



HUMAN RIGHTS POLICY

OceanaGold (Philippines), Inc. (the “**Company**”), is committed to respecting the human rights of all people directly and indirectly impacted by our business and operational activities. Our commitment includes respecting the human rights of our employees, individuals, and groups in the communities where we operate, workers in our supply chain, and other stakeholders affected by our business activities as detailed in the UN Universal Declaration of Human Rights and in line with the UN Guiding Principles on Business and Human Rights.

We will engage with communities we operate in through Informed Consultation and Participation processes and minimise the level of resettlement associated with our activities. We will secure our facilities in a way that respects human rights and adheres to the Voluntary Principles on Security and Human Rights.

We recognise the unique rights of Indigenous communities and will conduct our business activities in a manner that is consistent with the principles of Free Prior and Informed Consent to safeguard their rights.

Our commitment to respect human rights both directly and indirectly through our business relationships will be driven through the implementation of and adherence to a management system and activities focused on:

- Implement a human rights due diligence process to identify, prevent and mitigate human rights risks and impacts in all our operations and across our value chain.
- Implementing, maintaining, and reviewing company-wide human rights performance standards consistent with internationally accepted standards and conventions.
- Compliance with the local law while meeting the requirements of the human rights standards.
- Ensuring that all relevant staff, including contractors and security personnel, have appropriate human rights training and guidance.
- Undertaking direct, honest, and open consultation and communication about our human rights impacts.
- Establishing effective grievance mechanisms for our workforce, communities, and other stakeholders to provide effective access to remedy for any adverse human rights impacts due to our activities.
- Monitoring the effectiveness of our systems and activities and publicly reporting on our progress in implementing this Policy.

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

- Comply with all Company policies, procedures, and behaviours relevant to the protection and respect of human rights.
- Report all incidents that may breach others human rights to OceanaGold Management and observe and support respectful behaviour in others.

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.