



# 2022 Sustainability Report



**OCEANAGOLD**

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*OceanaGold acknowledges the Indigenous Peoples in all jurisdictions that host our operations and offices and pays respect to the past present and future custodians of the land and culture. We aim to demonstrate our respect for Indigenous People through our actions and commitments to sustainable business practices.*

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# 2022 SUSTAINABILITY PERFORMANCE HIGHLIGHTS



Record safety result  
**TRIFR 2.3**



Board **approved**  
**interim target**  
to reduce carbon  
emissions intensity by  
30% by 2030



Assurance confirmed  
**conformance**  
**with RGMPs**



Over **\$194 million**  
spent with  
2,187 local suppliers



New Company  
**Vision & Values**



**Zero category 4**  
environmental  
incidents



**Completed**  
**Social Change**  
**Assessments**  
at each operation



**100%**  
Human Rights Impact  
Assessment actions  
completed



Applied WGC  
**Conflict-Free**  
**Gold Standard**  
at Didipio



Launched new  
**Respect at Work Policy**  
reflecting our commitment to a  
safe, inclusive, and respectful workplace

# MESSAGE FROM THE CHAIR AND CEO



Paul Benson  
Chairman



Gerard Bond  
President and CEO

## Our Purpose is mining gold for a better future.

This intrinsic focus on a better future helps define our strategic and day-to-day thinking. This not only helps us to create a better future for our stakeholders – our people, the communities that host us, our business partners and shareholders – but also makes good business sense.

To help us deliver on our Purpose, and our Corporate Objective to increase and sustain a higher value for OceanaGold shares, we launched our new Vision and Values in December 2022. Our Vision is to be a company people trust, want to work and partner with, supply and invest in, to create value. That Vision is brought to life by our Values of Care, Respect, Integrity, Performance and Teamwork, which put our people, host communities, environment, and stakeholders at the forefront of our decision-making.

2022 was another transformational year for OceanaGold. Most pleasingly, it was the safest on record for the Company, as measured by our Total Recordable Injury Frequency Rate (TRIFR) of 2.3 per million hours worked.

It was a strong year for us operationally, with the Didipio Mine achieving its full target mining and processing rates ahead of schedule, Haile beating its increased production guidance, and improved performance year-over-year in New Zealand. We also continued to advance our organic growth initiatives. In Waihi, we lodged our consent applications for the Waihi North Project in June 2022. At our Haile Gold Mine, we [received the Haile Supplementary Environmental Impact Statement Record of Decision and related federal and state permits](#) in December 2022. This completed the permitting process for the expansion of the Haile Gold Mine, including our new Horseshoe Underground.

We are steadfast in our commitment to continuously improving our performance across the Company and in 2022 we continued to make good progress against our sustainability commitments.

In February 2022, the Board of Directors approved an interim target to reduce carbon emissions per ounce of gold produced by 30% by 2030 (based on 2019 performance levels). This interim climate change target is backed by a [clear action plan](#) to help reach OceanaGold's goal to net zero operational greenhouse gas emissions by 2050. We have taken some important steps; however, we acknowledge that achieving our emissions reduction objective will require considerable sustained effort.

In June 2022, our Macraes Operation [partnered with the New Zealand Energy Efficiency and Conservation Authority](#), who are partially funding a new electric hydraulic shovel at the Operation – the first of its kind for New Zealand.

In July 2022, our Didipio Mine [launched the Community Development Fund \(CDF\)](#) - one of two new funds aimed at building community capacity and resilience, which have been added to the Didipio Mine's substantial community program in line with new terms and conditions agreed to as part of the Financial or Technical Assistance Agreement (FTAA) renewal.

The Didipio CDF and Provincial Development Fund are resourced through an additional 1.5 per cent of the mine's gross mining revenue to deliver programs that meet the needs of the region and its people.

In September and October 2022, our Company systems and operational performance were internally assessed and independently assured in line with the World Gold Council's



Responsible Gold Mining Principles (RGMPs), and both found no non-conformances. We recently released our first RGMP implementation [External Assurance Report](#), which included areas identified for continuous improvement, and remain committed to continuing to build capacity and capability in our systems, processes and people.

During the year we launched a new [Respect at Work Policy](#) and updated our [Fair Employment Policy](#). These policies reflect our commitment to create a safe, inclusive and respectful work environment, free from sexual harassment and any other forms of harassment, where people are encouraged and supported to speak up about inappropriate behavior or unfair treatment.

All our workforce contributed to the successful implementation of the Company's sustainability performance and we thank them for their dedication.

As we look ahead to 2023 and beyond, sustainability remains central to our strategy and Company performance goals. It matters to investors who increasingly rely on sustainability performance in their valuations, to our employees who want to work for a purpose-driven organization, and to other stakeholders who expect us to manage the impacts associated with our operations, and support solutions to shared global challenges. This means striving to protect the environment and to create opportunities to generate long-term value throughout the mine lifecycle – mining gold for a better future.

It is our pleasure to share our 2022 Sustainability Report and we invite you to read more about our sustainability performance.



Early development of the  
Horseshoe Underground at Haile



**Megan Saussey**  
Executive Vice President,  
Chief Sustainability Officer

## MESSAGE FROM THE CHIEF SUSTAINABILITY OFFICER

Since joining OceanaGold in December 2022, it has been a pleasure getting to know the people, communities, business partners and stakeholders who have contributed to a solid foundation of sustainability performance across the Company.

Our Company touches people's lives and we take our responsibility to them and the environment seriously. This is demonstrated in the way we support our people at work and to get them home safely; in the partnerships we foster and community objectives we support; in the environmental practices and initiatives we invest in; and in our commitment to integrity, high standards of governance and transparency.

Our objective is to continue to build on this foundation by focussing on the fundamentals and continuous performance improvement, and by nurturing our Culture and Values, to grow our shared sense of ownership and

accountability for sustainability outcomes. By doing so, my goal is that we position ourselves well for the future, ensuring we continue to meet changing societal and stakeholder expectations as best we can.

In 2023, in line with our Purpose, Vision, Values and value-generating Strategic Pillars, we are developing a multi-year Sustainability Strategy to provide clear direction and set our level of ambition. Importantly, it will be shaped by inputs from across the business and our stakeholders.

I am very pleased to have joined the Company at this exciting time and I look forward to contributing to its long-term success.

Your feedback on this report and our performance is always welcomed, and you can reach us at [info@oceanagold.com](mailto:info@oceanagold.com).

Rehabilitated tailings storage facility at  
our Reefton restoration project in New Zealand







## About this report

This report is our annual disclosure of sustainability performance at OceanaGold and covers all operating assets during the 2022 reporting period.





Chloe is a Store Person at our Waihi Operation

## ABOUT THIS REPORT

This Sustainability Report is OceanaGold's annual disclosure of sustainability performance and incorporates all operating assets (including brownfield exploration and project development) during the 2022 reporting period. These assets include:

- Haile Gold Mine, South Carolina, United States of America
- Didipio Mine, Luzon Island, Philippines
- Waihi Operation, North Island, New Zealand
- Macraes Operation, South Island, New Zealand.

The report includes some additional information about our corporate offices and closed sites. However, these are not incorporated in the reported data.

References to 'OceanaGold', 'the Company', 'we' and 'our' refer to OceanaGold Corporation and subsidiaries unless explicitly stated otherwise.

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and the GRI G4 Mining and Metals Sector Disclosures. It covers the period 1 January to 31 December 2022, our fiscal year. This Sustainability Report is reviewed by the responsible operational and company representatives, relevant management, reviewed and endorsed by the Executive Leadership Team (ELT), and approved by the Board Sustainability Committee.

There were no significant changes in the parameters of this year's report compared to previous years. However, it has been

restructured and streamlined to enhance readability and more clearly highlight performance in 2022. This report should be read in conjunction with the year-on-year performance data and the Basis of Preparation for this data, which is available in our interactive [ESG Data Centre](#). Further information about our Responsible Mining Framework, policies, statements of position, standards and guidelines can be found on [our website](#).

All financials are reported in US dollars (US\$) unless otherwise stated.

Bureau Veritas provided independent assurance for 2022 sustainability reporting disclosures. Limited assurance on select publicly reported material data and statements was completed using ISAE 3000. Bureau Veritas' assurance is reflected in the Assurance Reports for the following disclosures: Sustainability Report and ESG/Sustainability data set and World Gold Council Responsible Gold Mining Principles Report.

Other reports and information available on our website include, our [Modern Slavery Statement](#), [Annual Information Form](#), [Quarterly Financial Reports](#) and [Management Discussion and Analysis](#), [Extractive Sector Transparency Measures Act \(ESTMA\) Report](#), [Annual General Meeting Circular](#), corporate presentations, and [News and Insights](#).

We welcome feedback on this Sustainability Report or any aspect of our sustainability performance: [info@oceanagold.com](mailto:info@oceanagold.com).

## Forward-looking statement

This report contains “forward-looking statements and information” within the meaning of applicable securities laws.

“Forward-looking” statements or information may include, but are not limited to, statements with respect to the Company’s: sustainability strategy; short-term and long-term sustainability goals including carbon intensity goals; strategic priorities and related goals, targets, commitments and plans, and the Company’s expectations regarding same; expectations regarding pilot projects; expectations regarding the Didipio Arsenic Treatment Plan; expectations the Company will stabilize and reduce arsenic levels at Didipio; continued development and implementation of a climate change strategy; expectations regarding the integration of GISTM tailings management requirements into the Company’s Tailing Governance Framework; ongoing and future restoration projects; expectations regarding completion of the water treatment plant at Haile; expectations regarding the Company’s responsible supply chain program;—expectations regarding the Cultural Balance Plan with iwi (Maori); expectations regarding increasing local employment; implementation of additional training with respect to equity, inclusion, diversity, human rights, as well as occupational health and safety; ethics and integrity initiatives.

Often, but not always, forward-looking statements and information can be identified by the use of words such as “may”, “plans”, “expects”, “projects”, “is expected”, “budget”, “scheduled”, “potential”, “estimates”, “forecasts”, “intends”, “targets”, “aims”, “anticipates”, “goal”, “with the intent”, “strategy”, or “believes” or variations (including negative variations) of such words and phrases, or may be identified by statements to the effect that certain actions, events or results “may”, “could”, “would”, “should”, “might” or “will” be taken, occur or be achieved.

Forward-looking statements and information involve known and unknown risks, uncertainties and other factors which may cause

the actual performance of the Company to be materially different from any future performance expressed or implied by the forward-looking statements. Such risks, uncertainties or factors include, among others: consequences of climate change; costs of compliance with environmental laws; risks relating to the development and use of new technology or lack of appropriate technologies needed to advance the Company’s goals; changes in laws and governmental regulations; actual or anticipated results of production; revisions to project or other operating parameters; operational failures; natural disasters and adverse weather conditions; legal challenges to mining and operating permits; general business, political, social, labour, economic and market risks, uncertainties, or factors, as well as those factors discussed in the section entitled “Risk Factors” contained in the Company’s Annual Information Form in respect of its fiscal year-ended December 31, 2022, which is available on SEDAR at [www.sedar.com](http://www.sedar.com) under the Company’s name.



















Although the Company has attempted to identify important factors that could cause actual performance to differ materially from those described in forward-looking statements and information, there may be other factors that cause actual performance to differ from that anticipated, estimated or intended. Forward-looking statements and information contained herein are made as of the date of this report and, subject to applicable securities laws, the Company disclaims any obligation to update any forward-looking statements and information. There can be no assurance that forward-looking statements and information will prove to be accurate, as actual performance could differ materially from that anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking statements and information due to the inherent uncertainty therein. All forward-looking statements and information made herein are qualified by this cautionary statement.

Resource drilling at Innes Mills at the Macraes Operation



## Sustainability performance scorecard

This scorecard summarises the status of sustainability commitments or metrics that were previously identified and progressed in the 2022 reporting year.

AREA	INDICATOR	STATUS	COMMENT
Company-wide	Independent assurance over OceanaGold's conformance with Responsible Gold Mining Principles		Assurance completed by Bureau Veritas
	Maintain or enhance ESG performance rating among top ESG ratings agencies		High third-party ratings (MSCI, SUSTAINALYTICS)
People & Culture	Fair Employment Committee development of workplace inclusion objectives		Commenced in 2022
	Maintain female leadership representation at or above 20%		20.3%
	Develop a consistent career management framework across Company		To 2023
	Publish updated Code of Conduct		Completed early 2023
	Implement an Internship and Graduate Program across Company		Early career initiatives underway to be formalised in 2023
	Deliver module four of Gold Leadership training and develop frontline leadership program		Training resources completed and made available, roll out ongoing in 2023
	Leadership effectiveness rating of 59%		Overall leadership effectiveness rating of 54%, with some operations exceeding target
	Develop an Employee Value Proposition strategy		Commenced in 2022
Health & Safety	Total recordable injury frequency rate (TRIFR) of < 3		2.3
	Total Category 4 <sup>1</sup> Injury Frequency Rate (Cat 4 IFR) of < 0.2		0.3
	≥ 90% of the leadership team achieving target in Gold Standard Leadership safety activities		100% of participants achieved target
	Complete 90% of all High Potential Incident (HPI) actions		95%
	Conduct monthly aligned critical control audits of Principal Hazards at all Operations		Completed for all Principal Hazards
	Complete baseline occupational hygiene sampling programs across all Operations.		Commenced in 2022. To be completed in 2023.
	Undertake statistical review of sampling data and review exposure risks at all Operations		Deferred to 2023
Community	Develop a work plan to achieve an internal External Affairs and Social Performance compliance level of >75%		Developed and continues to be implemented



Achieved



Partially achieved



Deferred/Ongoing



Not achieved

<sup>1</sup> Category 4 Permanent/irreversible disabling illness, injury, or health impact, LTIs greater than 5 weeks.



