



OCEANAGOLD

A positive legacy, every day

Sustainability report 2018



Neil and Gary from our Macraes Operations

We're funding protection activities for the New Zealand Rock Wren, native to the South Island of New Zealand



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Laboratory and monitoring assistant, Nestor, conducting water sampling at our Didipio Mine



A message from our Chair and CEO

We continue to be recognised for our leading practice in sustainability.



MICK WILKES
PRESIDENT AND CEO



JIM ASKEW
RETIRING CHAIR OF THE BOARD

It's our pleasure to provide OceanaGold's 2018 Sustainability Report.

This will be the last report for our Chairman, Jim Askew, as he retires from the OceanaGold Board at our June 2019 Annual General Meeting. Thank you Jim for the last 12 years and your leadership and guidance as we have transformed our company and our operational and sustainability performance.

We recently updated our Vision. We want to be the best gold mining company for employees, communities, the environment, regulators, investors and business partners. It's supported by our new Purpose to produce superior results that leave a positive legacy every day.

We are proud of the recognition we continue to receive for our sustainability practices and performance within the industry. As we continue to grow as a company, we're continually strengthening our corporate sustainability governance. In 2018 this included the re-establishment of our Responsible Mining Committee to align corporate functional efforts, and the commencement of an External Affairs and Social Performance Management System to better-understand social and political risks and opportunities.

We delivered on our commitments in-line with our values and business strategy. Despite a backdrop of severe weather events and, at times, a challenging gold price environment, we exceeded our production targets and generated strong cash flows while reducing our debt and paying dividends to our shareholders. For the seventh consecutive year we delivered our production and cost guidance and we're the only gold mining company to have achieved that.

We relocated our North American office from Vancouver, Canada to Denver, in the United States of America. Denver is a North American gold mining hub and is well-positioned to support our Haile operation and our maturing exploration interests in Nevada. We have a lean corporate team, so we prioritise having people located in areas that will support our operations and growth.

We continued to progress with our organic growth opportunities at Waihi, Haile and Didipio and also identified opportunities to further extend the mine life at Macraes, all of which we expect will see us generate strong performance and provide employment and economic benefits well into the future.

We maintained our focus on providing our employees a safe working environment that provides opportunities for growth and development. We had 2,052 employees in 2018, with almost 94 per cent of them employed on permanent contracts. We provided training and development opportunities, with safety and leadership capacity being our priority.

We launched a new Diversity Standard to support the implementation of our Employment and Diversity Policy. While we are focused on building an environment that encourages more women to be part of our company, we are also committed to bringing together people from a wide range of backgrounds so they can apply their diverse thought, skills and experiences.

We are making good progress advancing our safety leadership and systems. In 2018 we continued to improve our corporate governance frameworks and supporting systems with a focus on improving safety systems, compliance and performance.

We procure goods and services locally where practicable, or within the countries that host our operations. This ensures the benefits of our activities extend beyond the boundaries of our operations and provide jobs and financial benefits in addition to the wages, taxes and other payments we make. In 2018 we invested US\$521 million procuring goods and services across the company, with 85% of this procurement made locally or within the country that hosts our operations.

We invested \$3.7 million in social programs, donations, in-kind support and community infrastructure in line with the priorities identified by our host communities and governments. In 2018 our investment delivered significant education, health and community infrastructure outcomes.

As supporters of the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption, we became a member of the United Nations Global Compact. This report forms our first annual Communication on Progress and in it we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also became a member of Transparency International in line with our commitment to open and transparent reporting and our ongoing support for the Extractives Industry Transparency Initiative in the Philippines and more broadly.

We launched our company-wide automation, digital and process transformation (ADAPT) to improve the way we plan, operate, assess, mitigate and evolve operational and resource efficiency, data analysis, decision-making, safety and sustainability outcomes. New technologies and capabilities provide an opportunity to improve safety, enhance performance and reduce operational impacts and, as a responsible miner, it's a change we're getting on board with. For us this isn't an opportunity to reduce numbers in our workforce, but rather adapting in a period of significant change as our stakeholders expect us to produce more, waste less, and protect our people and environment. In the process we will grow our Company to be even more successful and create more opportunities for our people.

Across the operations we are focused on biodiversity and have been working in partnership with our stakeholders and various universities and scientists to develop and deliver new programs and initiatives. For example, at Macraes the team has re-designed mine infrastructure to deliver better environmental and community outcomes.

The failure of the tailings dam wall at the Corrego do Feijaho mine in Brazil and tragic loss of life reiterated for us all how critical safe and responsible tailings management is. We take our commitment to ensure community safety and environmental integrity very seriously. While our tailings facilities differ at each of our operations, there are strict international standards we operate under, and we continually inspect, monitor and regularly audit each one. As an industry we have a responsibility to always look for better ways to treat and manage our tailings, and we support the efforts underway across the sector to investigate how we can all continuously improve. In 2019 we will deliver a program of work around tailings management, including corporate Statement of Position on Tailings Facilities, the formation of a corporate Tailings Governance Committee and improved internal governance processes. We have also made additional information about our tailings management available on our website.

With the commencement of the Australian Modern Slavery Act from January 2019, we commenced a program of work to identify human rights, environmental and social risks in our supply chain. We will deliver our first Modern Slavery Statement under the Act in June 2020.

We are strengthening our corporate strategy to support our company-wide investment, growth, management, capability and delivery goals, and align our strategy to the culture we aspire to. To achieve that we will conduct a company-wide culture survey and look at the way we are structured to grow and continue delivering industry-leading outcomes.

You will find more information about all of these initiatives and more in this report. We welcome any feedback or questions at info@oceanagold.com or +61 3 9656 5300.



About this report

Our Didipio Mine

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Reporting approach

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards—Core Option and the GRI G4 Mining and Metals Sector Disclosures. It aligns with the International Council on Mining and Metals (ICMM) Sustainable Development Framework.

We support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. This report forms our first annual Communication on Progress and in it we describe our actions to continually improve the integration of the Global Compact principles into our business strategy, culture and daily operations.

Reporting scope and limitations

OceanaGold and our respective subsidiaries operate as OceanaGold Corporation. Throughout this sustainability report, our companies, offices, sites and operations are referred to as OceanaGold. The terms 'our company', 'our business', 'us', 'our' and 'we' refer to OceanaGold. A full description of our corporate structure is available in our annual information form on our website.

In this sustainability report, we include our payments to government. Details in relation to the regulatory obligations, including licencing application fees, amendments application fees, annual renewals and general compliance costs are fully disclosed in our financial statements on our website. All financials are reported in US\$ unless otherwise stated.

This sustainability report follows our 2017 report, released on 1 June 2018, and provides information and data from our four operating assets during the period 1 January 2018 to 31 December 2018. These assets include:

- Haile Gold Mine, South Carolina, United States of America
- Didipio Mine, Luzon, Philippines
- Waihi Gold Mine, North Island, New Zealand
- Macraes Operations, South Island, New Zealand.

Included in the operational data is our brownfield project development (capital works) data.

Other reports and information we make available include: annual information form, annual general meeting materials, NI 43-101 technical reports, exploration results filings, quarterly and annual financial and performance results, quarterly webcasts, corporate presentations and media releases. All of these documents are available on our website, www.oceanagold.com.

Your feedback on this sustainability report is always welcome and may be provided to us at info@oceanagold.com or by calling +61 3 9656 5300.

Our materiality assessment forms the basis for our sustainability reporting.

As a member of Transparency International Australia, we publicly support Transparency International's work and continue to enhance our annual reporting of anti-bribery, anti-corruption and transparency initiatives.

Details of these are available on [page 27](#) of this report and on our website, www.oceanagold.com.

Bureau Veritas independently assured all data relating to material topics in this sustainability report. A copy of this assurance report is provided on [page 97](#).

Our material topics

In line with the Global Reporting Initiative (GRI) standards, our functional leaders and subject matter experts review the topics that present the greatest potential economic, environmental, and social impacts and that matter most to our business and stakeholders.

Our materiality assessment forms the basis for our sustainability reporting. We also report data in line with the GRI standards and changes to business over the 2018 calendar year. Our GRI index is on [page 105](#).

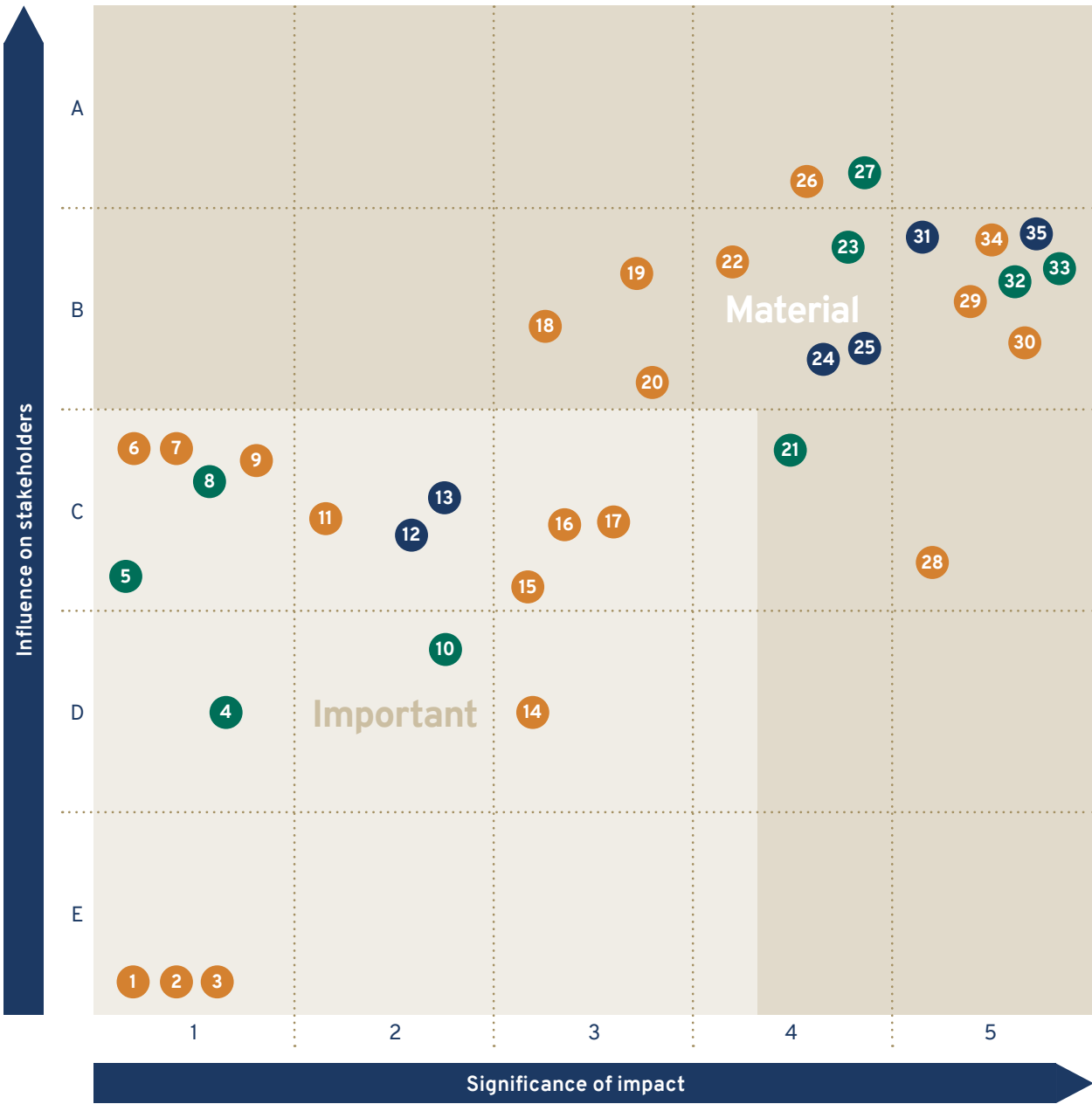
In determining content for this report, we assessed our sustainability risks and opportunities through a range of sources including stakeholder engagement and complaints registers, corporate risk registers, operational reports, Board reports, our Responsible Mining Committee and feedback from our ongoing engagement with internal and external stakeholders.

In identifying issues or topics material to our operations, we have considered issues arising from business management and stakeholders including our employees, contractors and suppliers, host communities and governments, investors and analysts, industry bodies and non-government organisations.

In determining material topics for our 2018 sustainability report, we have undertaken a process to identify, prioritise, validate and review in line with the GRI standard for defining report content. These material topics have been reviewed throughout the preparation of this report.

In 2019 we will review opportunities for formal stakeholder discussions around our material topics and approach to sustainability reporting.

MATERIALITY ASSESSMENT 2018



● Economic disclosures	● Environmental disclosures	● Social disclosures
1. Customer health and safety	13. Anti-corruption	24. Market presence
2. Marketing and labelling	14. Freedom of association and collective bargaining	25. Procurement practices
3. Customer privacy	15. Training and education	26. Socio-economic compliance
4. Materials	16. Labour-management relations	27. Emissions
5. Artisanal and small-scale miners	17. Resettlement	28. Public policy
6. Child labour	18. Employment	29. Human rights assessments
7. Forced or compulsory labour	19. Rights of Indigenous peoples	30. Local communities
8. Supplier environmental awareness	20. Non-discrimination	31. Indirect economic impact
9. Security practices	21. Closure planning	32. Water and effluents
10. Energy	22. Diversity and equal opportunity	33. Biodiversity
11. Supplier social assessments	23. Environmental compliance	34. Our health and safety
12. Anti-competitive behaviour		35. Economic performance

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Processing plant at our Haile Gold Mine



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CHAIR AND CEO
MESSAGE

We're committed to the highest standards of technical, environmental and social performance.

The OceanaGold way

We have redefined our vision and purpose to better reflect our people, commitment to responsible mining and the results we deliver every day.

Vision	Values	Purpose	Mission
The best gold mining company for employees, communities, the environment, regulators, investors and business partners.	Respect, integrity, teamwork, innovation, action and accountability.	Produce superior results that leave a positive legacy every day.	Double the value of our business by 2024.

Our company

OceanaGold is a multinational gold producer with global operating, development and exploration experience.

Our corporate headquarters is in Melbourne, Australia. Our business is also supported by our Americas office in Denver, United States of America; a technical and projects office in Brisbane, Australia; and an information technology and finance office in Singapore.

We're committed to the highest standards of technical, environmental and social performance. We continuously innovate and improve the way we explore, extract and process minerals.

Our operating assets include: the Didipio Mine on Luzon Island in the Philippines; the Macraes Operations in the South Island of New Zealand, the Waihi Gold Mine in the North Island of New Zealand and Haile Gold Mine in South Carolina, United States of America.

We have a significant pipeline of organic growth and exploration opportunities in the Americas and Asia-Pacific, and a track record for converting discoveries into production.

The gold, copper and silver we produce are essential to the renewable energy and transport sectors, life-saving medical devices and technology that connects communities.

We are publicly listed on the Toronto Stock Exchange (TSX) and the Australian Securities Exchange (ASX) under the code 'OGC'. Our shareholders comprise approximately 86 per cent institutional investors with brokers, retail and corporate investors accounting for the remaining 14 per cent.

Our investors are primarily located in North America (60 per cent), the United Kingdom (21 per cent), Australia and New Zealand (10 per cent) and mainland Europe (7 per cent) with 622.28 million shares outstanding as of 22 March 2019. Additional details are available in the investor centre on our website.

Corporate strategy



Governance framework

Our vision, our values, our people		Our aspirations, our principles of behaviour, how we treat our people
Statement of Business Ethics and Code of Conduct		How we will deliver
Code of Personal Conduct		Individual behaviour we expect
Integrated Management System		Corporate expectations and formal systems to align business performance
Risk Management System		
Corporate Governance Policies	Responsible Mining Policies	
Privacy	Health and Safety	
Continuous Disclosure	Environment	
Securities Trading	Community	
Protected Disclosure and Whistleblowing	Employment and Diversity	
Risk Management	Human Rights	
Anti-bribery and Anti-corruption	Culture and Heritage	
Investor Relations		
Majority Voting		
Standards and positions, guidelines, tools and templates		
Operational and divisional procedures and instructions		Site-based systems to implement



OceanaGold Non-Executive Director, Ian Reid, with EVP and Chief Development Officer, Mark Cadzow

Our Board of Directors

Our Board is responsible for guiding and monitoring our business and, in collaboration with our executive team, setting our policies, goals, strategies and performance targets to meet stakeholder expectations. The Board also ensures we have appropriate processes in place for risk assessment, management, internal control and performance monitoring.

Our Board of Directors		
Board member	Board committees	Tenure
James Askew, Chairman	<ul style="list-style-type: none"> Remuneration and Nomination Committee (Chair) Sustainability Committee (Chair) Audit and Financial Risk Management Committee (Retired 1 June 2018) 	Joined 2007 Retired June 2019
Ian Reid, Non-executive Director/incoming Chairman	<ul style="list-style-type: none"> Audit and Financial Risk Management Committee (appointed 1 June 2018) Sustainability Committee (appointed 1 June 2018) 	Joined April 2018 Commenced as Chair 14 June 2019
Nora Scheinkestel, Non-executive Director	<ul style="list-style-type: none"> Remuneration and Nomination Committee (appointed 1 June 2018) 	Joined 2018
Dr Geoff Raby, Non-executive Director	<ul style="list-style-type: none"> Audit and Financial Risk Management Committee Sustainability Committee (appointed 1 June 2018) 	Joined 2011
Paul Sweeney, Non-executive Director	<ul style="list-style-type: none"> Audit and Financial Risk Management Committee (Chair) Remuneration and Nomination Committee 	Joined 2014
Craig Nelson, Non-executive Director		Joined 2019
Michael (Mick) Wilkes, President and CEO		Since January 2011
William Myckatyn	<ul style="list-style-type: none"> Remuneration and Nominations Committee (Chair—retired 1 June 2018) 	Retired June 2018
Jose Leviste Jr	<ul style="list-style-type: none"> Sustainability Committee (retired 1 June 2018) 	Retired June 2018
Dr Diane Garrett	<ul style="list-style-type: none"> Sustainability Committee (retired 1 June 2018) 	Retired June 2018

Biographies for each of our Board members and our Board Charter outlining the role, structure, election and activities of the Board are available on our website, www.oceanagold.com.

The Board delegates certain responsibilities and authorities to the Chief Executive Officer (CEO) and the Executive Committee to enable them to conduct the company's day-to-day activities, subject to certain limitations. Matters beyond the scope of these limitations require Board approval.

The Board coordinates the following committees to assist in the execution of its responsibilities:

- Sustainability Committee
- Audit and Financial Risk Management Committee
- Remuneration and Nomination Committee.

The Board oversees our sustainability approach with its Sustainability Committee assisting with governance and monitoring. The Sustainability Committee reviews and makes recommendations on the assessment and mitigation of technical risk and our performance in relation to our commitments to environmentally sound and responsible resource development, a healthy and safe work environment, our commitments to social performance, and our relationship with stakeholders and governments.

The Audit and Financial Risk Management Committee oversees OceanaGold's accounting and financial reporting processes and reviews and audits our financial statements.

The Remuneration and Nomination Committee reviews and makes recommendations in relation to the remuneration of directors and senior executives of the company.

Each committee is governed by a formal charter approved by the Board, documenting the committee's composition and responsibilities. Copies of these charters are available on our website, www.oceanagold.com.

2018 Board committee meetings								
	Board of Directors		Audit and Financial Risk Management Committee		Remuneration and Nomination Committee		Sustainability Committee	
Director	Number held	Number attended	Number held	Number attended	Number held	Number attended	Number held	Number attended
J E Askew	7	7	2	2	4	4	4	4
J P Leviste Jr.	2	2	-	Non-member	-	Non-member	1	1
P B Sweeney	7	7	4	4	4	4	-	Non-member
W H Myckatyn	2	2	-	Non-member	1	1	1	1
M F Wilkes	7	7	-	Non-member	-	Non-member	-	Non-member
G W Raby	7	6	4	4	-	Non-member	3	3
D R Garrett	2	2	-	Non-member	-	Non-member	1	1
N L Scheinkestel*	5	4	-	Non-member	3	3	-	Non-member
I M Reid**	5	5	2	2	-	Non-member	3	3

*Ms Scheinkestel was appointed to the Board on 1 April 2018 and attended all Board and committee meetings held after her appointment to the Board and the Committees (except one).

**Ian Reid was appointed to the Board on 26 April 2018 and attended all Board and committee meetings held after his appointment to the Board and the committees.

***In relation to GRI disclosure requirement 405-1 (a)ii - all board members are over the age of 50.

Corporate Executive Committee





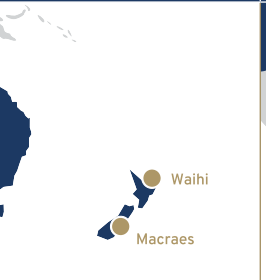

Waihi core shed

Operational assets

Our operating assets are located in the Philippines, New Zealand and the United States of America.

In 2018 the company produced 533.3 thousand ounces (koz) of gold and 15 thousand tonnes (kt) of copper with all-in sustaining costs of \$767/oz. In 2019 the company expects to produce 500-550 koz gold and 14-15 kt copper at all-in sustaining costs ranging between \$850-\$900 per ounce sold.

Exploration and technical studies are currently underway to further extend the life of the Waihi Gold Mine and Macraes Operations in New Zealand.

	Didipio	Macraes	Waihi	Haile
				
Mine type	Gold and copper mine	Gold mine	Gold mine	Gold mine
Location	Luzon Island, Philippines	South Island, New Zealand	North Island, New Zealand	South Carolina, United States of America
General manager	David Way	Matthew Hine	Bernard O'Leary	David Thomas
Operation type	Underground operation producing gold and silver in Doré bars and copper in concentrate	Open pit and underground operation producing gold and silver in Doré bars	Underground operation producing gold and silver in Doré bars	Open pit operation producing gold and silver in Doré bars
Proven and Probable Resources	1.20 Moz gold 2.41 Moz silver 0.14 Mt copper	1.2 Moz gold	0.2 Moz gold	3.0 Moz gold
Measured and Indicated Resources	1.3 Moz gold 2.7 Moz silver 0.16 Mt copper	3.3 Moz gold	0.8 Moz gold	3.1 Moz gold
Inferred Resources	0.3 Moz gold 0.5 Moz silver 0.03 Mt copper	0.9 Moz gold	1.1 Moz gold	0.7 Moz gold
2018 production	115 koz gold 15 kt gold	203 koz gold	83.5 koz gold	131.8 koz gold
2019 production guidance	120-130 koz gold 14-15 kt copper	175-190 koz gold	60-70 koz gold	145-160 koz gold
Current mine life	2032+	2021+	2020+	2033+

*Production figures as at 31 December 2018

*Resources and reserves figures as of most recent update 28 March 2019, see complete tables at www.oceanagold.com

Exploration and strategic investments

Our exploration and investment strategy is focused in the Americas and Asia-Pacific, reflecting our operational base and expertise. In these two regions, we leverage our experience and identify opportunities that will sustainably grow our business, continue to deliver consistent results and strengthen our financial position.

We are disciplined in our approach to investments, merger and acquisition opportunities, and have strict criteria around due diligence, financial and other entry hurdles, and various potential risks.

Details of our exploration and investment activities are available in full in our annual information form on our website, www.oceanagold.com.

EXPLORATION

A significant proportion of our exploration budget is directed towards replacing the reserves depleted through mining and further building the resource base at our operations.

A smaller—but important—proportion of allocated funds are directed to exploration outside of the regions where we are currently mining but in jurisdictions that have a track record of discovery, development and successful production. In these jurisdictions we are focused—although not exclusively—on high-grade, low-sulphidation epithermal and orogenic styles of gold mineralisation.

In 2018 we significantly increased our inferred resource base by 42 per cent to 3.6 million ounces. This is largely due to the success at Martha Underground and Wharekirauponga in New Zealand. We also offset reserve depletion by 36 per cent.

