that operated next to Martha and is one of only two such buildings in the country. Its most distinctive feature is the louvered section on the roof that was used to vent fumes from the refining process. That section was replaced, and a new roof installed, along with new windows



Leading Practice Case Study

Stewardship and Heritage Conservation

The Evolution of the Mining Landscape - Macraes Operations

Mining has shared the Macraes landscape with farming since the mid nineteenth century. Gold was first discovered by James Crombie and associates in the Deepdell area, in May 1862. Mining fields in Macraes Flat and Horse Flat Road soon followed. The Deepdell discovery news of the existence of gold in the area soon spread resulting in an increase in population. By 1865 the population of Macraes was reportedly 360, with a significant population of Chinese. The Chinese usually provided much of the labour and supporting services for the burgeoning village. However, they were quick to identify opportunities especially when Europeans had walked away from mining leases.

Initially, alluvial deposits were exploited, using potholing and sluicing methods for extracting the gold. Conditions were difficult for miners and important resources used in extracting gold, such as water were limited. Interest in mining of alluvial deposits cycled with booms in the 1890s and again in the 1930s, where more sophisticated equipment was used in the extraction process.

Hard rock mining commenced soon after exploitation of the alluvial deposits. Small batteries for crushing rock, dams, shafts and exploration trenches typified mining of the quartz deposits. Golden Point, Round Hill and Deepdell were mined in the late 1800's and early 1900s between 1990's and these sites remain part of the Macraes Gold mining tenements to this day.



The Mining Legacy

Remnants of historical mining and the supporting infrastructure needed for maintaining the mining community can be still be found today. Prior to seeking regulatory approval for opening new mining areas, detailed archaeological surveys are performed. When features of significant heritage value are identified, OGL undertakes to avoid, remedy or mitigate adverse effects to these values. An example of steps taken to remedy impacts to significant heritage values is the creation of the Macraes Walking Trail.

Located between the heritage listed Stanleys Hotel and grazing sheep on the Frasers West Waste Rock Stack, the Macraes Walking Trail offers viewing of several historical features within a short distance. Gay Tan's Cottage and remnants of the Chinese Camp illustrate the presence of the Chinese in the history of mining in the area. Gay Tan's Cottage is of particular significance as it is one of only a few surviving Chinese buildings throughout Otago, and is a rare example of Chinese affluence in the goldfields, as most Chinese were poor and lived in small huts. The restoration of the cottage has included rebuilding of damaged sod brick walls, drainage improvements around the cottage, stabilisation of the walls, plaster coating of the exterior, replacement of the Chinese themed frieze above the front door, underfloor ventilation improvements, levelling of the sub floor, replacement of the majority of the floorboards and plastering of the interior walls.

Mining Continuum!

The Macraes Walking Trail is one of many efforts undertaken by OGL to preserve the rich history of the Macraes and the gold mining heritage of the Otago Region. Visitors are invited to compare and contrast historical mining efforts and the difficult lifestyles led by the early mining pioneers with the expansiveness of a modern day mining company, operating a high quality asset to deliver superior returns in a responsible manner. In this light, the Macraes Gold Project is a leading practice example of the continued evolution of mining in New Zealand.



The Macraes Walking Trail also boasts an area of prospecting pits scattered across the edge of the Flat, together with water/tail races, some possible ground sluicing hollows and the remains of a sod structure, thought to be a hut. These remnants of a bye-gone era having survived efforts of subsequent farmers who backfilled many prospecting pits and removed historical mining infrastructure in an effort to make the land more productive.

One of the most significant archaeological remains is the gravel pumping operations of the 1930's and 1940's. Two ponds, which were possibly used to assist in the recycling of water remain as evidence of a mining practice that progressively developed and then backfilled areas in the search for gold, whilst simultaneously removing evidence of some of the earlier alluvial mining efforts on Macraes Flat.



Leading Practice Case Study

Micro Financing and Co-existence

OceanaGold eyes sustainable fruit and veggie production of local farmers near mining village

OceanaGold and the local Barangay Didipio community are proving mining and agriculture can coexist.

As part of its continuing efforts to ensure a productive and healthy community, OceanaGold is collaborating with community members to plant nutritious vegetables and fruits in their own backyard to supply the mine operations, and local markets.

The aim is to ensure ready supplies of home-grown crops for locals while also providing an income from meeting the vegetable and fruit requirements of OceanaGold and DiCorp.

OGPI SVP for Communications and External Affairs, Chito Gozar, said that

Nueva Vizcaya is the citrus capital of the Philippines. *"It is precisely for this reason*

that we conduct citrus seminars among our local farmers to educate them further on proper production and post-harvest techniques."

OceanaGold has constructed farm-to-market roads making it more convenient for farmers and local growers to transport their products regardless of the weather. These roads are also vital for community members to travel to local markets, schools and medical centers.

By improving access to clean water, land, agricultural goods, equipment and training events, OceanaGold is working in collaboration with the local community to bring about long-term improvements in diet, health, wellbeing, employment and financial independence of all community members.





Leading Practice Case Study

Micro-Financing and Community Engagement

Building capacity and not dependency - Didipio Operation

"DiCorp is extremely important to the community and in the long-term future, once mining operations come to an end, the Corporation will continue to provide employment and livelihood for the residents of Didipio, as well as the adjacent communities." - Melvin Cayong, DiCorp HR Supervisor.

