

APPROACH TO MANAGING SOCIAL ASPECTS AND HUMAN RIGHTS

Driven by our Company values and commitment to operate with fairness, respect, transparency and accountability, B2Gold seeks to build a trust-based relationship with local stakeholders. Through this approach, we jointly find the best solutions for managing issues and to identify and implement opportunities for community development. We strongly believe that it is our responsibility to share benefits and leave a positive legacy with communities that will last beyond the life of our mines. Engaging through all stages of our activities, from exploration to closure, allows B2Gold to consider community stakeholder perspectives in our decision-making processes.

B2Gold's commitment to having a positive impact in the communities where we work is reflected in our Social Responsibility Policy. We do this by engaging with stakeholders to understand their views and consider them in our decision-making, investing in community development projects, and identifying and addressing adverse risks and impacts. We implement these broad commitments through a set of eight issue-specific Social Performance Standards at all operating sites (see Figure 6). These Standards apply to our operations, from exploration through closure, and to our supply chain and business partners. While they are systematically implemented at our three³¹ operating mines, implementation with suppliers, business partners, and at exploration sites is driven by the scope of the relevant activities and potential risks and impacts.

IDENTIFYING, ASSESSING AND MANAGING IMPACTS

Mining operations can have positive and negative impacts on local communities. Throughout this Report we demonstrate the positive impacts we have on local communities, including through employment and procurement, and community and environmental initiatives. However, as a responsible mining company operating in developing countries that often have gaps in their enforcement of regulatory requirements and human rights principles, we pay the most attention to the potential and actual negative impacts we can have on local communities. We approach the identification and assessment of these risks in several ways.

Environmental Impact Assessments (EIAs) are required by regulators as part of mine planning and permitting processes. These have been conducted at all sites and include stakeholder input in the identification and assessment of potential socio-economic impacts. While regulations do not often require consideration of vulnerable groups or gender, these are included in EIAs conducted from 2015 onwards at all sites, and in studies initiated by B2Gold for significant projects such as the Fadougou resettlement in Mali.

FIGURE 6 | B2Gold Social Performance Management System Components



³¹ Social Performance Standards were also implemented at the La Libertad and El Limon mines. On October 15, 2019, B2Gold completed the sale of its Nicaraguan assets (La Libertad and El Limon) to Calibre Mining.

HUMAN RIGHTS COMMITMENTS AND MANAGEMENT

As a company that operates in areas where there is significant risk of human rights impacts related to the presence of extractive companies, we recognize our responsibility to identify our human rights risks and impacts and actively work to manage them – at all of our sites and through our partnerships and business relationships. Our approach is outlined in our Human Rights Performance Standard, which is aligned with the Universal Declaration of Human Rights and other international human rights law, the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Voluntary Principles on Security and Human Rights (VPSHR). As a member of MAC, B2Gold has committed to implementing the Voluntary Principles. At the Corporate level, our CSR team works with our SVP of Operations and external experts to understand the implications of committing to various international standards, and discussions are held with the Executive team and the Board where relevant before integrating commitments and requirements into policies, standards, and our approach to human rights assessments.

As part of our approach to human rights, we pay particular attention to the potential impacts and risks on minority and vulnerable groups (such as indigenous people, women and children) including the potential for slavery and human trafficking. We are committed to providing access to remedy for any victims of human rights violations for which we are responsible.

We conducted human rights assessments at our Fekola, Masbate, Otjikoto and La Libertad mines in 2017 and 2018³². Our assessments comply with our human rights commitments and are aligned with the UNGPs, the Organization for Economic Cooperation and Development (OECD) Guidelines on Multinational Enterprises, and the Human Rights Impact Assessment (HRIA) Guidance and Toolbox prepared by the Danish Institute for Human Rights. As part of these assessments, interviews were conducted with internal and external stakeholders to identify human rights risks and impacts and understand how they are currently managed. The assessments, including recommendations to address salient risks and impacts, were discussed and confirmed with B2Gold Executives and shared with the HSESS Committee. In 2019 our Corporate CSR team conducted a review of the status of implementation of recommendations from each human rights assessment, enabling us to monitor our human rights performance. The review was shared and discussed with B2Gold Executives and the HSESS Committee, and actions are being taken to investigate and address significant outstanding gaps in implementation. Work continues on the implementation of the Supplier Code of Conduct as well, to address any human rights risks in our supply chain (see page 27).

Training is a fundamental element of implementing our human rights management approach. As part of the human rights assessments in Mali, the Philippines, Namibia and Nicaragua, training for relevant managers was conducted. Human rights training material, which will be used in employee inductions to raise awareness of our human rights commitments and management practices, was developed in 2019 and will be implemented at all sites in 2020. Additionally, human rights performance clauses are part of the employment contracts at our Fekola operations. In 2019, 202 new employees were briefed on these clauses as part of their on-boarding.

When determining how to manage our salient human rights issues to reduce risks and address impacts, we consider the nature of our relationship to the issues. Where we have direct control over the activities that can cause an impact, we assume responsibility to directly manage these. Examples include resettlement, internal employment practices, and private security practices. If an issue is related to our activities but we do not have direct control (such as contributing to potential impacts through our business partnerships) we consider the leverage we have with the business partner and work to address the issue. Examples include public security forces that have been assigned to protect our mine's perimeter, or labour conditions in a supplier's off-site manufacturing facility. There are also issues where we do not have a direct business relationship with the activity but are still linked to it, such as artisanal mining that occurs on our permit without our consent. Where we are linked to a salient issue, we consider the leverage we have with relevant stakeholders, and work with stakeholders to address the issue.

Security is a salient issue across all operations. Resettlement is a salient issue at our Fekola and Masbate operations, which have ongoing resettlement projects with the potential for lost access or rights to land, or disruption to livelihoods. The artisanal mining at or near our Fekola, Masbate, and La Libertad operations can have negative impacts on human health and the environment. Where possible, we work with government and local stakeholders to help control artisanal mining and reduce these impacts, however, with limited leverage to manage the issue due to insufficient regulatory capacity and enforcement. Further details on these salient issues, including the nature of risks and negative impacts that have occurred and existing management practices, are outlined in relevant sections of this Report.

³² On October 15, 2019, B2Gold completed the sale of its Nicaraguan assets (La Libertad and El Limon) to Calibre Mining. B2Gold did not conduct a human rights assessment of the El Limon Mine in Nicaragua during 2019 as planned because of this transaction.

TABLE 29 | Human Rights Training

Country	# Employees (Excluding contractors)	# Hours Human Rights Training	# Employees Trained On Human Rights	% Employees Trained On Human Rights	# Security Personnel (Including contractors)	# Security Personnel Trained On Human Rights	% Security Personnel Trained On Human Rights
Mali	1,687	540	180	11	180	180	100
Namibia	900	42	21	2.5	48	0*	0
Philippines	856	1,180	700	82	539	237	44
» Gender Diversity		708	177	21			
» Human Rights Orientation		31	376	44			
» Bullying		52	629	73			
» Code of Conduct		350	700	82			
» Sexual Harassment		39	465	54			
Nicaragua	1,092	27	27	0.02	340	0	0

NOTES

* Training on the VPSHR planned for January 2020 along with Voluntary Principles Risk Assessment.