Ongoing exploration by operation	
Waihi Gold Mine	<ul style="list-style-type: none"> Resource definition drilling at Correnso Underground and Martha Underground Greenfield exploration in the Coromandel (including Wharekirauponga)
Macraes Operations	<ul style="list-style-type: none"> Resource definition drilling at Golden Point, Innes Mills, Frasers Slip, Frasers West and Frasers Underground
Didipio Mine	<ul style="list-style-type: none"> Resource definition and extensional drilling at Didipio Underground
Haile Gold Mine	<ul style="list-style-type: none"> Resource definition and extensional drilling at Ledbetter, Snake, Haile and Red Hill.

STRATEGIC INVESTMENTS

Outside of our mining operations, we have a growing and significant pipeline of strategic investments that include active option and joint venture agreements—one in New South Wales in Australia, one in New Zealand and four in the eight Basin of the United States of America and two in Argentina. We also have important equity positions in four exploration companies: Gold Standard Ventures Corp, NuLegacy Gold Corp, MOD Resources and Locrian Resources Inc. These investments represent longer-term growth opportunities for the company.

Strategic investments	
Company	Ownership as at 31 December 2018
Gold Standard Ventures Corp.	15.6%
NuLegacy Gold Corp.	16.2%
Locrian Resources Inc.	30.4%

Option/joint ventures	
Company	Projects
Bravada Gold Corp.	Highland Project, Nevada, United States of America
Renaissance Gold Inc.	Spring Creek and Fat Lizard projects, Nevada, United States of America
American Pacific Mining Corp.	Tuscarora Project, Nevada, United States of America
Rio de Oro S.A.	Pedernales and Santa Teresita projects, Argentina
MOD Resources Ltd.	Sam's Creek, South Island, New Zealand
Newcrest Mining Limited/Barrick Australia Limited	Junction Reefs, New South Wales, Australia

Closure

Planning for how we are going to close and rehabilitate our mines is part of our ongoing mine planning.

These plans incorporate the ways we can mitigate the operational impacts of our mines and include post-closure environmental, economic and social impacts. The level of closure planning will vary depending on how close it is to the end of the mine life operation. But it always incorporates a range of technical information and stakeholder expectations.

We plan for closure at each of our operations and progressively rehabilitate where mining activities have been finalised. For more information see [page 88](#).

REEFTON RESTORATION PROJECT, NEW ZEALAND

The Globe Progress Mine at Reefton, located on the west coast of New Zealand's South Island, transitioned to a restoration project in 2016 after 10 years of operations.

The Reefton Restoration Project is known for its comprehensive closure and rehabilitation program with works including: water treatment and ground preparation, waste rock reshaping, backfilling operations, landscape reshaping, pest control, spreading topsoil, and planting trees and weed control. Once complete, the site's management will be returned to the New Zealand Department of Conservation.

At the end of May 2019, more than 101.1 hectares (of 250 hectares) have been completely rehabilitated. The backfill, topsoil and planting of the former Souvenir open pit have been completed and the final surface capping of the Fossickers tailing impoundment is under way.

The surface of the Fossickers tailings impoundment (about 16 hectares) will be included in the 2019 planting program. The final consented outcome for the impoundment incorporates a shallow lake, which is maintained to provide a minimum two-metre water cover above the tailings surface (that acts as a hydraulic seal). There will be riparian planting of native species on the lake's margins and beaches. This methodology aligns with the restoration goal to ensure long-term stabilisation of the physical, chemical and ecological condition of the tailings impoundment.

Since commencing progressive rehabilitation in 2005, more than 603,000 manuka and beech trees have been planted. This includes approximately 106,000 in 2018 and, in 2019, we will plant approximately 106,000 more seedlings.

The former Globe Progress open pit mine (now the Globe Pit lake) is 9.8 metres below the designed spillway (or 80.23 per cent full and tracking within modelled natural-fill parameters). As it fills, the team conducts continuous sampling and modelling, including monitoring the temperature and conductivity of the water down to a depth of 30 metres.

In August 2018, we held an open day at the site and demonstrated our rehabilitation progress at the pit lake, waste rock stack, capping trials at the tailings impoundment and our innovative passive water treatment trials (see the case study on page 93). We will hold at least one open day at the site in 2019.

JUNCTION REEFS, AUSTRALIA

We acquired the former Junction Reef Mine, located near Orange in New South Wales, Australia, as a closed and rehabilitated site in 2006 through our merger with Climax Mining. We are continuing water monitoring at the site.

EL DORADO PROJECT, EL SALVADOR

OceanaGold acquired the El Dorado Project in November 2013 through the acquisition of Pacific Rim Mining Corp. OceanaGold closed the project in 2017. We are permanently withdrawing from El Salvador and complying with all regulations in a responsible and transparent manner to close our El Salvador assets.

At the time of its purchase by OceanaGold and today, El Dorado has been an exploration project. It has not been an operating mine since 1953.

In 2018 we completed a safety and environmental review that informed our rehabilitation plan. We completed the permanent closure and rehabilitation of historic shafts and adits, cleared out the exploration core sheds and completed checks on land sustainability and safety. We formally notified the government we are to permanently close all outstanding applications for exploration or environmental permits and we are in the process of permanently closing and dissolving our companies and assets in the country in compliance with legal requirements.

In 2019 we will complete the sale of all remaining land and are keeping government authorities and the local community updated on the process.



The former Globe Progress open pit at Reefton in New Zealand being rehabilitated

CASE STUDY

Enhancing mining performance and reducing impacts through digital transformation

The mining industry is changing. Companies around the world are being challenged to find new ways of operating with less impact on people and the environment. Digital transformation presents an industry-wide opportunity to enhance performance and reduce impact.

As a responsible miner, OceanaGold is getting on board with this new way of operating through our automation, digital and process transformation (ADAPT) program. ADAPT will change how we plan, operate, assess, manage and evolve our operations—helping us to develop modern mines integrating people and digital processes. ADAPT comprises four key elements:

1. Analytics: turning data into information to improve decision-making
2. Digital: hardware and software that generates, stores, processes and transmits data
3. Automation: digital control of equipment and processes
4. Processes: systems we use to extract ore from the ground.

Project Manager James Allnutt, who is leading the transformation program at our Didipio Mine, said ADAPT would enable OceanaGold to revolutionise operations by optimising processes across the entire mine value chain.

“We will more effectively communicate across our workforce and innovate through use of virtual reality and other analytic devices. We now have access to real-time data, helping us to better understand our operations and deliver more effective risk mitigation strategies. In addition, our emergency preparedness and response continue to improve through enhanced communication and situational awareness capabilities,” he said.

We’ve endorsed a program of automation, digital and process transformation (ADAPT) that defines our journey to operate the mines of the future.



“Better data enables reduced energy consumption and waste production. More efficient processes will result in producing gold with less rock removed, processed and stored, resulting in less coarse waste and tailings.”

The Didipio Mine in the Philippines is leading our transformation. The mine will be a model modern operation delivering greater safety, higher efficiencies and increased productivity. To drive this transformation, we are in alliance with Sandvik for their expertise in mine automation systems, and MST for their experience in the data communications systems required to support productivity and safety processes in underground mines.

The Didipio Underground Transformation Project was launched in 2018 following an OceanaGold collaborative automation and digital workshop involving Sandvik and MST representatives. A business case, communication strategy and project execution plan enabled the deployment of a focused team for transformation implementation at Didipio.

OceanaGold already uses advanced technology and sophisticated systems across its operations, including remotely controlled loaders underground at Macraes, Waihi and Didipio. Sandvik’s analytics and process optimisation software, Optimine, is already assisting us to better understand and improve our operations at Didipio. Modern production equipment enables operators to remotely and simultaneously supervise multiple automated areas and activities within the mine. The ADAPT program will help OceanaGold to leverage these opportunities.

The transformation project has demonstrated that new skills and people are required to realise the benefits and sustain transformation. Experience to date has shown existing jobs are becoming more interesting as repetitive work is removed and people are being empowered to enhance their roles.

A fibre optic backbone and Wi-Fi-based network was installed at the Didipio Underground Mine providing a reliable, mobile and high bandwidth data communication system capable of withstanding the harsh underground environment. The open connectivity allows data-hungry applications, such as mine automation and fleet management systems, to be supported by

single network infrastructure. Personal safety beacons monitor mine employees' locations in real time, enabling rapid accounting for personnel in emergencies and smart management of refuge chamber capacities and fixed plant operations.

James said the Didipio Transformation Project was the first step in delivering a mine of the future.

“It’s an exciting project that will help OceanaGold to enhance productivity while reducing impacts on people and the environment,” he said.



Testing remote operation from the mine control room

CASE STUDY

Goldie, our AI chatbot driving operational efficiency

OceanaGold has developed and launched an artificial intelligence chatbot, affectionately known as Goldie, to streamline work processes and keep employees connected to important IT systems no matter where they are located.

Our aim is to create a single, simple user interface for all employees to remove the need for multiple software applications.

Goldie, a part of the automation, digital and process transformation (ADAPT) program, uses a form of artificial intelligence (AI) called natural language processing and machine learning. AI allows employees to type or speak their request with Goldie understanding the intent and answering the question or performing the task. Each time she is used, Goldie learns from the interaction and becomes smarter.

OceanaGold business analyst, Kerrie Barker, who is leading the development and implementation of Goldie with our business partners at Red Marble, said company employees were spread out across a number of sites and, at times, access to computers could be limited.

“One of our challenges as a business is how we keep our people connected to important IT systems. The solution is to remove the need for a computer by eliminating the multiple application interfaces and create a single interface that is accessible from anywhere, not just onsite, but anywhere in the world,” Kerrie said.

“Most employees have access to a mobile device or tablet. By creating the single interface—Goldie—that plugs into our corporate systems, we not only make these systems more accessible, but we also reduce the need for ongoing training in software applications,” she said.

“In addition, we achieve time savings by streamlining processes and using machine learning to access information we already have, rather than employees duplicating information or completing repetitive tasks to achieve the same goal.”

In August 2018, a Goldie pilot group was identified within the Didipio Underground (DUG) Transformation Project to test the viability of the technology by trialling one of Goldie’s features—closing a work order. The trial went well and within the first two months, the project team had requests for 20 additional features to be incorporated into Goldie.

“These requests show how well Didipio engaged with the concept of Goldie, and reinforce that the pilot was an outstanding success,” Kerrie said.

“We noted significant improvements in streamlining work processes. In one case, we saw a time reduction from 2 minutes and 30 seconds to complete a task to only 37 seconds,” she said.



“We are now working on a pipeline of enhancements to Goldie and, in the second quarter of 2019, will start deploying the technology to other OceanaGold sites.”

At Didipio, we are designing a paperless workshop concept for the DUG mobile maintenance team, exploring the possibility of using tablets in pre-start checks, and digitising end-of-shift notes.

Kerrie said a paperless workshop would eliminate check sheets for inspections and services, which are currently being handled by four separate people.

“Moving to an electronic process would not only reduce the time it takes to complete this task, but it would also eliminate the double handling of information and the potential for loose pieces of paper,” she said.

“The pre-start piece of work is focused on the mobile fleet. In addition to investigating the potential for using tablets, we are exploring whether we can leverage the vehicle engine control unit to obtain datapoints on irregularities or issues with the vehicle. The aim is to trigger some preventative maintenance points that are sent directly to our maintenance team.”

“We are also looking at how we could improve and digitise end-of-shift notes between the teams for the Underground Department.”

At Macraes, we have started developing electronic hazard reporting, task observations and workplace inspections with Goldie. Having this function available in Goldie will enable our people to report on the spot using a mobile device and capture images that are automatically loaded into our IT systems. Once we have completed this work at Macraes, we will roll out the enhancement across Didipio.



Our commitment to responsible mining

Cassie from our Waihi Gold Mine conducting noise monitoring

CHAIR AND CEO MESSAGE

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ABOUT US

OUR COMMITMENT TO RESPONSIBLE MINING

PEOPLE

HEALTH, SAFETY AND WELLBEING

ECONOMIC PERFORMANCE AND CONTRIBUTION

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Sustainability is fundamental to the way we do business.

At OceanaGold, sustainability is fundamental to the way we do business. We are committed to responsible mining, managing our effects and, more broadly, contributing to our host communities and society.

We produce gold, silver and copper metals that are essential to economic development and societal wellbeing—from renewable energy to life-saving medical devices and the communication and information technology that connects communities.

From exploration through to operations and closure, we identify and manage our environmental and social impacts across the lifecycle of our assets. We are committed to the highest standards of governance and act ethically and with integrity in all of our interactions with stakeholders.

We consider all aspects of our business in our decision-making processes. This includes economic effects and opportunities, health, safety, environment, people, host and adjacent communities, our investors, business partners and civil society. This holistic approach enables us to grow and optimise our operations with strong management systems and practices at each level of the company.

We continue to strengthen our sustainability performance with a focus on a deeper understanding of our impacts, and greater consistency in the execution of our sustainability policies and practices across our global operations. As we progress our growth strategy, we continue to build on this strong foundation to support these robust practices with consistent execution across the business.

Our Code of Conduct, all of our policies and other governance and sustainability information is available in full on our website, www.oceanagold.com.

Responsible mining governance

GOVERNANCE FRAMEWORK

Our vision, our values, our people		Our aspirations, our principles of behaviour, how we treat our people
Statement of Business Ethics and Code of Conduct		How we will deliver
Code of Personal Conduct		Individual behaviour we expect
Integrated Management System	Risk Management System	
Corporate Governance Policies Privacy Continuous Disclosure Securities Trading Protected Disclosure and Whistleblowing Risk Management Anti-bribery and Anti-corruption Investor Relations Majority Voting	Responsible Mining Policies Health and Safety Environment Community Employment and Diversity Human Rights Culture and Heritage	Corporate expectations and formal systems to align business performance
Standards and positions, guidelines, tools and templates		
Operational and divisional procedures and instructions		Site-based systems to implement

*All sustainability policy descriptions are included in this report, but all of our policies are available on our website, www.oceanagold.com

CHAIR AND CEO MESSAGE

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Responsible mining is central to the OceanaGold Governance Framework and is supported by a Board-level sustainability committee that oversees our sustainability approach.

The Responsible Mining Committee supports ongoing sustainability improvements across our company. The committee was re-established in 2018 with membership drawn from across the business representing operations, exploration, investor relations, human resources, project development, health and safety, environment, external affairs and social performance.

In 2018 the Responsible Mining Committee defined its role as a forum to review and align corporate functional efforts to execute OceanaGold's Responsible Mining Framework (RMF) and developed a three-year work plan that summarises functional efforts to support ongoing implementation and improvements.

Workplan highlights include:

- Developed an Integrated Management System aligned with ISO requirements that is independently audited and will be the foundation for other RMF policies and standards (completed in 2018).
- Formalised and rolled out a diversity and inclusion standard with the Diversity Committee (completed in 2018).
- Identified key environmental material risks and developed and rolled out supporting management frameworks. These risks are closure, water, biodiversity, cyanide, tailings storage facilities and energy and greenhouse gas emissions (ongoing).
- Designed and built a management system framework for external affairs and social performance (completed in 2018, rollout ongoing, see case study on [page 37](#)).
- Continued to improve sustainability data reporting and environmental, social and governance (ESG) related information and enhanced collaboration across functions to increase publicly available information.
- Responsible functions reviewing external benchmarks and standards informed improvements to company policies and management approaches.

In 2019 the committee will launch a revised RMF with updated policies, standards and guidelines that will be implemented across OceanaGold's operations, offices and sites.

Responsible Mining Committee members

EVP and Head of External Affairs and Social Performance

Head of Health, Safety and Environment

Corporate Manager, Environment

Corporate Manager, Communications

Senior Group HR Adviser

Systems Adviser, External Affairs and Social Performance

General Manager Studies

Vice President, Business Development

Community Relations and Communications Manager, Didipio

Environment and Community Manager, Macraes

Process Manager, Haile

Health, Safety and Environment Manager, Waihi

Code of Conduct

Everyone working for OceanaGold is responsible for ensuring we consistently achieve the highest standards of business conduct. Our Code of Conduct describes the standards by which we undertake our business and applies to all OceanaGold representatives including directors, officers, employees and contractors acting on our behalf.

The code is supplemented by policies and procedures that establish appropriate standards and processes in relation to health and safety, environmental management, human rights, community engagement, culture and heritage, employment and diversity, anti-bribery and anti-corruption, and investor relations.

As part of our induction process, new employees undertake training on our Code of Conduct and its associated policies and procedures. Our anti-corruption and anti-bribery training program further supports the implementation of the Code.

Corporate governance policies

CONTINUOUS DISCLOSURE

We promote full and fair disclosure. As a company with listings on the Toronto Stock Exchange (TSX) and the Australian Securities Exchange (ASX) we must satisfy the disclosure requirements of each of the relevant exchanges as well as applicable securities and corporations' legislation. This means we notify the relevant exchanges immediately once we become aware of any information concerning our business and affairs that a reasonable person would expect to have a material effect on the price or value of our securities. For more information, see our continuous disclosure and investor relations policies on our website, www.oceanagold.com.

ANTI-BRIBERY AND ANTI-CORRUPTION

OceanaGold prohibits all forms of bribery and corruption at all levels of our company. Our directors, employees and associates must conduct themselves with honesty and integrity in all their dealings relating to the business of OceanaGold, and are prohibited from engaging in corrupt practices such as bribing government officials, making facilitation payments, commercial bribery or acting with conflict of interest.

Our Code of Conduct and supporting anti-bribery and anti-corruption policy and standard state the responsibilities of all OceanaGold employees and associates in observing and upholding the prohibition on bribery, corruption and related improper conduct, and describes the framework under which we govern compliance. This includes:

- online gifts and benefits register
- sponsorships and donations
- anti-corruption due diligence with third parties
- anti-corruption training
- monitoring and auditing
- confidential reporting and investigations.

All employees and contractors are provided information about our anti-bribery and anti-corruption policy and standard when inducted into the company. All executives, managers, supervisory and professional-level staff and employees and contractors who work with external stakeholders are required to complete anti-bribery and anti-corruption training upon employment, then once every two years. Additional and role-specific training is provided as required.

In 2019 we will replace the externally managed anti-bribery and anti-corruption online training platform with online in-house training using the INX InTuition competency management system and +LMS learning management system, to better integrate it with our other in-house training and provide more tailored content to our staff.

All staff, contractors and associates are prohibited from providing or accepting improper benefits (for example, benefits that could inappropriately influence the decision-making of an outside party or an OceanaGold person). If the benefit is not an improper benefit, they are required to record gifts, benefits or entertainment with a value equal to or greater than US\$150 but less than US\$300 in our online gifts and conflicts register. If the gift, benefit or entertainment has a value greater than US\$300, then in addition to recording it, they must also seek prior approval before providing or accepting such benefit.

General managers at each operation may impose a lower limit for the value of gifts, benefits or entertainment that are required to be registered or approved through our online gifts and conflicts register, considering the specific situation at each site. The gifts and conflicts register is also used to disclose and approve any conflict of interest. In 2018, 26 entries were recorded in the conflicts and gifts register across the company.

All of our sponsorship and donations made to external parties must comply with our sponsorship and donation standard and our anti-bribery and anti-corruption standard.

We are members of Transparency International and transparently report all of our payments to governments. In addition to reporting all payments in our sustainability report, we report against the EITI in the Philippines, which is an EITI Candidate Country. We are also an extractive sector reporting entity in Canada, which means we file an annual report listing the payments made to government entities in each of the jurisdictions we operate. These reports sit on a public register and can be accessed by anyone.

Our template procurement contracts set out the company's zero-tolerance attitude towards bribery and corruption. We require external contractors to comply with our anti-bribery and anti-corruption policy, standard and the applicable laws and regulations. Our anti-bribery standard also requires our commercial teams to conduct an initial risk assessment of external suppliers. If they are assessed to have bribery and corruption risks (for example, due to them being related to a government official), the team carries out a due diligence check of the suppliers. Due diligence includes a general search of public information about the supplier, industry feedback, a request to the supplier to complete and return a due diligence form. Where the risk is high, we engage external investigators.

Our gold doré bars (containing silver and gold) are stamped with the mine of origin. Gold originating from our Philippine and New Zealand mines is sold to the Perth Mint, while gold originating from our mine in the United States is sold to Metalor. After sale, Perth Mint and Metalor further refine the doré bars to produce higher purity gold and silver. In addition, we have an offtake agreement with Trafigura for copper-gold concentrate originating from our Philippine mine.

During 2019, we are assessing our supply chain governance, in line with new modern slavery laws, to address potential human rights and corruption risks.



Board visit to the Waihi Gold Mine

WHISTLEBLOWING

We have mechanisms in place to respond to stakeholders' concerns about potential breaches of our Code of Conduct or unacceptable conduct. Concerns can be raised with our whistleblower protection officers or through our independent and confidential 24-hour whistleblower hotline service provided by Deloitte.

You can use this service by emailing oceanagold@deloitte.com.au. Or, for a full list of whistleblower service phone numbers for each country we operate in, view the Whistleblower Policy on our online portal in the corporate governance section of our website.

We acknowledge, investigate as appropriate, and document all disclosures made in line with our Whistleblower Policy. Where disclosures are substantiated, we take appropriate remedial action and advise the reporter on the progress and outcome of the process. We will not tolerate any form of retaliatory or discriminatory action against anyone who makes a disclosure or participates in an investigation.

In 2018, two complaints were reported through Deloitte's whistleblower service: one related to a conflict of interest and one reported an occupational health and safety issue. These matters have been investigated and resolved.

RISK MANAGEMENT

Risk management is an integral part of operating our business. It protects business value, reduces potential impacts from hazards to our business, the environment and stakeholders, secures a safer work environment and growth opportunities, and promotes a risk-aware culture. Risk management applies at every level of our company and risk analysis is applied to all areas of the business by management at appropriate levels. OceanaGold directors, employees, contractors and consultants throughout have ownership of risk management in their areas of operation.

In 2018 we commenced a review of our risk management process with specific activities, including revising our risk matrix to specifically redefine its consequence categories and likelihood parameters. These amendments provided clearer definitions of the consequences related to social impacts and financial loss, while confirming existing consequence categories for health, safety and environment and operational loss. We also defined the risk appetite for our business and reviewed, clarified and confirmed our corporate risks and controls.

In 2019 we will develop a risk facilitation training package and train risk facilitators for each of our operations and some additional corporate roles. In addition, we will review our risk management procedure to describe how we manage corporate risks and consolidate our operational risk management procedures and guidelines to align with the corporate risk management procedure. We will undertake social risk assessments at each of our operations to gain a more complete understanding of our impacts on communities and society at large.

PRIVACY

Our Privacy Policy outlines how OceanaGold and its subsidiaries collect, use and manage personal information in compliance with applicable laws. Where our policy differs from local laws, we comply with whichever is more stringent.

Responsible mining policies

In 2018 we commenced a review of the below responsible mining policies with functional and operational leadership and representatives across the business. The review will ensure our policies are up to date and in line with international best practice, and is being conducted with input from independent social performance experts. In 2019 the policy review will be completed and any updated policies will be launched internally and externally.

EMPLOYMENT AND DIVERSITY

Our Employment and Diversity Policy details our commitment to our culture and being a fair, diverse and inclusive workplace. Our commitments include merit-based employment and promotion, a workplace free from discrimination or any form of harassment and a workplace that supports people to realise their full potential.

For more information about our employment and diversity performance in 2018 including our new diversity standard, see the people chapter on [page 41](#).



Superintendent Marjorie in the Didipio Mine gold room

HEALTH AND SAFETY

Our Health and Safety Policy details our commitment and management approach to achieving a healthy, injury-free work environment. Our health, occupational hygiene and safety compliance standards support implementing this policy, which set out the minimum company expectations. These standards are audited annually on a rotating basis at corporate and site levels. They provide a consistent approach to health, hygiene and safety management that is founded on sound industry practice and lessons learned to drive continual improvement. In addition, all of our operations have health and safety management plans in place, which are reviewed regularly at site and corporate levels.