	Develop Waihi mine lifecycle sustainability strategy		Completed and incorporated in Waihi Balanced Business Plan
	Complete baseline social change assessments		Completed at all operations
	Complete Haile Stakeholder Engagement Plan, including stakeholder identification, mapping and analysis		Completed
Human rights	Develop and implement workplan as per Human Rights Impact Assessments at Waihi and Macraes operations		Developed and being implemented
	Continue Responsible Supply Chain Framework development, including update of policies, codes and practices		Development continued
	Complete assessment of Didipio operations against World Gold Council Conflict Free Gold Standard		Assessment completed
Environment	Zero Category 4 <sup>2</sup> or greater environmental events		Zero events
	Zero prosecution or enforcement action resulting from environmental non-compliance or events		Zero prosecution or enforcement
	Legal Compliance Audit corrective action plans developed and > 90% completion of planned actions		98% completion
	Integrate GISTM tailings management requirements into the Tailings Governance Framework		Targeting alignment with GISTM in 2024
	Complete a GISTM alignment audit		Undertook internal self-assessment
Climate change	Board endorsed targets		Interim target to reduce carbon emissions intensity per ounce of gold produced by 30% by 2030 (in addition to existing Net Zero by 2050 goal.)
	Emission reduction budgets approved		Evaluation of opportunities ongoing
	Update scenario analysis with refined modelling		To be considered as part of climate strategy review and update in 2023
	Improve measurement and monitoring capabilities		To be considered as part of climate strategy review and update in 2023
	Embed climate change risks into operational risk registers and strategic risk registers		Completed for all sites except Didipio. Didipio to complete in 2023
	Revise Scope 3 emission assessment with updated material emission factors from source data		To 2024
	Establish a corporate performance KPI for energy and carbon management		2023 KPI established
	Complete negotiations with electricity suppliers to maximize access to increased renewable energy		Negotiations completed
	>90% completion of Energy Management Plan actions		92% completion



Achieved



Partially achieved



Deferred/Ongoing



Not achieved

<sup>2</sup> Category 4 (OGC Risk Matrix) Measurable medium-term impact off site (lasting less than six months post remediation).



## Our Company

- Our business
- What we do

OceanaGold is positioned for growth and focused on doing things the right way.

Josh is an Underground Stores Operator at our Waihi Operation



## OUR COMPANY

OceanaGold is a multinational gold producer committed to the highest standards of technical, environmental and social performance. At each of our operating assets we contribute to economic growth, employment and skills development and community and environmental partnerships.

The gold, copper and silver we produce help power the global economy; hold important historic and cultural significance; and are essential to the renewable energy and transport sectors, life-saving medical devices and the technology that connects communities around the world.

We are a member of the [United Nations Global Compact](#) and support the ten principles on human rights, labour, environment and anti-corruption.

As a member of the [World Gold Council](#), we are committed to complying with the Responsible Gold Mining Principle and Conflict Free Gold Standards.

OUR PURPOSE

# Mining gold for a better future

OUR VISION

## A company people trust, want to work and partner with, supply and invest in, to create value



### CARE

We care for the safety, health and well-being of our people, the environment and local communities



### RESPECT

We respect and listen to each other, embracing different views and diversity in all its forms



### INTEGRITY

We do the right thing and take accountability to deliver on our commitments



### PERFORMANCE

We strive for excellence through learning, continuous improvement and innovating



### TEAMWORK

We achieve great outcomes by everyone contributing and working together



## Our Business

OceanaGold is a multinational gold producer with four producing operations: the Haile Gold mine in South Carolina USA, Macraes Operation in New Zealand's South Island, Waihi Operation in New Zealand's North Island and Didipio Mine in Luzon, Philippines.

We are headquartered in Vancouver Canada, with support offices in Australia, New Zealand and Singapore.

### VANCOUVER HQ

#### Didipio Mine

**Profile:** Underground operation producing gold and silver as doré bars and copper/gold in concentrate

**2022 production:** 113.2koz gold & 14.4kt copper & 184.3koz silver

**Employees:** 791

#### Haile Gold Mine

**Profile:** Open pit operation and underground development producing mainly gold as doré bars

**2022 production:** 176.2koz gold & 154.2koz silver

**Employees:** 616

#### Waihi Operation

**Profile:** Underground operation producing gold and silver as doré bars

**2022 production:** 39.1koz gold & 120koz silver

**Employees:** 357

#### Macraes Operation

**Profile:** Open pit and underground operation producing mainly gold as doré bars

**2022 production:** 143.7koz gold & 6.1koz silver

**Employees:** 607

## What we do

### Our product and customers

Each of our operations produce gold doré bars (containing gold and silver) that are stamped with the mine of origin. At the Didipio Mine in the Philippines we also produce copper-gold in concentrate.

The gold doré is refined and cast into London Bullion Market Association Good Delivery Standard bars and marked with the refiner stamp. Gold is sold to financial institutions and/or refineries.

The Perth Mint, Metalor, ABC Refinery and Trafigura have stated commitments to socially responsible and conflict-free metals sourcing and their policies are available on their websites.

OPERATION	PRODUCT	CUSTOMER
Didipio Mine	Gold doré	ABC Refinery, Australia
	Gold doré	Bangko Sentral ng Pilipinas (Philippines central Bank)
	Copper concentrate	Trafigura (offtake agreement)
Haile Gold Mine	Gold doré	Metalor, USA
Macraes Operation	Gold doré	Perth Mint, Australia
Waihi Operation	Gold doré	ABC Refinery, Australia

### Our supply chain road map

The diagram to the right outlines the typical principal elements of the gold mining life cycle in relation to our supply chain.







## Our approach

- Materiality
- Stakeholder engagement
- Sustainability governance
- The Board and Board Committees
- Executive Leadership Team
- Performance and reward
- Risk management
- Monitoring effectiveness and compliance
- Integrity & ethics

Sustainability is fundamental to the way we do business.



# OUR APPROACH

Sustainability is fundamental to the way we do business. It matters to investors who increasingly rely on sustainability performance in their valuations, to our employees who want to work for a purpose-driven organization, and to other stakeholders who expect us to manage the impacts associated with our operations, and support solutions to shared, global challenges.

This means striving to protect the environment and to create opportunities to generate long-term value throughout the mine lifecycle.

Our **Responsible Mining Framework** provides a consistent and pragmatic approach to achieving our sustainability

objectives. It includes Board endorsed commitments contained in a set of **policies** covering key sustainability areas including environment and climate, human rights, community, health and safety, fair employment, anti-bribery and corruption and stakeholder engagement. These policies are supported by Statements of Position, Performance Standards, operational processes and systems, internal and external assurance, and regular, transparent reporting on our sustainability performance.

We are committed to complying with the World Gold Council's **Responsible Gold Mining Principles** (RGMPs) and applying the principles of the UN Global Compact across all our operations.

## Performance snapshot: Responsible Gold Mining Principles Implementation



In 2019, the World Gold Council released the Responsible Gold Mining Principles (RGMPs) – 10 principles that set clear expectations about what constitutes responsible gold mining across key environmental, social and governance issues in our sector.

OceanaGold made a commitment in 2019 to conform to the RGMPs at all mining and processing operations it directly controls by 2023.

Since then, we have undertaken significant steps to align, and ultimately conform, with the RGMPs. The process included:

- Developing or updating, and implementing policies, systems, processes and controls
- Disclosing information that helped external stakeholders understand how conformance with the RGMPs was achieved
- Obtaining independent assurance over the process to ensure stakeholder confidence and credibility in the process and conclusions.

OceanaGold's ongoing commitment means the Company will have its policies, systems, processes and controls independently assured annually to demonstrate conformance against the RGMPs.

## The Journey to Conformance

### 2020 | Year 1 Preparedness



The Company completed a self-assessment across corporate offices and operations, to determine conformance and develop corrective action plans in readiness to align with the RGMPs. An RGMP Working Group was established to drive a continuous performance improvement process. This involved developing action plans to support a three-year program to conformance, with a focus on reviewing Company policies, systems and processes. We conducted external assurance to confirm completion of the readiness review process.

### 2021 | Year 2 Alignment



Action Plan implementation continued with a focus on enhancing corporate policies, systems and processes. The Company commenced development of a refreshed Code of Conduct and commenced refining the Responsible Supply Chain Framework. There was continued focus on enhancing governance, and social and environmental performance processes and programs. We completed a second internal self-assessment to maintain business and operational focus and external assurance to confirm progress.

### 2022 | Year 3 Conformance



The Company continued to enhance internal awareness of RGMPs with a strong focus on building system capability and communicating to operational teams. We completed all action plans, an internal self-assessment, and completed an independent external assurance audit which included:

- A detailed review of Company policies, systems, processes and document management
- Site verification visit at the Didipio Mine testing the implementation of Company systems through observations of activities, site tour, interviews of process owners, employees, contractors, and a review of documentation and records. In addition, the site visit included confirmation of Didipio's systems and process conformance to the Conflict Free Gold Standards
- Supplementary conformance testing of various RGMPs from our other three operating sites
- The audit concluded no non-conformances with the RGMPs.

## Continuous Improvement

As a responsible miner, the Company's commitment to continuous improvement means that we will continue to align to industry-leading mining practices in conformance with the RGMPs and to achieve sustainable mining outcomes for the communities that host our operations. Testing and confirming our conformance with the RGMPs is an ongoing process.

You will find more information about our commitment to the RGMPs – including our Conformance Statement - and the continuous improvement projects we have underway [on our website](#).



## Materiality

We strive to improve our performance and increase disclosure in those areas where we have the largest potential positive or negative impact on stakeholders. For 2022 reporting, we reviewed and refined the materiality assessment conducted in 2021 and in 2023 plan to continue to strengthen our materiality assessment process as a part of the development of a Company-wide sustainability strategy. We assess materiality in alignment with GRI by considering potential impact on and influence of stakeholders.

### Most material

TOPIC	ASPECT
<b>Health and Safety</b>	Worker injury and fatality risk, disease control, mental health and wellbeing, security, emergency response, crisis management
<b>Tailings storage management</b>	Global Industry Standard on Tailings Management (GISTM), communities, transparency, collaboration
<b>Economic impact and social investment</b>	Direct and indirect economic value created, local hire, local procurement, social investment, tax transparency
<b>Social Performance</b>	Community relationships, grievances, land access, artisanal-scale mining
<b>Climate change and energy</b>	Strategy, governance, risk management, metrics and targets
<b>Biodiversity</b>	Livelihood impacts, reclamation and habitat protection, mining impacts
<b>Closure planning</b>	Closure risk and liability, post, closure management, lifecycle planning
<b>Human rights</b>	Due diligence, equity, indigenous people, resettlement, security, cultural heritage, supply chain, modern slavery
<b>Water and Effluents</b>	Water context at sites, operational risk, management, efficiencies

### Material

TOPIC	ASPECT
<b>Workforce</b>	Diversity & inclusion, labour-management, training & education, employment
<b>Business integrity and compliance</b>	Business conduct, anti-corruption, policy influence, compliance, memberships, lobbying
<b>Waste</b>	Waste, overburden, hazardous materials handling, storage and transport, spills

### Important

TOPIC	ASPECT
<b>Other emissions</b>	Hazardous/criteria air pollutants, volatile organic compounds (VOCs)
<b>Responsible supply chain</b>	Supplier screening, engagement, social, environmental impacts
<b>Product stewardship</b>	Value chain, product life cycle, chain of custody

## Stakeholder engagement

Aligned with our Value of Respect, we actively engage with internal and external stakeholders and experts to enrich and challenge our sustainability practices. We consider any person or organization potentially impacted by our activities or influential to our success to be a stakeholder.

As outlined in our [External Affairs and Social Performance Manual](#), each of our operations is required to implement an engagement plan that outlines key aspects such as identification of key stakeholders, maintenance of ongoing and honest dialogue, and the requirement to provide transparent, timely and fact-based communications in an accessible and clear manner.

In 2022, to gain a deeper understanding of our corporate stakeholder perceptions, identify areas for improvement and update our corporate engagement strategy, we conducted a perception survey across identified key stakeholder groups. These groups included major contractors, banks, academics, researchers, think tanks, industry associations, business partners, NGOs and civil organizations and media.

Whilst a relatively small initial sample size, the outcomes of the perception survey provide us with insights to gain a better understanding of stakeholder perceptions, identify areas for improvement and update our engagement strategy.

The respondents identified social and environmental impacts, ethics, and transparency as the most important trust factors in the mining and metals industry and over 80% identified OceanaGold as responsible.

Key opportunities identified from the survey feedback included increasing the profile of our social performance, enhancing our focus on new technologies and engaging in supply chain leadership.

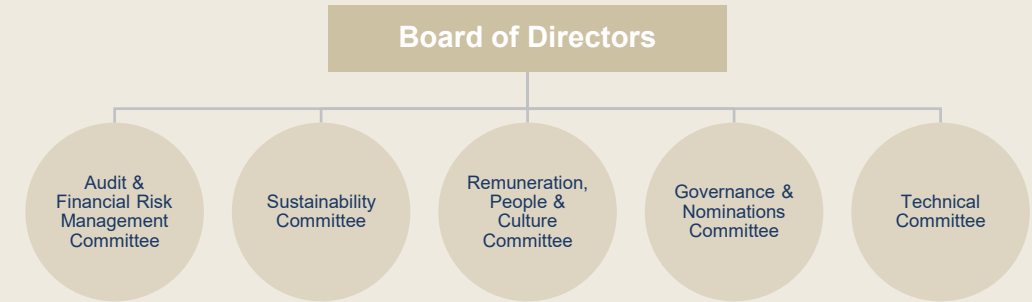


Visitors view environmental projects at the Macraes Operation



## Sustainability Governance

Strong governance is essential to the long-term sustainability of our Company. The Board and Executive Leadership Team (ELT) is committed to a strong governance framework that supports our vision to be a Company people trust, want to work for, partner with, supply and invest in. More information about our governance systems is available on our [Company website](#).



