



B2GOLD

**ESG REFERENCES
& REPORTING
FRAMEWORK**

2022
THE BAR
RAISING

B2GOLD ESG REFERENCES

TABLE 1 | ESG Policies and Management Systems

CATEGORY	POLICY OR MANAGEMENT SYSTEM	UPDATED	REFERENCE LOCATION
Governance	Advance Notice Policy	February 23, 2021	www.b2gold.com
	Anti-Corruption Policy	February 23, 2021	www.b2gold.com
	Audit Committee Charter (Board of Directors)	February 23, 2021	www.b2gold.com
	Board Charter	February 23, 2021	www.b2gold.com
	Code of Business Conduct and Ethics	February 23, 2021	www.b2gold.com
	Compensation Committee Charter (Board of Directors)	February 23, 2021	www.b2gold.com
	Corporate Governance and Nominating Committee Charter (Board of Directors)	February 23, 2021	www.b2gold.com
	Disclosure, Confidentiality and Insider Trading Policy	February 23, 2021	www.b2gold.com
	Health, Safety, Environmental, Social and Security Committee Charter (Board of Directors)	February 23, 2021	www.b2gold.com
	Majority Voting Policy	February 23, 2021	www.b2gold.com
Whistleblower Policy	February 23, 2021	www.b2gold.com	
Environmental	Environmental and Biodiversity Policy	January 1, 2022	www.b2gold.com
	Environmental and Biodiversity Performance Standards	May 24, 2018	www.b2gold.com
	HSE Management System Standards	May 24, 2018	Internal
Social	Crisis and Emergency Management Guideline	October 4, 2018	Internal
	Diversity Policy (Board and Management)	November 2, 2021	www.b2gold.com
	Golden Lifesaving Commitments	July 2, 2021	Internal
	Grievance Procedure	February 23, 2021	Internal
	HSE Management System Standards	May 24, 2018	Internal
	Management of Community Feedback Procedure	September 6, 2022	Internal
	Non-Discrimination and Harassment Policy	February 23, 2021	Internal
	Occupational Health and Safety Policy	February 22, 2023	www.b2gold.com
	OHS Performance Standards	June 19, 2018	Internal
	People Management Policy	November 2, 2021	www.b2gold.com
	Policy on Equitable, Diverse and Inclusive Workplaces	November 2, 2021	www.b2gold.com
	Social Performance Standards	March 18, 2021	www.b2gold.com
	Social Responsibility and Human Rights Policy	November 21, 2020	www.b2gold.com
	Supplier Code of Conduct	November 13, 2018	www.b2gold.com
Supply Chain Policy	June 1, 2022	Internal	

REPORTING FRAMEWORK INDICES

TABLE 2 | GRI General Disclosures

CATEGORY	DISCLOSURE	GRI INDICATOR	LOCATION REFERENCE
The organization and its reporting practices	Organizational details	2-1	Overview: About this Report Overview: About Us
	Entities included in the organization's sustainability reporting	2-2	Overview: About this Report
	Reporting period, frequency, contact point	2-3	Overview: About this Report Main Contact for Enquiries
	Restatements of information	2-4	Overview: About this Report
	External assurance	2-5	Overview: About this Report

CATEGORY	DISCLOSURE	GRI INDICATOR	LOCATION REFERENCE
Activities and workers	Activities, value chain and other business relationships	2-6	Overview: About Us Economic Performance: Supply Chain and Local Procurement
	Employees	2-7	Our People Data Tables
	Workers who are not employees	2-8	Our People Data Tables
Governance	Governance structure and composition	2-9	Governance: Corporate Governance B2Gold Management Information Circular (www.b2gold.com)
	Nomination and selection of the highest governance body	2-10	Governance: Corporate Governance B2Gold Management Information Circular (www.b2gold.com)
	Chair of the highest governance body	2-11	Governance: Corporate Governance
	Role of the highest governance body in overseeing the management of impacts	2-12	Our Approach to Responsible Mining
	Delegation of responsibility for managing impacts	2-13	Our Approach to Responsible Mining
	Role of the highest governance body in sustainability reporting	2-14	Our Approach to Responsible Mining
	Conflicts of interest	2-15	Governance: Corporate Governance B2Gold Management Information Circular (www.b2gold.com)
	Communication of critical concerns	2-16	Governance: Business Ethics
	Collective knowledge of the highest governance body	2-17	B2Gold Management Information Circular (www.b2gold.com)
	Evaluation of the performance of the highest governance body	2-18	Governance: Corporate Governance B2Gold Management Information Circular (www.b2gold.com)
	Remuneration policies	2-19	B2Gold Management Information Circular (www.b2gold.com)
	Process to determine remuneration	2-20	B2Gold Management Information Circular (www.b2gold.com) B2Gold Website: News (www.b2gold.com)
	Annual total compensation ratio	2-21	Our People Data Tables