Six years ago, there was a significant change in the mining awareness of the Didipio community. It was triggered by OceanaGold (Philippines) Inc. starting its mining activities in the area. Realising that not all Didipio residents could be employed by the company, OceanaGold and the local community council established a business partnership to generate employment opportunities through DiCorp.

DiCorp was founded and established on August 2011 by 15 incorporators and 393 shareholders (who had to be bona fide residents of Didipio for at least 10 years).

The most significant contribution of DiCorp to the community is employment. "Being employed means parents get to

send their children to school unlike before when they couldn't because they had no source of income," says Henry Guay, Didipio Community Council.

The DiCorp partnership with OceanaGold is changing lives and creating a future for the next generation," Henry said.

Skills training for DiCorp employees was provided by OceanaGold for its start-up operations. The technical and vocational courses included housekeeping and catering, driving with national certification, computer literacy, and waste management.

Acknowledging that the shareholders did not have much in terms of capital for the start-up, OceanaGold organised a loan agreement enabling DiCorp to purchase

transport service vehicles and heavy equipment. The loan was treated as an advance payment for future services.

DiCorp has ambitions to expand its business activities beyond the Didipio region. It has enjoyed a strong financial performance which made it the biggest taxpayer in the Revenue District Office in the province of Nueva Vizcaya from 2013-2015.

In building capacity, not dependency, OceanaGold expects that long after mining operations cease, DiCorp will continue to thrive.

RESPECTING

HUMAN RIGHTS

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.

In 2016 we reviewed and audited our human rights policy and compliance standards to ensure that these were aligned fully to standards developed by the United Nations and the International Council of Mining & Metallurgy (ICMM). This review resulted in some minor changes to strengthen the policy.

A number of training sessions were held on human rights at our Didipio operations. In recent years, these sessions focused on interactions between our security teams and local community members. This year we focused our discussions on the impact that mining can have on access to clean water and land. We also held discussions on how we can deliver on improved gender access to education in the Didipio and surrounding areas.

We have continued to support families seeking to continue the education of their daughters by providing scholarships, and by supplying funds to more than 25 schools.

As our human rights program has evolved, it has expanded to providing opportunities for all members of the community to access housing, education, clean water and food, land for agricultural development, and improved medical services.

No incidents for human rights violations were recorded in 2016 at any of our sites.



OceanaGold complies with the United Nation's Guiding Principles on Business and Human Rights:

United Nations requirements

Express a commitment to human rights through a policy statement

Perform human rights due diligence to identify, prevent, mitigate and account for human rights impacts.

Provide remediation where business enterprises have been identified as having caused or contributed to adverse human rights impacts

OceanaGold's compliance 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.

An audit was undertaken in 2016. It made recommendations to each site to increase awareness of broader issues which relate to human rights and to continue to develop and implement human rights education and awareness on site, and within our communities, regarding water, land, education, mine closure and co-existence

All long standing grievances were reviewed with compensation paid to a number of landholders who had potentially been impacted by our activities. Our new agricultural program looks to extend and develop new agricultural business to mitigate any impacts from the mine's operations. Although no human right violations have been made or investigated, there have been concerns expressed about mining and its ability to co-exist with local farming activities. Our We Care Agricultural Program has been designed to address these concerns and mitigate any potential impact.



CONTRIBUTING TO LOCAL AND NATIONAL ECONOMIES

ETHICALLY AND TRANSPARENTLY

OceanaGold is proud of the contribution we make to the economies of countries where we operate, and further afield. Apart from their traditional uses, the gold, copper and silver we produce are used in renewable technologies, telecommunication devices, medical devices, and the electric vehicles revolution.

Our responsibility to shareholders is expressed in our Board Charter. Within our guiding principles, including our newly endorsed responsible mining charter, we work to ensure that we deliver positive returns in line with shareholder expectations.

With a strategic focus on long-life, low cost, expandable upstream operations, diversified by geography, OceanaGold has the capacity to plan for long-term economic and social development outcomes in the countries in which we operate.

Our licence to operate carries a responsibility to contribute to the development of the countries in which we operate, and to ensure that we leave a positive economic and social legacy.

The core business of our operations creates jobs, provides infrastructure, and purchases goods and services from local providers. The resources that we develop create a value chain that includes explora-

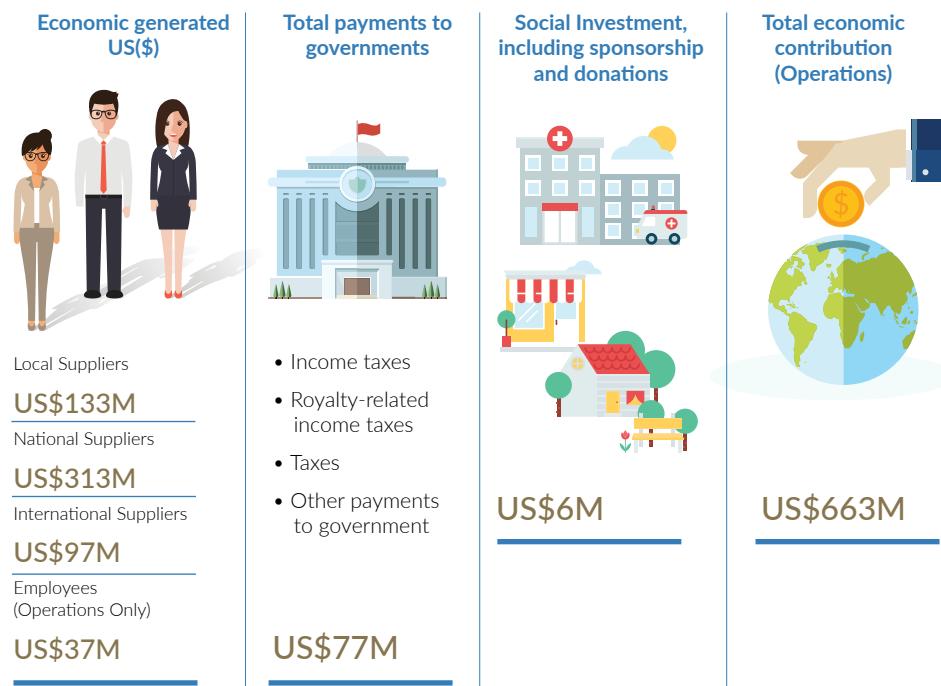
tion, development, extraction, processing, transportation, marketing and logistics, through which we generate economic value in national and international markets.

