



## **POLICY STATEMENT ON THE APPROACH TO PEOPLE MANAGEMENT**

**Effective November 3, 2017**

**(as amended December 18, 2018)**

**B2GOLD CORP.** and its subsidiary and affiliated companies (the “Company”) are cognizant of the regions and local communities in which they operate and the direct and indirect social and economic impacts they have through employment and capacity building, from exploration phase through to closure.

Given the realities of operating within the mining industry, the Company continuously strives to create a productive working environment, provide job security and facilitate high employee morale and job satisfaction through equitable and consistent policies and practices as well as open communication channels.

Sound employment practices are of paramount importance to develop a workforce with the skills and attributes needed to achieve business objectives in a safe and responsible manner.

The Company’s Approach to People Management is strongly informed by international labour standards, in particular those conventions, standards and recommendations as declared by the International Labour Organization. The Approach further aligns with and is complementary to our codes of conduct and policies and performance standards on health and safety and social responsibility.

In support of sustainable and responsible practices, the Company commits to the following principles:

- ✦ Foremost in managing people we are guided by rule of law, privacy of information, respect for human rights and the principles of decent work.
- ✦ The Company provides employees with employment agreements, policies and procedures as well as codes of conduct. These documents clearly set out the terms of employment, working conditions, wages, benefits and any other entitlements, rights and responsibilities of the employee.
- ✦ We prioritize local employment, support empowerment initiatives and continuously work toward a people profile that matches the demographics of the respective national settings in which we operate, while appreciating our inclusive culture that attracts talent from around the world.
- ✦ We prohibit forced and child labour. The Company respect people’s freedom of movement and employees have the absolute right to retain their personal documents and money, to leave the workplace after work and to resign at their own free will. In respect of minimum employment age, the Company will only offer employment to people who are eighteen years and older.



- ✦ We value diversity and strive to eliminate any employment barriers that interfere with the establishment of equal opportunities. Discrimination or harassment of any kind is not tolerated. Employment decisions are based on the inherent nature of the job and not on personal characteristics or circumstances that are unrelated to the execution of work. Employment decisions include all decisions and actions affecting an employee during an employment life cycle such as recruitment, assignment of work, physical working environment, issuance of tools and other resources, training, performance management, promotion, compensation, discipline and termination.
- ✦ We respect the principles of freedom of association and the right to collective bargaining. The Company strives to collaborate with stakeholders on employment matters so as to enhance social dialogue and achieve industrial peace and harmony. Where no official workers' organization is present, employees may establish an engagement committee or appoint employee representatives through a recognized procedure in order to formally engage with management on matters of mutual concern.
- ✦ Employees have access to an appropriate grievance mechanism through which they can officially address workplace concerns. Grievances are handled in a confidential manner and without retribution. Management will ensure that employees are familiar with this mechanism, that it is easily accessible, that grievances are handled promptly and that remedies are implemented when required.
- ✦ As a progressive employer, we are committed to provide career advancement opportunities and we thus invest in our workforce through various training and development initiatives and programs throughout our operations.

The principles of fairness, respect, transparency and accountability are deeply rooted in our corporate culture. The Company believes that every employee is part of our global team, and that each and every person is a key component to our success. People strategies, plans, policies, programs and practices thus include the above principles as driving forces and central themes.

The Company expects suppliers and contractors to observe the principles set out in this policy and to comply with the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The Company's grievance mechanism will be extended to supervised labour employees, should they not have access to one.