## The Board and Board Committees

Our Board, executive and senior leadership teams regularly review, monitor and discuss sustainability issues and risks. Sustainability matters are included in standard agenda items for these forums and form an integral part of strategic and operational planning and discussion.

The Board Sustainability Committee assists the Board by overseeing, monitoring and reviewing the Company's sustainability strategy, policy, performance, risk and reporting, as well as compliance with legal and regulatory requirements in safety, occupational health, environment, climate change, tailings management and governance, and social performance and human rights.

The Remuneration, People and Culture Committee provides the Board with oversight of the remuneration framework, including the sustainability key performance indicators in the balanced scorecard, and aspects of organizational culture such as behaviours and diversity, as well as the employee experience.

The Audit and Financial Risk Management Committee regularly receives updates on the Speak Up (whistleblower) disclosures received, investigation status or outcome, and any actions taken.

More information about our [Board and Board committees](#) including the [committee charters](#) is available from our annual [AGM Management Information Circular](#).



Kirsty and Leroy from the  
Geology team at our Waihi Operation

Meeting of the Tailings Storage Facility Team and external consultants at the Didipio Mine



## Executive Leadership Team

The **Board of Directors** delegates certain responsibilities and authorities to the Chief Executive Officer (CEO) and the **Executive Leadership Team** (ELT) to enable them to conduct OceanaGold's day-to-day activities, subject to certain limitations. Matters beyond the scope of these limitations require Board approval.

Our Chief Sustainability Officer is responsible, and our CEO is accountable, for safety and sustainability strategy, governance, and oversight. Our Chief Operating Officers and operational senior management teams are accountable for executing our sustainability objectives, standards and plans and for managing relevant risks and performance.

Dedicated specialists at the operational level manage outcomes and provide on the ground advice and support to operational management to implement as required.

Group-level functions relevant to sustainability include health and safety, finance, environment, social performance and human rights, people and culture, communication, business integrity, risk and legal. These functions are responsible for governance frameworks, setting strategic direction and common goals, providing advice and subject matter expertise, supporting site capability and consistency, engaging in stakeholder dialogue and advocacy, and reporting on risk and performance to the executive leadership teams and the Board.

## Performance and reward

We measure progress and results in a holistic way, both in terms of what we achieve and how we deliver it. Every year we review and update a balanced scorecard of operational and sustainability KPIs. In 2022, the sustainability measures made up 20% of the overall weighting.

In 2023, this will be increased to a total of 25% of at-risk remuneration tied to sustainability outcomes. This includes the addition of new KPIs relating to occupational health performance, as well as strengthened climate change deliverables endorsed by the Board in February 2023.

## Risk management

Risk management is an integral part of operating our business and an effective risk management framework promotes a risk-aware culture, protects business value, reduces the potential impacts of hazards to the business, and secures a safer work environment and growth opportunities. The Board is responsible for risk oversight and management and is assisted in the discharge of its responsibilities by various committees including the Sustainability Committee (in relation to sustainability risks) and the Governance & Nomination Committee (in relation to governance risks).

Our risk management framework includes various internal controls and written policies and procedures, including policies and procedures relating to health, safety, environment, external affairs and social performance designed to support a high standard of performance and regulatory compliance. Risk management is considered at the operational level as a part of day-to-day activity. Risks are recorded in an operational-level risk register that includes safety, environment, stakeholder and business interruption risks.

During 2022 we commenced a targeted review of our corporate risk register, including risk descriptions, controls and consequences and we developed a three-step plan to complete a governance review and enhancements to reporting. We also commenced an update of our Risk Management Policy and Standard.



## Monitoring effectiveness and compliance

We have a risk-based internal assurance program that includes adherence to company standards and procedures on key sustainability areas including social performance, environment and health and safety. The findings of these assurance processes provide year on year insights around performance strengths, capability gaps, where corrective action strategies are required and where corrective action plans have been closed out. This process is focused around the Company's key risks and material topics.

We undertake regular self-assessments of our sustainability performance and practice and obtain independent assurance or audit where appropriate. In 2022, we completed independent assurance of our conformance to the World Gold Council's [Responsible Gold Mining Principles](#) and against the [Conflict-Free Gold Standard](#) at our Didipio Mine.

We also obtain independent assurance of our compliance and alignment with various international sustainability standards. This includes [annual confirmation](#) that our Integrated Management System meets the requirements in accordance with the ISO 14001 Environmental Management System Standard and the ISO 45001 Occupational Health and Safety Management System Standard.

In 2022, our Didipio Mine maintained their ISO 14001 certification for their Environmental Management System and our Haile operations achieved their three-yearly recertification with the [International Cyanide Management Code](#). Our other operations that use cyanide, Waihi and Macraes in New Zealand, are scheduled to undertake independent verification audits in 2023.

Key aspects of our tailings storage facility governance are subject to regular independent review, in alignment with the principles of the Global Industry Standard of Tailings Management (GISTM). Monitoring and compliance results are discussed by the Tailings Governance Committee and escalated to the Executive Leadership Team and Board level as appropriate.

## Integrity & ethics

We are committed to upholding the highest standard of integrity, fairness and ethical conduct and creating a supportive environment where our people feel safe to speak up.

### Code of Conduct

Our [Code of Conduct](#) (Code) outlines who we are and how we do business. It applies to all representatives including directors, officers and employees, and we require similar standards from our contractors, suppliers and business partners. A detailed review and update of our Code was conducted in 2022 and a new Code launched in Q1 2023.

## Anti-bribery and anti-corruption

Our [Anti-Bribery and Anti-Corruption Policy](#) prohibits bribing government officials, making facilitation payments, commercial bribery or acting with a conflict of interest. Relevant employees and Board members are required to undertake biennial training as outlined in our Anti-Bribery and Anti-Corruption [Standard](#).

### Speak-up

We strive to create a culture where people feel safe and supported to speak up, have a voice and share ideas in the best interest of the Company and our performance.

In addition, we have a independent and confidential 24-hour [Whistleblower hotline](#) where all stakeholders can report concerns relating to serious breaches of our Code of Conduct or potential misconduct. Where disclosures are substantiated, we take appropriate remedial action and advise the reporter on the progress and outcome of the process. We will not tolerate any form of retaliatory or discriminatory action against anyone who makes a disclosure or participates in an investigation. Information summarizing the disclosures made via our Speak Up Whistleblower hotline are provided in the Ethics and Integrity section of this report on page 42.

Details on how to speak-up, including in-country contact details, are available on the [company website](#) and in the [Speak Up Policy](#).



Buba and Haley conduct water quality sampling at the Haile Gold Mine



## Health and safety

- Personal safety
- High potential incident management
- Occupational health
- Emergency preparedness and crisis management

### Highlights:

Zero fatalities

Record Company  
safety performance as  
measured by TRIFR

TRIFR of 2.3, down from  
3.4 in 2021

19 Total Recordable  
Injuries, down from 22  
in 2021

Hannah is a Processing Specialist at our Haile Gold Mine



# HEALTH AND SAFETY

The health, safety, security, and wellbeing of our workforce is paramount, a measure of our success and is reflected in our Values. This means we continuously strive to integrate consideration of these factors into decision making and planning, consult and communicate with workers and community, and maintain a strong safety culture. We report, investigate, and learn from our safety performance on an ongoing basis. Every person is essential in supporting, embracing and promoting our safety performance across the Company.

## Personal safety

2022 was a record year for safety performance for the Company, with a Total Recordable Injury Frequency Rate (TRIFR) down to 2.3 from 3.6 in 2021. This was well below our target TRIFR of 3 for 2022. There were 19 recordable injuries in 2022, a decrease from 21 in 2021. Lost time injuries decreased from nine in 2021, to seven in 2022.

Several initiatives were progressed during the year which supported our strong safety performance, including a focus on safety stops, principal hazards, planned task observations and the quality of interactions.

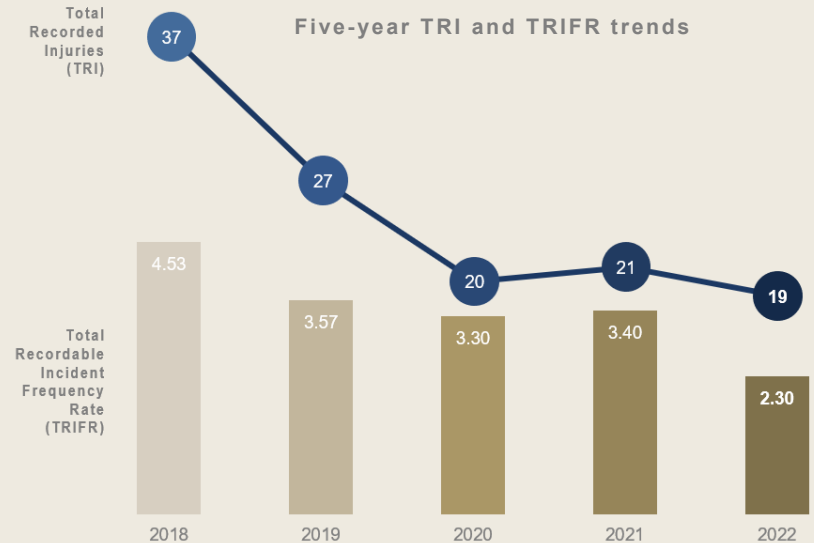
We conducted a Company-wide safety maturity survey which measured performance against the key aspects of a strong safety culture:

- acceptability and ease of use and uptake of enabling safety systems
- systems, processes and procedures that underpin and sustain improved safety performance
- leadership and governance.

Workshops to review the results were completed at both Waihi and Macraes and are scheduled for Didipio and Haile in 2023. The outcomes of this project include enhancing our health and safety committees and communication, and a review of site-based safety behaviour and recognition programs.

In 2022 we revised the OceanaGold Gold Standard Leadership Safety Program – our safety culture program aimed at maintaining visible senior safety leadership. We expanded the key measures senior leadership are accountable for to include qualitative, outcome focused and principal hazard control measures, in addition to the existing quantitative measures. Results have indicated an increase in the quality of interactions, for example the number of attendees in safety engagement activities, and consistency in the messages disseminated.

As many COVID-19 restrictions remained throughout 2022, we continued to take simple measures to minimize the risk of employees contracting or spreading COVID-19 at work or in transit to work. We also maintained our site-specific operational continuity plans.



Marilyn is a nurse and Supervisor of Occupational Health at our Waihi Operation



## Macraes Operation Safety Stop



Our Macraes Operation in New Zealand turned their safety performance around in 2022 reducing their peak TRIFR of 7.9 in March 2022, to 5.2 at the end of December 2022.

Following three high potential and three serious injuries in the first quarter of the year, the Macraes operation stopped production for two day-long Safety Stops. The event allowed employees and contractors across all shifts and rosters to come together, discuss safety and share feedback and ideas. The focus for participants was their individual role in safety and proactively considering the safety of others. From April to December there was a significant improvement in safety interactions being conducted.

## High potential incident management

There were 12 High Potential Incidents (HPIs) in 2022, an increase from nine in 2021. Four of these HPIs related to falls from equipment or ladders.

In 2022, we reviewed our processes to reduce HPIs and commenced a systematic exercise across all sites to confirm the principal hazards<sup>3</sup>, including a bow-tie analysis to identify critical controls for each of the identified principal hazards across the operations.

A key outcome from this process included the development of Critical Control Checklists, which are used to focus attention on those controls that mitigate against the principal hazards identified. We conduct corporate-sponsored bow-tie workshops and 10 critical control checklists are put in place each year.

In 2022, we completed a total of 13 bow-tie workshops and commenced 45 critical control checklists. The actions outlined in the critical control checklists can include short-term and longer-term controls.

Sarah and Jaxon are Mine Operators at our Macraes Operation



<sup>3</sup> Principal hazards are any hazard that has the potential for one or more fatality and a bow-tie analysis considers both the proactive and reactive controls in place to avoid and respond to an unplanned event. The bow-tie analysis process is a facilitated workshop attended by subject matter representatives from all operational sites.



Didipio Community Development Corp. team member, Vilma, at a blood drive held in partnership with the Philippines Red Cross, in Didipio

## Occupational health

During 2022, we continued working with sites to complete the baseline exposure assessments for occupational health and exposure hazards. These are a critical aspect to our approach due to the extended time periods associated with potential health hazard impacts.

All roles at each site are categorized into similar exposure groups (SEGs), and health hazards are identified and prioritized. Baseline monitoring is undertaken to inform the operations of their actual measured exposures and exposure risks. This process includes a verification and validation phase, which was completed at Waihi in 2022 with the three remaining operations due for completion in 2023.

Completing the baselining process for all sites in 2022 was impacted by COVID-19 restrictions, equipment calibration, obtaining sufficient sampling mediums and a reduction of adequately trained hygiene technicians.

Once complete, this process will strengthen our ability to monitor and manage the exposure pathways and mitigate the potential for longer-term impacts on the health of our workforce.

## Emergency preparedness and crisis management

In 2022, we engaged an external specialist to lead a review of our corporate Crisis Management Plan and procedures. The review was completed in August and the Company's Crisis Management Plan was updated to reflect key findings. These included a clearer structure and enhanced guidance around the assembly of the crisis management team, briefings, communication strategies and responses for specific scenarios and the update of specific participant duty cards.

Each site also completed a review of their emergency response capability and plan, which covered facilities, rescue equipment, training schedules, data management and scenario training events. They also undertook a training exercise of a Category 3 emergency response scenario, which included corporate notifications and activation of local external emergency services. Local community members are notified of these training exercises and were welcome to attend.





## Community

- Community engagement and acceptance
- Assessing social change
- Sustainable development
- Local procurement
- Social investment
- Complaints and grievances

### Highlights:

Spent over \$194 million with 2,187 local suppliers

Invested \$4.2 million delivering social investment projects

Completed Social Change Assessments at each operation

51% decrease in community complaints from 2021

Jeannine, a Community Engagement Officer at our Waihi Operation, sharing information about our Waihi North Project



# COMMUNITY

We strive to create positive legacies and supporting shared value and opportunities across our business. Meaningful engagement with community, civil society and local government representatives is essential to earning and maintaining their acceptance. We undertake a methodical approach to understanding stakeholder views, minimizing negative effects, and maximizing positive ones. This approach benefits our employees and our diverse range of external stakeholders, including government, contractors and the communities that host our operations.

