

LOCAL EMPLOYMENT

Our commitment to local employment is prioritized in our Approach to People Management Policy and is guided by our Local Content Standard, which promotes strategies to enhance local employment. Our local employment objectives address the demographics and empowerment initiatives of the respective national settings, while embedding our inclusive culture to attract talent from around the world. We are proud of the richness in diversity of our workforce – our people value working in a multi-cultural setting and the work experience it provides.

We continue to maintain a high local employment rate by targeting recruitment efforts at local or national levels. Employment opportunities for unskilled roles give preference to neighbouring communities. Across all operations, 95% of the total workforce are local employees (slightly down from 97% in 2018). Up to September 2019, local employment remained at 97%, but decreased by 2% following the divestiture of the Nicaraguan assets. Regional breakdowns of local employment statistics are detailed in Table 23. Where we operate abroad, 61% of Senior Management was hired locally (71% in 2018). The decrease is a result of the exclusion of the Nicaraguan management numbers. Currently, the Fekola management team is mostly expatriate while we continue to develop the Mine's operational departments. Once these are fully established, management roles will be filled by local personnel who are being prepared for these responsibilities. Following a second year of successful production at the Fekola Mine, emphasis is on starting to nationalize key positions through an understudy program that is being implemented. "Senior Management" refers to regional Executives and regional heads of departments. "Local" is defined as individuals either born in the same country of operation, or those who have the legal right to reside indefinitely in that country²².

At our Fekola Mine in Mali, employment for unskilled roles gives preference to neighbouring communities and management continues to engage with stakeholders, and specifically with local communities regarding job opportunities with the Mine.

In Namibia, B2Gold's approach to local employment focuses on recruiting individuals from designated groups, as set out in the country's Affirmative Action (Employment) Act. Preference is given to previously-disadvantaged Namibians²³. B2Gold supports the redress of imbalance in the workplace arising from the discriminatory socio-economic dispensation which historically had prevailed in the country, by way of implementing employment equity principles and affirmative action measures. Our Affirmative Action Plan has produced a workforce which is 95% Namibian from previously-disadvantaged groups. Only 1.3% of the total workforce is non-Namibian. The positions of non-Namibian employees all have Namibian understudies. The number of previously-disadvantaged employees at middle and senior management levels is 56%. We recognize this is an area needing improvement and have identified measures that will enable us to continue to address this issue. In the past year, 100% of recruitment and 96% of promotions were from previously-disadvantaged groups. During 2019, an employment fraud scheme was identified in which some employees were selling job opportunities. A conclusive investigation resulted in several dismissals and controls were put in place to discourage such fraudulent practices.

In the Philippines, our employment practices give preference to residents of Masbate Province in compliance with the Philippine Mining Act and Local Government Unit requirements; the Company continued to meet these requirements in 2019. B2Gold continues to engage with an Industry Tripartite Council among the contractors of our Masbate operation which provides a forum to address local employment objectives and other workplace issues.

²² As per the Namibian Affirmative Action (Employment) Act, "Local" is defined as "Namibian", which excludes expatriates, permanent residents and those who have domicile.

²³ "Previously-disadvantaged persons" means persons contemplated in Article 23(2) of the Namibian Constitution and includes: (a) racially disadvantaged persons; (b) women; and (c) persons with any disability as defined in the National Disability Council Act, 2004 (Act No. 26 of 2004); "racially disadvantaged persons" means all persons who belong to a racial or ethnic group which was or is, directly or indirectly, disadvantaged in the labour field as a consequence of social, economic, or educational imbalances arising out of racially discriminatory laws or practices before the independence of Namibia, as per the Affirmative Action (Employment) Act, Act 29 of 1998.