

## OCCUPATIONAL HEALTH AND SAFETY

Mining, milling and processing inherently involve high risk activities with the potential to expose employees, contractors, business partners and other stakeholders to physical, chemical and other safety or health hazards.

As a responsible miner, we believe in preventing harm and protecting the health and safety of our workers, contractors and the communities in which we operate. Effectively managing the health and safety risks inherent in our business is essential to protecting people and we continually focus on identifying, understanding and controlling the risks associated with hazards in the workplace. Everyone has the right – and it is possible for everyone – to return home healthy and safe at the end of each and every day.

In 2019, we are pleased to once again report that we maintained a zero fatality workplace by ensuring every one of our 4,217 employees, contractors and consultants went home to their family every single day – a goal of safe production and zero harm. 2019 is our fourth consecutive year with this successful safety outcome.

Our goal of further reducing injuries for a fourth consecutive year was, regrettably, not achieved due to several challenges at our El Limon operation in Nicaragua. As a result, our global Lost Time Injury (LTI) and Total Recordable Injury (TRI) Frequency Rates (FRs) – based on 200,000 man-hours – saw slight increases in 2019 as follows: LTI FR of 0.26 from 0.22 in 2018, and TRI FR of 0.65 compared with 0.63 in 2018. While the frequency of injuries increased from the previous year, Severity Rate – based on 200,000 man-hours – was reduced by 27% in 2019 to 6.6 (from 8.4 in 2018). This represents the second consecutive year of reduction in Severity Rate, and the lowest rate in the Company's history.

### ADDITIONAL HIGHLIGHTS FROM B2GOLD'S 2019 SAFETY PERFORMANCE INCLUDE:

- » Masbate operations LTI-free (6 million hours);
- » Otjikoto operations LTI-free (3 million hours);
- » global Exploration activities LTI-free;
- » Fekola Expansion and Solar Project capital construction LTI-free;
- » all contract employees (individual- and projects-based) LTI-free;
- » Fekola operations reduced Injury Severity Rate by 86%;
- » Libertad operations reduced their LTI Frequency Rate by 28% and Severity Rate by 8%;
- » Masbate operations received the GKK National Silver Plaque Award from the Philippine Department of Labour for Safety Systems and Culture Excellence;
- » Masbate operations received the Philippine Department of Labour Certificate of Commendation for Safety Performance Excellence; and
- » no Health and Safety regulatory non-compliances or fines across any operation or project.



## HEALTH AND SAFETY LEADERSHIP

Integrity in safety means ensuring we “do the right thing” every day, which leads to preventing injury and providing a safe and healthy work environment for our employees, contractors and visitors. Our Occupational Health and Safety (OHS) Policy is a reflection of that value and our commitment to a safe workplace. The execution of our OHS Policy consists of four elements:

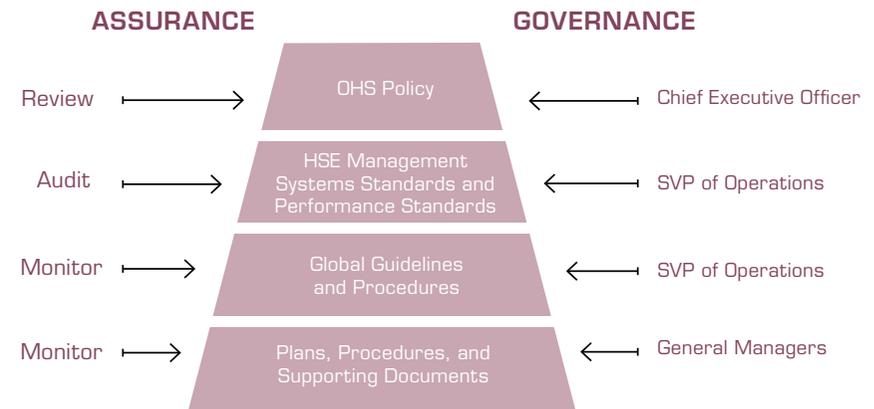
**ADOPT** global best practice standards, guidelines and operating procedures which detail the accountabilities, mandatory controls and requirements for managing our operations in a way that promotes and protects the safety, human health and welfare of not only our workers but communities and stakeholders alike;

**MEASURE** performance to ensure continual improvement in our health and safety performance and ensure audits are conducted by third parties to verify results and the effectiveness of our OHS system, standards, policies and procedures;

**SUPPORT** everyone’s Right to Know about all the hazards related to their work; Right to Refuse Dangerous Work; and Right to Participate and have a say in decisions that affect health and safety; and

**HIRE** competent and dedicated people who support our core values and the concept of individual and collective responsibility for health and safety.

**FIGURE 5 | HSE Risk Management Governance**



Our workers, supervisors, managers and contractors are provided with the proper training, instruction, tools, equipment and resources to ensure work is performed competently and in the safest, most efficient manner possible. Our Executive team provides leadership, mentorship and guidance to ensure diligence is maintained at all levels within the organization for our health and safety activities.