## Community engagement and acceptance

Our community relations approach is based on inclusive, proactive, and timely impact management and communication. We seek to actively engage in a culturally appropriate manner, with a diverse range of community members and leaders, and local and national governments.

All operations have a grievance mechanism and a Community Consultative Committee in place. The Committee provides a regular forum for information exchange and discussion with community representatives.

In 2022 we reviewed the Haile Gold Mine Community Committee model against industry best practice frameworks and worked with community members to make some changes, including the drafting of a Community Consultative Committee charter and changing the nomination process to allow greater input from community members themselves. The changes will come into effect in 2023.

At Macraes, in response to feedback from local landowners, we expanded the Community Consultative Committee's agenda to include monitoring of school capacity.

## Assessing social change

In 2021 each operation commenced a Social Change Assessment, conducted to understand the various impacts – both positive and negative – of our operations on the host communities. The assessment for the Didipio Mine was completed in 2021 and for the Haile Gold Mine, Macraes and Waihi Operations in 2022.

These Social Change Assessments form a socio-economic baseline that had not been previously established prior to the commencement of operations. They also identify sustainable development opportunities in the host communities and close any gaps in the Company's understanding of its impacts. The assessments did not identify any material impacts which were not already being addressed.

Waihi Beach Hop Warm Up Party



## New fleet carries more meaning



In 2022, we replaced haul truck trays in the Macraes open pit mine fleet with new lightweight and more wear-resistant models. Each tray is 18 tonnes lighter, making them safer and more efficient. The trays have been painted with colours that highlight key community, health and wellbeing initiatives that are meaningful to our workforce. These include blue for men's health, red for volunteers' week, and pink for breast cancer awareness.

## Sustainable development

Making a positive contribution and legacy for the communities in which we operate is critical to ongoing stakeholder support and acceptance. We seek to positively impact socio-economic development and work in collaboration with suppliers, local government and community representatives to find mutual benefits and solutions to common challenges.

## Local procurement

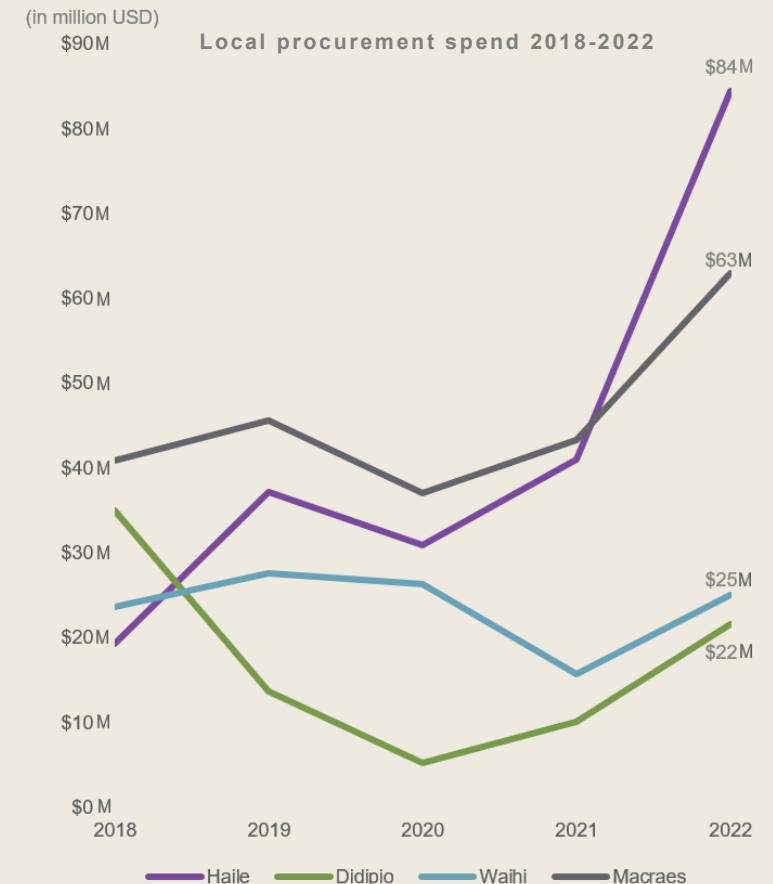
In 2022, we spent over \$194 million with 2,187 local suppliers across our operations.

### Year-on-year local procurement by operation

The year-on-year increase in local procurement at Haile and Waihi partially reflects a methodology change in 2022, with an extension of the supplier areas considered 'local'. For Haile, this now includes all of South Carolina, and for Waihi this now includes the Waikato and Bay of Plenty local government areas. These changes better reflect the regional communities that host our operations and align with the definition of 'local' used for Didipio and Macraes. The year-on-year increase in our local procurement at the Didipio Mine reflects the first full year of operations post re-start, plus our commitment to work with local suppliers wherever practically and commercially feasible.

The Haile Gold Mine updated its local procurement strategy and approach to ensure continued creation of positive local outcomes. Implementation of the new approach will commence in 2023. Key changes made at Haile in 2022 included:

- a more specific and geographically tiered definition of 'local' to distinguish between suppliers within the immediate vicinity of operations, and those in the regional area
- an increased focus on assessment of local capabilities in key operational areas, repackaging tenders to align with local capabilities and providing an additional favourable weighting for local businesses through the tender assessment process
- baseline data capture to measure effectiveness in number of contracts and percentage of total spend.







Community Development Fund ground-breaking ceremony in Ifugao Village, Quirino



Participants in the Jumpstart driver training program in Waihi

## Social investment

In 2022, we spent \$4.2 million delivering social investment projects to address local community-identified needs. This included social investment of \$3.7 million on community programs in and around our Didipio Mine.

At Didipio, there are four **formalized funding mechanisms** for community development projects. Three of these are mandated in legislation, and one is agreed with the community as part of our prior project approval. These are the Social Development Management Plan (SDMP), Community Development Fund (CDF), Provincial Development Fund (PDF) and a Memorandum of Agreement (MOA).

One of the MOA commitments we are delivering is the Didipio water system project. The Barangay Council approved our plans for a community water treatment plant, transmission line and household distribution in September 2022. We appointed a contractor in November 2022 and the project will be constructed in 2023. We will provide guidance for the permit process and training to Barangay Council staff who will take over operation of the water system. The Barangay Council will secure the required permits and manage the facility once completed in late 2023. In 2022 we also resumed works on the second MOA project, the construction of a new gymnasium with seating for 1,000 people, and the foundations for volleyball and badminton courts at the basketball facility. The gymnasium is scheduled for completion in 2024.

To enhance our commitment to local employment at Didipio, we gathered data on local community employability and have agreed with community representatives on the prioritization of hiring for local employees.

At our Waihi Operation, we initiated the **Jumpstart Program** to support young people obtain their drivers' license and be eligible for a wider range of work opportunities in and around a region with little public transport.



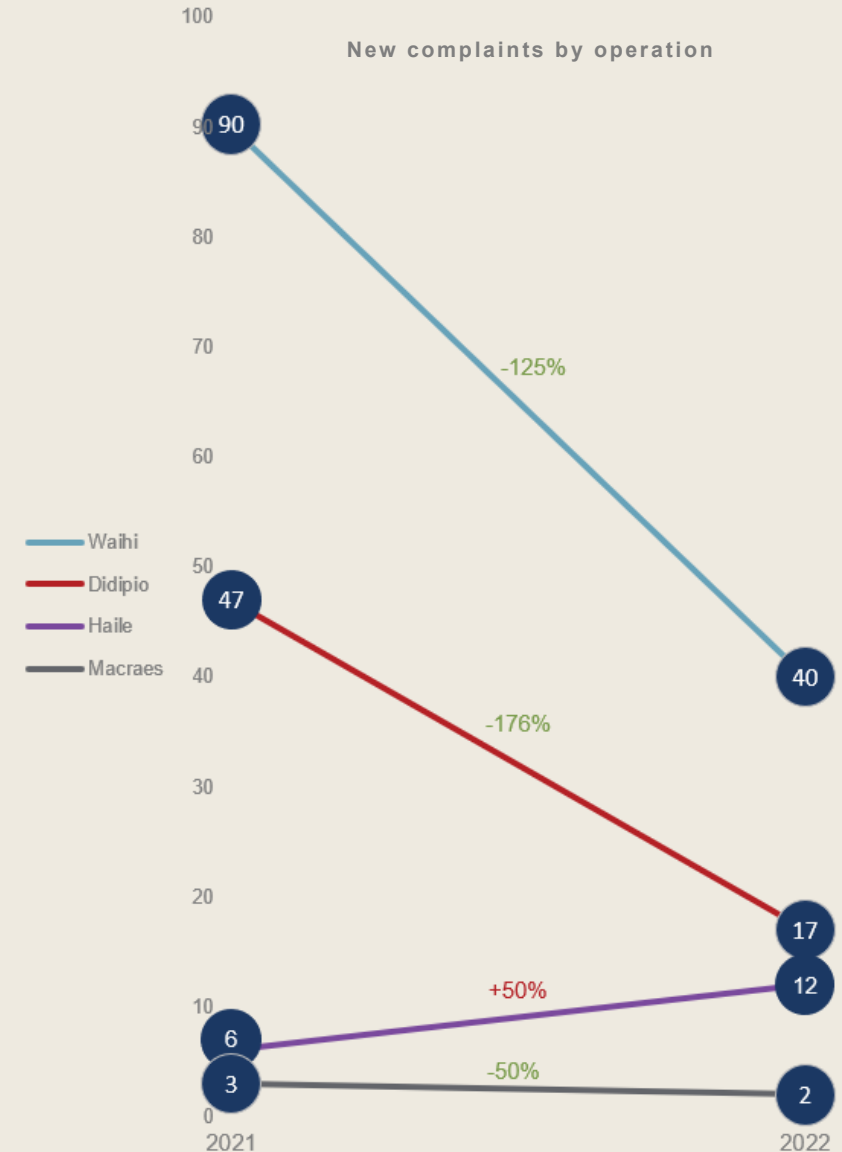
## Complaints and grievances

In 2022, we recorded 71 complaints from community members, 57 of which related to Didipio and Waihi.

The total number of complaints recorded overall decreased 51% on 2021 due to the completion of the Didipio Mine ramp up and more publicly available information about our proposed Waihi North Project in Waihi (following a spike in questions and complaints about the Project in 2021). The increase in complaints at Haile was a result of increased blasting activity and a subsequent increase in complaints about vibrations from that activity and questions about the source of unrelated tremors in other areas of South Carolina.

Most of the complaints across our operations in 2022 were related to noise, dust and driving behavior.

Stakeholder feedback on our performance and approach is predominately received via site-based grievance mechanisms and employee and external stakeholder surveys. We also did not receive any community grievances via our Whistleblower Hotline in 2022.





## Human rights

- Human rights due diligence
- Indigenous people
- Modern slavery and responsible sourcing

### Highlights:

100% of Human Rights  
Impact Assessment  
actions completed

93% of Senior  
Leadership Team  
completed human  
rights training

Applied WGC Conflict-  
Free Gold Standard at  
Didipio

Third annual Modern  
Slavery Statement  
released

# HUMAN RIGHTS

The implementation of human rights due diligence processes underpins our commitment to the [United Nations Guiding Principles](#) and ensures the effective management of human rights risks.

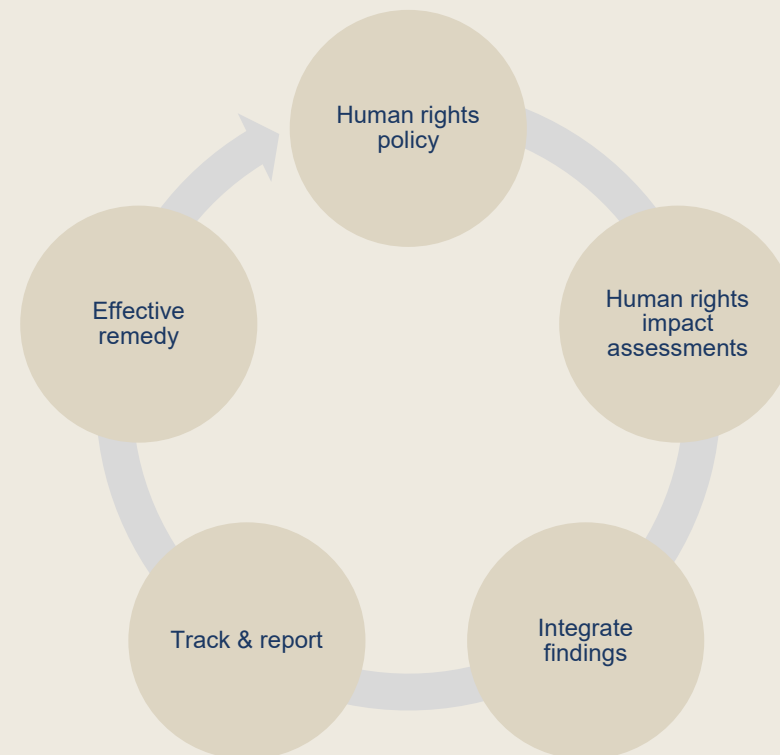
## Human rights due diligence

In 2022, each operation completed planned actions supporting their 2021 Human Rights Impact Assessment (HRIA). The HRIAs conducted align with the UN Guiding Principles for identifying and managing human rights issues.

These actions included engagement with local iwi (Māori) at our Macraes operation to deepen our understanding of potential mine impacts on Māori cultural values and explore possible remedies.