CATEGORY	DISCLOSURE	GRI INDICATOR	LOCATION REFERENCE
Strategy, policies, and practices	Statement on sustainable development strategy	2-22	Message from the CEO
	Policy commitments	2-23	Our Approach to Responsible Mining Our Communities: Approach to Managing Social Aspects and Human Rights ESG References
	Embedding policy commitments	2-24	Our Approach to Responsible Mining
	Processes to remediate negative impacts	2-25	Our People: Grievance Management Our Communities: Community Feedback Management
	Mechanisms for seeking advice and raising concerns	2-26	Governance: Business Ethics
	Compliance with laws and regulations	2-27	Our Environment: Compliance and Environmental Incidents
	Membership associations	2-28	Our Approach to Responsible Mining
	Stakeholder engagement	Approach to stakeholder engagement	2-29
Collective bargaining agreements		2-30	Our People: Freedom of Association
Material topics	Process to determine material topics	3-1	Our Approach to Responsible Mining: Material Topics
	List of material topics	3-2	Our Approach to Responsible Mining: Material Topics

TABLE 3 | GRI Topic-specific Disclosures

CATEGORY	DISCLOSURE	GRI INDICATOR	LOCATION REFERENCE	
Economic	Management of Material Topics	3-3	Our Approach to Responsible Mining Our Economic Contribution	
	Economic Performance	201-1	Our Economic Contribution: Economic Value Generated and Distributed	
	Market Presence	202-2	Our People: Data Tables	
	Procurement Practices	204-1	Our Economic Contribution: Supply Chain and Local Procurement	
	Anti-corruption	205-2	Governance: Business Ethics	
	Tax	207-1	Our Economic Contribution: Approach to Taxation	
Environmental	Management of Material Topics	3-3	Our Approach to Responsible Mining Our Environment	
	Energy	302-1	Environment Data Tables	
	Water and Effluents	303-1, 2, 3, 4, 5	Our Environment: Water Stewardship and Management Environment Data Tables	
	Biodiversity	304-1, 4 MM1	Our Environment: Biodiversity Planning for Mine Closure	
	Emissions	305-1	Our Environment: Energy and Climate Change Environment Data Tables	
	Waste	306-1, 2, 3 MM3	Our Environment: Tailings and Waste Environment Data Tables	
	Social: Labour and Decent Work	Management of Material Topics	3-3	Our Approach to Responsible Mining Our People
		Employment	401-1	Our People Data Tables
Labour/Management Relations		402-1	Our People: Retaining Talent	
		MM4		

CATEGORY	DISCLOSURE	GRI INDICATOR	LOCATION REFERENCE
Social: Human Rights	Occupational Health and Safety	403-1, 2, 3, 4, 5, 6, 7, 8	Our People: Occupational Health and Safety Our People Data Tables
	Training and Education	404-2	Our People: Training, Education and Development
	Diversity and Equal Opportunity	405-1, 2	Our People: Diversity and Equal Opportunity Our People Data Tables
	Emergency Preparedness	G4-DMA	Our People: Occupational Health and Safety
	Management of Material Topics	3-3	Our Approach to Responsible Mining Our People Our Communities
	Non-discrimination	406-1	Our People: Non-Discrimination and Harassment
	Freedom of Association and Collective Bargaining	407-1	Our People: Freedom of Association Our Communities: Approach to Managing Social Aspects and Human Rights
	Security Practices	410-1	Our Communities: Approach to Managing Social Aspects and Human Rights Our Communities: Security
Social: Society	Management of Material Topics	3-3	Our Approach to Responsible Mining Our Communities
	Local Communities	413-1, 2	Our Communities
	Artisanal and Small-Scale Mining	MM8	Our Communities: Artisanal and Small-Scale Mining
	Resettlement	MM9	Our Communities: Resettlement
Closure	Management of Material Topics	3-3	Our Approach to Responsible Mining Planning for Mine Closure
	Closure Planning	MM10	Planning for Mine Closure