Our economic contribution across our sites from our operations is provided below. This does not include spend from projects, exploration and head office functions.

The scale and long term nature of our operations enable us to make a significant and long-term contribution to the countries in which we operate in three key ways:

1. Through our value creation supply chain covering the direct contribution of our exploration projects and operating assets
2. Through our payments of taxes, license and approval fees, and royalties to host Countries where we conduct business
3. Through our community and social investment programs.

LOCAL PROCUREMENT	Didipio	Macraes & Reefton	Waihi	Haile
% of spend to Local Suppliers	57	25	42	5
% of spend on National Suppliers	11	47	44	91
% of spend to International Suppliers (Goods &services obtained from outside the host country	32	28	14	4
Total	100	100	100	100



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 a Corporate Code of Conduct and a Directors' Code of Conduct which fosters the highest 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, and 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.

Our codes of conduct

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

Our ability to work transparently must never be compromised by our commercial or individual interests. Our Code of Conduct, policies, standards, leadership, and induc-

tion training, clearly set out our obligations and the required actions for dealing with any conflicts or breaches.

The Code of Conduct sets out the process for reporting any possible conflicts or breaches.

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. It is a condition of employment that employees behave in accordance with the Code of Conduct and embrace our values at all times. Prior to commencing with OceanaGold employees sign a statement that they have read and understand our Code and policies and that they will comply.

Confidential reporting and investigation

Reporting of suspected corrupt behaviour, non-compliance with our Code of Conduct or corporate and site policies, standards and procedures, can be reported confidentially through the independent 'whistle-blower' hotline service which is provided 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.

Six matters were reported and investigated in 2016.

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 mining companies to comply with the disclosure requirements of the Philippine EITI and the Canadian Government has also passed regulations mandating disclosure of all payments made to governments.

It is an International Standard fully supported by OceanaGold. We consider transparency around any payment to government, 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 legislation in host countries.

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



Ethical Conduct

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





SECTION

5

Targets & Data Table





STATEMENT OF MATERIALITY

IMPORTANT FACTS, DATA TABLES

This year we have applied Version 4.0 of the GRI's Sustainability Reporting Guidelines (G4). We are also reporting on the G4 Core indicators and those that apply to minerals and metals, including the ICMM principals. The main aspects to our operational performance are health and safety, economic, emission, biodiversity, labor relations: emergency preparedness, closure planning and how we work with our local communities.

These are highlighted below.

The majority of our complaints are in relation to environmental nuisance matters associated from blasting activities. No significant complaints were received in 2017 relating to our operational performance. To develop a statement of materiality, we assess our performance using information from our sites, our databases and community perception surveys.

Where appropriate, the statement of materiality and the index to this section refers the reader to sources of the required information from our Annual Reporting suite of documents, including our 2016 Annual Report and Financial Reports, and those policies, charters and communications located on our corporate website: www.oceanagold.com.

Categories and Aspects of Materiality	Stakeholder	Statement of Materiality to OGC	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 2017.
Economic				
Economic Performance	Investors, Government Agencies, 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.	We continued to improve aspects of our corporate governance and project governance. We appointed a new Head of Exploration to oversee the expanding exploration program entered in to 2016. We executed our Haile Gold Project construction plan to commence operation by the end of 2016.	In 2017 we aim to achieve our goal of 6-7 operating mines with a long-term future. To achieve this we will improve aspects of our company's reputation, government relations programs and perceptions of mining in the communities where we operate and explore.
Indirect Economic Impacts	Community and Government Agencies, Regulators and NGOs.	The resource sector requires goods and services through all phases of development. These indirect economic impacts can have a long-term benefit to existing businesses in host communities while providing an opportunity for the establishment of new businesses.	We reviewed our economic contributions in New Zealand to determine ways to improve benefits at the regional level and to ensure long term sustainability. With the integration of Waihi into OGC assets, we have commenced determining a long-term future for the Waihi community and those regional communities surrounding Waihi.	Our 2016 perception survey results indicated that we need to improve communication on our commitment to local procurement and to improve engagement with our communities on how we ensure that positive indirect economic benefits are being realised.
Environmental				
Energy and Emissions	Communities, Employees, NGOs Government Agencies and Regulators	We are committed to improving energy use efficiency and reducing fugitive emissions to ensure that we support host Countries' climate change initiatives and reduce our impacts on the environment as far as practicable	Each site developed a greenhouse and energy reduction plan. The organisation has considered the introduction of targets, however, set targets have not been introduced. Instead, continual improvement programs are preferred and ensure that each site has in place greenhouse gas and energy reduction plans.	In 2017, due to the start of production at Haile and other operational expansions, an increase in energy use and emissions is expected. Energy and emissions plans will be implemented to ensure that the ongoing commitment to energy and emission reduction is a focus through the mine operations and exploration program expansions