We use leading and lagging indicators to identify and manage health, hygiene, safety and wellbeing risks and set measurable objectives and targets. We focus on principal hazards and activities to reduce harm and ill-health to our workers.

We provide our employees and contractors with the necessary training, education, equipment, resources and information to keep them safe and well. Visible leadership, open communication and consultation on health and safety matters encourages personal commitment and empowers employees to make the right decisions every time.

We comply with all host country health and safety laws, as a minimum, and implement company-wide health best practice, hygiene and safety standards consistent with leading research and internationally accepted standards and conventions.

We continuously monitor, review and improve our health and safety management and performance. When we detect an unsafe condition, or a safety incident occurs, we investigate immediately and take the necessary action to eliminate or mitigate the risks involved to prevent recurrence and share these learnings.

For more information about our health, safety and wellbeing performance in 2018, see the health, safety and wellbeing chapter on [page 50](#).

COMMUNITY

Our Community Policy details our commitment to promoting sustainable and beneficial legacies of community development within the communities we conduct our business activities, including exploration, all stages of the project development cycle (pre-feasibility, feasibility and construction), operations and closure.

We aim to build community capacity and self-determination through the support and implementation of education and training opportunities, local employment, growth of independent business opportunities and acknowledging cultural identities. To support our local communities, we prioritise four core development areas:

1. education, training and employment
2. community health
3. local business development
4. community infrastructure.

For more information about our performance across community, human rights, culture, heritage and stakeholder engagement in 2018, see the communities chapter on [page 66](#).

ENVIRONMENT

Our Environment Policy details our commitment and management approach to responsible environmental management across our operations.

We comply with all host country environmental laws as a minimum, and implement company-wide environmental performance standards consistent with internationally accepted standards and conventions. We provide the necessary training, education equipment and information to our employees and contractors to support their implementation.

Our environment compliance standards are audited annually on a rotating basis and provide a consistent approach to environmental management that is founded on sound industry practice and drives continual improvement. In addition, all of our operations have environmental management plans in place for key environmental risk areas and these are reviewed annually.

We are committed to responsible environmental management across all of our business activities. We contribute to biodiversity conservation by respecting designated protected areas, sharing information and practices on biodiversity management, and supporting, developing and implementing inclusive and transparent procedures for integrated land use.

We assess and monitor the positive, negative, direct, indirect and cumulative environmental impacts of our activities, report and investigate all environmental hazards and incidents, and undertake the corrective actions identified in response. We are committed to use resources efficiently to minimise waste and prevent pollution. We provide safe storage and disposal of all residual waste and process residues.

We design and plan all operations to ensure adequate resources for rehabilitation and mine closure to meet post-mining land use and closure requirements, and continually improve our environmental performance to support healthy and sustainable environments that leave a lasting, positive legacy for our host communities.

For more information about our environmental performance in 2018, see the environment chapter on [page 79](#).



Water monitoring location on Camp Branch Creek at Haile

HUMAN RIGHTS

Our Human Rights Policy details our commitment to respecting the human rights of everyone impacted by our activities, from exploration through to mining, closure and rehabilitation. This includes our employees, individuals in the communities we operate in, workers in our supply chain and other stakeholders. Our policy is consistent with the United Nations Universal Declaration of Human Rights and Voluntary Principles on Security and Human Rights.

In 2018 human rights training was delivered to our executive committee, responsible mining committee and Didipio Mine leadership team.

In 2018 the Didipio Mine provided human rights training to 151 employees and an additional 151 contractors and stakeholders who provide security (at the operation or within the local region). This included representatives from Saint Michael Security and Services Inc, the Armed Forces of the Philippines and Philippine National Police.

In 2018 we commissioned an independent third party to review our Human Rights Policy and management system. This included an assessment of our operations against the World Gold Council Conflict-Free Gold Standard. We commenced a human rights impact assessment at Didipio to better understand and avoid potential human rights risks. This process will be completed at Didipio and commence at Haile, Macraes and Waihi in 2019.

CULTURE AND HERITAGE

Our Culture and Heritage Policy details our commitment to protecting culture. We engage thoroughly with our host communities to build strong relationships, understand cultural heritage values and manage the local and regional impacts of our operations and applies to all OceanaGold operations and activities.

We identify and acknowledge Indigenous peoples, their duly elected representatives and their significant sites. We support ongoing engagement to anticipate and avoid adverse impacts or to minimise or offset such impacts.

Integrated Management System



In 2018 we replaced the Health, Safety and Environment (HSE) Compliance Standards with the new Integrated Management System (IMS) that applies to all OceanaGold operations and activities. The IMS was mapped against ISO 14001 (Environment) and ISO 45001 (Safety) and received a Statement of Certification against these ISO standards based on an independent assessor evaluation of our compliance.

Each operation has reviewed its onsite systems against the new IMS. Operations will continue to be audited on their conformance to the IMS through the annual audit process and the corporate office will be audited annually to generate a Statement of Compliance to the nominated ISO frameworks.

The IMS can be applied to additional disciplines, including External Affairs and Social Performance, and Human Resources.

In 2019 we will deliver Worker Health and Wellbeing, Safety and Environment Operational Standards to support the IMS.

Precautionary approach

We are committed to reducing the environmental and social impact of our operations. We abide by robust performance standards. We meet and often go beyond the regulatory requirements of the countries that host our operations.

Our approach centres on adopting the mitigation hierarchy in relation to any impacts throughout the lifecycle of our operations. If incidents occur, we investigate the cause and take immediate action to remediate and prevent a recurrence.

We conduct robust risk assessments and develop and implement management plans for water, biodiversity, waste, rehabilitation and greenhouse gas, among others. We conduct extensive monitoring and reporting against site-specific permit conditions relating to environment, health and safety, and social and economic performance. In addition, we conduct audit assessments to ensure compliance with internal standards and regulatory requirements.



Blake planting native seedlings at the Reefton Restoration Project

Due diligence

We conduct thorough due diligence of external parties we work with (for example, projects we could invest in or major contracts we could sign) to make sure we ask the right questions and understand all of the potential impacts of our associations. Local knowledge and expertise are vital and we assess the experience and knowledge of the people we hire to help us. Our due diligence process includes:

- identification and verification of the party we are dealing with
- understanding the beneficial ownership or ownership structures to identify potential bribery or corruption exposures
- assessing the party's attitude and policies in relation to bribery and corruption and practices in relation to donations
- determining any investigations they are under.

Memberships and associations

We continue to play an active role in international, national and regional industry organisations and multi-stakeholder groups through membership, funding, providing expertise and participation on boards, in committees and working groups. New memberships in 2018 included the United Nations Global Compact, Transparency International and the International Association for Impact Assessment.

In 2018 our memberships and associations included:

- World Gold Council
- United Nations Global Compact
- Transparency International
- Philippines' EITI multi-stakeholder group
- Association of Mineral Exploration
- Prospectors and Developers Association of Canada
- Denver Gold Group
- South Carolina Mining Association
- National Mining Association (USA)
- South Carolina Manufacturers Alliance
- US Chamber of Commerce
- South Carolina Chamber of Commerce
- Lancaster County Chamber of Commerce
- Kershaw Chamber of Commerce
- South Carolina Business and Industry Political Education Committee
- Lynches River Conservation Fund
- Melbourne Mining Club
- Philippine Mine Safety and Environment Association
- Chamber of Mines of the Philippines
- Philippine Mineral Exploration Association
- Diwata-Women in Resource Development Inc.

Awards

We continue to be recognised for our contribution to sustainable mining. In 2018 we received the following awards:

CORPORATE

- 2018 Mines and Money Award for Social License to Operate

DIDIPIO, PHILIPPINES

- Best Workplace Practices (Gold), Global CSR Summit and Awards
- Special Recognition Award for five Consecutive Years of CSR Excellence, Global CSR Summit and Awards
- Outstanding Pollution Control Officer, Pollution Control Association of the Philippines, Inc.
- Mother Nature Award (implementation of environment programs), Pollution Control Association of the Philippines, Inc.
- 2018 Excellence in Ecology and Economy Award, Philippine Chamber of Commerce and Industry
- Safest Mineral Processing Award (Concentrator Category), Philippine Mine Safety and Environment Association

HAILE, USA

- 2018 Palmetto Award of Merit, International Association of Business Communicators South Carolina
- 2018 Historic Camden Business Partner of the Year
- 2018 Excellence in Safety Award, South Carolina Chamber of Commerce

WAIHI, NEW ZEALAND

- Innovation Award, New Zealand Minerals Forum



The Didipio Mine received the Pollution Control Association of the Philippines Mother Nature Award for its overall environmental management practices.



Representatives from external affairs and social performance, legal, health, safety and environment, and community relations came together at Macraes to share knowledge and experience that helped to develop our External Affairs and Social Performance Management System.

CASE STUDY

Adapting to our changing world

In 2018 we established a systems-based approach to better understand the social and political risks and opportunities our business faces across the different locations we operate—the External Affairs and Social Performance (EA&SP) Management System.

The EA&SP Management System will help drive improvements in identifying, avoiding and mitigating potential negative effects from our operations on local communities and society at large, while highlighting opportunities to strengthen collaboration and benefits-sharing.

In 2018 we socialised the approach across the company. It demonstrates how a systems-based perspective creates a consistent methodology understanding social and political contexts, identifying impacts, managing planning and performance, and leaving behind a positive legacy. In 2019 we will develop the policies, standards and guidelines required to implement the management system.

Executive Vice President and Head of External Affairs and Social Performance, Sharon Flynn, said the company was committed to continually improving its responsible mining governance and the EA&SP Management System would enhance the company's ability to better collaborate with our diverse stakeholders to create shared value.

“The system incorporates internal and external communication, community and social performance, government relations and engagement with civil society and human rights,” Sharon said.

“In line with OceanaGold’s commitment to leaving a positive legacy, every day, across all of our operations, this management system is supported by a program of work to revise, implement and embed our responsible mining framework and benchmark our social performance against competitors,” she said.

EA&SP Management System development timeline

2018	<ul style="list-style-type: none"> Develop systems-based approach and socialise principles and business value
2019	<ul style="list-style-type: none"> Finalise policies, standards and guidelines to implement, working collaboratively with business units and review by external subject matter experts Roll out the management system to business units Provide social risk assessment training Identify gaps and develop improvement plans
2020	<ul style="list-style-type: none"> Implement improvement plans, capacity building
2021	<ul style="list-style-type: none"> Formal audit of business unit conformance as per Integrated Management System requirements

CASE STUDY

Environmental protection at the heart of exploration at Wharekirauponga

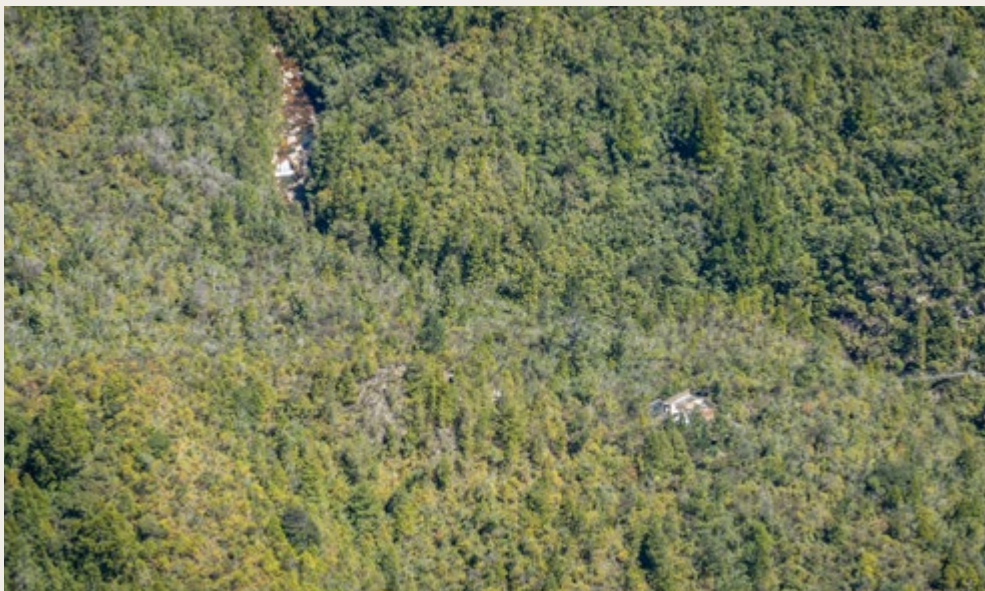
OceanaGold is conducting exploration at Wharekirauponga on the Coromandel Peninsula on New Zealand's North Island.

Located 10 kilometres north of the mining town of Waihi, this area has a long history of gold mining, with gold first discovered around Wharekirauponga in the 1890s. Modern exploration began in 1978, with several mining companies conducting exploratory activities including Newmont (in joint venture with Glass Earth) from 2009 until 2013. OceanaGold purchased this exploration tenement and has conducted exploration activities since 2016.

OceanaGold has been exploring this site responsibly, with respect for the conservation and cultural values of the region and to protect flora and fauna.

Waihi's Exploration and Geology Manager, Lorraine Torckler, said since exploration commenced, great care had been taken to preserve the environmental integrity of the region to minimise any adverse effects on native flora and fauna.

“We do not enter an area without approval from the Department of Conservation (DOC), and regional and district councils, and we continually report on our activities and results,” Lorraine said. “Any site we use is rehabilitated once exploration activities have been completed,” he said.



Aerial view of our exploration drilling at Wharekirauponga

“We have been working closely with DOC –the department that manages this area on behalf of all New Zealanders—and making every effort to avoid, minimise, restore or offset any potential effects to the Coromandel Peninsula.”

A portion of the Coromandel is zoned as conservation land and home to some rare, endangered and threatened species. One of these is the Archey’s frog, found in the same area as our Wharekirauponga exploration tenement. One of four pre-historic species in New Zealand, the Archey’s frog (*Leiopelma archeyi*) is a living fossil and ICUN Red List species that has remained largely unchanged since dinosaurs roamed the earth.

So, what are we doing to protect this unique species?

We are working under the supervision of expert consulting ecologists and closely with government and academia to better understand the flora and fauna of the region. This includes baseline and detailed surveys and studies to assist in understanding the size and range of the Archey’s frog populations at Wharekirauponga and throughout the Coromandel.

When our geologists identify a target that warrants drill-testing through a range of airborne and on-foot geological, geochemical and geophysical surveys, expert ecologists are engaged to undertake detailed day and night time flora and fauna surveys on potential drill sites. These detailed flora and fauna surveys include identifying and mapping the location of any threatened or at-risk frog, lizard or invertebrates, potential bat roost trees, native orchids or king ferns within a 20 x 20 metre area centred on the potential site.

Should five or more threatened frogs (Archey’s or Hochstetter’s) or native lizards, or one or more Coromandel Striped Gecko be located, the site cannot be used and alternative sites may be sought. In seeking to locate just a couple of drill sites in the past 18 months, we have disqualified 40 potential sites where we have identified five or more Archey’s frogs.

Where four or fewer threatened frogs are identified, a site may be used providing a six-metre buffer is possible on the location without interfering with any frog. Prior to use, a site must be ‘frog’ fenced and an ecologist present while the site is cleared to identify and relocate any frogs not previously located. Only one frog has been identified and relocated to date during this process.

Ecological surveys over the past 18 months have identified a few paua slugs and native orchids, but no Hochstetter frogs, lizards, bats, or king ferns in any of our proposed exploration sites.

To further protect the flora and fauna in the area, we conduct exploration drilling and store all equipment on raised platforms to minimise surface disruption. Our activities are helicopter-supported, and the maximum size of any exploration drilling site is 150 square metres (about one third of the size of a basketball court).

Before conducting any exploration drilling activities on DOC land we must:

- obtain an access arrangement that details the ecological requirements to operate
- submit and have approved an annual work program to obtain an authority to enter and operate
- obtain a wildlife permit and a DOC-approved Kauri Dieback management plan
- obtain resource consents for taking water from local streams
- obtain land use consents for clearing a site
- (where required) building consents.

We also have a Kauri Dieback management plan, designed after mapping kauri around the local walking tracks and sites. Our plan requires offsite cleaning and disinfecting of all equipment to be brought onsite, the establishment of boot wash disinfectant stations at onsite and offsite helipads at the entrance and exit to conservation lands and the stands of kauris within it. Additionally, all staff carry spray bottles of disinfectant for use off the tracks and are trained in the identification of kauri, when and how to use the disinfectant, and how to recognise and report symptoms of the Kauri Dieback disease.

We announced an initial resource at Wharekirauponga in February 2019 and, in May 2019, applied for a mining permit to continue evaluating and engaging with our stakeholders around what a potential underground mine in this area might entail.

We have firm development commitments that will guide further development at Wharekirauponga (in addition to current environmental protection initiatives):

- we have ruled out mining on the surface due to the location and nature of the conservation land
- we believe we can enter from outside conservation land and tunnel underground to the minerals, with all processing using existing facilities at Waihi.

Our next step is to conduct additional studies and engagement to assess whether this can be done in an appropriate manner.

More information about what we are doing at Wharekirauponga is available on our website, www.oceanagold.com.



Drilling conducted on raised platforms at Wharekirauponga



People

Tracy and Steph from our Macraes Operations

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We are committed to building a workforce that is safe, valued, diverse and rewarded.

We strive to deliver merit-based employment and promotion, and equal employment opportunities within our business. We value and respect our people and will not tolerate any form of discrimination, bullying, intimidation, victimisation, vilification or harassment.

Diversity targets and objectives

2018 objectives	Progress towards achievement	Comments	2019 objectives
Develop the OceanaGold Diversity Standard to support the implementation of Employment and Diversity Policy	Achieved	In April 2018, the Diversity Standard was approved and made available to employees via OG SharePoint and displayed in offices.	Develop at least one strategy at each operation to promote workplace diversity and inclusion.
Develop at least one diversity improvement initiative	Achieved	Each operation and business unit implemented more than two diversity initiatives to include local community engagement to promote cultural awareness, educate and train women for technical roles, implement anti-bullying and anti-harassment procedures.	Increase female workforce representation over the next three-year period to 20 per cent.
Increase the representation of women in all roles	Not achieved	In 2018 female representation remains at 16 per cent, the same as 2017.	Increase female leadership representation over the next three-year period.*
Policy rollout at sites	Achieved	Employment and Diversity Policy was rolled out across sites and is part of the new starters induction.	Review gender pay equity for similar roles.

* As at the reporting date, a target has not been set. The Diversity Committee continues to research and benchmark potential barriers and opportunities.

Employment

In 2018 our operations provided employment for 2,052 people, with 92.9 per cent of our workforce employed on permanent contracts.

Our overall workforce increased by five per cent in 2018, however, reduced in the Philippines by 5.5 per cent. This reduction was due to the integration of the Philippines National Office in Makati and the Didipio Mine into a single organisational structure to enhance sustainable, streamlined and efficient operations.

The number of employees in Australia increased by 51.4 per cent with the establishment of a technical office based in Brisbane. To create more efficiencies, improve collaboration across corporate functions and be co-located with consultancies that provide us technical services, the office houses our Chief Executive Officer, Chief Operating Officer and the corporate projects, external affairs and social performance, health, safety and environment and exploration teams. Many of the staff now based in Brisbane relocated from other areas of the business.

We also established an IT and finance hub in Singapore, which houses accounts payable and IT staff that support our operations and offices in the Philippines, Australia and New Zealand.

Our turnover increased to 23 per cent in 2018, primarily due to the integration of the Philippines National Office in Makati and the Didipio Mine and market conditions increasing turnover at our Haile Gold Mine.

Our goal is to prioritise local employment and maximise training opportunities to ensure our host communities benefit from our operations. We recognise the importance of strong local representation at all levels of our organisation and continue to roll out leadership development programs focused on strengthening leadership talent across our business.

We provide training and development to grow our local workforce and, where required, support people to relocate to the communities where we operate.

We regularly communicate with our employees and provide ongoing support during times of organisational change.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

All of our employees have the right to collective representation and are free to join a union. Collective bargaining agreements are in place at our Didipio, Macraes and Waihi operations.

In 2018 36 per cent of employees were covered by collective bargaining agreements. In 2018 this percentage reduced (from 41 per cent in 2017), largely due to the integration of the Philippines National Office in Makati and the Didipio Mine.

We continue to build direct relationships between our employees and management teams that are based on leadership, effective communication, respect and mutual trust. Within our business, we implement various workplace relations models, including individual agreements and collective bargaining agreements in accordance with local laws and regulations.

EMPLOYEE ENGAGEMENT

We continue to enhance employee engagement within operations and across the company. In 2018 we established a global employee newsletter, provided more regular and relevant information to employees on our intranet and operations continued to roll out site-specific strategies. These site-specific strategies included improved goal-setting to better align employees' daily work activities with company objectives. These strategies also involved leadership development programs to improve leadership capacity across our organisation and foster better relationships between team leaders and their teams.

INCLUSION AND DIVERSITY

A diverse workforce and an inclusive culture are crucial to the high performance and long-term success of OceanaGold and our ability to sustainably contribute to the communities where we operate. Bringing together people from a wide range of backgrounds—while promoting an environment that allows them to apply their diverse thought, skills, experiences and backgrounds—benefits all of our employees and stakeholders.

Diversity at OceanaGold includes, but is not limited to, race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, political beliefs or other ideologies.

In 2018 we launched a new Diversity Standard to support the implementation of our Employment and Diversity Policy across our company. This standard outlines our approach to diversity management to enhance our inclusive culture and business performance. It provides our employees across operation, offices and sites with a clear understanding of our expectations to deliver a workplace environment that promotes, embraces and demonstrates diversity and inclusion, and reflects our values of respect, integrity, teamwork, innovation, action and accountability.

In April 2018, we appointed Nora Scheinkestel to our Board of seven directors. Nora's appointment was made at the same time Dr Diane Garrett stood down from the Board. We continue to have two female members on our eight-member Executive Committee: Liang Tang, Executive Vice President, General Counsel and Company Secretary; and Sharon Flynn, Executive Vice President and Head of External Affairs and Social Performance.

Our employee data includes breakdowns of employment type, location and gender on [page 46](#).

There were no cases of discrimination reported during 2018. There were five cases of bullying at Macraes in 2018, all managed through the formal HR process, which includes a disciplinary process, mediation or termination, and resolved.

TRAINING AND DEVELOPMENT

In 2018 we continued our commitment to providing development and training opportunities to support our people to achieve their full potential.

We delivered a wide range of on-the-job and technical training throughout the year, including safety training and training to meet local and position-specific requirements. On average, our employees received 34.89 hours of training in 2018—a 7.56 hour decrease on the previous year due to the large percentage of employees who conducted anti-bribery and anti-corruption training in 2017.

In 2018 we continued our efforts to enhance leadership capacity within our organisation.

Our leadership program comprises three courses: Leading a Team, Leader as Coach and Leading Leaders. Each program includes formal and on-the-job training and provides individuals with the tools and support necessary to enhance their skills in effective leadership.

CHILD AND FORCED LABOUR

In accordance with the UN Global compact guiding principles, we uphold the abolition of child labour across the company and with our contractors. In 2018 our youngest employee was 18 and working at our Macraes Operations. Our second-youngest employee was 20 and based at our Haile Gold Mine. For information about how we are implementing the Australian Modern Slavery Act requirements, see [page 7](#).

DIDIPIO MINE MANAGEMENT REPRESENTATION

Didipio is the only site with a higher representation of expatriate management. In addition to Didipio's policy for promoting local (host municipality) employment opportunities, they have a policy in place to reduce the number of expatriates (staff coming from overseas) across the operation. This policy includes the senior leadership team, which is superintendent level or above. In 2018, 33 of 99 managers (approximately 33 per cent) on site were expatriates and 11 of the 66 Philippine managers is a local employee.