TABLE 4 | SASB Standard

SASB TOPIC	ACCOUNTING METRIC	UNIT	CODE (EM-MM-)	2022 RESPONSE	LOCATION REFERENCE
GHG Emissions	1. Gross global Scope 1 emissions	Metric tons (t) CO ₂ e,	110a.1	1. Scope 1 emissions were 729 thousand tonnes CO ₂ e.	Our Environment: Energy and Climate Change B2Gold 2022 Climate Strategy Report (www.b2gold.com)
	2. Percentage covered under emissions-limiting regulation	Percentage (%)		2. No Scope 1 emissions are covered under emissions-limiting regulations.	
	1. Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions	Not applicable	110a.2	1. Refer to B2Gold's Climate Strategy Report for a discussion of our strategy to manage Scope 1 emissions.	Our Environment: Energy and Climate Change B2Gold 2022 Climate Strategy Report (www.b2gold.com)
	2. Emissions reduction targets			2. 30% absolute reduction of Scope 1 and 2 GHG emissions by 2030.	
3. Analysis of performance against those targets			3. Not applicable		
Air Quality	Air emissions of the following pollutants:	Metric tons (t)	120a.1	B2Gold does not currently report air emissions.	
	1. CO				
	2. NOx (excluding N2O)				
	3. SOx				
	4. particulate matter (PM10)				
	5. mercury (Hg)				
	6. lead (Pb)				
	7. volatile organic compounds (VOCs)				
Energy Management	1. Total energy consumed	Gigajoules (GJ),	130a.1	1. 9.1 million GJ	Our Environment: Energy and Climate Change
	2. Percentage grid electricity	Percentage (%)		2. 4.1% of electricity consumed in 2022 came from the grid.	
	3. Percentage renewable			3. 3.6% of energy and 14.3% of electricity consumed in 2022 came from renewables.	

SASB TOPIC	ACCOUNTING METRIC	UNIT	CODE (EM-MM-)	2022 RESPONSE	LOCATION REFERENCE
Water Management	1. Total fresh water withdrawn	Thousand cubic meters (m ³),	140a.1	1. 18,821 thousand m ³	Our Environment: Water Stewardship and Management
	2. Total fresh water consumed	Percentage (%)		2. 11,254 thousand m ³	
	3. Percentage of each in regions with High or Extremely High Baseline Water Stress			3. None of our operations have a high baseline water stress; however, our Fekola and Otjikoto operations have a high "overall water risk", which includes considerations of regulatory and reputational risk. ⁽¹⁾	
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	140a.2	B2Gold had no non-compliances associated with water quality permits, standards, and regulations in 2022.	Our Environment: Compliance and Environmental Incidents
Waste and Hazardous Materials Management	1. Total weight of tailings waste	Metric tons (t),	150a.1	1. 20,718 thousand tonnes	Our Environment: Tailings and Waste Management
	2. Percentage recycled	Percentage (%)		2. Not applicable – B2Gold does not recycle tailings waste.	
	1. Total weight of mineral processing waste	Metric tons (t),	150a.2	1. Waste rock: 110,470 thousand tonnes Non-mineral waste: 30,182 thousand tonnes	Our Environment: Tailings and Waste Management
	2. Percentage recycled	Percentage (%)		2. B2Gold does not recycle waste rock. In 2022, 10% of hazardous waste and 84% of non-hazardous waste was recycled.	
	Number of tailings impoundments, broken down by MSHA hazard potential	Number	150a.3	Medium – 1 Very high – 1 Extreme – 2 Note: The hazard potential of our tailings dams is based on classification by jurisdiction.	An inventory of each operating and legacy TSF is available on our website (www.b2gold.com)

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⁽¹⁾ According to the World Resources Institute's (WRI) Aqueduct Water Risk Atlas. The WRI defines baseline water stress as the ratio of total water withdrawals to available renewable surface and groundwater supplies.