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.	We continue to work towards best practices and the adoption of best available technologies in the treatment of water and management of water ways.	Our focus will be to identify strategies and programs to improve water management and catchment management across the communities where we operate.
Biodiversity	Communities, Employees, NGOs Government Agencies and Regulators	Species diversification is critical to a fully functioning ecosystem which ensures the health and wellbeing of our host communities.	We increased our role in biodiversity protection by developing partnerships with local community groups or NGOs to encourage the protection of fauna and flora. We also developed agreements with community organisations and government regulators to improve the protection of the environmental offset area purchased by OceanaGold.	We identified in 2016 that we can do more. A biodiversity specialist has been appointed as the new environmental manager at Macraes Gold Mine Operations. We will leverage off their experience to improve biodiversity management plans and contributions across all our sites.
Effluents and Wastes	Communities, Employees, NGOs Government Agencies and Regulators	Reducing and managing our waste is important so as not to increase the impact our operations has on the local environment.	We continued to work with suppliers of goods to develop recycling opportunities. We improved hazardous waste management across all sites and at Haile we designed, built and now operate the only Cyanide Destruction Facility in the United States.	Our focus in 2017 will be on improving effluent management and moving towards 'zero release' sites.
Environmental Grievance	Communities, Employees, NGOs Government Agencies and Regulators	Working with the Community and Government Agencies to ensure that we are not unnecessarily impacting on environmental amenity in host communities.	We investigated all outstanding grievances and have resolved the majority of these with the remainder requiring further mediation. We developed and implemented a consistent recording approach to documenting grievances across all sites and have increased transparency of investigation outcomes at our Didipio Mining Operations	We will review the application of InControl in documenting and managing environmental investigations to ensure that these are being investigated with sound scientific rigor, and that findings of investigations are being reported to complainants and regulators when required.
Social				
Labour and Work Practices				
Employment	Community and Government Agencies, Regulators and NGOs.	We mine in remote areas, providing employment opportunities for local community members which is critical to the community and the local economy, both directly and indirectly.	We implemented a local hiring program for Haile Gold Mine Project and introduced training programs for unskilled workers who expressed an interest in developing a career in the resource sector.	We aim to establish partnerships with Australian Universities to develop training programs to provide potential local employees with the necessary skills.
Labour/Management Relations	Community and Government Agencies, Regulators and NGOs.	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.	We continue to work with employee representative groups and government agencies to ensure that employees wanting to work under an agreement continue to have the opportunity to do so. Approximately, 306 of our workforce have opted to be under employee agreements or to be represented by employee representation organisations.	Due to our positive and collaborative relationships with relevant local labour and management organisations, there are no programs for 2017 to review or strengthen what is already considered best practice.

Occupational Health and Safety	Community and Government Agencies, Regulators and NGOs.	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.	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.	We are not pleased with our safety performance. We must continue to embed safety leadership and the principles of 'speak up' across each of our sites and ensure that all employees and contractors adopt a zero tolerance to unsafe practices. Safety performance is a key focus for us and we seek significant improvement across all health and safety metrics.
Training and Education	Employees, Government Agencies, Regulators	Training and education is critical to our business as for many of our employees, OGC is their first opportunity to work in mining.	In 2016, we continued to implement our 'Leaders as Coach' Program and we will be implementing a new induction program in which we discuss the importance of 'sustainability' to new employees and visitors to our operations.	The 'Leaders as Coach' has been a positive experience for those who participated in the Program in 2016.. Leadership training will also be provided in safety and community engagement disciplines.
Diversity and Equal Opportunities	Investors and employees (Current and future).	Having a diverse workforce brings creativity, innovation and a greater understanding and tolerance of each other and those who we interact with.	In 2016, we established our diversity committee which promote the importance of both a diverse work force, and the need for every employee to have access to development and personal growth opportunities.	Over the past five years, our cultural diversity of our workforce has been outstanding, however, our gender diversity in leadership positions has not changed. A key focus in 2017 will be to develop long-term strategies to ensure that women have leadership opportunities at OceanaGold.
Human Rights				
Investment	Investors and employees.	Our investors are those people and organisations who believe that we will provide them with a return on their investment by being a responsible operator and developing a diverse growth portfolio.	We constructed and commissioned Haile which started gold production early in 2017. We have significantly increased our exploration program to ensure that we continue to develop opportunities to grow.	We are focused on commercial production of Haile in Q2/3 17. We are developing a robust portfolio of opportunities while continuing to focus on safe production at each of our operations.
Non-discrimination	Investors and employees (Current and future).	We believe that everyone has an equal opportunity to education, training, employment and advancement.	We established a charter and program of action for the Diversity Committee to lead and provide governance over.	We continue to focus on improving cultural and gender diversity across all levels of leadership at OceanaGold. We will continue to encourage all our employees to develop leadership skills in the qualities we expect our current and future leaders to hold.
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.	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.	In each Country where we operate, we have developed proactive and respectful relationships with employee representative organisations.
Child labour	Investors, Community, Regulators and NGOs	Employing children is deplorable and we strongly advocate for the protection of children and children's rights in all jurisdictions where we operate or explore.	We will continue to advocate for the protection of children's rights and ensure that our sites, contractors and suppliers do not endorse or use child labour in any form and have robust recruitment and hiring systems in place to ensure that no children are employed in any of our activities.	We will continue to advocate for the protection of children's rights. We work with government agencies to develop programs and policies to ensure the protection of children.
Forced or compulsory labour	Investors, Community, Regulators and NGOs	We want to be an 'employer' of choice. We advocate for fair, proactive and innovative worker arrangements in all jurisdictions we work in. We do not support forced or compulsory labour arrangements.	N/A	N/A.

