



COMMUNITIES POLICY

OceanaGold (Philippines), Inc. (the “**Company**”) strives to create a positive legacy in the communities where we operate through the establishment of relationships and partnerships that deliver sustainable outcomes. This commitment extends across all our business activities including exploration, all stages of the project development cycle, mining operations and closure.

We will seek broad-based community support for our activities by engaging and listening, having meaningful dialogue, respecting local cultures, and acting transparently and in good faith.

We recognize the distinct and special rights, interests, and connections to land and waters of Indigenous peoples. We recognize Free Prior and Informed Consent (FPIC) and are committed to conducting our business activities in a manner that is consistent with FPIC principles.

Our commitment to having good community relations and strong social performance in our business will be driven through the implementation of a management system and activities focused on:

- Building respectful and durable relationships through culturally appropriate, inclusive and transparent dialogue and processes at the earliest practical stage, based on informed consultation and participation.
- Respecting communities by listening to their interests and expectations for how we operate and by identifying, avoiding, mitigating and/or enhancing our community impacts.
- Recognising diversity and being deliberately considerate of interests and expectations from all sectors within the community.
- Respecting cultural heritage, traditional livelihoods, and community connections to land, water and natural resources.
- Building and contributing to partnerships by generating resources, sharing knowledge, and investing in local capacity designed to enhance positive economic, environmental and social outcomes.
- Building fair and equitable processes to access land that comply with local regulations, are socially legitimate, avoid or minimise displacement, and when unavoidable, mitigating adverse impacts in a manner that preserves and/or improves livelihoods.
- Providing employees and contractors with training and resources to ensure culturally appropriate and respectful behaviour.
- Continuously review and improve our social performance in line with societal expectations and industry best practices.

All directors, employees, contractors and visitors are required to:

- Consider the full scope of their potential impacts on the community in which they are working.
- Respect the rights of Indigenous peoples and acknowledge their culture, identity, traditions, and customs.
- Avoid behaviour and activities that could negatively impact on the community.
- Report all community complaints to Company Management, and support actions to address community concerns.

These commitments are integral to all aspects of our business, are approved by the Board of Directors and promoted and championed by the Management Team.