SASB TOPIC	ACCOUNTING METRIC	UNIT	CODE (EM-MM-)	2022 RESPONSE	LOCATION REFERENCE
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Not applicable	160a.1	Refer to the discussion in the Biodiversity section of this Report.	Our Environment: Biodiversity
	Percentage of mine sites where acid rock drainage is: <ol style="list-style-type: none"> 1. predicted to occur 2. actively mitigated 3. under treatment or remediation 	Percentage (%)	160a.2	Masbate is the only site that generates significant quantities of potentially acid-generating materials. Comprehensive management strategies for these materials are in place.	Our Environment: Tailings and Waste Management
	Percentage of: <ol style="list-style-type: none"> 1. proved reserves 2. probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	160a.3	B2Gold discloses which of its operations, rather than the percentages of proved or probable resources, are in or near sites with protected conservation status or endangered species habitat. Refer to the Biodiversity section of this Report.	Our Environment: Biodiversity
Security, Human Rights, and Rights of Indigenous Peoples	Percentage of: <ol style="list-style-type: none"> 1. proved reserves 2. probable reserves in or near areas of conflict	Percentage (%)	210a.1	B2Gold discloses which of its operations, rather than the percentages of proved or probable resources, are in or near areas of conflict.	B2Gold Conflict-Free Gold Report (www.b2gold.com)
	Percentage of: <ol style="list-style-type: none"> 1. proved reserves 2. probable reserves in or near indigenous land	Percentage (%)	210a.2	B2Gold's ESIA's do not identify any of our operations as in or near indigenous lands.	
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Not applicable	210a.3	Refer to the discussion in the Our Communities section of this Report and our Conflict-Free Gold Report.	Our Communities: Approach to Managing Social Aspects and Human Rights B2Gold Conflict-Free Gold Report (www.b2gold.com)
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Not applicable	210b.1	Refer to the discussion in the Our Communities section of this Report.	Our Communities
	Number and duration of non-technical delays	Number, Days	210b.2	B2Gold did not experience any non-technical delays in 2022.	

SASB TOPIC	ACCOUNTING METRIC	UNIT	CODE (EM-MM-)	2022 RESPONSE	LOCATION REFERENCE
Labour Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Percentage (%)	310b.1	63.9% of B2Gold's total workforce is unionized.	Our People: Freedom of Association
	Number and duration of strikes and lockouts	Number, Days	310b.2	B2Gold did not experience any strikes or lockouts involving 1,000 or more workers in 2022.	Our People: Grievance Management
Workforce Health and Safety	1. MSHA all-incidence rate	Rate	320a.1	1. Total Recordable Injury Frequency Rate – 0.31	Our People: Occupational Health and Safety
	2. fatality rate			2. Number of fatalities – 0	
	3. near miss frequency rate (NMFR)			3. B2Gold does not currently report NMFR.	
	4. average hours of health, safety, and emergency response training for: <ul style="list-style-type: none"> • full-time employees • contract employees 			4. 3,579 safety-related training sessions were held across all B2Gold operations and development projects.	
Business Ethics and Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Not applicable	510a.1	Refer to the Business Ethics and Governance Principles section of this Report.	Governance: Business Ethics
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (CPI)	Metric tons (t) saleable	510a.2	B2Gold does not operate in any of the 20 lowest CPI countries.	
Activity Metric	Production of:	Metric tons (t) saleable	000.A	1. Gold – 1,027,874 ⁽¹⁾ ounces	Economic Performance
	1. metal ores			2. Not applicable	
	2. finished metal products				
	1. Total number of employees	Number, Percentage (%)	000.B	1. 4,995 permanent, fixed-term, and supervised labour employees	Our People
	2. Percentage contractors			2. 31.4% of our operational workers were contractors.	

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⁽¹⁾ Including equity investment in Calibre.

SDG TARGETS RELEVANT TO B2GOLD ACTIVITIES IN 2022



1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance



3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases, and combat hepatitis, waterborne diseases and other communicable diseases

3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents

3.d Strengthen the capacity of all countries for early warning, risk reduction and management of national and global health risks



4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship



5.1 End all forms of discrimination against all women and girls everywhere

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life



6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally

6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity



8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status



11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries

11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage



- 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
- 12.6 Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle



- 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries



- 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species



- 16.5 Substantially reduce corruption and bribery in all their forms
- 16.6 Develop effective, accountable and transparent institutions at all levels
- 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