Security Practices	Investors, Community, Regulators and NGOs	At all sites we have a high level of security. Our security personnel protect our employees and our assets.	In 2016, our security teams continued to work with community groups to improve relationships and ensure that community members understand the role of mine site security. We continued to build bridges with local police, teachers and community leaders to ensure the peace and wellbeing of our community members and employees where ever we operate.	In 2017, our security team at the Didipio Mine site will continue its efforts to support local athletes to achieve regional and national success. Our Security Team at the Didipio site is providing a community leadership program to disadvantaged youths or youths that have become disengaged with the community as a result of drug and alcohol abuse.
Indigenous Rights	Investors, Community, Regulators and NGOs	Respecting indigenous rights is critical to our business.	Develop and implemented a 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 a way that does not cause offense. A highlight of the year was an address provided to our leadership team from Iwi elders on the implications of mining on their culture.	This year we anticipate completing the culture -rebalancing program with Iwi Groups in Waihi. This will be a significant milestone and the first Culture Re-balancing Plan to be developed and implemented in New Zealand.
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.	In 2016 we reviewed our human rights policy and relevant compliance standards and conducted audits across all our sites. We continued 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 and we established our human values department. We also reviewed our corporate values to ensure they reflect changing expectations of our stakeholders.	In 2017, we aim to enter several new Countries. Our aim is to clearly demonstrate and articulate our values as a company by working with NGOs and other organisations to ensure that our entry into these new Countries is 'best practice'.
Society				
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 to ensure that we leave a positive legacy once our operations have closed	We continued to develop a consistent approach to our community engagement and communications programs across all sites. We also continued to improve our complaints processes to ensure that we can proactively address complaints or grievances in a timely and transparent manner.	This year we have re-designed our community and engagement planning and each site will be developing and implementing comprehensive information, education and communications plans. These will address the outcomes of our perception surveys which were conducted in 2016 across each of our sites
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 conducted 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.	We will continue to train and educate our employees and contractor to ensure that our governance systems remain robust and lead the discussion on improved transparency and government regulation wherever we operate.
Compliance	Investors, Employees, Community, Regulators and NGOs	We are committed to local and international standards with regards to resource development.	We have designed a compliance tracking system which will be fully implemented in 2017. This year no site was served a non-compliance notice by any regulator that resulted in a penalty or further investigative action by a regulator.	We will continue to maintain our outstanding record regarding compliance. We will advocate for improved regulations that deliver responsible mining in all jurisdictions where we operate and we will assist our representative groups to advocate for responsible mining.
Grievance Mechanisms for 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.	We monitored how complaints and grievances are resolved. We developed a consistent recording approach to documenting grievances across all sites and investigated all complaints and grievances. We also streamlined how complaints and grievances can be lodged. No new grievances were lodged in 2016 in relation to land access, rights or use.	We will continue to make it easier for people to provide feedback to OceanaGold's Operations. We will continue to track this feedback, identify trends, and address these trends through innovative proactive mitigation strategies.
Product Responsibility	Perth Mint and Trafalgar	To ensure we deliver our products in an environmental and socially responsible manner.	No future mitigations considered.	No future mitigations considered.

OUR 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.

HSEC Targets 2016

Achieved ● Target not met ● Extended ●



HEALTH AND SAFETY	TARGETS	2016 OUTCOMES	MET
Lag Indicators	<ul style="list-style-type: none">TRIFR less than 2.5 (currently 2.69)AIFR less than 28 (currently 30.00)	<ul style="list-style-type: none">TRIFRA -3.99 with one FatalityAIFR - 42	● ●
Lead Indicators	<ul style="list-style-type: none">Safety Audit Compliance rating of >80%Updated Risk Registers to Corporate Standard and review of top 10 risks undertaken by Year End.Principal Hazards reviewed on a quarterly basis using a Critical Control checklist AND 2 task observations/month from ManagementAll high potential incidents and events to be closed out with a review of the quality of investigations and verification of the completion and effectiveness of actions (within 3 months of the event).	<ul style="list-style-type: none">All Audit conducted at each site. All sites achieved more than 80% apart from Macraes Operations which achieved 79%.CompletedCompleted100% of all potential incidents and events were closed out. Improved quality of investigations is a focus for 2017.	● ● ● ●
Corporate Safety Projects	<ul style="list-style-type: none">Implement the Change Management Process (INX configuration)Embed the Company-wide quarterly recognition/reward program for InnovationDevelop and implement a Guideline for Occupational Exposure Monitoring and Management.Undertake a Safety Roadmap/Culture Survey and develop a long term Strategic Plan.	<ul style="list-style-type: none">The adoption of this system was delayed due to a focus on Haile Operations by Corporate.CompletedCompletedCompleted	● ● ● ●
ENVIRONMENT	TARGETS	2016 OUTCOMES	MET
Lag Indicators	<ul style="list-style-type: none">Nil breaches of Environmental License ConditionsNo Category 3, 4 or 5 environmental incidents	<ul style="list-style-type: none">Minor breaches were recorded and notified at Macraes Operations and Junctions Reef in NSW.No notices were served by any regulator regarding environmental breaches or licence conditions	● ●