OCEANAGOLD WORKFORCE BREAKDOWN

Employment category	Male	Female	Total	Total % of all employees	Gender	
					Male	Female
Executives	7	2	9	0.4%	78%	22%
General managers	14	0	14	0.7%	100%	0%
Manager	26	6	32	1.6%	81%	19%
Supervisor and senior professional	130	40	170	8.3%	76%	24%
Professionals	279	75	354	17.3%	79%	21%
General staff	1,263	210	1,473	71.8%	86%	14%
Total	1,719	333	2,052	100.0%	84%	16%

	2018	2017	2016	2015
Employees by location				
Australia	53	35	37	29
Canada	2	5	6	5
New Zealand	858	848	741	622
Philippines	779	822	752	700
Singapore	3	0	-	-
USA	357	358	292	159
El Salvador	-	-	39	36
Total	2,052	2,068	1,867	1,551
Turnover				
Rate of turnover (%)	23%	15%	12%	22%
Collective bargaining agreement				
Number of employees under a collective bargaining agreement	737	850	842	439
% of employees under a collective bargaining agreement	36%	41%	45%	28%

Employee Turnover	Philippines/Singapore		USA/Canada		Australia/New Zealand	
	Number	Rate	Number	Rate	Number	Rate
Age less than 30	20	3%	47	13%	33	4%
Age between 30 and 50	65	9%	78	22%	62	7%
Age 50 or greater	91	13%	32	9%	28	3%
Male	145	21%	123	35%	106	13%
Female	31	4%	34	10%	17	2%
Total Turnover	176	25%	157	44%	123	15%

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	2018	2017	2016*	2015
Employees by gender				
Number of males	1,710	1,731	1,462	1,292
Number of females	342	335	293	259
Total number of employees	2,052	2,066	1,755	1,551
% of male	83%	84%	83%	83%
% of female	17%	16%	17%	17%
% of women in leadership positions	21%	15%	5.6%	5.4%
% age under 30	19%	23%		
% age 30-50	60%	57%		
% age over 50	21%	20%		

*Leadership positions include executive, general manager, manager and superintendent roles

	2018	2017	2016	2015
HSE and other training				
Total hours	71,422	87,497	71,065	-
Hours per employee	34.89	42.45	40.5	-

BREAKDOWN BY CONTRACT TYPE, GENDER AND REGION

	Philippines		United States of America and Canada		Australia and New Zealand		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	568	135	421	73	753	122	1,742	330
Temporary	62	17	18	3	20	16	100	36

BREAKDOWN BY GENDER AND EMPLOYMENT TYPE

	Male	Female	Total
Full time	1,716	324	2,040
Part time	3	9	12

BREAKDOWN BY CONTRACT TYPE, GENDER AND REGION

New employees by age	Philippines/Singapore		USA/Canada		Australia and New Zealand		Sub Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Less than 30	41	20	41	5	38	12	120	37	157
Between 30 and 50	72	10	56	18	60	15	188	43	231
More than 50	7	5	32	6	22	6	61	17	78

CASE STUDY

From Haile intern to graduate mining engineer, Greg Wright's story

OceanaGold is committed to building a high-performing company that attracts and retains quality employees. One of the ways we seek to do this is through internships for university and college students who are studying disciplines that have direct application to our mining operations.

At the Haile Gold Mine in South Carolina, United States of America, our summer internship program has been running since 2011 and attracts candidates from across the country. Interns begin work in May/June when their classes end and stay onsite until October.

HR Generalist, Anita Eagle, said the internships provided students with an opportunity to develop their professional knowledge in mini and enabled OceanaGold to benefit from new ideas and perspectives.

“This has been a very successful program for us. We have had several interns become full-time employees with us after their graduation,” Anita said.

One of those former interns is Greg Wright, who joined the company in a full-time capacity as Graduate Mining Engineer in February 2018. Greg holds a Bachelor of Mining and Mineral Engineering degree from Virginia Tech in Blacksburg, Virginia. He started as an intern in summer 2016. He returned in winter 2016–17 during the semester break and again in summer 2017.

“I participated in the internship primarily because I had finished a 15-month co-operative (internship) in aggregate production the year before and wanted to see a different kind of mining,” Greg said.



Greg, now a full time Graduate Mining Engineer at our Haile Gold Mine

The internships offered Greg experience in a variety of tasks. He worked with the survey team using GPS equipment to set out field control for mining operations and drones to create contours and orthomosaics (multiple aerial photographs that are stitched together into one image) for the engineers, ore control specialists and geotechnical engineers. He helped create a production database using Excel for tracking material movement that is still used today. In his second summer, he took on some short-range engineering roles, including daily and weekly mine planning.

“My time as an intern helped me to understand what I would be doing as an engineer at a gold mine, and the Haile site specifically, and it definitely influenced my decision to return. I was excited to see the process of starting a new mine and how the Haile site would continue to improve,” he said.

“One thing that surprised me during my internships was the pace of short-range planning, especially at a start-up mine. Haile has a mix of technical and operations personnel from all over the world. How the varying experiences meld to keep things moving and improving is both challenging and rewarding.”

Since being hired full time, Greg has undertaken daily planning and blast pattern design.

“I would like to continue with the short-range planning and learn more about drill and blast engineering. I would also like to spend time in operations to better understand operational challenges and how to best utilise the different types of equipment on site,” he said.

CASE STUDY

A focus on diversity and inclusion across OceanaGold

A diverse workforce and an inclusive culture enable mining companies like OceanaGold to sustainably operate in the communities that host their mines, and to enhance business performance. This approach brings together people from different genders, ethnic and cultural backgrounds and ages, and promotes an environment that allows them to apply their diverse skills, experiences and backgrounds.

We have had a strong focus on addressing diversity and inclusion across our business. We have revised our OceanaGold Employment and Diversity Policy and the Diversity Standard and established a diversity committee to advise our executive committee on diversity and inclusion performance across the business. The new committee will review our diversity and inclusion strategies, processes, objectives, targets and key performance indicators.

Senior Corporate Human Resources Adviser, Imma Concepcion Kaamino, said diversity referred to the diverse thinking, skills, experience, perspective and working styles of all people from a wide range of backgrounds.

“Diversity includes, but is not limited to, race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical value systems, national origin, political beliefs or other ideologies,” Imma said.

“The purpose of our policy and standard is to provide everyone at OceanaGold—from the Board to employees at our operations—with a clear understanding of our expectation to deliver a workplace environment that promotes, embraces and clearly demonstrates diversity and inclusion, and reflects our values of respect, integrity, teamwork, innovation, action and accountability,” she said.

“Our diversity standard, in particular, aims to achieve three things: to establish processes and mechanisms that set and periodically review our commitments for supporting diversity across the business; establish clear standards and processes to achieve consistent application of the policy; and provide a basis for performance tracking, auditing and benchmarking.”

Our operations are embracing the new policy and standard by introducing practical initiatives onsite. At the Macraes Operations in New Zealand, our people have developed a comprehensive strategy, featuring Operation Pink Gold, which seeks to almost double the current number of female employees over three years, from 11 per cent to 20 per cent.

A women in mining committee has been established to drive the initiatives and report to the project sponsor, and we have also finalised the reporting process that will enable us to track hiring performance. We conducted Men in Diversity workshops as part of a site-wide education process to better define how all employees can foster and support workplace diversity and inclusion. In addition, we have put forward a proposal to pilot flexible work arrangements to reduce the barriers to the entry and retention of female employees. This proposal will be reviewed by the executive committee.

In the Philippines, we are targeting an improvement in the percentage of female employees from 18 per cent of the workforce to 25 per cent over three years. We have introduced ‘family-friendly’ roster breaks and run special training programs for local female residents around driving articulated dump truck and underground training at Site Skills. These programs aim to provide local people with the skills they need to gain employment at the Didipio Mine.

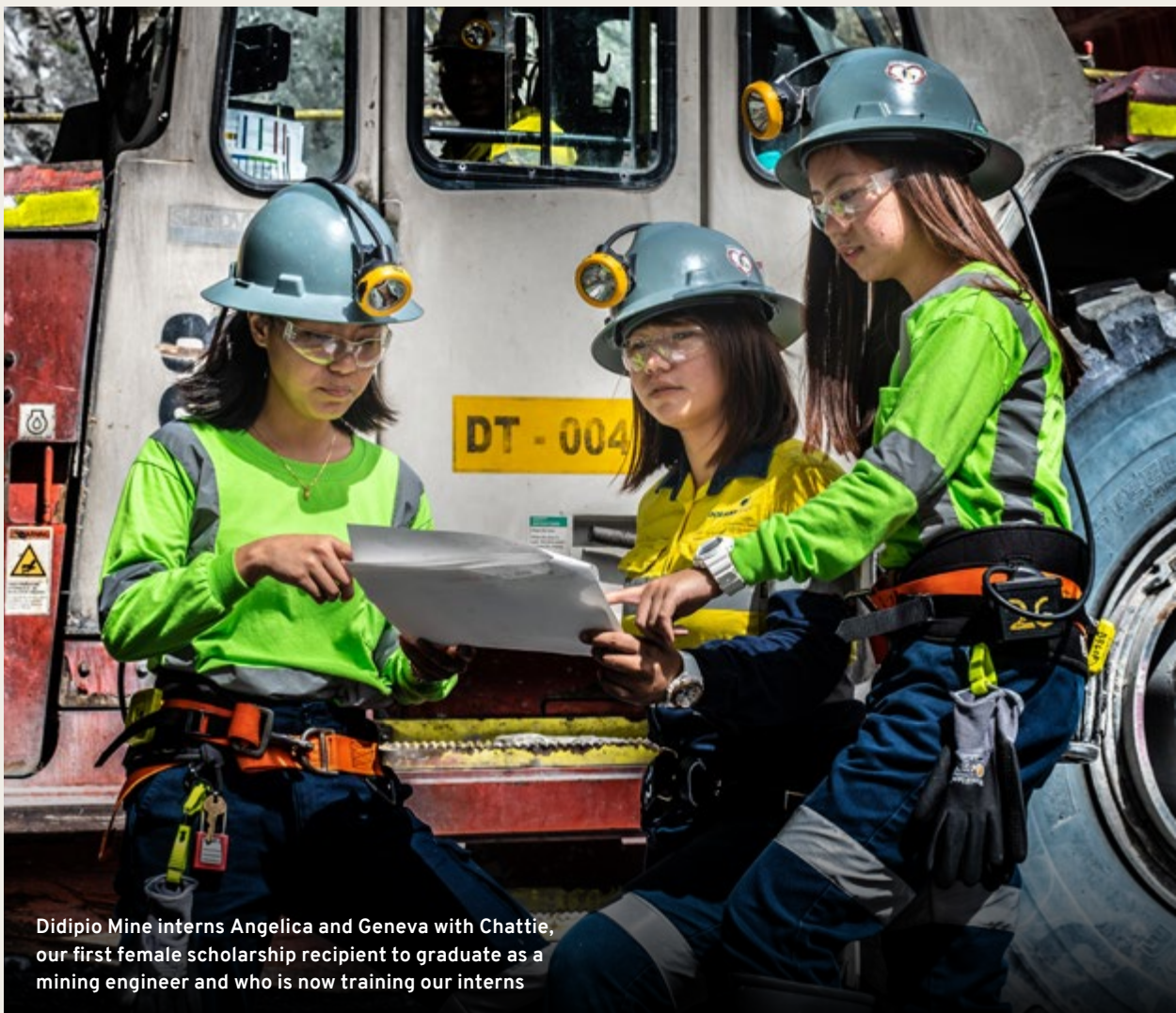
At the Haile Gold Mine in South Carolina, United States of America, we are targeting an increase in female employment from 13 per cent of the workforce to 19 per cent by 2021, 100 per cent retention of Family and Medical Leave Act (a US labour law on leave entitlements) and the advancement of women into supervisory and management roles. Senior managers are exploring training, educational and recruiting opportunities for local African American people. The workplace diversity policy is now included in HR inductions, and the site is partnering with HR Corporate to review gender pay equity for comparable roles.

At Waihi in New Zealand, all employees have completed our bullying and harassment workshop. We are seeking to improve female employment from 11 per cent of the workforce and our training activities are targeting a decrease in turnover among female employees, particularly underground operators. We are also partnering with HR Corporate to address gender pay equity.

Imma said sites were developing and rolling out diversity and inclusion initiatives that met their specific operating conditions and they were already starting to see some positive outcomes.

“Diversity and inclusion is like a jigsaw puzzle where there are different shapes and pieces to assemble. We are making sure each piece of the puzzle is properly examined and placed so our people can achieve their potential and deliver one OceanaGold picture,” Imma said.

“As a global business, our strength not only lies in our similarities expressed through our shared vision and goals, but in the different ways we live our company values,” she said.



Didipio Mine interns Angelica and Geneva with Chattie, our first female scholarship recipient to graduate as a mining engineer and who is now training our interns



Health, safety and wellbeing

Reefton Restoration Project Health and Safety Advisor, Casandra

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We strive to achieve injury-free, safe work environments with robust standards and systems in place to manage and protect the health and wellbeing of our employees and contractors.

Targets and results

Health and safety	2018 targets	Outcome	2019 targets
Lag indicators	TRIFR less than 3.4	Not achieved 4.53	less than 4
Lead indicators	Safety audit compliance rating of >80%	Achieved 83%	>80%
	All sites have a Gold Standard Program compliance of 90%	Not achieved 60%	100% compliance to Gold Standard Leadership
	Occupational exposures data registered in InHealth database with independent review by external party	Partly achieved By end of 2018, 30% data recorded and reviewed	100% use of InHealth for occupational hygiene monitoring data
	Implement a behavioural safety program at Haile Operation	Achieved	Haile behavioural safety program launched; existing behavioural safety program updated at Macraes and Waihi
Corporate safety projects	The Executive Committee will review one incident investigation per quarter	Achieved	The Executive Committee will review at least one incident investigation per quarter
	Implement the operation of the Intuition database at New Zealand and Philippines operations	Achieved 100% compliance	

Safety performance

In 2018, our total recordable injury frequency rate (TRIFR) of 4.53 remained consistent with the previous year but in exceedance of our target. We had 37 recordable injuries which included nine lost time injuries, 16 medical treatment injuries and 12 restricted work injuries. Of our recordable injuries, 11 were sustained by our contractors and two were high consequence injuries sustained by employees. There were no fatalities at our operations in 2018.

Review and analysis of the injury data identified the major injury types for the year as lacerations (51 per cent), musculoskeletal disorders (22 per cent) and fractures (11 per cent). Hand injuries have decreased in 2018 to 41 per cent, down 14 per cent from 2017. This is following the hand injury prevention programs that were implemented across operations in 2018 and an increased focus on glove ratings to be appropriate for the task in 2019.

In 2018 we focused on a muscular skeletal prevention and early intervention program, as well as safety leadership and behavioural programs, to strengthen safety culture across all levels of the business.

We did not achieve the 2018 target of occupational exposure data registration in InHealth, however, the monitoring data was reviewed by occupational hygienists across the sites to ensure prevention of ill health. In 2019 project complexity will be defined and adequate resources allocated to achieve the target. The project scale is also targeting the storage of occupational health data. Through ongoing development, we are strategically aligning the business with health and safety best practice guidance.

Safety culture

A strong safety culture must be led at all organisational levels. However, visible leadership at a senior level is vital to reinforcing safety as a core value, demonstrating personal and company commitment, and driving a heightened focus on safe workplaces and safety performance.

To further support this, in 2018 and 2019, the executive committee will undertake one workplace inspection per visit to each operating site and one task observation over two consecutive days.

Following OceanaGold's independent safety maturity assessment in 2016, we are advancing our safety leadership and systems. In 2018 we built on this solid foundation by improving our corporate governance frameworks and supporting systems with a focus on improving safety systems, compliance and performance.

OceanaGold aligns its risk management processes to the International Standard for Risk Management—Principles and Guidelines ISO 31000 (2009). This risk assessment approach varies depending on the situation, from a simple 'stop and think' to something more complex involving a scope of activities. Job Hazard Analysis (JHA) is employed across operations and provides a more thorough analysis by breaking down individual tasks to understand, assess and remedy hazards and controls within those tasks. Risk assessments are also used where an activity, process, project, function or piece of equipment is identified to be risk assessed.

We consider the people, equipment, materials, environment, procedures, processes and organisational factor controls in place. The likelihood and consequence descriptors are then used to establish and categorise the risk. In the event of an incident, the ICAM process is used to determine where the absent or failed defences were and how to prevent the incident from occurring again.

In 2018 we determined the best structure for health and safety standards in alignment with ISO 31000 (2009) and legislative requirements. We aligned to legislative requirements and conducted participative workshops across all operations, identifying common principal hazards and principal controls. This set the structure of the new integrated management system. The revised standards and supporting operational implementation documents will be completed and launched across the company in 2019.

In 2018 we continued to focus on strengthening safety leadership at all levels of the organisation to foster a culture where safety is considered part of who we are—as individuals and as an organisation. This was progressed through three key initiatives:

- the Gold Standard
- behavioural safety programs
- an external site safety audit facilitated by an independent third party at Waihi and Macraes.

The Gold Standard Program sets key performance indicator (KPI) targets for leaders—including superintendents, managers and general managers—to encourage and measure their participation in pre-start meetings, field-based task observations, quality reviews of risk management tools, workplace inspections, safety process reviews, incident investigations and audits.

In 2018 we did not achieve our target of 90 per cent compliance. This was due to targeting an audience that was too large for the program objectives. We will revise and remedy the program in 2019. This will include a reporting tool the executive committee oversees.

To complement the Gold Standard Program, we have a Behavioural Safety Program focused on engaging employees in proactively identifying workplace hazards and fostering a culture where people look out for each other and feel empowered to speak up when they see unsafe behaviours or situations. The program is tailored to each site with employees and contractors at all levels of the organisation identifying the key behaviours, which when performed by everyone, will create an injury-free, healthy work environment.

In February 2018 the Courageous Behaviours Program was re-launched at Didipio to reinvigorate its key messages and capture any new workers who had not previously been exposed to the program. In March 2018 the Core Behaviours Program was launched at the Haile Gold Mine.

Safety audits

To support our efforts in developing a strong safety culture across our organisation, we continued our safety compliance audit program to provide feedback on how our Health and Safety Policy and associated standards are being implemented across our sites.

Each year, we assess—on average—one third of our total Health and Safety Standards. The standards selected for assessment reflect priority areas identified for improvement through operational and safety reviews, health and safety performance data and audits from previous years.

In 2018 our audits focused on:

- system standards: internal and external audits and inspections
- health standards: fitness for work and workplace occupational health monitoring
- safety standards: tyre and rim management, remote and isolated workers, compressed gases and pressure vessels.

On average, the sites achieved 83 per cent compliance with safety and health system standards in line with our target for the year. The audit results highlighted that our operations are particularly strong in tyre and rim management across all sites.

2018 SAFETY AUDIT PROGRAM—COMPLIANCE WITH STANDARDS

	2018	2017	2016
Macraes	85%	83%	79%
Waihi	88%	87%	88%
Didipio	79%	80%	81%
Haile*	79%	-	-

*Haile commenced commercial operations in the fourth quarter of 2017, so Haile has been included after a full year of operation in 2018.

Health and wellbeing programs

Our Health and Wellbeing Program requirements are contained in the Integrated Management System (IMS) that combines all related components of our business into one system. This ensures unified objectives and easier management across the business. Its key features are to identify, manage, and control ill health and promote the importance of wellbeing to our OceanaGold workforce.

We employ registered nurses at all operations to preventatively identify any health and wellness issues within our workforce. All of our sites run health calendars that identify and promote health topics relevant to employees at that operation. Initiatives range from health talks and assessments to educational activities and collaboration with external agencies. In 2018 the topics covered by health education site programs included resilience, joint care, cancer warning signs and skin checks. In 2019 we will focus on respiratory quantitative fit testing, flu vaccine promotion, and noise awareness and education.

We have employee health groups that focus on occupational hygiene monitoring and results. In 2019 we will establish occupational hygiene consultative forums to enable areas of interest and concern to be shared. We will facilitate these forums in conjunction with the regular health and safety committee meetings.

We continued to implement occupational health and hygiene sampling and analysis at our operations with no new cases of occupational disease recorded in 2018. Monitoring programs are tailored to site-specific occupational health and safety risks and typically include monitoring for noise, vibration, dust particulates, welding fumes and diesel particulate matter. Biological monitoring combined with hygiene sampling enables us to understand the environment the worker is exposed to and impact on the workers' health.

All of our operations engage independent, external occupational hygienists to develop monitoring programs specific to site-identified risks. Based on operational need, occupational hygienists visit sites routinely to monitor workers to meet the sampling schedule. These monitoring programs are supported by supplementary sampling undertaken by onsite technicians, in line with risk-based monitoring plans the occupational hygienists develop.



Providing community medical services in Didipio

Principal health and safety risks

Risk	How it applies	Mitigations
Principle Hazards	All of our sites are required to undertake risk assessments to identify Principle Hazards. Where a principal hazard is identified sites are required to develop a management plan describing how the hazard is to be managed.	Principle Management Hazard Plans in use across our operations: compressed gases and pressure vessels, ground control, inundations and in-rush, mobile equipment and traffic management, tips ponds and voids, air quality, fire and explosion, explosives, tyre and rim management, tree felling, extreme weather, working near open holes, lifting operations, confined space, work at heights, radiation safety, machine and equipment guarding, hazardous materials and chemical substances.
Principle Controls	The sites use principle control plans to control the risks associated with more than one hazard and may include principle hazards and other significant hazards.	Worker Health, mechanical engineering, electrical engineering, ventilation, emergency management, permit to work.
Noise	Primarily, our employees are exposed to noise from a variety of sources including trucks, loaders, graders, maintenance workshop activities and processing plant areas.	Noise sources across our operations are routinely monitored to inform our noise reduction strategies—including hearing protection requirements, policy, maintenance schedules, sound proofing options, and plant and equipment selection and design—to reduce the likelihood of noise-induced hearing loss.
Dust contaminants, welding fumes and diesel particulates	Silica found in ore is the most common airborne substance to pose a risk to our employees and mine visitors. Diesel particulate matter and lead welding fumes can be harmful in maintenance workshops or underground enclosed spaces.	Employees and contractors participate in health and hygiene monitoring programs across all work areas of our operations to provide representative samples of exposure.
Vibration	Sources of vibration across our operations include mobile equipment, processing plant and hand-held tools. Equipment operators are particularly at risk and can be victims of whole-of-body vibration when operating mine equipment while seated and while standing (jumbo operators) underground.	Sources of vibration across our operations are monitored by our occupational hygiene consultants at Macraes and Waihi. The best form of control is grading of road surfaces, preventative maintenance of mobile equipment, including regular seat change-out. Monitoring vibration is a proactive control to inform our risk management strategies.
Legionella	Sources of Legionella include air handling systems, water cooling systems, hot and cold water systems (staff accommodation facilities with shower and washing systems).	Testing Legionella culture is part of our control and monitoring system.

Mine and community safety

All of our operations have the expertise and specialist equipment to provide rescue and safety services on site as well as, in some circumstances, additional capacity to assist local emergency and rescue services when required.

These mine rescue teams are highly trained and certified in the areas of:

- incident response onsite and offsite
- underground search and rescue (including long duration)
- fire (surface and underground)
- HAZMAT
- high- and low-angle vertical rope rescue
- vehicle extrication
- PHEC medics
- exploration remote rescue
- height work
- medical and accident response
- apparatus and gas detection.

EMERGENCY RESPONSE TEAM (ERT) KEY FUNCTIONS

1. Implement management plans
2. Undertake all mandatory skills competency training
3. Manage ERT equipment
4. Implement Emergency Response Program
5. Facilitating training: emergency response training onsite, including in the community as requested

In September 2018, our Haile emergency response team supported the mine's neighbours and the community of Kershaw by stockpiling potable water and providing access to generators after Hurricane Florence made landfall.

