



# HEALTH AND SAFETY POLICY

**OceanaGold (Philippines), Inc.** (the “Company”), strives to provide a safe and healthy working environment and to prevent work-related injuries, ill-health, occupational stressors and fatalities. This commitment extends across all our business activities including exploration, all stages of the project development cycle, mining operations and closure.

This commitment is promoted through the involvement of the Board of Directors and championed by all members of the Management Team with consultation and active participation of workers to identify, minimise and eliminate risk and manage the safety, health and wellbeing of our employees, contractors and local communities.

Our commitment for the responsible management of safety, health, and wellbeing will be driven through the implementation of and adherence to a management system and activities focused on:

- Complying with all host country health and safety laws as a minimum.
- Implementing best practice health and safety management systems and standards aligned with ISO 45001:2018 and other internationally accepted standards and conventions.
- The identification, and management of health and safety risks to As Low As Reasonably Practicable.
- Establishing measurable objectives and targets that indicate the effectiveness of the health and safety management system.
- Providing all necessary training, education, equipment, resources and information to support a healthy and safe work environment.
- Promoting open communication and consultation on health and safety matters to encourage personal involvement and positive attitudes towards health and safety.
- Supporting the rehabilitation and reintegration of employees following workplace stress, illness or injury.
- Effectively developed, tested and maintained emergency response capabilities.
- Continuously monitoring, reviewing and improving our health and safety management systems and performance.

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

- Report all hazards, incidents and injuries to Company Management, and implement and support effective actions.
- Comply with all Company policies, standards and procedures.
- Always present in a fit condition to undertake their duties.
- Observe and support safe behaviours including intervening where unsafe acts, behaviours or circumstances occur.

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