Lead Indicators	<ul style="list-style-type: none"> Environmental Audit Compliance rating of >80% 80% of planned rehabilitation successfully completed Implement one energy improvement project at each Business Unit Undertake an annual review of the Greenhouse Gas and Energy Management Plan 	<p>80% or higher on the internal audit was achieved by all sites. Compliance with these targets audited by InViron.</p> <p>Each site developed and implemented a Greenhouse Gas and Energy Management Plan</p>	● ● ●
Corporate Environment Projects	<ul style="list-style-type: none"> Review environmental compliance monitoring to identify efficiencies and gaps Review and support InViron application at all Business Units 	<p>Review conducted by Sites and Corporate as part of the internal audit program.</p> <p>All Environmental Business Units using both InViron and InForm</p>	● ●
COMMUNITY	TARGETS	2016 OUTCOMES	MET
Lag Indicators	<ul style="list-style-type: none"> Number of Unresolved Community complaints (non-grievance issues) is less than 10% of total complaints 	No new complaints were left unresolved.	●
Lead Indicators	<ul style="list-style-type: none"> Complete >90% of planned community plan activities. Community and Human Rights Audit Compliance rating of >80% Complete scheduled surveys as detailed in Compliance Standards and develop a response Plan (evidenced in INX InForm). 	<p>All planned community activities were completed. Apart from major infrastructure activities which were delayed due to major weather events.</p> <p>Achieved</p> <p>Achieved</p>	● ● ●
Corporate Community Projects	<ul style="list-style-type: none"> Embed the use of In Form across the organization including the development of reports Undertake a review (gap analysis) against the Sponsorship and Donations Standard 	All sites using InForm with over 500 stakeholder groups entered. Introduced Sponsorship and Donations Policy and all sites have implemented registers.	● ●

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 2016 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	4	4	-	Non-member	3	3	4	4
J D Shale ¹	3	3	3	3	-	Non-member	3	3
J P Leviste Jr.	4	4	-	Non-member	-	Non-member	4	4
P B Sweeney	4	4	4	4	3	3	-	Non-member
W H Myckatyn	4	4	-	Non-member	3	3	4	4
M F Wilkes	4	4	-	Non-member	-	Non-member	-	Non-member
G W Raby	4	4	4	4	-	Non-member	-	Non-member
D R Garrett ¹	4	3	-	Non-member	3	2	4	2

DATA: RESPONSIBLE OPERATOR

OCCUPATIONAL HEALTH AND SAFETY

Total Company Data	2016	2015	2014	2013
Total Recordable Injuries (TRI)*	42	32	32	43
TRIFR**	3.99	2.69	4.56	5.49
All injuries(AI) ***	380	229	248	346
Fatalities (number of incidents)	1	0	0	0

TRI: Total Recordable Injuries – this is the total number of injuries requiring medical treatment, restricted work injuries and lost time injuries.

TRIFR: Total recordable injury frequency rate
All injuries – the total number of injuries (TRI+ all minor injuries)

Health and Safety Audit Performance	2016	2015	2014	2013
Macraes (%)	79	81	80	65
Reefton (%)	80	85	84	69
Didipio (%)	81	80	62	43
Waihi	88	-	-	-
Average (%)	82	82	75	59

Location	All Workplace Injuries	Recordable Injuries
Macraes	169	8
Reefton	0	0
Didipio	46	9
Waihi	38	4
Projects (Haile, Didipio and Underground)	116	21
All other (Exploration and Administration)	11	0
Total	380	42

DATA: OUR CONDUCT AND OUR PEOPLE

BOARD GOVERNANCE POLICIES AND PLANS	IMPLEMENTED	GOVERNANCE POLICIES AND PLANS	Didipio	Macraes	Reefton	Waihi	Haile
Board of Directors Code of Conduct	✓	Human Rights Policy and Compliance Standard	✓	✓	✓	✓	✓
Remuneration and Nomination Committee Charter	✓	Community and Human Rights Standard (including sponsorships and donations)	✓	✓	✓	✓	✓
Sustainability Committee Charter	✓	Code of Conduct	✓	✓	✓	✓	✓
Audit and Risk Committee Charter	✓	HSEC Policies and Compliance Standards	✓	✓	✓	✓	✓
Anti-Bribery and Anti-Corruption Policy	✓	Risk Management Policy and Guidelines	✓	✓	✓	✓	✓
Human Rights Policy and Compliance Standard	✓	Investor Relations Policy	✓	✓	✓	✓	✓
Securities Trading Policy	✓	Protected Disclosures ('Whistleblower') Policy	✓	✓	✓	✓	✓
Continuous Disclosure Policy	✓	Anti-Bribery and Anti-Corruption Policy	✓	✓	✓	✓	✓
Investment Relations Policy	✓						
HSEC Policy and Compliance Standards	✓						
Protected Disclosures ('Whistleblower') Policy	✓						
Sponsorship and Donations Policy (New)	✓						

