

# Human Rights Policy

OceanaGold (OGC) is committed to respecting the fundamental human rights of employees and other stakeholders affected by all of our Business activities including Exploration, all stages of the Project Development Cycle (pre-feasibility, feasibility and construction), Operations and Closure.

We aim to contribute to the preservation of Human Rights by treating all people equally and fairly, minimizing involuntary resettlement and providing fair compensation to restore or improve livelihoods and living conditions due to adverse effects from our activities.

***Our commitment to the preservation and respect of Human Rights will be achieved through the implementation of a management system and structure focussed on:***

- conducting our business activities in a manner that is consistent with:
  - the Universal Declaration of Human Rights,
  - Voluntary Principles on Security and Human Rights,
  - the concepts of Informed Consultation and Participation (ICP) and/or Free and Prior Informed Consent (FPIC), the laws and regulations of the countries in which we operate;
- implementing companywide Human Rights performance standards consistent with Internationally accepted Standards and Conventions;
- ensuring that all relevant staff, including contractors and security personnel, are provided with appropriate human rights training and guidance;
- undertaking direct, honest and open communications with employees and other stakeholders that is built on respect for the dignity and worth of each individual; and
- communicating this Policy and our expectations of compliance to all our directors, employees, contractors, business partners and visitors.

***We will require the cooperation of directors, employees, contractors, business partners and visitors to:***

- comply with all policies, procedures and behaviours relevant to the protection and respect of human rights;
- report all incidents where there is considered to be any breach of human rights policies, procedures or behaviours; and
- observe and support respectful behaviour in others.

Through these commitments we will underpin our core Company values of Respect and Integrity resulting in the respect for and preservation of the fundamental Human Rights of all employees, and stakeholders affected by our activities.

Signed:



**Mick Wilkes**

President & CEO

July 2017