Also in 2022, as a part of our commitment to the RGMPs we obtained independent assurance of our conformance with the World Gold Council's Conflict-Free Gold Standard at our Didipio operations. This is the only OceanaGold operation the standard is applicable to.

In August 2022, we released an updated Company-wide online induction training module to provide additional detail on the Company's human rights commitments, what rights are most likely at risk, and our expectations of all employees in relation to identifying and responding to potential breaches. By the end of the year, 93% of our Senior Leadership Team had completed this training. This module is in addition to a more targeted business and human rights training package, aimed at employees in roles with the greatest potential human rights impact, including our security personnel.





## Indigenous Peoples

We identify and acknowledge Indigenous Peoples, their significant sites and cultural values and actively engage to anticipate, mitigate, or avoid adverse impacts. We understand the importance of stepping beyond legal consultation and engagement requirements as needed to build mutually beneficial relationships with our indigenous stakeholders, based on trust and respect.

In 2022, at our Waihi Operation, engagement continued with iwi (Māori) throughout the year. This engagement was centred around developing our understanding of any potential impacts of our operations, and proposed projects, on their cultural values.

We also continued to progress with iwi the development of a Cultural Balance Plan (CBP). This plan is intended to recognise the historical impact of mining in the Waihi area and provide recommendations for how the cultural balance can be restored to areas impacted by mining. A final

draft was completed late in 2022 for review and comment by other tangata whenua groups (local people with a historic claim to the land) in 2023.

Also in New Zealand, at the Macraes Operation, we participated in formal and informal engagements with local iwi Ngāi Tahu to inform how we manage the mine's impacts on cultural values. This relationship is important, particularly as the site progresses closure planning.

While no ancestral domain has been declared over the Didipio Mine area, we launched an indigenous revitalization program to educate younger generations in the cultural music, dance and song of the residents who identify as members of various indigenous groups. In 2022, we signed a memorandum of agreement with the host barangay of Didipio and neighbouring barangay Alimit and completed the first set of Twali Indigenous Peoples training. The program continues in 2023.



Tim and Tuihana lead a blessing on equipment to prepare it for work at our Waihi Operation



Visitors at our Waihi Operation view the ground support in the Martha Underground, Waihi Operation

## Modern slavery and responsible sourcing

We prepare an annual Modern Slavery Statement in accordance with the [Australian Modern Slavery Act \(2018\)](#). The [2022 statement](#) – our third – released concurrently with this Sustainability Report, provides information on our progress in 2022.

In 2022, we continued to progress several initiatives to improve our responsible supply chain program. The key activities undertaken included:

- Commenced (and completed in early 2023) a review of potential third-party technology solutions to support supplier risk assessment and due diligence, for configuration and implementation in 2023
- Improving our supplier responsible sourcing inherent risk assessment processes and tools which cover business integrity risks including anti-bribery and corruption, conflicts of interest, modern slavery and sanctions compliance
- Clarifying expectations of our suppliers in the roll-out of new responsible supply chain contract clauses, as part of a program of broader contract template enhancements. This includes anti-bribery and corruption, conflicts of interest, modern slavery, sanctions, sub-contracting, record keeping and data privacy.
- Commencing development of a Supplier Code to provide additional guidance to suppliers on expectations.





## People and culture

- ↳ Values based culture
- ↳ Diversity & inclusion
- ↳ Workforce relations
- ↳ Talent management
- ↳ Leadership capability
- ↳ Learning & development
- ↳ Employee benefits
- ↳ Ethics and integrity

### Highlights:

New Company Vision and Values

Launched new Respect at Work Policy

New e-learning platform rolled out with 84% uptake

Interactive inclusive culture training to 92% of employees

Members of our team at the Didipio Mine



# PEOPLE AND CULTURE

We seek to establish a work environment that embraces our employees' diversity, talent and specialized skills, and where everyone feels that they can fully contribute, develop and work together.

In 2022, our workforce comprised 2,491 employees and 1,260 contractors, a total of 3,751 people.

## Values based culture

In 2022, we continued to deliver culture and leadership initiatives to drive performance and create a workplace where our Values are reflected in our everyday actions and behavior.

In December, we launched our new Vision, Values, and Success Ingredients. Together with our Purpose, these will help to drive our business forward. Our new Vision is to be a company people trust, want to work and partner with, supply and invest in, to create value. Our new Values are Care, Respect, Integrity, Performance and Teamwork.

The key changes were the inclusion of an ambition to be a trusted partner for all stakeholders at the centre of our Vision and to elevate Care as a company-wide value. This strongly supports our sustainability approach with the inclusion of the safety, health and well-being of our people, the environment, and communities in its meaning.

We also introduced six Success Ingredients which we will measure ourselves against to ensure we realise our Vision and remain a great place to work.

We completed two employee culture pulse surveys in May and November to track our leadership effectiveness progress. A randomized group of approximately 1,000 employees across the company were asked to provide their feedback on the behaviour of their leaders across six factors that drive a constructive culture:

1. Upward communication
2. Downward communication
3. Consideration
4. Goal emphasis
5. Teamwork
6. Problem solving.

Since the introduction of this survey in 2020, we have conducted six surveys to monitor progress against our goals and by the end of 2022 achieved a six percent improvement in our score. Survey results are reported to the Executive Leadership Team, communicated to the workforce regularly and are used to inform forward planning.

Megan and Alisha are members of the  
Haile Capital Projects Team



## Diversity & Inclusion

To be successful we need a workplace that is diverse, inclusive and fair. We believe that diversity is a strength and that a diverse and inclusive workplace allows people to be themselves, speak up and learn from their mistakes.

We also aim to have a workforce that represents the communities we operate in. To get closer to more equal female representation, we have set a target to maintain 20% female representation in our workforce and across our leadership roles.

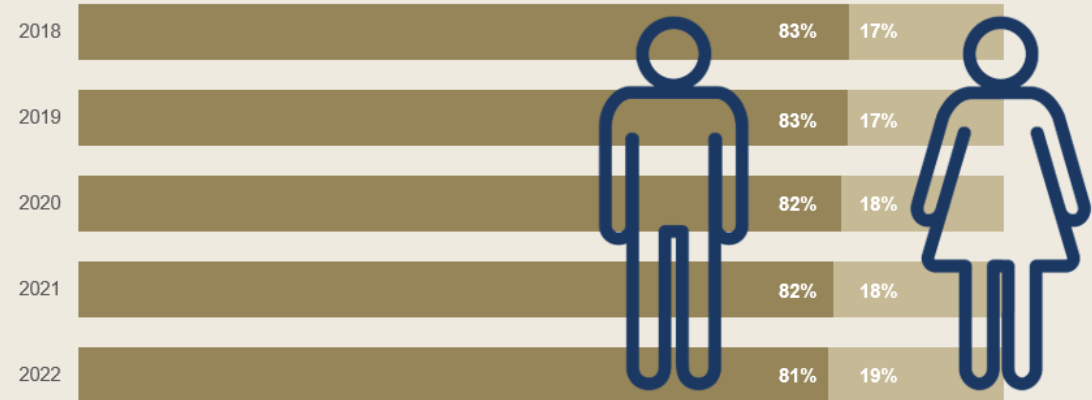
In 2022, overall female employee representation increased slightly from 18.5% in 2021 to 19% and female representation across our leadership roles, decreased slightly from 21% in 2021 to 20.3%. This was due to the ramp up of our Didipio Mine and the increased recruitment of operational roles, filled predominantly by men.

In 2022, we launched a [Respect at Work Policy](#) and updated our [Fair Employment Policy](#). These policies reflect our commitment to create a safe, inclusive and respectful work environment, free from sexual harassment and any other forms of harassment, where people are encouraged and supported to speak up about inappropriate behavior or unfair treatment. Our Fair Employment Policy establishes a framework for cultivating a culture of inclusion and belonging and sets a standard for transparent and fair hiring outcomes.

In 2022, we delivered an interactive inclusive culture training module and by the end of the year, 92% of employees had completed this training. The module included our Purpose, Vision and Values, our Speak Up and Fair Employment policies, understanding harassment, bullying and other unfair treatment, fair employment, equal employment opportunity, discrimination, unconscious bias and the appropriate use of technology. The module provided information, practical learning and an assessment to measure and ensure understanding. For our front-line workforce at some sites the program was adapted to be delivered face-to-face.

We also delivered 'Hire for Potential' training to hiring managers across the Company. This training included bias in candidate screening and what acceptable screening questions were. In New Zealand we also delivered anti-bias training for hiring managers and People and Culture team members.

Total employees by gender



Accounts Creditor Officer, Tati,  
and Mechanical Electrician, Ben,  
at our Macraes Operation

## Workforce relations

Our Company is committed to constructive and direct engagement with our workforce. All our employees have the right to collective representation and are free to join a union. We have collective bargaining agreements in place at our Didipio Mine and at the Macraes and Waihi operations and each collective agreement includes consultation and negotiation periods.

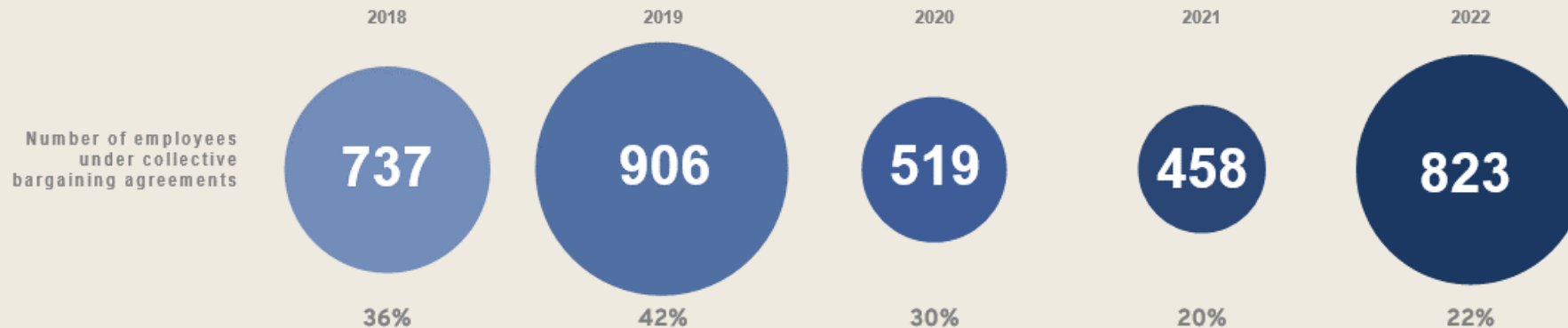
In 2022, we worked together to update collective agreements at Macraes and Didipio. At Macraes this included negotiating two collective agreements for Macraes Processing and Open Pit, both of which were successfully concluded with renewed two-year terms with changes to leave entitlements and rostering reflecting feedback from representatives. At Didipio, terms and benefits were rolled over with an increase in wages applied. The Didipio collective agreement is currently in negotiations, with renewal expected in 2023.

The numbers of employees covered by collective bargaining agreement benefits in 2022 increased as new employees, who are part of the collective bargaining unit at our Didipio Mine, were onboarded with full resumption of operations. This followed a decrease in 2021 attributed to the reduction of our workforce employees with temporary stoppage of the Didipio operation.

Karl is a Process Operator  
at our Waihi Operation



## Workforce under a collective bargaining agreement





## Talent management

We invest in our people to develop the experience and capability required to support our current and future business needs.

In 2022, each site completed a talent and succession planning process to identify successors for critical corporate and operational roles or alternative options. The identified successors were supported to build growth and development plans.

Each operation offers various graduate and internship opportunities. For example, in New Zealand we developed opportunities for undergraduates at both our New Zealand operations. In December 2022, 16 participants, with predominantly engineering backgrounds, had the opportunity to spend their summer vacations gaining practical mining experience.

In New Zealand, in response to employee feedback, the Macraes and Waihi Operations introduced a new, more attractive nine-day roster for salaried employees.

## Leadership capability

In 2022, we launched a new leadership program for our frontline supervisors, superintendents, and managers. The program is focused around eight leadership capabilities: decision quality, innovation cultivation, trust instilling, action oriented, planned and aligned, accountability ensures, talent developed, and effective communication.

The program consists of both an online and in-person components. The face-to-face component occurs over five days and is attended after the completion of four online modules designed to provide an introductory overview of our leadership approach. Completion of these components and consolidation of learnings are supported by pre-work, post-work, coaching and peer-based feedback throughout the six-month delivery period.

We delivered the program pilot at Haile in July and August and launched the program with the Waihi and Macraes operations in October. The leadership program will be rolled out at the Didipio Mine in 2023.

## Learning & development

In January, a new Company-wide e-learning platform was launched. Available to over 600 leaders and professionals across the Company, the learning platform provides access to specialized learning pathways and programs that have been designed to build core leadership skills. The pathways incorporate hundreds of articles, videos, books and podcasts on topics including communicating effectively, improving decision quality and cultivating innovation. Uptake and use of the new platform has been strong with over 84% of the participants across the Company accessing content during 2022.

Marcela is a Rehandling Truck Operator at our Didipio Mine



Sam is a Geology Superintendent at our Haile Gold Mine



## Employee benefits

In 2022, we expanded our Short-Term Incentive (STI) program to include additional participants. We also reviewed the Long-Term Incentive (LTI) program design and commenced a comprehensive review of our employee benefit practices, our reward and recognition and service award programs. In 2023, we will implement the outcomes of these various reviews, including a number of reward mechanisms across the organisation.

## Ethics and integrity

Throughout 2022, we undertook internal consultation and engagement to review and refresh our Company-wide Code of Conduct. This included engagement with internal subject matter experts and employees at sites across a range of roles and the proposed approach to launch. The launch and roll-out of the new Code occurred in Q1 2023.

We continue to enhance our Speak Up process and framework and in 2022 this included improvements to case management, and access to expert advice. It also included delivery of introductory investigation skills training modules to corporate and operational staff in roles who may be required to support a Speak Up investigation process. This included initial training on the principles of a trauma-informed, human-centred approach to investigations.

