

OUR PEOPLE

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APPROACH TO PEOPLE MANAGEMENT

People can benefit greatly from the social and economic impacts of a mining project when measured in terms of employment, capacity building and income generation. Globally, the formal mining sector employs and provides skills-transfer to between two and four million people. When considering the indirect impacts, the social and economic benefits are expanded by a multiplier factor of between two to five²⁰.

We recognize that our accomplishments as a company are possible through the accomplishments of our people. As reputable employers, we generate opportunities for people to develop their careers, train employees to acquire new skills, and open doors to women, minorities and previously-disadvantaged people. Investing in our people attracts talented individuals and grants them the dignity to provide for themselves and their families.

To achieve these objectives, B2Gold is guided by our corporate Approach to People Management Policy, which defines our Company principles regarding our people and our workplace. This policy outlines the Company's commitment to basic rights and freedoms, and sets out how we contract, support, develop and engage with employees to ensure a respectful and sustainable working environment. Each operation subsequently develops localized working conditions, policies, programs and plans that are best suited to each of the national settings. Through monitoring responsible practices in the mining industry, expectations of stakeholders, and engagement with our employees through various committees and channels, we update our approaches to people and the workplace to better achieve our objectives.

B2Gold's Approach to People Management Policy considers international best practice, relevant International Labour Organization (ILO) Conventions, and human rights frameworks as benchmarks. Our approach aligns with and is complementary to our codes of conduct, and policies and performance standards on health and safety, and social responsibility. We are also guided by our Code of Business Conduct and Ethics, Anti-Corruption Policy, Whistleblower Policy, Disclosure, Confidentiality and Insider Trading Policy, and Employee Confidentiality Policy.

In addition to establishing a foundation for a decent and safe workplace, our principles prohibit forced and child labour. B2Gold will not employ any person under 18 years of age. Our respect for people's freedom of movement ensures that employees have the right to retain their personal documents and assets, to leave the workplace after work, and to resign at their own free will.

At the end of 2019, our employees totalled 4,217²¹, which comprised 3,139 direct employees and 1,078 supervised labour employees. There were no significant variances in employment numbers in Namibia and the Philippines compared to the end of 2018. In Mali, two driving forces influenced the workforce numbers: the Expansion Project which increased national and expatriate employee numbers, and the ongoing transition of supervised labour employees from labour contracting companies to direct Fekola employees, which integrates these individuals and decreases the total of supervised labour. On October 15, 2019, B2Gold completed the sale of its Nicaraguan assets (La Libertad and El Limon) to Calibre Mining. As a result of this transaction, the number of employees decreased by 1,058 in October 2019, which was the Nicaragua workforce at the time. The majority of the Nicaraguan workforce transitioned over to Calibre Mining.

²⁰ *Economic Impact of World Mining*, World Bank Group Mining Department, Washington, D.C., USA.

²¹ Employee total includes supervised contracted labour but does not include unsupervised contractor employees. The reported numbers include full-time and part-time permanent employees as well as temporary employees.