In September and October 2018, our Didipio mines rescue team responded to two typhoons in the Philippines. The team received a special citation from the Regional Disaster Risk Reduction and Management Council, recognising their volunteers in Cagayan after Typhoon Ompong and after the landslide in Natonin, Mountain Province. More details have been outlined in the case study about our response on [page 76](#) of this report.

2018 health, safety and wellbeing data tables

SAFETY PERFORMANCE SUMMARY

All statistics are based on a per million hours worked basis.

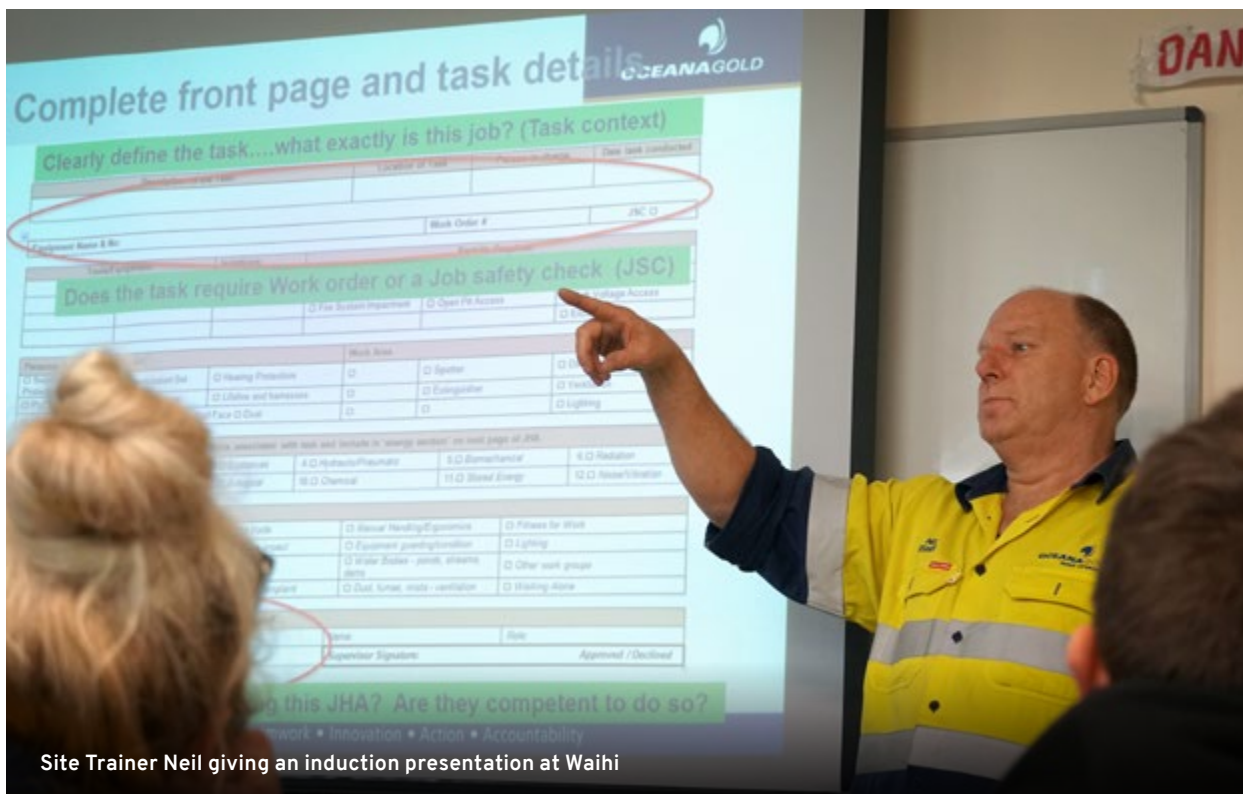
Safety performance indicator	2018	2017	2016	2015
Lost time injury (LTI)	9	11	6	3
Lost time injury rate (LTIR)	1.10	1.13	0.57	0.35
Total recordable injuries (TRI)	37	39	42	21
Total recordable injury frequency rate (TRIFR)	4.53	4.00	3.99	2.69
Fatalities	0	0	1	0

TRI: Total number of injuries involving medical treatment, restricted work or lost time

AI: TRI and all minor injuries

2018 total work hours	OceanaGold staff	Casual staff	Contractors
11,519,834	8,165,702.93	54,389	3,299,742.07

Injury analysis	2018	2017	2016	2015
Nature of injury	<ul style="list-style-type: none"> Laceration (51%) Sprain or strain (22%) Fracture (11%) Other (16%) 	<ul style="list-style-type: none"> Laceration (33%) Sprain or strain (26%) Fracture (21%) Other (21%) 	<ul style="list-style-type: none"> Laceration or cut (55%) Fracture (14%) Sprain or strain (7%) Other (24%) 	<ul style="list-style-type: none"> Laceration (71%) Sprain or strain (14%) Fracture (10%) Other (5%)
Mechanism of injury	<ul style="list-style-type: none"> Struck by moving object (27%) Hitting object with body (19%) Caught in equipment (16%) Other (38%) 	<ul style="list-style-type: none"> Struck by moving object (31%) Caught in equipment (15%) Muscular stress (15%) Other (38%) 	<ul style="list-style-type: none"> Struck by moving object (41%) Caught in equipment (19%) Trip or fall from same level (12%) Other (28%) 	<ul style="list-style-type: none"> Struck by moving object (38%) Caught in equipment (24%) Hitting object with body (9%) Other (29%)
Body part injured	<ul style="list-style-type: none"> Hands and fingers (41%) Hips and legs (16%) Head—other than eye, ear and face (11%) Other (32%) 	<ul style="list-style-type: none"> Hands and fingers (44%) Hips and legs (18%) Feet and toes (10%) Other (28%) 	<ul style="list-style-type: none"> Hands and fingers (41%) Face and head (24%) Hips and legs (12%) Other (23%) 	<ul style="list-style-type: none"> Hands and fingers (58%) Hips and legs (10%) Feet (5%) Other (27%)



Site Trainer Neil giving an induction presentation at Waihi

CASE STUDY

Macraes safety culture nudging the value state

OceanaGold is committed to providing an injury-free, healthy work environment without fatalities, across all business activities, at all stages of the project development cycle. This is one of our organisational values. One way we are continually developing and improving safety is to monitor our progress through a safety culture perception survey.

The survey measures our performance against five safety culture indicators—working interface, enabling systems, sustaining systems, leadership and governance—and the six criteria for excellence, positive safety accountabilities and applying new safety systems, tools and technologies.

We track performance against a six-stage safety maturity model. Organisations at the start of their safety journey consider safety to be a burden. As maturity grows, the perception of safety changes and moves through the following stages:

1. safety is a necessity
2. safety is a priority
3. safety is a goal
4. safety is a value
5. at maturity, safety is who we are.

At our Macraes Operations in New Zealand, safety culture perception surveys were conducted in 2012, 2016 and 2018. In August 2018, Caterpillar Safety Services surveyed 134 employees who were invited to attend a focus group or interview forum where the survey was distributed. Participation in the survey was voluntary.

Caterpillar Safety Services Senior Customer Safety Consultant, Jenny Krasny, said since engaging in the cultural assessment in 2016, Macraes had moved forward on 80 per cent of the cultural indicators with governance, sustaining systems and working interface nudging the value state.

“Overall, the understanding, acceptance and uptake of the tools and initiatives has increased, resulting in a greater participation in the safety agenda of Macraes. People know what is available to them, have a general understanding of how and when to engage in these things, and report to see value in doing so,” Jenny said.



Matt, Phil and Hamish at a Macraes safety meeting

“The leadership team has a genuine interest in the business and safety of their people, presenting them tools and frameworks that have perceived value in the field, while not being cumbersome for managers and employees.”

The systems and processes employees valued included the Macraes Crucial Behaviours Safety Program, the INX workforce management system and stop-and-think safety cards.

For Macraes to move from safety as a goal to a value state, improvement is needed in a number of areas including leadership alignment and commitment, enabling employees and operators to contribute their ideas on how to make a safety difference, defining safety accountabilities, integrating safety into all site processes and providing INX training for users on how to enter safety observations or concerns.

Jenny said the main opportunity for improvement was leadership.

“While all leaders report to have genuine care for their people and have good intentions, these feelings and concerns are not experienced by the people on the ground due to the manner safety is discussed and the way it is implemented and monitored,” she said.

Macraes Health Safety and Training Manager, Bernie Murphy, said the 2018 survey showed Macraes had a sound safety culture that was continuously improving.

“To be a leader is to guide, coach and enable others to be innovative, look for the solutions and to bring out the best in our teams and achieve our goals,” she said.

“The survey identified that leadership was one area we still need to improve. Not everyone is a natural leader, so we’re now investing in additional support and training to our current and future leaders as an important step to improving our safety culture.”

CASE STUDY

Didipio emergency response team supports mine and local disaster response

At Didipio, we have our own onsite rescue station and emergency response team (ERT), comprising 21 members across three crews. Our team is led by ERT Senior Supervisor, April Sabinorio, and is part of the safety department. To qualify for this role, all ERT members underwent rigorous training for six months in surface and underground firefighting, basic life support, HAZMAT response, rope rescue, vehicle accident rescue, breathing apparatus and gas detection.

“We train every month through drills and exercises, and complete annual mandatory skills refresher courses in each training discipline. This training gives us a sense of readiness,” April said.

The role of the Didipio ERT is to deal with all site emergencies—underground and surface—and to respond to emergencies in Didipio barangay (village), the mine’s host community, and nine other neighbouring communities. We also provide assistance elsewhere when needed.

As part of our vision to have an unwavering focus on the health and safety of our people and the wellbeing of our local communities, we are heavily involved in building capacity in emergency response and disaster risk management at our operation and across diverse groups. These groups include the Philippines armed forces, regional and barangay police, community groups and local schools.

April said because Didipio was distant from Kasibu, the municipal emergency response team (ERT) was not able to respond immediately to local emergencies, so in collaboration with the Municipal Disaster Risk Reduction Management Office, the operation trained local community volunteer rescuers.



Didipio ERT conducts a helicopter explosion drill

“We can empower our communities to respond to emergency situations and the volunteer rescuers say the training gives them a sense of readiness,” April said.

“We had an incident at a neighbouring barangay. We were called to respond. When we got there, one of our trainees had already done the first aid and the injured person was taken to hospital. That’s a relief for us,” she said.

Since early 2018, our ERT has been conducting different basic rescue skills training to primary and secondary schools across Kasibu, Nueva Vizcaya, which we have dubbed junior emergency response team training. This training enhances young people’s skills in different aspects such as life skills, music, sport and basic emergency response skills. This training, directly coordinated with the school education programs, has grown and is now conducted on a regular basis.

Senior Communications Supervisor, Jury Baguilat, said 10 students from Eastern Nueva Vizcaya National High School, who were part of this program and had been trained by our ERT, won the 2018 Kasibu Rescue Olympics. The event comprised four activities: disaster consciousness map poster making, basic first aid, basic rescue transfer, and a practical emergency rescue.

“It is rewarding to share our expertise and have these schoolers become experts in their own way,” Jury said.

Because our team members are seen as experts, we receive many requests for this type of training. We deliver two different modules: a three-day basic skills training course and a five-hour basic life support course. In 2018 we conducted around 20 new and refresher training courses.



Economic performance and contribution

Coronation Open Pit, Macraes Operations

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Our financial strategy is built around delivering strong returns and long-term economic and social development outcomes for all of our stakeholders.

2018 financial and production results

In 2018 we maintained robust financial results with a record revenue and consistent profitability, and we achieved the consecutive year of positive returns on invested capital. We are well positioned to invest in our future to expand our operations and extend their mine lives, all with an objective to create long-term value for shareholders and communities where we operate.

All financials are reported in US\$ unless otherwise stated. Further details regarding entities included in our consolidated financial statements can be found in these statements published on our website, www.oceanagold.com.

FINANCIAL SUMMARY

US\$	2018
Revenue	\$772,500,000
EBITDA	\$363,700,000
Net profit	\$121,700,000

PRODUCTION AND COST RESULTS SUMMARY

Full year 2018 results		Haile	Didipio	Waihi	Macraes
Gold produced	Ounces	131,819	114,985	83,492	202,990
Copper produced	Tonnes	0	14,999	0	0
Gold sales	Ounces	130,499	116,898	86,469	198,850
Copper sales	Tonnes	0	14,527	0	0
Cash costs	US\$/ounce	499	271	615	557
All-in sustaining costs (AISC)	US\$/ounce	903	427	763	879

EXCHANGE RATE SUMMARY

2018 annual average rate	
AUD/USD	0.7477
NZD/USD	0.6927
PHP/USD	0.0190
GBP/USD	1.3353
SGD/USD	0.7415
CAD/USD	0.7718

2018 payments, procurement and financial contributions

We operate with the consent of our host communities and work in partnership to create a positive socio-economic legacy based on enhanced capacity, not dependency.

We work collaboratively with these communities and other stakeholders to make a significant and long-term contribution in three key ways:

1. direct and indirect contribution of our operating assets and exploration projects
2. payment of taxes, licence and approval fees, and royalties to host countries where we conduct business
3. community and social investment programs.

Our operations create jobs and purchase goods and services from local, national and international providers. We prioritise local employment and procurement.

We invest in social programs and local infrastructure in line with priorities identified by our host communities and governments. These programs focus on local enterprise development and access to quality education, training and health care. Further details about our social investment programs can be found on page 71 of this report.

In 2018 the economic value of wages and benefits distributed to OceanaGold employees was \$116.3 million.



Staff sewing at a Didipio business cooperative.

PAYMENTS

Payments (USD)	Haile	Didipio	Waihi	Macraes	Group-wide	Total
Fines and Penalties	\$0	\$37,600	\$258,617	\$0	\$0	\$296,217
Legal Settlement Payments	\$0	\$0	\$242,445	\$0	\$0	\$242,445
Payments to capital providers	\$0	\$0	\$0	\$0	\$18,600,000 dividends paid to shareholders \$15,800,000 Interest expenses and finance costs	\$34,400,000
Payments to government (royalties, rates, taxes)	\$4,000,000	\$26,791,287	\$4,035,400	\$2,268,410	\$690,000	\$37,785,097
Total	\$4,000,000	\$26,828,887	\$4,563,462	\$2,268,410	\$35,090,000	\$72,723,759

FINES AND PENALTIES

In 2018 we paid two fines and one settlement payment. In January, we paid forest charges for the partial submergence of trees in the tailings storage facility at Didipio that prevented them from being harvested as forestry products. In May, we received a fine of NZD\$378,000 under the New Zealand Workplace Health and Safety Act 2015, following our acceptance of liability for the death of Tipiwai Stainton at Waihi in July 2016. We also paid reparations of NZD\$350,000 to Tipiwai's family.

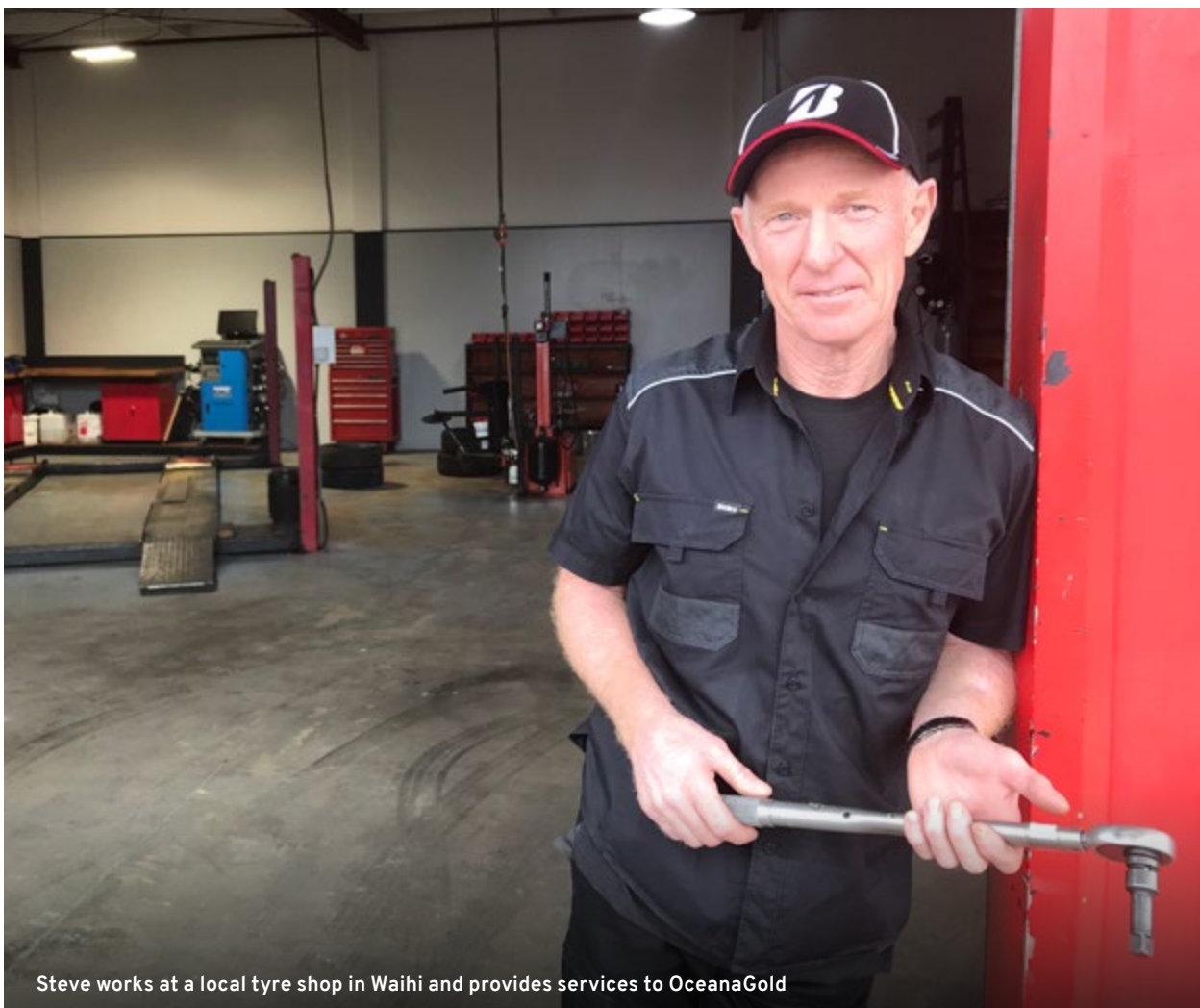
PROCUREMENT

Spend with Suppliers (USD)	Haile	%	Didipio	%	Waihi	%	Macraes	%	Total	%
Total	135,261,405	100%	128,947,747	100%	96,879,265	100%	160,042,173	100%	521,130,590	100%
Local suppliers	19,282,640	14%	35,041,647	27%	23,730,221	25%	40,892,297	25%	118,946,805	23%
National suppliers	102,799,131	76%	63,427,975	49%	65,977,423	68%	90,497,421	57%	322,701,950	62%
International suppliers	13,179,634	10%	30,478,125	24%	7,171,621	7%	28,652,455	18%	79,481,835	15%

*Macraes supplier expenditure includes Reefton Restoration Project supplier expenditure

FINANCIAL CONTRIBUTIONS

Financial contributions	Haile	Didipio	Waihi	Macraes	Total
Donations and community investment (cash)	\$281,525	\$19,000	\$41,919	\$104,125	\$446,569
Value in-kind donations and community investment	\$0	\$1,090,884	\$970	\$0	\$1,091,854
Community programs and infrastructure investment	\$0	\$2,060,405	\$138,540	\$0	\$2,198,945



Steve works at a local tyre shop in Waihi and provides services to OceanaGold

CASE STUDY

OceanaGold's contribution to the Philippines

We operate the award-winning Didipio Mine under a financial or technical assistance agreement: a form of mining title granted under Philippines mining legislation by the Philippine Government.

Didipio commenced commercial operations in 2013, utilising an optimised open pit that produced more than 24 million tonnes of ore and is no longer being mined. The Didipio underground mine commenced development in 2015 and achieved first production in January 2018. By the end of 2018, 16.5 kilometres had been developed, consisting of 3.3 kilometres of decline and 13.2 kilometres of ancillaries.

In 2018 we engaged the Resources, Environment and Economics Centre for Studies Inc to study the economic and social impact of OceanaGold on the economy and the local communities where we operate. The study commenced in the third quarter of 2018 and is expected to be completed in June 2019. It aims to generate an objective and science-based assessment of how the Didipio Mine affects the surrounding local communities.

Data identified to date demonstrates between 2013 and 2018, the Didipio Mine has spent approximately PHP 39.5 billion (US\$790 million), which includes development expenditure for its host and neighbouring communities, community investment projects, payments to national or local suppliers and contractors, government taxes and employee wages. Of this expenditure, 96 per cent (PHP 38.3 billion) was paid to employees, government and businesses through salaries, taxes and procurement while PHP 1.2 billion was spent for community development.

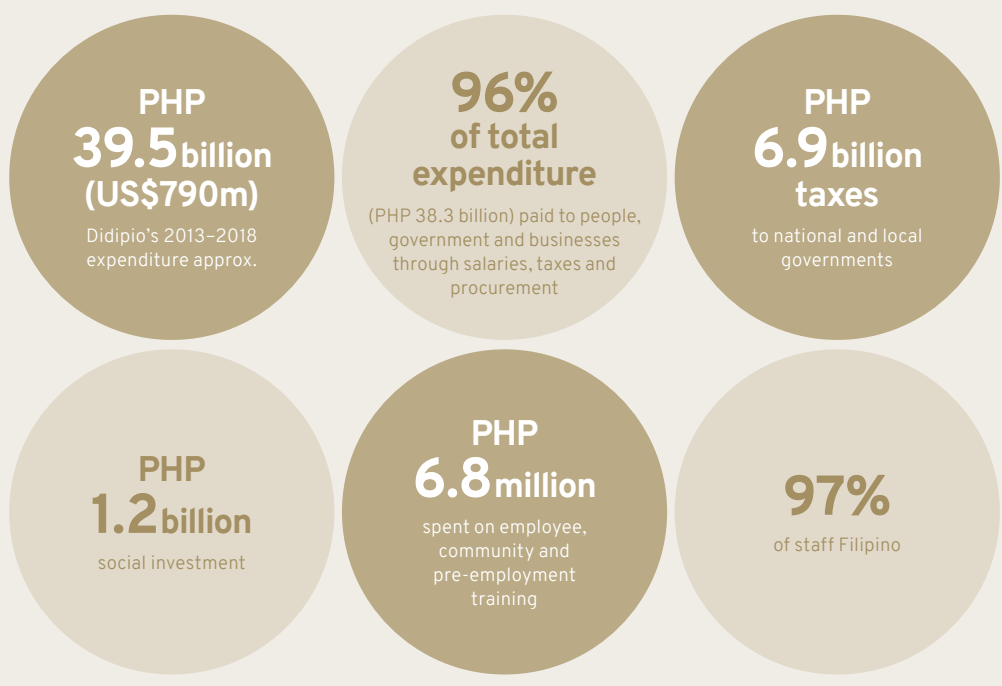
The Didipio Mine prioritises local suppliers, contractors and employment, with a workforce comprising 97 per cent Filipinos.