During 2022, we received eight reports via our Whistleblower Hotline concerning three of our jurisdictions. They related to the following types of alleged behaviour: commercial kickbacks, bullying, sexual harassment, unequal opportunities/discrimination, and retaliation. After triage and engagement with reporters, investigations were opened in relation to six of the reports received. Of those six matters, one was substantiated, one not substantiated and three partially substantiated. As at the end of the year, one investigation is ongoing and is expected to conclude in 2023. Actions from the investigations included coaching, training and employees no longer being employed.

During the year we also completed a review of our Anti-Bribery and Anti-Corruption (ABC) program, as part of our continual improvement process. Subsequently, in September we rolled out a refreshed organization-wide online ABC training module where participants are required to complete online training every two years. By year end, 485 relevant employees and contractors had completed the refreshed ABC training.





## Environment and climate change

- Climate change & energy
- Tailings management
- Biodiversity
- Closure and rehabilitation
- Hazardous materials handling
- Water management

### Highlights:

Board approved  
interim target to reduce  
emissions intensity by  
30% by 2030

Zero category 4  
environmental  
incidents

Five-year partnership  
expanding biodiversity  
support near Reefton

Emissions reduction  
plans in place for each  
operation



# ENVIRONMENT AND CLIMATE CHANGE

We are committed to responsible environmental management across all our business activities. This includes support for the objectives of the [Paris Agreement](#), to limit the increase in global average temperatures to well below two degrees Celsius above pre-industrial levels and to pursue efforts to limit the increase to 1.5 degrees Celsius.

## Climate change & energy

We have a goal of net zero operational greenhouse gas emissions (Scope 1 and 2) by 2050. In February 2022, the Board approved an interim target to reduce carbon emissions per ounce of gold produced [by 30% by 2030](#). This means achieving an emissions intensity of 0.36 tCO<sub>2</sub>-e/Oz Au by 2030, from a baseline of 0.52 tCO<sub>2</sub>-e/Oz Au in 2019. This interim target is supported by action plans striving to reach our goal of net zero operational greenhouse emissions by 2050.

In 2022, our actual emissions were 376 ktCO<sub>2</sub>-e. These emissions were reduced to 314 ktCO<sub>2</sub>-e, a 35% increase from 233 ktCO<sub>2</sub>-e in 2021 through the purchase of New Zealand Renewable Energy Credits (NZRECs) resulting in an emissions intensity of 0.67 tonnes CO<sub>2</sub>-e per ounce of gold produced. The increase in emissions intensity over the baseline was primarily the result of the completion of the ramp up and full operation of the Didipio Mine for most of the year and a change in the Scope 2 emissions factor provided by the Energy Generator in the Philippines, compared to previous publicly sourced emission factors used in prior years. Due to these updated emission factors and minor data and emissions model improvements, our emissions data has been restated for the period 2018 – 2021. Specific restatements and explanations are detailed in the 2022 Basis of Preparation.

Additionally, despite reduction efforts, both Macraes and Waihi Scope 1 emissions increased due to increased

production and Haile's electricity consumption (scope 2) increased due to the commencement of underground operations. Macraes and Waihi reported zero Scope 2 emissions, with an emissions factor (kg CO<sub>2</sub>-e/kWh) of zero being applied to each MWh due to the high proportion of renewable energy in their contracted supply (80%) and the purchase of New Zealand Renewable Energy Credits (NZREC) for the balance accounting for 100% of total electricity consumption.

In 2022, each operation prepared an Energy and Carbon Reduction Plan which outlines identified energy reduction opportunities and potential actions. These plans continue to be refined and evaluated in 2023. Via these plans, the Company is implementing a targeted program of incremental changes across four key emissions reduction pathways: decarbonizing mobile equipment, decarbonizing the electricity supply, energy efficiency, and carbon capture/sequestration. Our key focus remains on reducing Scope 1 and Scope 2 emissions directly. In 2020 we completed our first portfolio level Scope 3 emissions assessment.

We plan to continue to review and update our climate strategy as we focus on maturing our approach in alignment with the Financial Stability Board's Taskforce on Climate-related Financial Disclosures (TCFD) in 2023. This will include further consideration of our approach regarding scope 3 emissions.



## Key energy and greenhouse gas emissions activities undertaken in 2022 included:

### Decarbonizing the electricity supply:

- All operations completed negotiations with their energy providers relating to access to renewable energy:
- Didipio secured a minimum of 26% renewable energy in their energy supply mix.
- Haile purchases power through a cooperative (Lynches River Co-Op), which includes a mix of renewable energy sources. The operation negotiated a new power supply contract which includes the provision to buy Renewable Energy Credits from 2023.
- In April 2022 the Waihi and Macraes operations secured an annual Renewable Electricity Agreement (under the NZREC) from our electricity supplier. The agreement will be renewed annually as part of the three-year electricity supply agreement. The energy certificate confirms that the electricity supplied to our sites has zero carbon equivalent emissions, resulting in a 17% reduction of the Company's total Scope 2 emissions.

### Decarbonizing mobile equipment:

- At Macraes we commenced a technology demonstration partnership with the New Zealand Energy Efficiency and Conservation Authority, whereby the Authority agreed to partially fund the replacement of a diesel excavator with an electric powered machine. The electric machine will be commissioned in mid-2023 and will be a first for mine operators in New Zealand. The electric excavator is expected to reduce operational costs and reduce emissions by an estimated 3,600 tonnes CO<sub>2</sub>e a year.

### Energy efficiency:

- The Haile Gold Mine commenced replacing all diesel powered open-pit lighting plants with a hybrid solar and fuel option. The hybrid option reduces fuel usage with an emergency redundancy option in the event of solar power failure. This initiative has a payback of six months due to an expected reduction in maintenance and fuel costs and is forecast to reduce emissions by an estimated 457.6 tonnes CO<sub>2</sub>e a year.
- At Waihi, we completed a second energy audit to identify short, medium and long-term emission reduction opportunities. Opportunities to save between 73 – 18,700 CO<sub>2</sub>e per year were added to the Waihi Energy and Carbon Reduction Plan for implementation over the coming years.

### Carbon capture and sequestration:

- Preliminary consideration has commenced.

In 2023, we plan to continue this work, conducting energy audits at our Haile Gold Mine and Didipio Mine and embedding our carbon and energy reductions plans into our Business Planning Process and driving our initiatives to completion through our Continuous Improvement Program

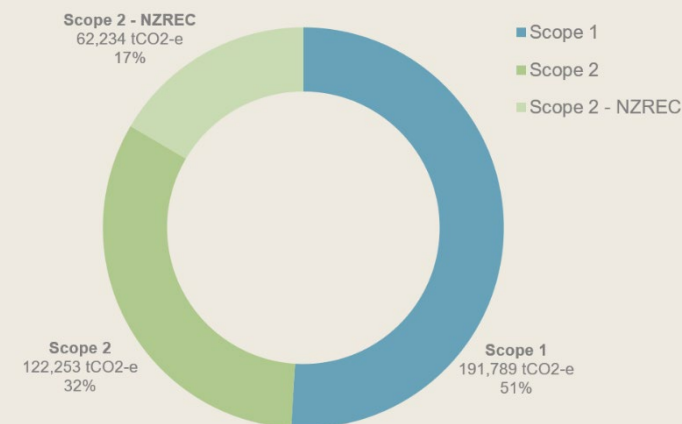
### Physical climate change risk:

In 2022, the Haile Gold Mine and Waihi and Macraes operations completed preliminary physical climate change risk assessments. The key findings from these assessments included:

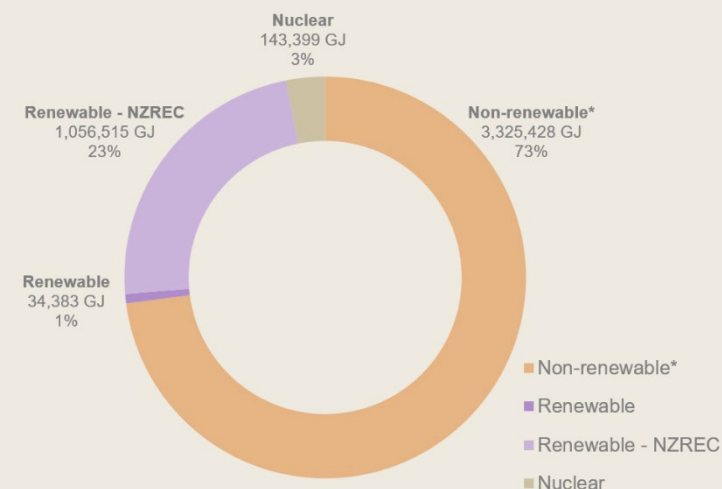
- The impacts from changing weather patterns may be greater at our open pit operations (Macraes and Haile) when compared to underground operations (Waihi) due to wet weather causing operational interruptions

The management of long-term water balances should be a key priority at our open pit operations.

2022 Portfolio Scope 1 & 2 Emissions Profile (in tCO<sub>2</sub>-e)



2022 Portfolio Scope 1 & 2 Energy Sources (in GJ)



\* Petroleum fuels (diesel, gasoline), natural gas, LPG, and coal & gas-generated electricity



The Top Tipperary TSF  
at our Macraes Operation

Tailings management and the safe long-term storage of tailings is of critical importance to safe and sustainable operations. An uncontrolled release from a Tailings Storage Facility (TSF) can cause major adverse impacts to our workforce, communities and the environment.

In 2022, we continued to work towards our commitment to align with the [Global Industry Standard on Tailings Management](#) (GISTM). GISTM provides guidance on Company-wide performance requirements including mandatory review inclusions, frequency and the maximum consecutive engagements of independent experts.

The focus of our effort to embed GISTM requirements into our TSF governance framework and operational management in 2022 included:

- Undertook an internal assessment of conformance with the GISTM to help identify areas of focus
- Aligned internal quality control processes supported by external experts and ensuring robust quality assurance
- Included GISTM considerations in the proposed TSF for the Waihi North Project
- Developed an annual TSF disclosure summary (Appendix 2).

In 2022, the Didipio Mine TSF completed a Comprehensive Dam Safety Review (CDSR), and the Haile operation engaged a consultant to complete their CDSR by mid-2023. Completion of these assessments ensures all OceanaGold TSFs will have undergone a CDSR since 2020 (meeting the GISTM five-year review recommendation). At the end of 2022, there were zero material safety findings identified at our TSFs.

At our Waihi Operation, the annual peer review process included a review of both TSFs by a panel made up of external specialists including geo-chemistry and tailings stability. This panel is convened each year to review key aspects such as wall stability, and hydrogeology results and provides additional external review regarding risk management and best practice management. We also commenced community and regulator consultation about the proposed new TSF to support the Company's [Waihi North Project](#).

Our Macraes Operation received approvals to increase the volume of the Top Tipperary TSF by three million tonnes. A similar expansion is planned for the TSF at the Didipio Mine, with final approvals expected in 2023.

The Tailings Governance Committee continued to meet quarterly throughout the year. In 2023, we plan to implement a workplan to achieve full alignment with the GISTM by end 2024.



## Biodiversity

Biodiversity is vital to maintaining the health of local, regional and global ecosystems and declining biodiversity can adversely impact ecological, social, cultural and economic shared values.

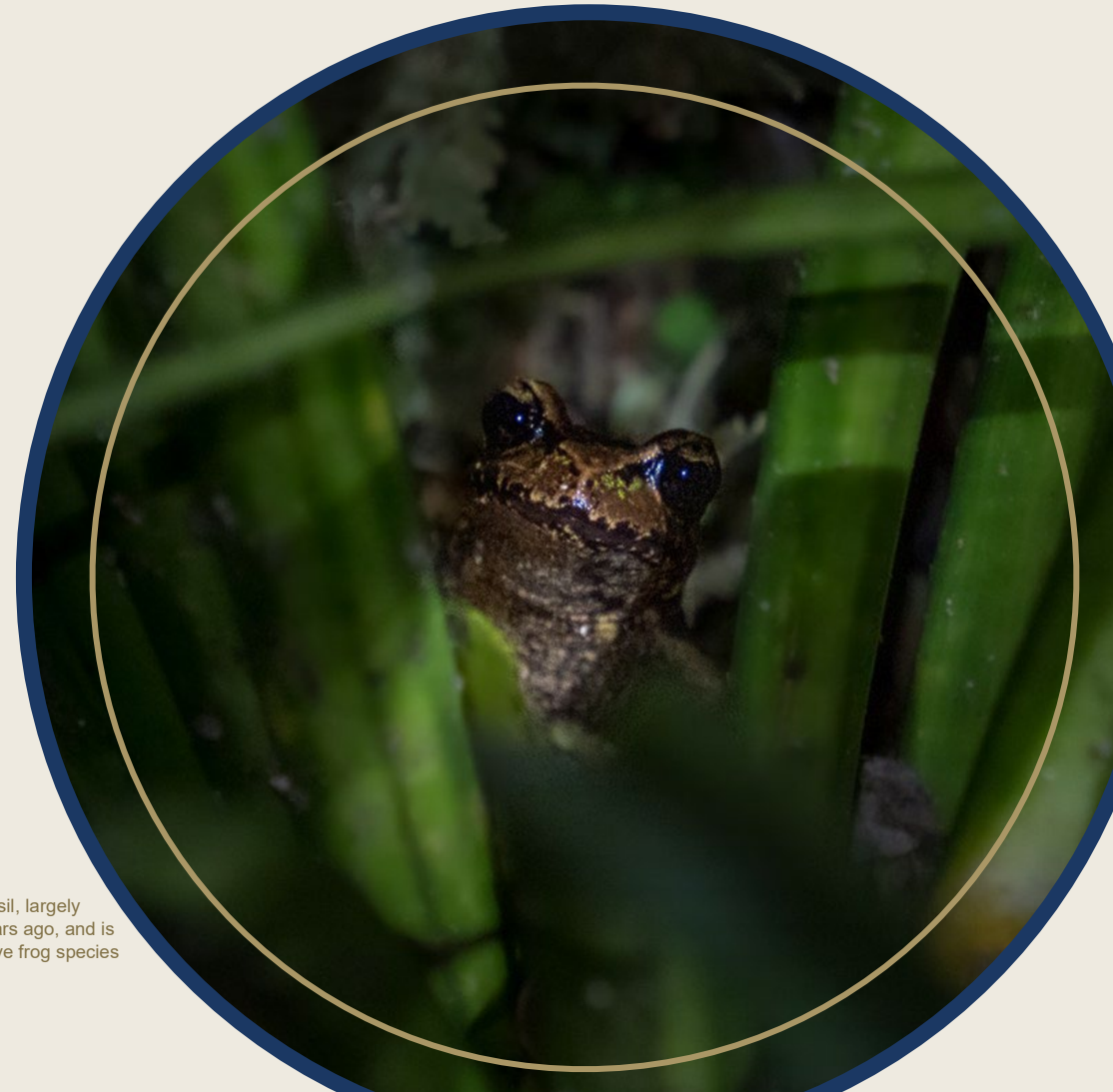
It is important to us that we manage our operations to minimise any negative impacts on biodiversity and identify opportunities to improve biodiversity outcomes.