FINES AND PENALTIES (Environment, Social and Ethical)	Total	Corporate	New Zealand	Philippines	United States
Number of non-monetary sanctions/conditions	0	0	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0	0	0
Value of fines and penalties	0	0	0	0	0
Non-compliant monitoring and technical non-compliances	86	0	42	44	0

Our People by Country	2016	2015	2014
Australia	35	29	30
Canada	6	5	
New Zealand	721	622	603
Philippines	662	700	576
El Salvador	39	36	32
USA	292	159	N/A
Total	1,755	1,551	1,241

*Note this data does not include contractors

Our Employees	2016	2015	2014
Male	1,462	1,292	1,037
Female	293	259	204
Women in leadership positions (%)	5.58	5.41	6.6
Total Turnover (%)	11.79	22	41

Note: Leadership roles: includes Senior Managers and Profession with site leadership responsibilities

Our Employees Employed Under a Collective Bargaining Agreement	2016	2015
Number of employees	308	439
Percentage of employees	17.55	28%

Philippines: 40%, Macraes:38% and Waihi 35%,

Our Managers and Senior Leaders	2016	2015
Management local hires	138	136
Management hires who are not local	23	15
Non-management local hires	1,265	1,294
% of local hires	80%	92%

*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.

Health, Safety and Corporate Training (Hours)	2016
Executives	38
General Managers	120
Managers	1,087
Superintendents	2,822
Professionals	8,938
Non-management employees	58,060
Total hrs	71,065
Total hrs/capita	40.49

DATA: VALUING OUR ENVIRONMENT AND CLIMATE

ENVIRONMENTAL GOVERNANCE POLICIES AND PLANS	Didipio	Macraes	Reefton	Waihi	Haile
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	N

Environment Audit Performance	2016	2015	2014	2013
Macraes (%)	96	95	86	69
Reefton (%)	80	99	87	65
Didipio (%)	94	81	80	65
Waihi	-			
Average (%)	90	91	82	66

Community Audit Performance	2016
Macraes (%)	75
Reefton (%)	80
Didipio (%)	85
Waihi	-
Average (%)	80

Community compliance standards were audited for the first time in 2016

Moderate to Major Environmental Spills	2016	2015	2014	2013
Macraes	0	0	0	0
Reefton	0	0	0	0
Didipio	0	0	1	N/A
Waihi	0			
Haile Operations and Projects	0			

*Didipio was not in operations in 2013 for the reporting, Haile and Waihi only fully integrated in 2016

ENERGY- Total Direct(GJ)	2016	2015	2014	2013
Didipio	1,052,578	1,673,943	1,565,759	1,367,043
Reefton	706	224,532	388,514	471,421
Macraes	820,264	564,246	443,045	955,880
Waihi	80,531			
Haile Operations and Projects	304,371			
Total	2,258,450	2,462,721	2,397,318	2,794,344

ENERGY- Total Indirect(GJ)	2016	2015	2014	2013
Didipio	325,518	48,019	N/A	N/A
Reefton	27,828	154,997	135,622	144,255
Macraes	706,692	748,171	733,345	735,166
Waihi	179,416	-	-	-
Haile Operations and Projects	21,242	-	-	-
Total	1,260,696	951,187	868,967	879,421

GREENHOUSE GAS EMISSIONS (tCO2e)- Direct Scope 1	2016	2015	2014	2013
Didipio	73,439	127,301	121,355	103,955
Reefton	49	17,077	29,539	35,829
Macraes	58,076	42,644	33,443	72,402
Waihi	5,892	-	-	-
Haile Operations and Projects	N/A	-	-	-
Total	137,456	187,022	184,337	212,186

GREENHOUSE GAS EMISSIONS (tCO2e)- Indirect Scope 2	2016	2015	2014	2013
Didipio	47,628	7,890	-	-
Reefton	1,067	5,971	5,225	5,557
Macraes	27,090	28,471	27,907	30,328
Waihi	6,878	-	-	-
Haile Operations and Projects	N/A	-	-	--
Total	82,663	42,332	33,132	35,885

Non-compliant result or technical/administrative non-compliance matter (minor in nature)	2016	2015	2014	2013
Macraes	44	33	51	0
Reefton	0	0	0	1
Didipio	40	74	83	38
Waihi	2			
Haile Operations and Projects	0			
Total	86	107	134	39

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

Protected Land and Environmental Offsets	2016	2015	2014	2013
Area of protected land manager/owned by OGC (Ha)	1,324	860	742	594
Area of offset land purchased (Ha)	21	4,389	336	
Number of trees planted in protected areas offsite	225,994	332,969	314,848	179,600

Water Use and Recycling	2016	2015	2014	2013
Water extracted for use (L)	5,610,127	3,411,485	6,013,521	3,382,503
Recycled/Re-used water (L)	23,727,306	19,027,641	12,958,023	16,149,297
% recycled/re-used water	81	85	67	81

Land Disturbance and Rehabilitation (Ha)	2016	2015	2014	2013
Total land disturbed at beginning of reporting period	2,159	1,643	1,547	1,308
Amount of newly disturbed land	518	72.5	143	255
Amount of land rehabilitated to agreed criteria	52	32	70	16
Total amount of land currently disturbed	2,625	1,683	1,643	1,547

*Note: Now includes land disturbance historical or current for Waihi or Haile Gold Project. In 2014, total amount of land disturbed was adjusted to meet audit verification in 2015.

