



RESPECT AT WORK POLICY

OceanaGold (Philippines), Inc. (the “**Company**”), strives to provide a safe, inclusive and respectful workplace environment, free from sexual harassment and any other harassment, bullying, victimization, violence, vilification and discrimination. These inappropriate behaviors cause harm, and are disrespectful, unlawful, unsafe and contrary to our Values and Code of Conduct.

We encourage and support everyone in the Company to speak up about any inappropriate behaviors 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 these behaviors is critical to improving and preventing these behaviors from occurring.

Our commitment to provide a safe and respectful workplace will be achieved through the implementation of, and adherence to, systems and activities focused on:

- Management Team engagement in preventing inappropriate behaviour and responding to matters.
- Building a workplace culture focused on personal safety and preventing sexual harassment and all forms of harassment, bullying, victimisation, violence, vilification, discrimination and retaliation.
- Taking prompt and proportionate action to address any inappropriate behaviours.
- Putting the care and support of those impacted at the heart of how we respond to inappropriate behaviour. This includes allowing those impacted to have a say in how we respond.
- Developing and implementing education, training and communications programs to support the above objectives.

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

- Behave in a way that shows care and respect, and not engage in inappropriate behaviour.
- Intervene when you experience or witness inappropriate behaviour if you feel safe, confident and comfortable to do so.
- Report any inappropriate behaviour you have witnessed, been told about or experienced, if you 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 inappropriate behaviour a leadership priority.
- Create a respectful culture where everyone feels included and safe to speak up.
- Lead by example, speak up and act when they witness or learn about inappropriate behaviour, 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.