In 2022, in consultation with government stakeholders, ecologists at our Macraes Operation [continued research](#) on the habitat and populations of Korero Geckos and Southern Grass Skinks and other lizards endemic to the district. The research will form part of our ongoing lizard management at the operation and benefit wider lizard management within Otago.

At Waihi, we have almost completely eradicated an invasive weed called Tradescantia (or Wandering Willie). In partnership with the New Zealand Environmental Protection Authority and Landcare Research we applied an approved biocontrol to target the invasive weed. Two years after the first release of the bioagent, the infestation has almost been eradicated. The cleared areas are being replanted with native species and the fungus introduced to other locations around site.

As part of our Waihi North Project studies, [we continued to invest in fieldwork and research](#) designed to effect a step-change in ecologists' understanding of the Archey's frog – the smallest of New Zealand's four endemic frog species. The results will inform our program of long-term biodiversity enhancement measures being considered for the Wharekirauponga area of the Waihi North Project.

The Archey's frog is a living fossil, largely un-evolved from 150 million years ago, and is one of New Zealand's only native frog species



## Closure and rehabilitation

We are committed to managing environmental impacts throughout the full mining lifecycle, which includes beyond mine closure to full environmental restoration and relinquishment.

In 2022, we developed a new Company-wide mine closure planning template. The new template ensures consideration of global best practice and provides for a more consistent treatment of the risks and impacts associated with closure across the Company and is currently being piloted at the Macraes Operation.

No portions of land at any of our operations were closed during 2022, however during the year we continued our progressive closure initiatives for areas already in the closure phase.

At our [Reefton Restoration Project](#) in New Zealand, these included:

- Commissioning the [passive water treatment system](#) – this vertical flow reactor is one of the first to be installed at this scale globally. It is a dual-pond system which works by removing the target contaminants from the site's underdrainage network through aeration and filtration. Aerating the water before it enters the system causes any iron to come out of solution which, as it precipitates, also captures any arsenic. These particulates then settle and remain on the top of a non-reactive gravel bed at the base of the ponds as the water continues to flow through the gravel bed before discharging to a nearby creek. It will continue to treat water from the site's underdrainage network until the metals are exhausted from the leachable area of the surrounding rock. The ponds will continue to naturally spill into Devil's Creek.
- Expanding our financial support of the [Te Maruia Waka Huia](#) program run by the New Zealand Department of Conservation (DOC). The program is focused on the protection of Pekapeka-tou-roa (an endemic long-tailed bat) and includes predator monitoring and control, long-tailed bat monitoring and potential reintroduction of species that are no longer found in the area. We started supporting this program in the early 2000s as a mandatory funding obligation under our Reefton Access Arrangement with the DOC. However, we recognize the value of the program to the enhancement of biodiversity and conservation of species within the area and, in June 2022, we entered into a five-year partnership agreement to provide further funding to continue this project.

In 2022, we continued technical studies and consultation with landowners and the New South Wales Government at our [Junction Reefs](#) closure project. Studies were undertaken to confirm that our rehabilitation measures and progress were meeting the required completion criteria. The studies included vegetation, geotechnical, contamination, landform, heritage, hydrology and hydrogeology

assessments. We also took steps to address identified closure risks and stakeholder concerns raised during consultation. In 2023, the results from these ongoing studies will be communicated to the various stakeholders and any additional remedial actions required will be actioned.

At our Waihi Operation, we tested the success of joint soil quality rehabilitation measures undertaken with community participation over 30 years ago. Between 1992-1994 the operation partnered with local primary schools to improve the soil quality at both our TSFs by seeding the soil with worms to aid in naturally recycling nutrients, improving the soil structure, and aiding root growth. The results of the testing in 2022 found worms were present in 96.5% of the surveyed areas across both TSFs and in areas that were never originally seeded with worms. This indicates that the soil quality has improved allowing earthworms to persist in and spread throughout the embankments.

The margins of the former TSF at the Reefton Restoration Project has now been fully planted with wetland species



## Hazardous materials handling

There were no unplanned releases of any hazardous materials at any of our operations in 2022.

In September our Haile Gold Mine was recertified against the [International Cyanide Management Code \(ICMC\)](#). At Waihi and Macraes, we completed an alignment assessment in preparation for obtaining independent verification against the ICMC in 2023. Didipio uses flotation rather than cyanide to extract gold in their process.

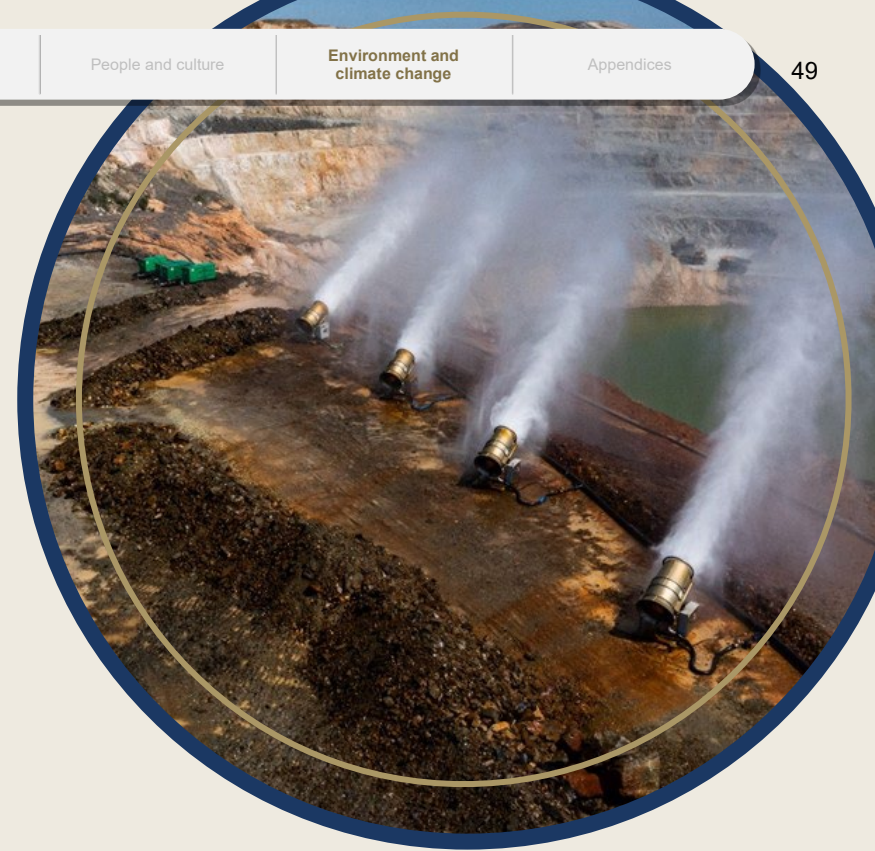
We continued to closely monitor arsenic levels in our discharge water at our Didipio operations. In line with our agreement with regulators, we commenced implementation of an action plan that included a new discharge pipeline in July, dosing and an arsenic treatment plant. This was triggered by our elevated results against of the new discharge levels outlined in the updated Philippine Department of Environment and Natural Resources (DENR) Water Quality Guidelines and General Effluent Standards. An instream trial to inform dosing requirements commenced in 2022 and will be implemented after the construction of an Arsenic Treatment Plan in 2023. Our arsenic discharge results at Didipio continue to be monitored on a quarterly basis by a multi-partite monitoring team, which is comprised of representatives from DENR, local government, and non-government organizations from Nueva Vizcaya and Quirino. Results are reported to the Mine Rehabilitation Fund Committee which is chaired by the Mines and Geosciences Bureau Director and co-chaired by the DENR Regional Executive Director.

## Water management

Gold mining activities can impact the availability and quality of local and regional water resources if not managed effectively. None of our operations are in areas considered under water stress, however we are committed to reducing our water-related impacts through collaboration, partnerships, product stewardship and minimizing use.

In May 2022, the Haile Gold Mine received a National Pollutant Discharge Elimination System Permit to commence the expansion of the water treatment plant. The permit allows the operation to increase water discharge rates to 3.5 million gallons per day (up from 1.75 million gallons) and means less water needs to be stored on site. This significantly reduces operational risk and ensures discharges occur safely and in-compliance with permit requirements. Contact water sources on site were identified and used to support the design of the new water treatment plant. The water treatment plant is expected to be completed in 2023.

In 2022, we improved the way we report water data by aligning our approach with the [Minerals Council of Australia Water Accounting Framework](#). This change in methodology improves water performance data consistency across our sites and comparability with peers.



At Haile (above) and Macraes we use a sprinkler system to speed up the process of evaporation and reduce the volume of water on site





## Appendices

- ↳ Appendix 1
- ↳ Appendix 2
- ↳ Appendix 3

# APPENDICES

## Appendix 1 – 2022 Independent Assurance Statement

### INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of OceanaGold Corporation



#### Introduction and Objectives of Work

Bureau Veritas Australia Pty Ltd ("Bureau Veritas") was engaged by OceanaGold Corporation ("OceanaGold") to undertake a limited assurance engagement on selected subject matter information ("the Information") presented in the 2022 OceanaGold Sustainability Report ("the Report"). This Assurance Statement applies to the related information included within the scope of assurance described below.

#### Scope of Limited Assurance

The scope of assurance consisted of a review of the disclosures made by OceanaGold within the Report and the associated underlying systems, processes and performance applicable to its four operating assets: Haile Gold Mine (USA), Didipio Mine (Philippines), Waihi Operation (New Zealand) and Macraes Operation (New Zealand) for the period of 1<sup>st</sup> January 2022 to 31<sup>st</sup> December 2022.

The Information was prepared following the criteria set out in the 2022 Sustainability Report Basis of Preparation dated 10 May 2023 produced by OceanaGold.

The complete list of assured disclosures is referred to within the table below.

Subject Matter Information	Report Page	Assured Figure
Total recordable injury frequency rate (TRIFR)	3, 4, 10, 24, 25	2.3
Number of lost time injuries (LTI)	25	7
% of senior management who are females	30	20.3
Total employee turnover	ESG Data Centre – People	17
Total economic value distributed: voluntary contribution to community programs (USD)	ESG Data Centre – Community	4,271,537
Total expenditure with local suppliers (USD)	30	194,057,737
Total payments to Government (USD)	ESG Data Centre – Community	44,200,000
Total direct (scope 1) GHG emissions (tCO <sub>2</sub> e)	44	191,789
Total indirect (scope 2) GHG emissions (tCO <sub>2</sub> e)	ESG Data Centre – Environment	122,253
Total emissions per ounce of gold produced	44	0.67
Total water withdrawal (m3)	ESG Data Centre – Environment	35,649,888
Total water discharge (m3)	ESG Data Centre – Environment	26,800,589
Number of independent reviews of Tailings Storage Facility (TSF) conducted	47	1
Number of category 3,4 or 5 environmental events	ESG Data Centre – Environment	0
Number of bow-tie workshops completed in 2022	27	13
Number of critical control checklists commenced in 2022	27	45
Number of Site Social Change Assessment completed by 31 December 2022	29	4
Review of Anti-Bribery & Corruption ("ABC") program and roll-out of refreshed ABC training	42	As per statement
Recertification of Haile gold mine against the International Cyanide Management Code (ICMC)	49	Recertified in September 2022

ESG Data Centre available at <https://form.indigotools.com/IR/JAC/7?ticket=OGC28&Exchange=TS3#>

Our assurance engagement does not extend to any other information included in the Report or information in respect of earlier periods.



### INDEPENDENT ASSURANCE STATEMENT



#### Limited Assurance Conclusion

On the basis of our procedures as described under "Methodology" and the evidence we have obtained, we provide limited assurance that nothing has come to our attention:

- To indicate that the statements reviewed within the scope of our assurance engagement are inaccurate and the information included therein is not fairly stated.
- That causes us to believe that the information, within the scope of our assurance engagement, is not prepared, in all material respects, in accordance with the criteria indicated under "Scope of Limited Assurance."

It is our opinion that OceanaGold has established relevant systems and processes for the collection, aggregation, and analysis of the information.

#### OceanaGold's Responsibilities

Management of OceanaGold was responsible for:

- Selecting and establishing suitable criteria for preparing the Report and Information subject to our limited assurance;
- Preparing and presenting the Report and Information subject to our limited assurance in accordance with the criteria; and
- Designing, implementing and maintaining internal controls over Information relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error.

#### Our Responsibilities

Bureau Veritas was responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the information included within the scope of assurance is free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our conclusion to the Directors of OceanaGold.

Bureau Veritas was not involved in the drafting of the Report and our independence has not been compromised.