Chef Abraham works with DiCorp, a community-owned enterprise that provides our Didipio mine with camp, technical and logistics services

The breakdown of our overall 2013–2018 economic and community contribution in the Philippines includes:

- We have paid PHP 6.9 billion in taxes to national and local governments between 2013 and 2018. The flow-on effect of these taxes reaches millions of Filipinos through infrastructure, education, and government-led projects and services.
- 97 per cent of employees are Filipinos, with 58 per cent from the host provinces of Nueva Vizcaya and Quirino.
- We have spent PHP 2.5 billion on employee wages.
- Data from the University of the Philippines Los Banos 2015 socio-economic impact survey in Didipio demonstrated the average monthly household income in Didipio was PHP 19,380, compared to the national average of PHP 17,166.
- We have spent PHP 6.8 million on employee, community, and pre-employment training.
- We have invested PHP 1.2 billion in social projects. Of this expenditure, approximately PHP 595 million was spent on Social Development Management Program (SDMP) projects—including information, education and communication, and developing mining technology and geosciences—and approximately PHP 615 million for other corporate social responsibility projects.
- Our most successful enterprise development initiative has been the establishment of a community-owned corporation, DiCorp, which has generated PHP 1.5 billion gross revenue for the local community from long-term contracts with the Didipio Mine, and is now providing services external to our operation.
- We support local agriculture. This includes funds to 13 cooperatives, micro and small enterprises. We partnered with the Department of Agriculture to support Kasibu coffee farmers. In addition, we engaged 34 local farmers to promote organic farming and another 95 local farmers to improve market opportunities for coffee production.





Communities

Didipio General Manager, David, greets Didipio resident Elma

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We are committed to making a positive contribution to communities that host our business activities.

Targets and results

2018 target	2018 outcome	2019 target
Develop a three-year strategy to revise, implement and embed our Responsible Mining Framework across the business	Achieved	Launch the OceanaGold Responsible Mining Framework
Develop a management system to align and embed external affairs and social performance across the business	Achieved See case study on page 37 .	Roll out management system to operations and sites
Continue to report on selected environmental, social and governance (ESG) metrics and issues within external reports and presentations	Achieved	Continue ESG engagement and host or attend at least two ESG events
Assess our operations against the World Gold Council Conflict-Free Gold Standard	Partly achieved	Complete assessment of our operations against the World Gold Council Conflict-Free Gold Standard
Commence an independent review of our Human Rights Policy and management system	Partly achieved Commenced training and a Human Rights Impact Assessment at Didipio	Finalise training across the company and implement the HRIAs across the operations Assess supply chain governance against Modern Slavery laws
Develop a strategy for improving external engagement and transparency across all stakeholder groups	Partly achieved	Continue implementation and conduct baseline corporate key stakeholder survey
Engage the host community in Waihi to provide feedback on our social investment program	Achieved Waihi consulted with their host community through local newspaper and opinions captured in the social impact management plan. The social investment program also has in-built feedback questions when people apply.	Engage new community members in Waihi and share information about current operations, future plans and responsible performance
Engage and seek feedback from the Macraes host community around the revised mine closure plan	Partly achieved Macraes has started discussions with stakeholders but the mine closure plan is not finalised.	Establish five new business partnerships with community-based stakeholders
Achieve 100% compliance with the Didipio social development and management plan (SDMP), the information, education and communication plan, and the development of mining technology and geosciences plan	Partly achieved 91% completion of SDMP projects, 100% completion for all others	Complete the first phase of the Didipio social change assessment (social changes and impacts of project activities and SDMP)

Stakeholder engagement and consultation

OceanaGold is committed to working closely with all of our stakeholders. This includes regular engagement with our host communities and Indigenous groups, employees, contractors, unions, business partners, regulators, customers and industry bodies to ensure we are achieving our vision to be the best gold mining company for our stakeholders.

This is supported by our maturing business processes so we can better understand and meet the needs of our diverse stakeholder groups.

We use the feedback we gain from stakeholders to improve our management of key issues and impacts, respond to concerns or issues relating to our business activities, identify opportunities, inform our business strategy and activities, and develop social investment programs collaboratively.

Our operations have communication and engagement plans in place and conduct all engagement activities in an equitable and culturally appropriate manner, with the maximum transparency commercially possible.

Our stakeholder engagement management database, InForm, is used across all of our operations. We are continually improving the way we manage and report information relating to our stakeholder engagement activities, permitting and compliance obligations with a focus on enhanced consistency and continuity at operational and corporate levels.

The following table outlines our commitments to stakeholders, their areas of interest and how we engage with them.



Waihi Company Liaison Officer, Donna, meeting with residents

OUR STAKEHOLDERS

Stakeholder	Our commitment	Key areas of interest	OceanaGold engagement
<p>Host communities and indigenous groups</p> <p>Our operations bring us into contact with a diverse range of communities in the United States of America, South America, the Philippines, Singapore, New Zealand, Canada and Australia.</p> <p>Our staff engage with local community groups, and community representatives including government representatives and representatives from non-government organisations.</p>	<p>We are committed to respecting the rights and interests of the communities where we operate. We work collaboratively with communities to minimise operational impacts and deliver beneficial social investment programs.</p>	<ul style="list-style-type: none"> • Community impacts • Social investment • Environmental performance • Employment opportunities • Cultural impacts 	<p>We engage with the community via our senior management and communities engagement teams and our employees more broadly, community meetings, community leaders' groups, education and information centres, social investment programs, company surveys and publications.</p>
<p>Labour unions</p> <p>At most of our sites, labour unions represent our employees and are regular visitors to our sites.</p>	<p>We are committed to providing a fair day's pay for a fair day's work under fair work conditions across all of our business activities.</p>	<ul style="list-style-type: none"> • Workers' rights • Health and safety • Remuneration and work conditions • Mine closure processes 	<p>We engage through direct communication, regular on-site meetings, attendance at tool box talks and through nominated employee union representatives.</p>
<p>Employees and contractors</p> <p>We employ 2,052 people (excluding contractors) across our sites.</p>	<p>We are committed to providing a safe working environment where all of our employees and contractors can reach their potential by encouraging professional and personal development, recognising and rewarding good performance and by fostering diversity.</p>	<ul style="list-style-type: none"> • Health and safety performance • Business strategy and performance • Community engagement initiatives • Environmental performance • Remuneration and work conditions • Training and development opportunities 	<p>Initiatives include:</p> <ul style="list-style-type: none"> • start-up meetings • toolbox talks • town halls • union meetings • General managers' briefings • safety stand-downs • company publications and intranet. <p>We also ensure employees are represented on committees (for example, health and safety, diversity, etc).</p>
<p>Investors</p> <p>Our investment community includes individual investors, institutional investors, debt and credit providers and analysts and advisors.</p>	<p>We are committed to delivering superior shareholder returns through operational efficiency, optimising existing operations, focusing on substantial low-cost reserves, managing debt and seeking strategic growth opportunities.</p>	<ul style="list-style-type: none"> • Economic performance • Sustainability performance • Acquisition risk • Project delivery 	<p>We deliver these through:</p> <ul style="list-style-type: none"> • annual general meeting • investor roadshows • investor meetings and briefings • industry conferences and presentations • business forums • corporate publications and reports • company website.

Stakeholder	Our commitment	Key areas of interest	OceanaGold engagement
<p>Business partners</p> <p>We have joint venture partners and investment partners. This stakeholder group includes suppliers of goods and services to our exploration activities, projects, operations and corporate offices.</p>	<p>We are committed to working with our business partners to optimise performance and drive business success of both parties, and to develop values-based relationships that drive innovation through our resource sector.</p>	<ul style="list-style-type: none"> Fair and open procurement practices Commitment to buy locally Business strategy and performance Sustainability performance 	<p>We achieve this through:</p> <ul style="list-style-type: none"> direct engagement industry forums and presentations corporate publications and reports company website.
<p>Regulators</p> <p>Governments and regulators at local, regional, state and national levels.</p>	<p>We are committed to providing accurate and transparent reporting. We are committed to working with governments to introduce mining legislation that protects the health and safety of workers, protects the environment and human rights, and contributes to social and economic development of the countries where we operate.</p>	<ul style="list-style-type: none"> Business strategy and performance Economic contribution Sustainability performance 	<p>We ensure this through:</p> <ul style="list-style-type: none"> direct engagement participation with government consultation programs and other forums providing regulatory information corporate publications and reports company website.
<p>Customers</p> <p>We have three customers: we sell our gold to the Perth Mint and Metalor, and our copper concentrate is sold to Trafigura.</p>	<p>We are committed to on-time delivery of a quality product, safely, every time.</p>	<ul style="list-style-type: none"> Quality of product Contract performance 	<p>We communicate with customers through:</p> <ul style="list-style-type: none"> direct engagement corporate publications and reports company website.
<p>Non-government organisations (NGOs)</p> <p>Environmental, social and human rights organisations at local, national and international levels.</p>	<p>We are committed to open and transparent dialogue engagement and public reporting.</p>	<ul style="list-style-type: none"> Sustainability performance Economic contribution Anti-bribery and anti-corruption practices Human rights practices Commitment to external initiatives, charters, principles 	<p>We deliver this through:</p> <ul style="list-style-type: none"> direct engagement (briefings, site visits) NGO forums industry conference and initiatives corporate publications and reports company website.
<p>Industry peers and associations</p> <p>Industry and commodity-specific associations, industry peers.</p>	<p>We are committed to open and transparent dialogue and public reporting, and enhancing industry standards and practices across health and safety, environmental and social performance.</p>	<ul style="list-style-type: none"> Business strategy and performance Sustainability performance Best practices and lessons learned New technologies and innovations 	<p>Our actions include:</p> <ul style="list-style-type: none"> direct engagement participation in industry forums working groups committees and conferences corporate publications and reports company website.
<p>Media</p> <p>Representatives from social, digital, print and broadcast media.</p>	<p>Open and transparent dialogue, engagement and public reporting.</p>	<ul style="list-style-type: none"> Issues reflecting stakeholder concerns and priorities 	<p>We deliver this through:</p> <ul style="list-style-type: none"> direct engagement (interviews, briefings, site visits) media releases corporate publications and reports company website.

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Social investment

We are committed to making a positive contribution to communities that host our business activities.

We recognise communities' right to self-determination and develop respectful social investment plans in consultation with host communities. This ensures our programs align with community-identified needs and priorities, and supports social and economic development in a manner that avoids dependencies over the long term.

Primarily, our social investment programs contribute to:

- education, training and employment
- community health
- local business development
- community infrastructure.

In 2018 our operations invested \$3,737,368 in social programs, donations, in-kind support and community infrastructure. The full operation breakdown of our investment is available on [page 63](#) of this report.

Our 2018 investment programs included:

- Didipio's scholarship program, is supporting 246 scholars at universities across the Philippines 28 of which graduated in 2018.
- Didipio's medical outreach programs, which provided 21 medical and dental outreach missions for more than 2,500 community members in partnership with municipal health services.
- Waihi's partnerships with nine local schools and day care centres to provide new equipment and educational materials, additional teacher aide time and a Maori language immersion teacher.
- Macraes' local school funding to provide professional development for teaching staff, management system software and training, curriculum resources, and building and facility improvements.
- Macraes' partnership with the council to deliver design work for a new irrigation scheme and part funding toward a community bike park
- Haile's partnership with the Kershaw Chamber of Commerce to support two key community events—funds raised by these events were used by the chamber to develop resources for the business community and its growth and development, and information packs for new residents.

Philippines Mining Law requires all operating mines invest 1.5 per cent of their annual operating costs in a Social Development and Management Program (SDMP). Our Didipio Mine commenced their SDMP in 2013 to provide funds to sustainably improve living standards for our host and adjacent communities, specifically in social services, infrastructure, communications and training. In 2018 we invested \$2.1 million in the SDMP, bringing total investment since it commenced to \$9.5 million.

In addition, our operations provide practical support to our host communities in times of need and support local charity initiatives.

In September and October 2018, our Didipio Mine mines and rescue teams helped support debris-clearing efforts in the wake of Typhoons Mangkhut and Rosita in the Philippines. More information is provided in the case study on [page 76](#).

In September 2018 our Haile Gold Mine emergency response team supported the mine's neighbours and the community of Kershaw by stockpiling potable water and providing access to generators after Hurricane Florence made landfall.

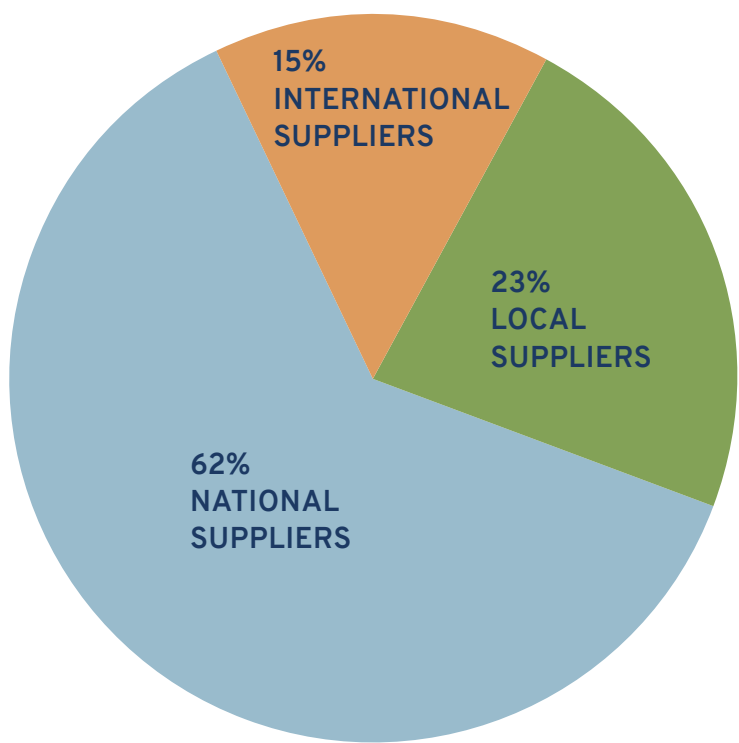
In May 2018 members of the mines rescue team from our New Zealand operations, Macraes and Waihi, participated in the Firefighter Sky Tower Challenge raising NZ\$25,203 for Leukaemia and Blood Cancer New Zealand. Our team members climbed 1,103 stairs (328 metres) up the tallest building in the southern hemisphere, Auckland's Sky Tower.

Local procurement

We prioritise local procurement at all of our operations. This includes mining equipment and supplies, specialist mining services, and general site services.

In 2018 our total procurement spend was \$521,130,590. Of this, we spent \$118,946,805 (23 per cent) with local suppliers, \$322,701,950 (62 per cent) with national suppliers and \$79,481,835 (15 per cent) with international suppliers.

The combined local and national spend of \$441,648,755, representing 85 per cent of our total procurement expenditure, provides employment and business opportunities beyond the boundaries of our operations.



Community complaints

Each of our operations record, monitor and respond to community enquiries, complaints and grievances, taking corrective action as required. Our site-based community engagement teams consult and engage with host communities and provide an important conduit for identifying, reporting and responding to complaints and grievances.

All of our operations have a community hotline or office where community members can report grievances (via phone, online or in person). Community members may also report concerns relating to non-compliance with our Code of Conduct through our independent, confidential whistleblower hotline service managed by Deloitte.

In 2018 we received 200 community complaints with the majority relating to noise, vibration and land. Complaints by type and region are outlined below.

Our Waihi Gold Mine received 170 complaints during the year, a 20 per cent reduction compared to 2017, largely due to ongoing proactive engagement with residents living above the underground mine. The majority of the complaints (89 per cent) relate to feeling and hearing the vibration and noise from the underground mine. A single resident made 70 complaints (41 per cent). Complaints during the past two years have declined, consistent with the reduction in activity in the Correnso mine, which is near completion.

At our Didipio Mine in the Philippines, we received 26 community complaints in relation to land, the environment and employment, an increase on 2017 due to land owners requesting the fulfillment of contractual obligations for future land purchase agreements. We continue to proactively address land matters at Didipio. In 2018 we commenced a study to review past practices and legacy issues that will inform our approach to addressing land grievances. This study will be completed in 2019.

The 16 complaints in mediation are around land, environment and social complaints.

In 2018 our Didipio Mine settled with and compensated 26 claimants for approximately 17.6 hectares of forest land. This land was not part of the site's original acquired property but was erroneously stockpiled with boulders in 2013. This settlement took some time to resolve due to the overlapping boundaries between several claimants, excessive land area being claimed and varying expectations around land value.

In 2018 Macraes had one noise-related complaint in mediation.

COMMUNITY COMPLAINTS COMPARISONS

	2018	2017	2016
General complaints			
Waihi	170	213	315
Macraes	11	5	1
Haile	0	0	0
Didipio	26	17	84
Total	207	235	400
Total disputes under mediation and negotiation			
Waihi	0	1	0
Macraes	1	1	0
Haile	0	0	0
Didipio	26	23	66
Total	27	25	66

Operation	Number of complaints	Description and response
Waihi	170	<p>The 170 complaints related to:</p> <ul style="list-style-type: none"> vibration felt and heard underground blasting noise from blasting property noise water quality amenity effect compensation program air quality communication dust employee behaviour light pollution. <p>All complaints have been investigated and addressed.</p>
Macraes	11	<p>The 11 complaints related to:</p> <ul style="list-style-type: none"> night-time noise associated with hauling: a no hauling on nightshift policy has been initiated until agreement has been reached with affected party insufficient notification on access to farming leases: a standard operating procedure was developed on notification of leaseholders condition of public roads following contractor using the roads to haul rock for road repairs: roads have been repaired lease tender process complaint made to CEO: letter of reply has been sent with no further response from complainant tenancy of OceanaGold properties in Macraes Village.
Haile	0	<p>There were no formal complaints. Any concerns are resolved through proactive and continuous engagement with stakeholder groups.</p>
Didipio	26	<p>The 26 complaints related to:</p> <ul style="list-style-type: none"> land: surface rights acquisition environment: dust, noise and access to water social: contracts, road use and employment. <p>All complaints have been investigated and 16 remain under mediation.</p>

Indigenous peoples

We identify and acknowledge Indigenous peoples, their duly elected representatives and their significant sites. We support ongoing engagement to anticipate and avoid adverse impacts or to minimise and mitigate such impacts.

Our Waihi Operation has five formal agreements in place with iwi in New Zealand and one currently in draft. Our Macraes Operations currently have one agreement with iwi. These memorandums of understanding acknowledge the relationship between iwi and OceanaGold and agrees to an approach for collaboration.

In South Carolina, we do not have a formal agreement with the Catawba Indian Nation. Catawba Indian Nation is, however, a cooperating agency and a key stakeholder for our Haile Gold Mine.

At our Didipio Mine, there are currently no formally recognised ancestral domain or native title rights across the mine area. However, local communities and our employee population self-identify as Indigenous peoples from a number of cultural communities (tribes) in the Philippines. We acknowledge the diversity of Indigenous peoples and engage accordingly.

INDIGENOUS AGREEMENTS IN PLACE

Operation	Memorandum of Understanding (MOU) signed or drafted	
Waihi	6 (5 signed MOUs and 1 draft)	One MOU is still in draft as the group Ngati Tamatera is waiting on the Treaty settlement process. This is a process between Maori and government to settle historical claims made by Maori against the crown for breaches of the Treaty. They have five MOUs in place with Ngati Hako, Ngati Maru, Ngati Koi, Ngati Tara Tokanui and Ngati Puu.
Macraes	1	We have signed an MOU with three Runanga: Puke Teraki, Otakou and Moeraki Runanga—governing councils and administrative groups of the local Maori community.
Haile	0	MOUs are not required for the current mine scope.
Didipio	0	There are currently no formally recognised ancestral domain or native title rights across our mine area.

CASE STUDY

Didipio lends a hand during devastating typhoons

The Philippines is prone to typhoons and has been hit by four of them over the past six years. In response to this ongoing threat, the Mines and Geosciences Bureau, a regulatory agency, has established a disaster risk reduction program and a regional emergency response team.

The Didipio Mine is an underground gold-copper mine in a remote part of Luzon Island in the Philippines. At Didipio, we have our own onsite rescue station and emergency response team (ERT), comprising 21 members across three crews.

The role of the Didipio ERT is to deal with all site emergencies—underground and surface—and to respond to emergencies in Didipio barangay (village), the mine’s host community, and 10 other neighbouring communities. We also provide additional assistance when needed.

Along with other mining companies and government agencies, OceanaGold has signed a memorandum of understanding with the Mines and Geosciences Bureau to contribute to the Cagayan Valley regional response plan. This means we all work together under the leadership of the Regional Director to prevent and mitigate the effects of disasters, prepare for typhoons and other types of emergencies, and provide our rescue, recovery and rehabilitation expertise during these emergencies.

Didipio General Manager, David Way, said the mine was prepared for typhoons and the rescue team was always ready to support recovery efforts wherever needed.

“We are always working with government and other stakeholders, especially during times of disasters when they need our help,” David said.

In September 2018, following Typhoon Mangkhut, the Mines and Geosciences Bureau and Office of Civil Defence asked our ERT to help support debris clearing efforts in Tuguegarao City, about four hours north of Didipio. In conjunction with the City Disaster Risk Reduction Office and FCF Minerals (another mining company), we helped to clear fallen debris from blocked roads and houses for three days.

In October 2018 our ERT was deployed to Natonin, about 160 kilometres from the mine, to support recovery efforts in the wake of Typhoon Rosita. Tragically, 18 people lost their lives and 11 people remain missing. Around 8000 homes across four regions were damaged. It was a very challenging time for everyone. Our team members were away from their families, trying to help vulnerable people save or find their loved ones.

Senior ERT Supervisor, April Sabinorio, said the greatest challenge was dealing with the different situations the team encountered during the operations, and when they saw family members crying and hoping their loved ones were still alive.

“Working with government agencies and other mining firms gives us a great sense of teamwork, a sense of action when we are able to respond, and accountability for our core employees and our communities,” April said.

“This gives us a great sense of fulfilment,” he said.



Didipio ERT clearing debris in Tuguegarao City

CASE STUDY

We are the Waihi community and the Waihi community is us

OceanaGold operates in the small town of Waihi on the east coast of New Zealand's North Island.

Currently comprising the Martha open pit mine in central Waihi and the Correnso underground mine, which is operating under residential properties in Waihi East, local residents are reminded of our presence every day.

Senior Community Advisor, Kit Wilson, said this unique relationship influenced how we think about ourselves and how we operate our mines.

“We have a unique relationship with Waihi. We live and work there. One could say we are the Waihi community and the Waihi community is us,” Kit said.

“We engage, participate in and contribute to the community because it's part of our values and Waihi is our community. This approach is not an optional extra or a nice-to-have if the budget allows. It's an integral part of how we operate,” he said.

“OceanaGold is able to mine here due to community trust, understanding and communication. While we may not always agree on everything, we can agree to differ, and we can do so in a constructive and respectful manner.”

“At Waihi, we reach out and invite people in. We believe people should be given the opportunity to learn about our activities by providing factual, timely and easily understood information.”

One way we do this is via free curriculum-linked activities at the purpose-built OceanaGold Education Centre, which is located 50 metres from the edge of the Martha open pit. The centre caters for around 6000 students each year, ranging from kindergarten children to postgraduate university students. Our Education Officer is a trained teacher with current certification. The education centre is booked months in advance, with many schools coming back year after year. It is also used for adult groups, including local residents, special interest groups and overseas groups on educational tours.

We also conduct mine tours. In 2018, 5,417 visitors toured our mining operations.

Blast vibration has the potential to cause concern among a small number of residents. To address this concern, we phone, text or email residents on our contact list each morning with details of the location and depth of the planned blast for that day. We also post these details on our website and it also features an interactive map, which allows people to monitor blast vibration results within a few minutes of initiation. We know this approach is valued because people tell us.

“We don't have a problem with the mine in Waihi. We don't find blasting disturbing at all; in fact, it is no worse than a truck going past the house. We think the overall relationship the company has with the community is very good. The company does very well at this. Staff are always very approachable,” two Mataura Road residents said.

“When we moved here, we initially lived in Donnelly Street, directly in the area of the old Favona and Trio mining area. We felt the effect of the underground explosions, but we accepted this as part of our move. We were moving into a mining community and accepted that this was part of living and working in the area,” a Waihi paramedic said.