## KEY COMPONENTS OF OUR HSE RISK MANAGEMENT SYSTEM INCLUDE:

**STANDARDS:** Key risks associated with HSE across locations where we operate are supported by a set of best practice global standards and procedures that set the mandatory requirements for everyone (including contractors) working on B2Gold's behalf.

### RISK ASSESSMENTS AND REGISTERS:

In keeping with Risk Management best practice, all operations conduct a systematic and formalized evaluation of all risks that may be involved in any work activity or undertaking by the Company. Risks are evaluated and actions are taken to eliminate or minimize the potential for harm to people, the environment and community. In 2019, we mandated that all our operations must conduct annual reviews of all risks and risk registers to ensure that we have appropriately identified, assessed and controlled threats to safety.

**AUDITS:** We ensure all HSE standards are consistently, properly and effectively implemented, and that an independent team (external, independent experts) conducts site audits every year to observe practices, examine documents and records, and interview key site management, employees and contractors. (Site audits alternate annually between HSE Management System Standards and HSE Performance Standards, ensuring that each site will be independently audited for each set of standards approximately every two years.)

**MONITORING AND REPORTING:** We perform regular internal performance trend analysis and management system and performance reviews. Learning lessons through quality incident investigations and reviews are vital to preventing recurrences and raising the bar on our performance. We distinguish high potential incidents, known as Serious Injuries and Potentially Fatal Occurrences (PFOs), in order to ensure that significant risks and incidents are managed appropriately according to their severity. We communicate incident investigation findings and corrective actions across all our operations to prevent recurrence of any events that resulted or could have resulted in serious injury, damage or fatality. Furthermore, each of these events is reviewed by our Senior Executive and Board of Directors.

Our HSE Policies, Management System Standards and Performance Standards have been in place for over six years and are reviewed on an annual basis<sup>26</sup> and independently audited to ensure they are in keeping with industry best practice, regulatory and standard changes. This includes ISO 14001:2015, ISO 3100:2009, ISO 45001:2018, the International Cyanide Management Code, ICMM, Canadian Dam Association, Hazard Analysis Critical Control Point (HACCP), and others.

B2Gold implements its HSE Management System and manages OHS performance with dedicated and experienced OHS personnel at both the Corporate and site levels. OHS Managers at the site level possess over 130 years of combined mine safety and operations experience and are professionally certified or accredited. Given our growth and B2Gold's commitment to health and safety, a dedicated position of corporate OHS Manager was established and filled in June of 2019. The corporate OHS Manager provides the primary direction for our OHS strategy and works with each operation to set objectives and targets, and to consolidate and strengthen programs, procedures and practices in order to achieve excellence in safety performance. All sites continue to develop their OHS team capacity through the development of a new coaching and mentoring program with the corporate OHS Manager, and planned site exchanges for key safety personnel in 2020.

Fekola, our newest mine, has completed full implementation of all HSE system and performance standards with the introduction of the Occupational Hygiene and Workplace Monitoring Program, a final system element. On January 1, 2020, B2Gold assumed operational control of the Gramalote project joint venture in Colombia. The Gramalote project is already ISO 18001 Safety Systems certified and an internal review has confirmed their program aligns with all B2Gold HSE Management System and Performance Standards.

<sup>26</sup> HSE System Standards are reviewed every year – alternating between Management Standards one year and Performance Standards the next year.



Regular, specialized and technical safety training is provided to all employees working at our mine sites, and safety inductions are conducted for all site visitors. Our training programs are competency- and evidence-based, ensuring that all workers have the requisite skills, knowledge and competence to complete their work activities in a safe and skillful manner. Contractors are required to meet the same OHS standards and requirements and, in many cases, contractors adopt our systems and controls directly. In 2019, every employee participated in safety training sessions which covered core competency requirements relative to the work they are required to perform, hazards, exposure risk and regulatory requirements. Additionally, 12,890 specialized and technical safety training sessions were delivered to employees beyond the core requirements. The training sessions range from one- to two-hour modules, and up to several days for newer or more complex safe work procedures or requirements.

In keeping with our belief that everyone is responsible for workplace safety, every site has established Joint Health and Safety Committees, including B2Gold's corporate headquarters in Vancouver. These committees include participation with management, union and employee representatives who are elected by their peers. Each of the operations develop their own terms of reference and hold regular meetings to help address the needs and requirements of each due to regulatory or other issues unique to that location. The joint representation of managers, supervisors and workers on our safety committees helps us hold each other accountable for superior safety and health practices, and provides the leadership and resources needed to achieve our vision for a safe workplace. Every safety committee meeting is documented by a formal set of minutes and these are distributed to all employees.

B2Gold's Board has an HSESS Committee that reviews safety performance on a quarterly basis and provides feedback and guidance as necessary.

In 2019, B2Gold performed HSE Management Standards audits at Fekola, La Libertad, and El Limon mines with no significant non-conformances identified. We performed HSE Performance Standard audits at Otjikoto and Masbate mines with no significant non-conformances identified.