#### Methodology

Our limited assurance engagement was performed in accordance with International Standard on Assurance Engagements 3000 (Revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board, and informed by Bureau Veritas' standard procedures and guidelines for external verification and assurance of Sustainability Report.

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. We undertook the following activities:

- Review of the suitability of the criteria used as the basis for preparing the information subject to assurance;
- Enquiries of management to gain an understanding of OceanaGold's processes and systems in place;
- Enquiries of staff responsible for the performance of the processes and preparation of the disclosures;
- Review of documentary evidence produced by OceanaGold representatives;
- Audit of performance data and factual information including source verification; and
- Review of OceanaGold's processes for identification, aggregation and analysis of relevant information, report content and performance data.

#### Inherent 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;
- Statements of position, opinion, belief and/or aspiration by OceanaGold;
- Financial data audited by an external third party; and
- Other sites and/or 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 Report.



### INDEPENDENT ASSURANCE STATEMENT



#### Statement of Independence, Impartiality and Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services. The Group's mission is to reduce its clients' risks, improve their performance and help them innovate to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility. Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies, public authorities and consumers for 195 years.

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

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

The assurance team was selected based on its extensive Industry Sector knowledge and experience in conducting independent verification, validation and assurance of Environmental Social and Governance (ESG) information and associated systems and processes.

Jeremy Leu  
General Manager – Certification and Sustainability Pacific

16<sup>th</sup> May 2023  
Bureau Veritas Australia Pty Ltd



## Appendix 2 – Tailings Storage Facility Annual

Facility name	Location	Ownership status	Operational status	Raising method	Max. permitted storage capacity (million m <sup>3</sup> )	Current volume tailings stored (million m <sup>3</sup> )	Consequence classification	Date of most recent independent technical review	Material findings	Mitigation measures	Site-specific EPRP
<b>Didipio</b>	Philippines	100%	Active	Downstream	36.5	17.9	High B	2022	Finalised 2023	N/A	Yes
<b>Waihi</b>	Storage 1A	100%	Active	Downstream	14.5	12.5	Very High*	2020	No	N/A	Yes
<b>Waihi</b>	Storage 2	100%	Care & maintenance	Downstream	11	9.3	Very High*	2020	No	N/A	Yes
<b>Haile</b>	Duckwood	100%	Active	Downstream	49	14	Significant hazard	2023	N/A	N/A	Yes
<b>Macraes</b>	Southern Pit 11A	100%	Active closure	Downstream and upstream	20	20	Very High*	2020	No	N/A	Yes
<b>Macraes</b>	Mixed Tailings Impoundment	100%	Active closure	Downstream and upstream	52	52	Very High*	2020	No	N/A	Yes
<b>Macraes</b>	Top Tipperary	100%	Active	Downstream and modified centreline	46.7	40.1	Very High*	2021	No	N/A	Yes
<b>Reefton</b>	Fossickers	100%	Active closure	Downstream	9.7	9.67	High*	2021	No	N/A	Yes
<b>Reefton</b>	Souvenir	100%	Closed	In former open pit	0.3	0.27	Low (capped)	N/A	No	N/A	N/A
<b>Junction Reefs</b>	TSF	100%	Closed**	Downstream	1.7	1.7 (Capped)	Low	N/A	No	N/A	N/A
<b>Junction Reefs</b>	Sheahan- Grants Pit	100%	Closed	In former open pit	0.8	0.8 (Capped)	Low	N/A	No	N/A	N/A

Note: TSF marked with a \* have been rated using GISTM classification. Other classification systems applied include NZDSG, ANCOLD, and South Carolina Department of Health and Environmental Control Dam Safety, Canadian Dam Association. Classification alignment is underway as a part of GISTM integration. This table excludes non-operated TSFs. The Junction Reefs TSF and in-pit tailings disposal were assessed as being in a state of safe closure at the time of acquisition by OceanaGold in 2016. The TSF at Haile commenced operation in 2016 and therefore does not yet require an independent review. Independent Technical Review = Comprehensive Dam Safety Review (CDSR). Findings from CDSR conducted at Didipio in 2022 were pending completion at year end.

\*\*In 2007, the site was considered rehabilitated to a point whereby the Environment Protection Licence issued pursuant to the Protection of the Environment Operations Act 1997 was surrendered. OceanaGold has since undertaken minor rehabilitation improvements and continued environmental monitoring to ensure that the site is safe and stable for relinquishment in the future.



## Appendix 3 – GRI Index

OceanaGold has reported the information cited in this GRI content index for the period 1 January to 31 December 2022 with reference to the GRI Standards. GRI 1 Foundation 2021 has been used.

### GRI 2: General Disclosures 2021

NUMBER	DISCLOSURE	REFERENCE AND RESPONSE
2 - 1	Organisational details	Our Company – pages 13-15 Address and contact details – back cover OceanaGold is a Canadian corporation, listed on the TSX under “OGC.”
2 - 2	Entities included in the organisation’s sustainability reporting	Our Company – pages 13-15 2022 Annual Information Form – Corporate Structure
2 - 3	Reporting period, frequency and contact point	About this report – page 8
2 - 4	Restatements of information	2022 Sustainability Report Basis of Preparation
2 - 5	External assurance	About this report – page 8 Bureau Veritas Assurance Statement – Appendix 1
2 - 6	Activities, value chain and other business relationships	Our Company > Our business – page 14 Our Company > What we do – page 15 2022 Modern Slavery Statement Operations
2 - 7	Employees	ESG Interactive Centre – People & Culture 2022 Sustainability Report Basis of Preparation
2 - 8	Workers who are not employees	ESG Interactive Centre – People & Culture 2022 Sustainability Report Basis of Preparation
2 - 9	Governance structure and composition	Our approach > Sustainability Governance – p 21 Corporate Governance Board of Directors
2 - 10	Nomination and selection of the highest governance body	AGM Management Information Circular
2 - 11	Chair of the highest governance body	Board of Directors
2 - 12	Role of the highest governance body in overseeing the management of impact	Our approach > Sustainability Governance – p 21 Sustainability Committee Charter

NUMBER	DISCLOSURE	REFERENCE AND RESPONSE
2 - 13	Delegation of responsibility for managing impacts	Our approach > Sustainability Governance – p 21
2 - 14	Role of the highest governance body in sustainability reporting	Our approach > Sustainability Governance – p 21 Sustainability Committee Charter
2 - 15	Conflicts of interest	Directors Code of Conduct AGM Management Information Circular
2 - 16	Communication of critical concerns	Our approach > Sustainability Governance – p 21
2 - 17	Collective knowledge of the highest governance body	AGM Management Information Circular
2 - 18	Evaluation of the performance of the highest governance body	AGM Management Information Circular
2 – 19	Remuneration policies	AGM Management Information Circular
2 – 20	Process to determine remuneration	AGM Management Information Circular
2 – 21	Annual total compensation ratio	AGM Management Information Circular
2 – 22	Statement on sustainable development strategy	Messages from leadership – pp 4-6
2 – 23	Policy commitments	Corporate Governance
2 - 24	Embedding policy commitments	Our approach – p 17 Responsible Mining Governance
2 - 25	Processes to remediate negative impacts	External Affairs & Social Performance Manual
2 – 26	Mechanisms for seeking advice and raising concerns	Our Approach > Integrity & ethics – p 23 Corporate Governance – Whistleblower service
2 – 27	Compliance with laws and regulations	ESG Interactive Centre – Finance ESG Interactive Centre – Environnement Environment ESG Interactive Centre – Environnement

NUMBER	DISCLOSURE	REFERENCE AND RESPONSE
2 – 28	Membership associations	World Gold Council; United Nations Global Compact; Transparency International; AMIRA International; CSRM Social Aspects of Mine Closure Research Consortium; Philippines EITI multi-stakeholder group; Association of Mineral Exploration; Prospectors and Developers Association of Canada; Denver Gold Group; US Chamber of Commerce; South Carolina Mining Association; National Mining Association (USA); South Carolina Manufacturers Alliance; South Carolina Chamber of Commerce; Lancaster County Chamber of Commerce; Kershaw County Chamber of Commerce; South Carolina Business and Industry Political Education Committee; Lynches River Conservation Fund; Kershaw County Soil and Water Conservation District • Lancaster County Soil and Water Conservation District • Lancaster County Council of the Art; Philippine Mine Safety and Environment Association; Chamber of Mines of the Philippine; Philippine Mineral Exploration Association; Diwata-Women in Resource Development Inc.; MinEx national Health and Safety Council for New Zealand; New Zealand Major Energy Users' Group; New Zealand Minerals Forum
2 - 29	Approach to stakeholder engagement	<a href="#">Our approach &gt; Stakeholder engagement – p 20</a>
2 - 30	Collective bargaining agreements	<a href="#">ESG Interactive Centre – People &amp; Culture</a>



## Other GRI Standards

GRI STANDARD	NUMBER	DISCLOSURE	REFERENCE AND RESPONSE
GRI 3: Material Topics 2021	3 - 1	Process to determine material topics	Our approach > Materiality – p 19
	3 – 2	List of material topics	Our approach > Materiality – p 19
	3 - 3	Management of material topics	Our approach > Materiality – p 19
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	ESG Interactive Centre – Finance 2022 Basis of Preparation
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	ESG Interactive Centre – People & Culture 2022 Basis of Preparation
GRI 203: Indirect Economic Impacts 2016	203 - 1	Infrastructure investments and services supported	Community – pp 29-32 ESG Interactive Centre – Finance
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	ESG Interactive Centre – Finance
GRI 205: Anti-corruption 2016	205 - 2	Communication and training about anti-corruption policies and procedures	ESG Interactive Centre – People & Culture Anti-bribery and corruption Standard
GRI 207: Tax 2019	207 - 4	Country-by-country reporting	ESG Interactive Centre – Finance ESTMA Report
GRI 302: Energy 2016	302 - 1	Direct energy consumption	Emissions and Energy Use ESG Interactive Centre – Environment
	302 - 2	Indirect energy consumption	Emissions and Energy Use ESG Interactive Centre – Environment
GRI 303: Water & Effluents 2018	303 - 3	Water withdrawal	ESG Interactive Centre – Environment
	303 - 4	Water discharged	ESG Interactive Centre – Environment
	303 - 5	Water consumed	ESG Interactive Centre – Environment
GRI 304: Biodiversity 2016	304 - 3	Habitats protected or restored	ESG Interactive Centre – Environment

GRI STANDARD	NUMBER	DISCLOSURE	REFERENCE AND RESPONSE
GRI 305: Emissions 2016	305 - 1	Direct (Scope 1) GHG emissions	Emissions and Energy Use ESG Interactive Centre – Environment
	305 - 2	Energy indirect (Scope 2) GHG emissions	Emissions and Energy Use ESG Interactive Centre – Environment
	305 - 4	GHG emissions intensity	Emissions and Energy Use ESG Interactive Centre – Environment
GRI 306: Waste 2020	306 - 3	Waste generated	ESG Interactive Centre – Environment
	306 - 4	Waste diverted from disposal	ESG Interactive Centre – Environment
	306 - 5	Waste directed to disposal	ESG Interactive Centre – Environment
GRI 401: Employment 2016	401 - 1	New employee hires and employee turnover	ESG Interactive Centre – People & Culture
GRI 402: Labour/Management Relations 2016	402 - 1	Minimum notice periods regarding operational changes	Minimum notice periods: <ul style="list-style-type: none"> <li>- 30 days at Didipio</li> <li>- No standard legal requirement in New Zealand</li> <li>- 7 days in the United States.</li> </ul> Each collective bargaining agreement includes consultation and negotiation periods
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health & Safety Safety Performance Standards Manual
	403 - 2	Hazard identification, risk assessment, and incident investigation	Health & Safety Safety Performance Standards Manual
	403 - 3	Occupational health services	Occupational health & hygiene Health Performance Standards Manual
	403 - 8	Workers covered by an occupational health and safety management system	ESG Interactive Centre – Health & Safety
	403 – 9	Work-related injuries	ESG Interactive Centre – Health & Safety
	403 – 10	Work-related ill health	ESG Interactive Centre – Health & Safety

GRI STANDARD	NUMBER	DISCLOSURE	REFERENCE AND RESPONSE
GRI 404: Training and Education 2016	404 - 1	Average hours of training per year per employee	ESG Interactive Centre – People & Culture
GRI 405: Diversity and Equal opportunity 2016	405 - 1	Diversity of governance bodies and employees	ESG Interactive Centre – People & Culture Board of Directors
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	100% of operational sites have implemented local community engagement, impact assessments and/or development programs. Community – pp 28-32 Human rights – pp 33-36 Environnement – pp 43-49  Social performance
GRI G4 Mining and Metals Sector Disclosures	MM1	Total amount of land disturbed or rehabilitated	ESG Interactive Centre – Environment
	MM3	Total amount of overburden, rock, tails and sludges and their associated risks	ESG Interactive Centre – Environment
	MM5	Total number and % of operations or sites where there are formal agreements with Indigenous people's communities	ESG Interactive Centre – Community 2 applicable sites, 5 agreements in place
	MM6	Number and description of significant disputes relating to land use and customary rights of Indigenous Peoples	ESG Interactive Centre – Community
	MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	No resettlements were planned or took place in 2022
	MM10	Number and percentage of operations with closure plans	4 of 4 sites – 100%



# 2022 Sustainability Report

A full-page background image showing a sunset over a mountain range. A single, dark silhouette of a tree stands prominently on a rocky outcrop in the foreground. The sun is a bright, glowing orb on the left side of the frame, casting a warm, golden light across the sky and the silhouetted landscape. The sky is filled with soft, horizontal clouds, and the mountains in the distance are layered and hazy.

## **OceanaGold Corporation**

Suite 1020  
400 Burrard Street  
Vancouver BC V6C 3A6  
Canada

+1 604 678 4123  
[info@oceanagold.com](mailto:info@oceanagold.com)  
[www.oceanagold.com](http://www.oceanagold.com)