Waste Generation	2016	2015	2014	2013
Waste Rock (tonnes)	75,297,854	52,295,788	40,663,467	53,053,564
Tailings (tonnes)	10,977,217	11,220,077	10,308,660	8,324,907
Hazardous (Oils) (L)	240,329	209,392	297,400	271,210
Waste to landfill (tonnes)	1,426	603	411	491
Hazardous (tonnes)	370	-	-	-

OUR COMMUNITY DATA

Indigenous Agreements in Place	Required	In Place	Number
Reefton	Yes	✓	1
Waihi	Yes	✓	4
Macraes	Yes	✓	1
Philippines	No	-	-

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

Local Procurement	Didipio	Macraes & Reefton	Waihi	Haile
% of spend to Local Suppliers	57	25	42	5
% of spend on National Suppliers	11	47	44	91
% of spend to International Suppliers (Goods & services obtained from outside the host country)	32	28	14	4
Total	100	100	100	100

Community and Social Investment (US\$)	Philippines	New Zealand	United States
Payments to Government	27,869,559	44,380,020	1,459,151
Gifts and Donations	1,580,141	436,601	336,717
In-kind support	-	5,652	-
Infrastructure and community investment programs	3,355,653	173,632	

*In 2013 and 2014 this statistic was not tracked. 2016 includes all microbusiness established in partnership with OceanaGold

Community Complaints	Didipio	Macraes	Reefton	Waihi	Haile
General community complaints	84	1	1	315	0
Total disputes under mediation and negotiation	66	0	0	0	0
Indigenous complaints or incidents	0	0	0	0	0
Human rights complaints or incidents	0	0	0	0	0

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

Education Scholarship and Microbusiness Developments	2016	2015	2014	2013
Educational Scholarships (College/University)	217	259	237	218
Microbusiness developments	139	117	-	-

INDEPENDENT ASSURANCE

STATEMENT

INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of OceanaGold Corporation

Introduction and objectives of work

Bureau Veritas Australia Pty Ltd was engaged by OceanaGold Corporation to provide independent external assurance of its 2016 Sustainability Report. This Assurance Statement applies to the related information included within the scope of assurance described below.

This information and its presentation in the 2016 Sustainability Report 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 second year in which we have provided limited assurance over the OceanaGold Corporation Sustainability Report.

Scope of Assurance

OceanaGold Corporation requested Bureau Veritas to verify the accuracy of the data and information included in its 2016 Sustainability Report in accordance with both the "Core" Standard Disclosures and with identified material aspects from the "Mining and Metals Sector" Disclosures from GRI G4. The complete list of assured elements is referred to within the GRI Index of the report.

The scope of work was limited to the data related to the relevant operational activities undertaken by OceanaGold Corporation for the period of 1st January 2016 to 31st December 2016.

Methodology

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

- Interviews and follow-up communication with relevant personnel;
- Review of documentary evidence produced by OceanaGold representatives;
- Audit of performance data and factual information including source verification;
- Review of OceanaGold's processes for identification, aggregation and analysis of relevant information, report content and performance data from mining operations.

Our work was planned and executed in a manner designed to produce a limited level of assurance and to provide a sound basis for our conclusions.

Our assurance process is aligned with and informed by Bureau Veritas' standard procedures and guidelines for external verification of sustainability reports, GRI G4 Reporting Guidelines and Mining and Metals Sector Supplement and the International Standard of Assurance Engagements (ISAE) 3000.

Our findings

On the basis of our methodology and the activities described above, we provide limited assurance that:

- The information and data presented in the 2016 Sustainability Report within the scope of our verification is accurate, reliable and free from material misstatements. It is clearly presented and understandable;
- OceanaGold Corporation has established appropriate systems for the collection, aggregation and analysis of relevant information and data.



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

The 2016 Sustainability report has been prepared in accordance with both the "Core" Standard Disclosures and the "Mining and Metals Sector" Disclosures of the GRI G4 Guidelines, including appropriate consideration of the Reporting Principles, profile disclosures, management approach disclosures and performance indicators.

Limitations and Exclusions

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

- Activities outside the defined reporting period;
- Statements of commitment to, or intention to undertake future actions by OceanaGold Corporation;
- Statements of position, opinion, belief and/or aspiration by OceanaGold Corporation;
- Financial data audited by an external third party;
- Other sites and activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the 2016 Sustainability Report.

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 any actual or perceived 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 independent assurance team has extensive experience in conducting assurance over environmental, social, security, safety, health and ethical information, systems and processes, and through its combined experience in this field, an excellent understanding of good practice in sustainability reporting and assurance.

Bureau Veritas Australia Pty Ltd

22nd May 2017

A handwritten signature of Andrew Mortimore.

Andrew Mortimore
Head of Sustainability Services



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VOLUNTARY INITIATIVES

AND PUBLIC COMMITMENTS

Extractives Industries Transparency Initiative (EITI)

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.



International Council on Mining and Metals (ICMM) Sustainable Development Framework

We are committed to implementing and reporting on the ICMM's Principles for Sustainable Development which over corporate governance, environmental stewardship and community engagement.



Voluntary Principles on Security and Human Rights

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.



United National Global Compact

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.



United National Guiding Principles on Business and Human Rights

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.



Global Reporting Initiative

This report was compiled in accordance with the GRI's G4 Core option guidelines and independently assured.



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