Each morning at around 8am, two members of the external affairs team have a coffee in a local cafe on the main street. People stop by and chat. They let us know what they are doing and we tell them what our plans are. People are not afraid to tell us what they really think, and we are not afraid to change the way we operate to address people's concerns.

We engage the community through three key initiatives:

- the community outreach program
- the community partnership program the Waihi Community Forum.

The outreach program is built on, modified and developed each year in response to community needs and aspirations. This program requires active participation from our external affairs team and other employees and contractors.

The partnership program provides in-kind support such as free space for community groups: for example, for a commercial training kitchen, market garden, and martial arts and boxing for at-risk children. We also share our skills, such as event management, with community groups and contribute our labour when needed. For community projects in Waihi East, we have established a funding model to provide seed funding to projects and help groups to attract additional funding from external agencies.

“I moved to Waihi 10 years ago to give my boys the experience of living in a small town after the anonymous life of Auckland. They have had amazing experiences through the locally organised events—the Nugget, Trail Trilogy and Waihi Swimming Club. These are all events that have gained sponsorship from the mine and would not have been possible without their continued support,” a Smith Street resident said.

The way we operate at Waihi is working. In late 2018, Hauraki District Council held a public hearing to consider our application to mine under more houses in Waihi, mine under the Martha open pit, and to remove the slip on the pit’s north wall. This work is known collectively as Project Martha. Our resource consent application attracted 274 submissions: 80 per cent in favour, 14 per cent against and 6 per cent neutral. The consents were granted. There were no appeals.

"This result is in no small part due to our outreach programs, and our willingness to share information and be involved in the community," Kit said.



The Martha Open Pit in Waihi

Environment

Water treatment plant at Waihi

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Responsible environmental management is at the core of our business activities.

Targets and results

	2018 targets	2018 outcome	2019 targets
Lag indicators	Zero level three or greater environmental events	Achieved Zero	Zero level three or greater environmental events
	Zero material breaches of environmental licence conditions	Achieved Zero	Zero material breaches of environmental licence conditions
Lead indicators	Environmental audit compliance >80% for self-imposed water, closure and biodiversity standards	Not Achieved Operations obtained a combined average of 79.3% across all standards audited	Corporate environmental audit compliance >80%
	100% planned rehabilitation successfully completed	Achieved	100% completion of planned rehabilitation
	Introduce key environmental metrics for monthly monitoring in relation to water electricity and fuel use.	Partly achieved Trial undertaken at the Macraes Operations and implementation is ongoing at other operations.	Review environmental operational standards which are mapped to external best practice guidance
Corporate environmental projects	Embed operational use of permit and obligation register	Achieved	Complete GAP assessments and corrective action plan for each site against the new water, tailings management and closure standards
	Develop common closure cost template across operations	Achieved	Launch environmental statements of position for water, closure, biodiversity, cyanide, tailings management and energy and greenhouse gas
	Introduce a comprehensive compliance monitoring program across operations	Achieved	

Our environmental approach

We are committed to environmental compliance, conserving biodiversity, responsible closure planning and legacy management, and managing emissions, water and effluents.

We continue to improve our environmental performance annually to support healthy and sustainable environments that leave a lasting, positive legacy for our host communities. We comply with environmental standards by assessing and monitoring the positive, negative, direct, indirect and cumulative environmental impacts of our activities. We report all environmental hazards and incidents, and undertake the corrective actions identified in response. In addition we manage our emissions, water and effluents responsibly—minimising waste and preventing pollution through the efficient use of resources, and providing safe storage and disposal of all residual waste and process residues.

We comply with all host country environmental laws, as a minimum, and implement company-wide environmental performance standards consistent with internationally accepted standards and conventions. We provide the necessary training, education, equipment and information to our employees and contractors to support their implementation.

Our performance

In late 2018 the Didipio Mine undertook recertification with ISO 14001 and OHSAS 18001. Final certification was received in early 2019. These certifications are testament to the commitment and hard work of employees to make the operation world class and aligned to internationally accepted mining standards. In 2019 Didipio is in the process of obtaining another certification under ISO 50001 (2011) Energy Management System—with the aim of more efficiently using available energy sources to reduce greenhouse gas emissions and other related environmental impacts and energy cost through the systematic management of energy. This initiative supports the United Nations sustainability development goal on climate action and affordable and clean energy.

Our Macraes Operations developed and commenced trialling a new energy and power consumption dashboard that shows real-time data to monitor site-based lead indicators and trade trends to assist in reforming operational activity. In 2019 the operation will continue trialling the dashboard, with a view to share their outcomes across the company.

The 2018 corporate audits focused on biodiversity and natural environments, water management, archaeology and cultural heritage, rehabilitation and closure planning standards.

During 2018, we commenced a full review of our environment-specific and operational-specific standards, which will be completed in 2019.

Emissions and energy use

In 2018 we introduced monthly monitoring of our key energy sources to enhance our understanding around energy consumption, and continually improve site-specific energy and greenhouse gas management plans.

Our direct energy use and greenhouse gas emissions decreased by 12 per cent in 2018. This is attributed to the cessation of open pit mining at our Didipio Mine, which transitioned to underground operations. Our indirect energy use and greenhouse gas emissions increased by 14 per cent. This was driven by increased electricity use across three of our operations. At Didipio, the increased electricity usage was due to the ramp-up of underground operations. At Haile, the increase was in line with the continuing ramp-up in production. At Waihi, electricity use increased underground as the mine expanded, and we increased dewatering.

SOURCES OF EMISSION FACTORS:

environment.gov.au/system/files/resources/5a169bfb-f417-4b00-9b70-6ba328ea8671/files/national-greenhouse-accounts-factors-july-2017.pdf

ecometrica.com/assets/Electricity-specific-emission-factors-for-grid-electricity.pdf

mfe.govt.nz/sites/default/files/media/Climate%20Change/2016-guidance-for-voluntary-corporate-greenhouse-gas-reporting.pdf

mfe.govt.nz/sites/default/files/media/Climate%20Change/2016-guidance-for-voluntary-corporate-greenhouse-gas-reporting.pdf

ENERGY—TOTAL DIRECT (GJ)

	2018	2017	2016	2015
Didipio	308,990	502,190	1,052,578	1,673,943
Haile	472,934	542,218	-	-
Macraes	919,075	902,439	820,264	564,246
Waihi	79,237	101,557	80,531	-
Total	1,779,345	2,048,405	1,953,373	2,238,189

ENERGY—TOTAL INDIRECT (GJ)

	2018	2017	2016	2015
Didipio	492,476	384,927	325,518	48,019
Haile	251,308	190,700	-	-
Macraes	700,807	690,116	706,692	748,171
Waihi	206,408	195,284	179,416	-
Total	1,650,998	1,461,027	1,211,626	796,190

GREENHOUSE GAS EMISSIONS (TCO2E)—DIRECT SCOPE 1

	2018	2017	2016	2015
Didipio	21,525	35,093	73,439	127,301
Haile	32,832	37,514	-	-
Macraes	63,886	62,737	58,076	42,644
Waihi	5,743	7,243	5,892	-
Total	123,986	142,587	137,407	169,945

GREENHOUSE GAS EMISSIONS (TCO2E)—INDIRECT SCOPE 2

	2018	2017	2016	2015
Didipio	72,056	56,320	47,628	7,890
Haile	21,035	15,124	-	-
Macraes	23,166	22,812	27,090	28,471
Waihi	6,823	6,455	6,878	-
Total	122,079	100,711	81,596	36,361

Environmental compliance

We continued our strong focus on operational controls and environmental management across all sites throughout 2018.

We did not have any significant (level three or above) environmental incidents, which includes spills. We captured minor technical and administrative breaches through our internal compliance monitoring system, as reported in the table below.

Non-compliant result or technical/ administrative non-compliance matter (minor in nature)	2018	2017	2016	2015
Didipio	3	0	40	74
Haile	15	0	-	-
Macraes	32	35	44	33
Waihi	1	2	2	-
Total	51	37	86	107

These did not result in any action by a regulator or other agency. Our only water-related non-compliances were the three at Didipio.

At our Didipio Mine, we paid forest charges for the partial submergence of trees in the tailings storage facility. The fine from the Department of Environment and Natural Resources was for damaging the trees prior to removing them. The trees are being removed in 2019. More information is available on [page 62](#) of this report.

Water and effluents

Water consumption	Didipio	Haile	Macraes	Waihi	Total
Total water consumption	-6,658,508	7,82,026	-2,020,582	-2,344,093	-6,199,793
Total water consumption in areas of water stress	Nil areas of water stress				
Change in water storage if storage identified as having a significant water related impact	Nil identified				

**At Didipio and Waihi we release more water than we take. At both operations it is captured as rainfall and released.*

WATER MANAGEMENT

A key environmental goal for OceanaGold is to maintain a sustainable, non-polluted water supply across all of our operations and host communities.

In 2018 we commenced construction of the Didipio Water System Project, which is due to be completed in 2019. This project includes water storage, treatment and supply infrastructure that will enable community members to access reliable and safe potable water in each household. While the current population is approximately 4,000 individuals in an estimated 900 households, the system will have the capacity to provide water for up to 11,000 individuals in the community in an estimated 2400 households.

Our operations proactively reduce water use and maximise water recycling. And, where possible, we reduce our need to extract water from local catchments and ensure our host communities maintain access to healthy water sources. None of our operations are in areas under water stress or withdraw or discharge water with total dissolved solids greater than 1,000 milligrams per litre.

We actively monitor any water discharge from our operations, which must meet the operation-specific limits local regulators set, and our own water management standard. These limits are set through a regulatory process and based on robust environmental impact assessments, considering appropriate mitigation.

Water discharge from operations is monitored and assessed regularly and all water discharged from our operations met the site-specific discharge limits set by host country regulators. We do not discharge into marine water bodies (the ocean).



Water discharge from the Didipio Mine

Operation	Water discharge destination
Waihi	Ohinemuri River
Macraes	Not applicable (water is not directly discharged, it is stored and evaporates or is recycled)
Haile	Tributary of the Little Lynches River
Didipio	Dinauyan River

Our potential to reuse waste water from our processing facilities has steadily increased across all our operations. At Waihi, Haile and Didipio, we have water treatment plants that treat process water for reuse or release. At Macraes, we have a cyanide destruction plant that water passes through prior to being stored and then evaporating or being reused. These treatment plants are designed and operated to treat substances identified through the regulatory permitting process.

The quality of our water treatment is exceptional and this is demonstrated by the annual Walrus Race that takes place at the Waihi Gold Mine on the North Island of New Zealand. In the middle of winter each year, members of our team at Waihi compete in the Walrus Race. Held in the polishing ponds (the last place treated water reports to before it is discharged), the Walrus Race is a fun event where participants compete in a swimming race across the pond. It's a reminder we take our environmental responsibilities very seriously, especially around water.

In 2018 we withdrew 22,004 megalitres of water at our operations. In previous sustainability reports, we have separated water taken for use and the volume of dewatering. To simplify reporting from 2018 we are reporting withdrawal for use and dewatering as water withdrawal. Increased underground dewatering at Didipio and Waihi have significantly increased the total withdrawal for 2018.

2018 water withdraw and discharge	Water withdrawal (megalitres)	Water discharge (megalitres)
Surface water	2,082	28,204
Ground Water	19,920	0
Third-party water	2	0
Total	22,004	28,204

EFFLUENT MANAGEMENT

We recognise robust waste management is central to our ability to minimise long-term legacy impacts. Our mining activities produce two main waste streams: rock (for example, excess rock and tailings) and other waste (e.g. used oil, rags, batteries, fluorescent lamps).

Each operation has a waste management plan that describes how each waste stream will be managed. Based on the fundamental principles of reduce, reuse and recycle, each waste management plan must also address the design, location and operational management of all waste storage facilities located onsite, and any monitoring requirements for the waste streams to minimise long-term impacts from our waste management practices.

Our operations ensure all hazardous waste is appropriately managed onsite. Where waste is required to be transported from site, we use licensed and approved waste transport contractors and recycle or dispose waste at licensed and approved facilities.

In 2018 total waste to landfill decreased slightly reflecting our ongoing efforts to reduce, reuse and recycle where possible. We recycled 127 tonnes of material during the year.

All of our operations have a detailed waste rock management plan that defines stack construction, drainage, layout, height and other dimensions. The plan also details mitigation measures to manage any acid and metal-generating material that may be found in extracted overburden material.

Strategies to reduce potential discharge from acid-generating material include the early identification of all non-acid forming (NAF) and potentially acid-forming (PAF) material to be segregated and placed to allow encapsulation of PAF within NAF material. This technique is resource industry best practice and is incorporated in the waste rock management plans where required.

In 2018 the Macraes Operations redesigned a waste rock stack to prevent metalliferous drainage effects. This involved studying the potential sources and impacts of increased sulphate levels that resulted from the oxidation of exposed (weathered) mineralisation in waste rock stacks and research around the potential impacts on biodiversity. By redesigning the way the waste rock stacks are constructed, the team can reduce the weathering that generates sulphate. More information is available in the case study on [page 94](#) of this report.

Waste generation	2018	2017	2016	2015
Waste rock (tonnes)	52,735,370	53,659,080	75,297,854	522,395,788
Tailings (dry tonnes milled)	12,151,463	12,712,215	10,977,217	11,220,077
Hazardous (oils) (L)	342,288	271,738	240,329	209,392
Waste to landfill (tonnes)	1,230	1,273	1,426	603
Hazardous (tonnes)	456	419	370	-

* Calculated using site-specific conversion factors, such as rock characteristics and operational practices.

Biodiversity

We conduct regular biodiversity assessments prior to exploration and mine commencement, as well as throughout the mining process. We effectively manage the land under our stewardship, including protecting biodiversity and cultural values. We understand some of our host communities have a long-standing connection to the land we lease or own and this must be respected.

We recognise our land management, rehabilitation and biodiversity protection activities have implications for the natural environment that extend beyond the boundary of the mine and time (operational life).

Our land management practices include:

- sediment and erosion control
- waste rock siting and management
- storm water diversion
- soil profiling and management
- soil conservation
- progressive rehabilitation
- hydroseeding of pit walls and waste rock stacks.

We take great care to minimise our environmental disturbance by ensuring all of our staff take practical steps with equipment and their processes when going about their daily work. This is enhanced with regular, site-based environmental management training sessions and internal communication updates.

Many of our lease areas connect high biodiversity areas and support—or have the potential to support—species and ecological communities that are significant for conservation. As part of our environmental survey process, we map key flora and fauna species that are known to occur within the areas we operate, and adhere to strict protocols as set out by each area's environmental governing bodies.

An example of this process is detailed in the exploration at Wharekirauponga case study on page 38.

The total amount of land rehabilitated across our operations decreased significantly this year to 7.34 hectares. This was due primarily to the completion of progressive rehabilitation programs in 2017, and the reduction in land on which mining activities have been completed. Opportunities for rehabilitation are limited at most sites. Most of the land currently disturbed at our operations is considered 'active' and not available for rehabilitation.

In 2018 we achieved more than 94 per cent completion of our progressive rehabilitation at Didipio. This included stabilising the surface with top soil and coco-nets (nets made of coconut husk fibres that act as surrogate tree roots by holding loose soil together), and planting different species of grasses, fruit trees, bamboo, and indigenous forest trees such as Mayapis, Narra, Agoho, and Tanguile.

While progressive rehabilitation is a requirement for mining operations in the Philippines, it also delivers many benefits: prevention of soil erosion and dust, reducing sedimentation in waterways, promoting the return of endemic wildlife in the area and improving aesthetics.

Our Didipio Mine also supports the government's national greening program by partnering with local farmers, non-government organisations and communities to establish plantations within the Nueva Vizcaya and Quirino provinces. From the program's commencement to late 2018, the operation had planted 2,075,411 forest and fruit-bearing trees over 1,781 hectares.

We grow our seedlings in the Philippines using traditional and innovative techniques. One of those is hydroseeding (spraying a mixture of seed and fertiliser onto an area of land rather than traditional planting) which allows us to grow seedlings within weeks. We also use macro-somatic propagation (a process of duplicating seedlings with growth enzymes) to increase our production.

Land disturbance and rehabilitation (Ha)	2018	2017	2016	2015
Total land disturbed at beginning of reporting period	2379	2,485	2,159	1,643
Amount of newly disturbed land	112	115.6	518	272.5
Total amount of land newly rehabilitated to the agreed end use within the reporting period	7	12.4	52	32
Total land disturbed at the end of the reporting period	2,484	2,558	2,626	1,683*

Total land disturbance figures represent total disturbance to date over the life of the mine.

Biodiversity	2018 (Ha)
Size (hectares) and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals	1,922
Didipio partners with the University of the Philippines Los Banos for long-term monitoring of a two-hectare forest block to gain further knowledge about the ecosystem in the region	2
Status each area based on its condition at the close of the reporting period	
In progress	42.73
Completed	1,877

Closure planning

We recognise successful closure planning and site rehabilitation is critical to managing the complete mining lifecycle.

In preparing for a mine's closure, we consult our stakeholders in relation to economic impact, employment, post-closure environmental impacts and public health and safety to develop closure management plans that will leave a positive legacy for the community.

All of our operations have a closure plan in place that is reviewed annually. Our annual operating budgets include funding for required works undertaken each year, as specified in our approved closure plans. In addition to our internal reviews, our regulators also regularly review our closure plans and ensure sufficient financial bonding is in place to provide for closure to be completed.

Each closure plan varies in maturity depending on the lifecycle stage of the operation and is based on robust technical information that considers stakeholder expectations for post-operational land use. Our closure plans draw on information gathered from our environmental and social baseline data, our environmental and social impact assessments, household surveys and our ongoing environmental and social monitoring data.

Tailings management

Tailings storage facilities are engineered structures designed and constructed to hold mineral waste (tailings) from the site's processing facilities. Tailings management and the structural integrity of our tailings storage facilities are critical to community safety and environmental protection. Our facilities are designed to meet international engineering standards and we adopt rigorous quality control and quality assurance measures throughout the construction phase.

All our operations have tailings facility management plans that are reviewed annually and document the placement of tailings and how each facility will be constructed and managed. An overview of our tailing management governance is outlined below.

OceanaGold operates a company-wide Integrated Management System including specific operational standards for risk and tailings storage facility management. These standards are audited at both a site and corporate level on a regular basis and are available on the OceanaGold website, www.oceanagold.com.

We also undertake annual technical audits of our operations involving internal and external expertise. The 2017 technical audits included tailings storage facilities.

Our approach to tailings storage facility risk management involves three steps:

1. robust design and site management including permitting, operational management, monitoring and reporting
2. regular auditing of conformance with internal standards and permit requirements at a site and corporate level
3. independent reviews by third party independent experts.

In addition, operations must comply with country-specific regulatory requirements.

In 2018 we commenced a program of work to improve our governance and management approach to tailings storage facilities. This led to the development of:

- a corporate statement of position on tailings facilities
- a Corporate Tailings Governance Committee
- improved internal governance processes
- updated operational standards benchmarked against external guidelines
- a public web page with information about our tailings storage facilities.

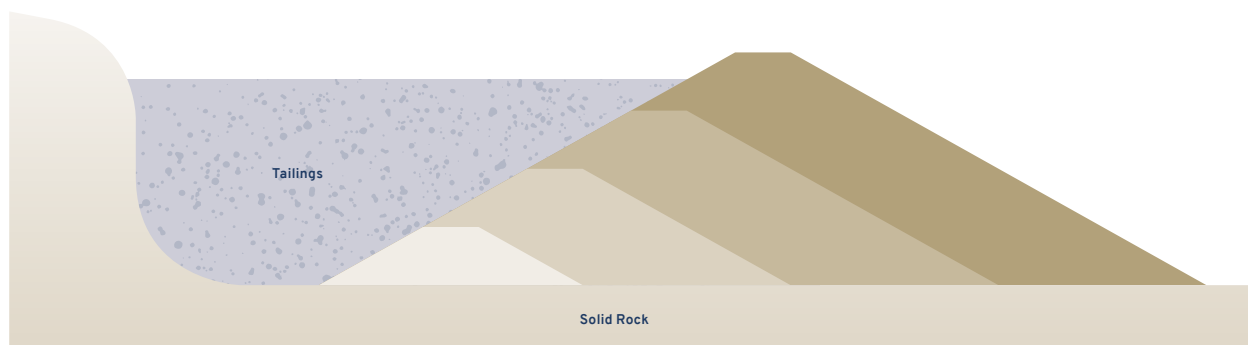
These improvements will be completed in 2019.

We use four methods of tailings storage:

- downstream construction
- downstream construction with upstream lift
- in-pit storage
- paste backfill.

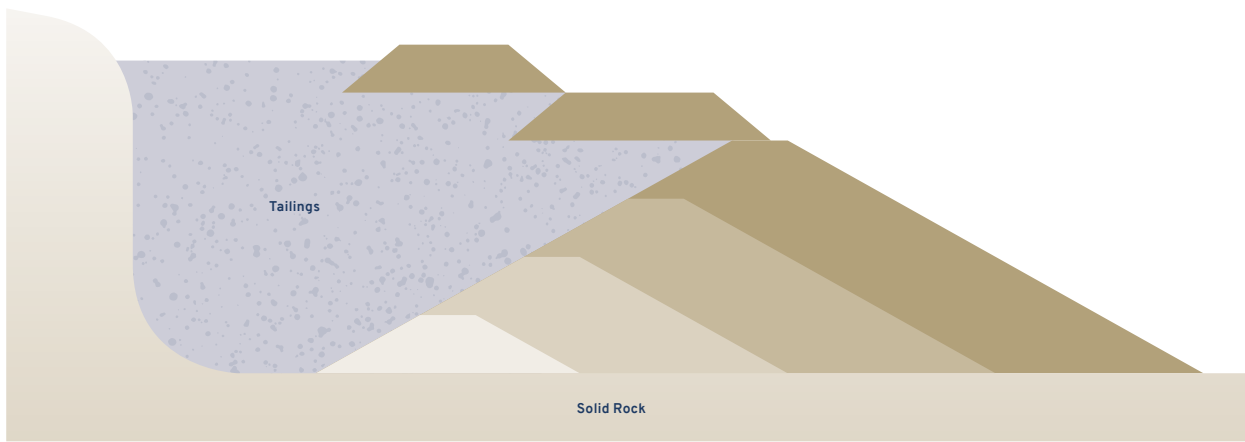
DOWNSTREAM CONSTRUCTION

Downstream tailings facilities are constructed with a single embankment (wall) with waste rock to form engineered embankments that are progressively raised to provide additional space for tailings storage. We use the downstream method at the Waihi Gold Mine, Macraes Operations, Haile Gold Mine, the Didipio Mine and the closed and rehabilitated Junction Reefs.



