



FAIR EMPLOYMENT POLICY

At **OceanaGold (Philippines), Inc.** (the “**Company**”), our values are Care, Respect, Integrity, Performance and Teamwork and we strive to reflect these in our decisions, processes and behavior. Living our Values is expected, and this should underpin our workforce being treated fairly.

We encourage and support everyone in the Company to speak up about any unfair treatment they have experienced or witnessed in the workplace. We do not tolerate retaliation against those who speak up.

We recognize that how we respond to actual or alleged unfair treatment is critical to preventing this type of behavior from occurring.

Our commitment to provide fair employment will be achieved through the implementation of, and adherence to, systems and activities focused on:

- Building a workplace culture that promotes and rewards living our Values.
- Increasing workforce diversity through the establishment of programs and measurable goals. This includes applying Equal Employment Opportunity (EEO) in our decision making.
- Compliance with applicable local workplace and employment laws as a minimum. This includes the protection of all personal information and prohibiting the use of forced, compulsory or child labour.
- Implementing a Code of Conduct, whistleblower hotline and necessary training and communication designed to identify and eliminate inequity and unfair treatment.
- Ensuring equity and fairness in remuneration and employment practices focused on merit.
- Supporting our people to realise their full potential via our focus on open communication, goal clarity and commitment to achievement.
- Supporting flexible work arrangements where team, department and/or Company performance and cost is not jeopardised.

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

- Live by our Values.
- Ensure all our people are treated fairly.
- Intervene when they experience or witness unfair behaviour if they feel safe, confident and comfortable to do so.
- Report any unfair behaviour that they have witnessed, been told about or experienced, if they feel safe and comfortable to do so. The Speak Up process provides an independent and confidential means of doing so.

All directors and people leaders are also required to:

- Make prevention of unfair acts a leadership priority.
- Create a merit-based culture where everyone feels they are treated fairly and are safe to speak up.
- Lead by example, speak up and act when they witness or learn of unfair treatment, including by appropriately escalating and following required processes for response.
- Prioritise the wellbeing of the person(s) impacted.

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.