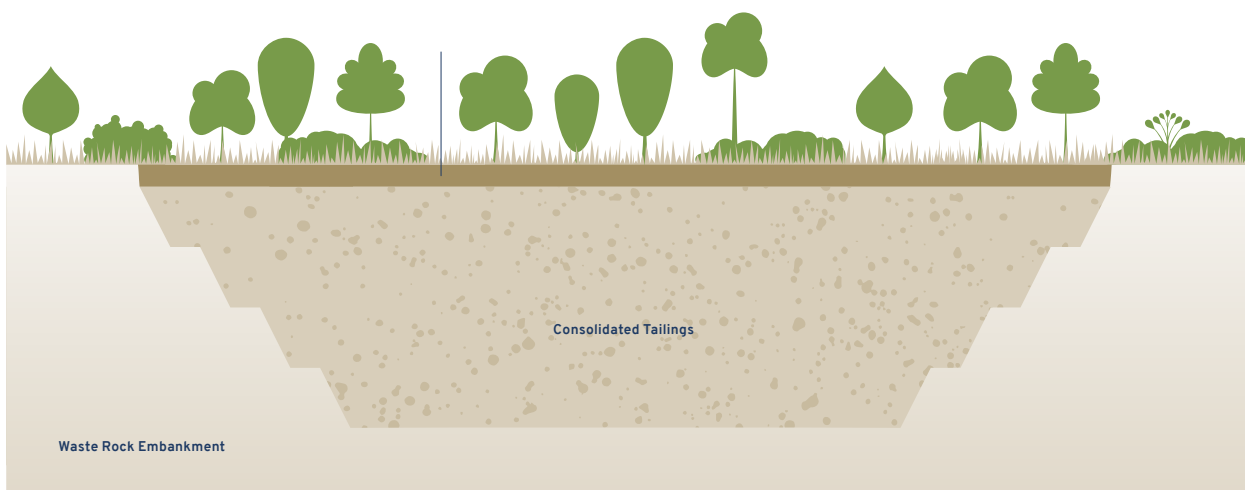
DOWNSTREAM CONSTRUCTION WITH UPSTREAM LIFT

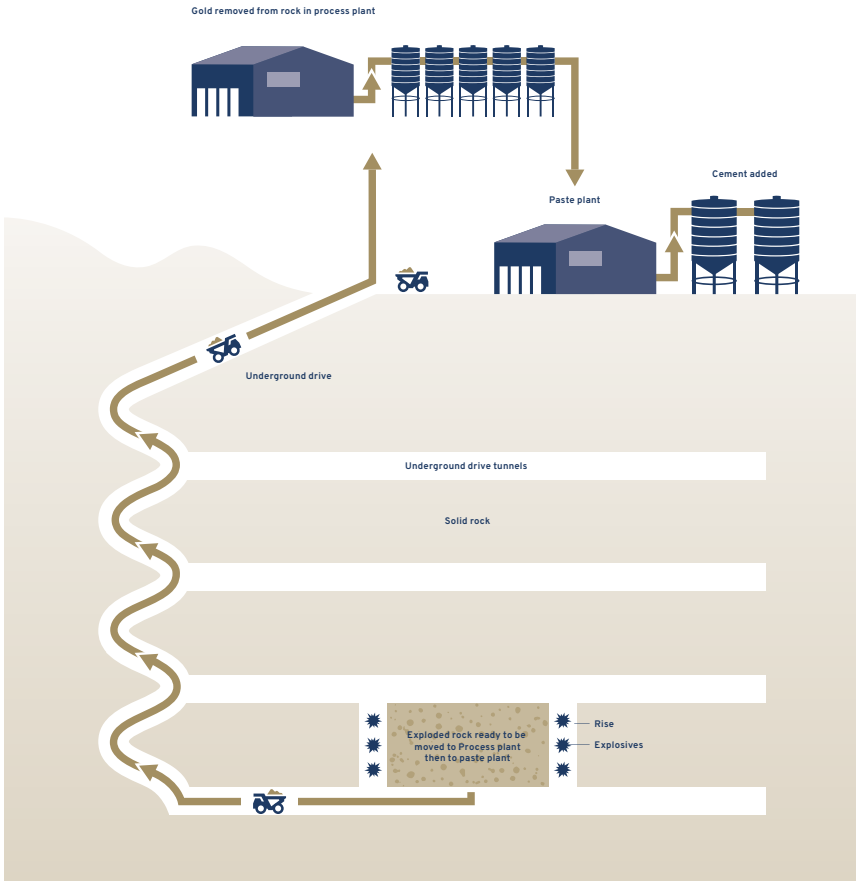
The foundation of the facility embankment is the downstream construction method. Tailings are discharged into the dam and harden to form the foundation for the next level of wall. We use the downstream construction with upstream lift method at our Macraes Operations.



IN-PIT STORAGE

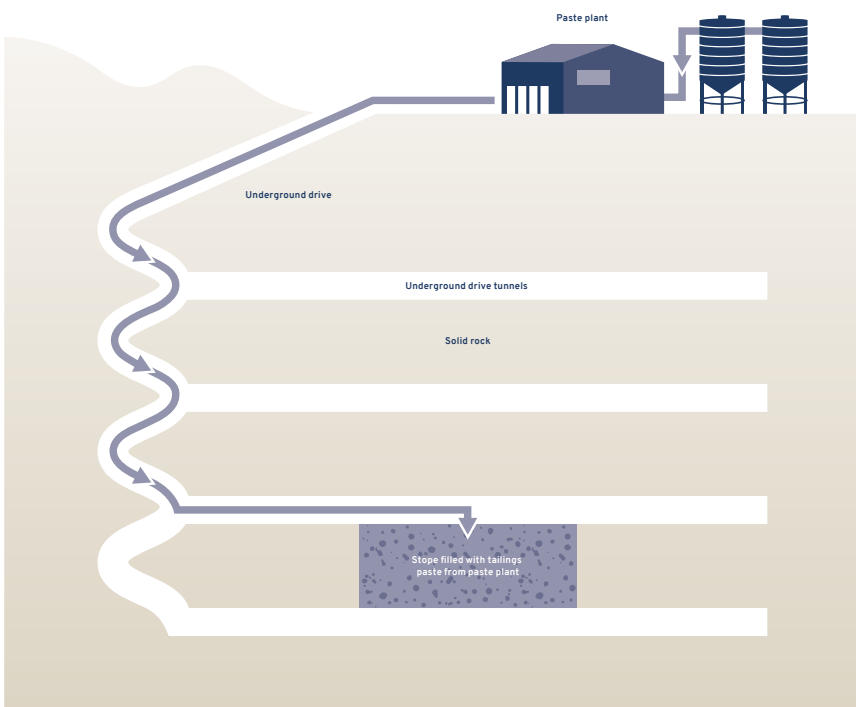
Once an open pit is no longer being used it can be backfilled with tailings (as long as potential seepage and other factors can be managed). Once the pit is filled it is capped with layers of rock and soil and can be planted. We used the in-pit storage and capping method at the now-closed Souvenir open pit at the Globe Progress Mine at Reefton and at the closed and rehabilitated Junction Reefs.





PASTE BACKFILL

Once processing is complete, up to 40 per cent of mine tailings are diverted to a processing plant where they are mixed with cement and used as backfill material for underground mine voids. This reduces the volume of tailings delivered to the tailings storage facility. We use the paste backfill method at our Didipio Mine.



Environmental governance policies and plans

	Didipio	Macraes	Haile	Waihi
Environmental Policy	✓	✓	✓	✓
Environmental Risk Assessment and Matrix	✓	✓	✓	✓
Environmental Compliance Standard	✓	✓	✓	✓
Energy efficiency and greenhouse management	✓	✓	✓	✓
Water management	✓	✓	✓	✓
Waste and tailings management	✓	✓	✓	✓
Sediment and erosion control	✓	✓	✓	✓
Air quality	✓	✓	✓	✓
Noise, vibration and blasting	✓	✓	✓	✓
Rehabilitation	✓	✓	✓	✓
Acid rock management	✓	✓	✓	✓
Dust management	✓	✓	✓	✓
Mine Closure	✓	✓	✓	✓
Emergency management	✓	✓	✓	✓
Artisanal and small-scale mine operators	✓	✗	✗	✗

CASE STUDY

Innovative approach to improving mine water quality at Reefton post-closure

At Reefton, on the West Coast of New Zealand's South Island, we are restoring and closing the former Globe Progress open pit mine.

The previous mine is located on Department of Conservation (DOC) land, so the focus is delivering innovative mine closure in line with our environment policy, statement of business ethics and Code of Conduct.

The pit at Globe Progress is being transformed into a mine lake (the Globe Pit Lake) and a spillway is being constructed. The water from this discharge point will meet downstream compliance limits.

To explore the best methods of meeting these limits over the long term, we are investing in passive water treatment research. The objective is to lower arsenic and iron concentrations prior to release to below compliance limits, with minimal capital and operating costs.

Steph Hayton, Reefton's Environmental and Restoration Coordinator is completing a Master of Science at the University of Canterbury and conducting the research.

“OceanaGold is keen to do the best possible job in terms of environmental management, so there’s been support for doing something innovative and different to make sure we do the best job we can,” she said.



Steph testing the water in one of the passive water treatment test tanks on site

Steph has set up two trials. In the first trial she is using six bioreactors, which are a form of passive water treatment where sulphate-reducing microbes reverse the oxidising reaction that releases sulphates and metals into solution.

Each bioreactor has a different combination of carbon sources (compost, sawdust, bark or chip, mussel shells, bio-solids). Mine water enters the bottom of the bioreactor through a gravel drainage layer, flows through a large carbon layer and bacteria ‘pull’ out the metals from the water. The treated water then flows through the outlet at the top of the reactor.

“What I was trialling was different organic mixtures to see which one was the most effective. For a bioreactor to work long term, you need to have materials that will break down at different rates so the carbon is released steadily over time,” Steph said.

Because microbes are temperature-sensitive, Steph insulated one of the bioreactors to test whether it would run more steadily during the colder months than the control bioreactor.

In the second trial, Steph set up a vertical flow reactor to reduce concentrations of iron and arsenic to concentrations below trigger levels. Mine water passes through a spray nozzle at the top of the tank, aerating the water. The water then flows through a gravel bed, which acts as a filter and collects the metals as an ‘iron sludge’ before the water drains out through a coiled outflow pipe.

Early results show these systems may be effective at treating water, including underdrain water from the Globe Pit Lake.

We have engaged CRL Energy Limited and O’Kane Consultants to complete a full-scale engineered design report based on the results of Steph’s research and their own work on passive water treatment.

Steph said she appreciated OceanaGold’s support of her project and her studies. “It is pretty awesome getting to do something that’s quite innovative and different, and actually getting to use it. A lot of Masters’ students do research that might never be used or might be used within a piece of the puzzle some way down the track,” she said.

“I get to see how the results of my research will be used straight away and that’s exciting.”

CASE STUDY

Our commitment to protecting biodiversity at Macraes



Macraes is home to a large population of lizards, including the McCann's skink (*Oligosoma macanni*). Image supplied by Carey Knox, Wildland Consultants.

The Macraes Operations are located in New Zealand's South Island in a region that supports multiple land use, including farming and grazing, mining and conservation.

Farmers and graziers have been in the region since European settlement, with some families having worked the same land for five generations. Mining has been part of the Macraes landscape since 1860, with modern operations commencing in 1990. The region is also home to the Macraes Ecological District—a characteristic landscape and range of biological communities—protected by the Department of Conservation. At times, there can be conflicting values placed on the land by these different groups.

To navigate this terrain while delivering our commitment to protect biodiversity and adopt integrated approaches to land use, we have developed a comprehensive approach to biodiversity management. This approach includes understanding our stakeholders' concerns and priorities about integrated land use, addressing those priorities in our mine designs, commissioning leading ecological research and carrying out additional conservation actions.

To help us understand the values of each stakeholder group, the values placed on the land and their intersections, we engaged the University of Otago Business School to investigate. In addition to our stakeholder engagement activities, we have used the results from the Common Ground Study to inform the way we design our mine, including the Coronation North extension project.

In response to feedback from our stakeholders, we amended the design of this project despite having obtained approval for our consent application. We have relocated the waste rock stack to further up the Trimbells Gully tributary and rescheduled waste movements from the pit so more than half of the volume of the waste stack will be backfilled into the Coronation North pit. We have also agreed to leave 52.9 hectares of consented land undisturbed.

These changes enable us to preserve land with higher biodiversity values and avoid isolated 'islands' of habitat surrounded by mining. This means we can significantly reduce the loss of stream bed (a supporting habitat for the nationally vulnerable Galaxias Depressiceps: a small non-migratory fish that is only found in the catchments around the mine) and partially screen the Coronation pit highwall from the nearest viewing point.

Macraes Environment and Community Manager, Gavin Lee, said amending the design of the Coronation North extension was a great example of teamwork and continuous improvement, which resulted in positive biodiversity, landscape and social outcomes.

"Macraes has also commissioned important ecological research, including lizard habitat research and land cover mapping," Gavin said.

"In 2018 we commenced a three-year project with the University of Otago to quantify the effects of the constructed lizard habitat," he said.

"Researchers have identified a site for establishing new constructed habitat and are conducting a baseline study of the existing population of lizards in that area. They are in the process of redesigning how the habitats are to be constructed."

Publicly available land cover data is too general for our biodiversity management needs, so in 2018 we commissioned Landcare Research to prepare a detailed map of the 1200 square kilometre Macraes Ecological District. This work will help us to understand the extent of mining impacts on important ecosystems in the district.

We also undertake additional conservation actions outside of the mine footprint. This includes our sponsorships of the Orokonui Ecosanctuary, which plays an important role in conserving the Haast Tokoeka, the rarest of all kiwi species. This threatened species is at high risk of extinction, with an estimated population of just 400. We also support the Aspiring Biodiversity Trust's installation of predator control within two key alpine environments of the Makarora catchment. This work is helping to protect the endangered Southern Rock Wren and other fauna.

Additional information

Hoya Multiflora at our Didipio Mine

Assurance statement

INDEPENDENT ASSURANCE STATEMENT



To: The Stakeholders of OceanaGold Corporation

Introduction and objectives of work

Bureau Veritas Australia Pty Ltd was engaged by OceanaGold Corporation ("OceanaGold") to provide independent limited assurance of its 2018 Sustainability Report ("the Report"). This Assurance Statement applies to the related information included within the scope of assurance described below.

This information and its presentation in the Report are the sole responsibility of the management of OceanaGold. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance of the accuracy of information included. This is the third year in which we have provided limited assurance over the OceanaGold Sustainability Report.

Scope of Assurance

OceanaGold requested Bureau Veritas to verify the accuracy and assure the material disclosures, both qualitative and quantitative, presented in the Report. The Report was prepared in accordance with the GRI Standards: Core option and the GRI G4 "Mining and Metals Sector" Disclosures. The complete list of assured elements is referred to within the GRI Index of the Report.

The scope of work was limited to the data and information related to OceanaGold's four operating assets: Haile Gold Mine (USA), Didipio Mine (Philippines), Waihi Gold Mine (NZ) and Macraes Operations (NZ) for the period of 1st January 2018 to 31st December 2018.

Methodology

As part of its independent limited assurance, Bureau Veritas undertook the following activities:

- Interviews and follow-up communication with relevant personnel;
- Review of documentary evidence produced by OceanaGold representatives;
- Audit of performance data and factual information including source verification; and
- Review of OceanaGold's processes for identification, aggregation and analysis of relevant information, report content and performance data.

Our work was planned and executed in a manner designed to produce a limited level of assurance and to provide a sound basis for our conclusions.

Our assurance process is aligned with and informed by Bureau Veritas' standard procedures and guidelines for external verification of sustainability reports, GRI Sustainability Reporting Standards, GRI G4 "Mining and Metals Sector" Disclosures and the International Standard for Assurance Engagements (ISAE) 3000.

Our findings

On the basis of our methodology and the activities described above, we provide limited assurance that:

- Nothing has come to our attention to indicate that the reviewed statements within the scope of our verification are inaccurate and the information included therein is not fairly stated; and
- It is our opinion that OceanaGold has established systems for the collection, aggregation and analysis of relevant information and quantitative data.



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Evaluation against the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards)

The Report was prepared in accordance with the GRI Standards: Core option and the GRI G4 "Mining and Metals Sector" Disclosures, including appropriate consideration of the reporting principles, profile disclosures, management approach disclosures and performance indicators.

Bureau Veritas' evaluation of the Report included cross checking the GRI Index against referenced documents.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined reporting period;
- Statements of commitment to, or intention to undertake future actions by OceanaGold;
- Statements of position, opinion, belief and/or aspiration by OceanaGold;
- Financial data audited by an external third party; and
- Other sites and activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with almost 200 years history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with OceanaGold, its Directors or Managers beyond that required of this assignment. We have conducted this assurance independently, and there has been no conflict of interest.

The independent assurance team has extensive experience in conducting assurance over environmental, social, security, safety, health and ethical information, systems and processes, and through its combined experience in this field, an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Bureau Veritas Australia Pty Ltd
13th June 2019

Jeremy Leu
Manager - Sustainability Services



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Health, safety and wellbeing TRIFR comparative data tables

TOTAL RECORDABLE INJURIES

All injury data supplied in the tables below includes medical treated, restricted work and lost time injury data, but excludes minor injuries. These are the injuries we categorise as Total Recordable Injuries as described below:

- Note 1: Recordable injury—injuries that result in classification as lost time injury, restricted duties injury or medically treated injury
- Note 2: Lost time injury—any injury or illness that results in one or more shifts away from work, excluding the day of the incident.
- Note 3: Medical treated injury—any injury or illness that results in medical treatment, but does not result in any lost or restricted shifts.
- Note 4: Restricted work injury—any injury or illness that results in a person not being able to perform their normal duties.

OceanaGold

INCLUDING OPERATIONS, CONSTRUCTION PROJECTS, EXPLORATION AND CORPORATE OFFICES DATA

	FY18								FY17							
	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
Recordable injury	35	2	10	3.03	27	5.61	37	4.53	39	0	20	4.28	19	3.81	39	4
Lost time injury	8	1	2	0.61	7	1.45	9	1.1	11	0	3	0.64	8	1.6	11	1.13
Medical treated injury	15	1	7	2.12	9	1.87	16	1.96	16	0	11	2.35	5	1	16	1.64
Restricted work injury	12	0	1	0.3	11	2.29	12	1.47	12	0	6	1.28	6	1.2	12	1.23
Occupational disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work related fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* The fatality recorded in 2016 has been included in the lost time injury frequency rate, therefore, there is no separate frequency rate.

FY16								FY15							
Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
42	0	27	4.14	15	3.76	42	3.99	21	0	16	3.29	5	1.51	21	2.69
6	0	5	0.77	1	0.50	6	0.67	3	0	2	0.39	1	0.30	3	0.35
26	0	18	2.76	8	2.00	26	2.47	12	0	10	2.13	2	0.61	12	1.53
9	0	4	0.61	5	1.25	9	0.86	6	0	4	0.77	2	0.61	6	0.71
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	1	See note below	1	See note below	0	0	0	0	0	0	0	0

MACRAES OPERATIONS

	FY18								FY17							
	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
Recordable injury	6	0	3	11.89	3	2.69	6	4.39	10	0	5	19.01	5	4.36	10	7.09
Lost time injury	4	0	2	7.93	2	1.8	4	2.93	2	0	1	3.8	1	0.87	2	1.42
Medical treated injury	1	0	1	3.96	0	0	1	0.73	3	0	1	3.8	2	1.74	3	2.13
Restricted work injury	1	0	0	0	1	0.9	1	0.73	5	0	3	11.4	2	1.74	5	3.54
Occupational disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work related fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DIDIPIO MINE

	FY18								FY17							
	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
Recordable injury	2	0	1	0.46	1	0.75	2	0.57	2	0	1	0.4	1	0.7	2	0.51
Lost time injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical treated injury	2	0	1	0.46	1	0.75	2	0.57	2	0	1	0.4	1	0.7	2	0.51
Restricted work injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work related fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

FY16								FY15							
Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
8	0	3	11.31	5	5.45	8	6.77	7	0	4	19.04	3	3.61	7	6.73
2	0	2	7.54	0	0.00	2	1.69	0	0	0	0.00	0	0.00	0	0.00
2	0	0	0.00	2	2.18	2	1.69	3	0	2	9.52	1	1.20	3	2.88
4	0	1	3.77	3	3.27	4	3.38	4	0	2	9.52	2	2.41	4	3.84
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

FY16								FY15							
Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
9	0	7	1.82	2	1.55	9	1.75	11	0	9	2.48	2	1.55	11	2.23
1	0	0	0.00	1	0.77	1	0.19	1	0	0	0.00	1	0.77	1	0.20
8	0	7	0.77	1	1.82	8	1.56	8	0	7	1.93	1	0.77	8	1.62
0	0	0	0.00	0	0.00	0	0.00	2	0	2	0.55	0	0.00	2	0.41
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WAIHI GOLD MINE

	FY18								FY17							
	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
Recordable injury	5	0	0	0	5	10.01	5	8.6	4	0	1	7.13	3	5.99	4	6.24
Lost time injury	0	0	0	0	0	0	0	0	1	0	0	0	1	2	1	1.56
Medical treated injury	0	0	0	0	0	0	0	0	1	0	0	0	1	2	1	1.56
Restricted work injury	5	0	0	0	5	10.01	5	8.6	2	0	1	7.13	1	2	2	3.12
Occupational disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work related fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

HAILE GOLD MINE

	FY18								FY17							
	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR	Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
Recordable injury	10	1	1	8.91	10	13.28	11	12.72	3	0	1	17.68	2	11.1	3	12.67
Lost time injury	2	1	0	0	3	3.98	3	3.47	1	0	0	0	1	5.55	1	4.22
Medical treated injury	4	0	1	8.91	3	3.98	4	4.62	1	0	1	17.68	0	0	1	4.22
Restricted work injury	4	0	0	0	4	5.31	4	4.62	1	0	0	0	1	5.55	1	4.22
Occupational disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work related fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

* Haile commenced commercial operations the fourth quarter of 2017.

FY16							
Male	Female	Contractors	Contractor TRIFR	Employees	Employee TRIFR	All workers	Total TRIFR
3	0	1	3.46	2	6.24	3	4.92
0	0	0	0.00	0	3.12	0	1.64
0	0	0	0.00	1	3.12	1	1.64
0	0	1	3.46	0	0.00	1	1.64
0	0	0	0	0	0	0	0
0	0	0	0	1	See note 2	1	See note 2

GRI content index

The GRI content and report location is consistent with the core reporting standards.
The disclosures highlighted in green are material topics that have been externally assured.

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INTEGRATED MANAGEMENT SYSTEM COMPLIANCE CERTIFICATE



INTEGRATED ENVIRONMENTAL SYSTEMS PTY LTD

INDEPENDENT STATEMENT RELATING TO THE STATUS OF OCEANAGOLD'S CORPORATE COMPLIANCE WITH OCEANAGOLD'S INTEGRATED MANAGEMENT SYSTEM (IMS) STANDARDS

To the Management and Directors of OceanaGold Corporation:

Integrated Environmental Systems Pty Ltd completed independent audits against the 2018 OceanaGold Corporation (OGC) Integrated Management System (IMS) Standards and the corporate responsibilities defined within these IMS Standards, in October 2018 (initial IMS Standards audit) and December 2018 (final IMS Standards audit).

OceanaGold's 2018 IMS Standards were issued on the 4th December 2018. These IMS Standards were assessed and determined to align with and meet the requirements of the international a) ISO14001:2015 Environmental Management System (EMS) Standard and b) ISO45001:2018 Occupational Health and Safety Management System (OHSMS) Standard.

The October and December 2018 audits were conducted in accordance with the general requirements of ISO 19011:2018 Guidelines for auditing management systems.

The final IMS Standards audit identified that OGC was able to demonstrate that the OGC corporate responsibilities defined within OGC's IMS Standards have been implemented and maintained to an acceptable standard under ISO14001:2015 and/or ISO45001:2018. A total of 8 of the 22 OGC IMS Standards were agreed to include one or more OGC corporate responsibilities.

In my professional opinion, the OGC corporate office has implemented its specific responsibilities defined in the OGC IMS Standards to a level that would be acceptable to any JAS-ANZ accredited Certification Body in Australia or New Zealand which is authorised to grant third-party ISO14001:2015 and/or ISO45001:2018 certification.

As a result, as at 4th February 2019, Integrated Environmental Systems Pty Ltd has concluded that the OGC corporate office has met the relevant corporate requirements of OGC's IMS Standards and the requirements of JAS-ANZ approved third-party certification to the ISO14001:2015 Standard and/or ISO45001:2018 Standard.

Kurt Hammerschmid B.App.Sc.(Chem). M.Sc.
(JAS-ANZ Approved ISO14001 Certification Auditor)

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4th February 2019



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