



PEOPLE MANAGEMENT POLICY

**Effective Date: November 3, 2017
(as amended December 18, 2018 and November 2, 2021)**

PURPOSE AND SCOPE

B2Gold Corp. and all of its subsidiaries, affiliates, joint ventures and any other entity controlled by B2Gold Corp. (the “Company”) are cognizant of the regions and local communities in which it operates and the direct and indirect social and economic impacts it has 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.

This Policy applies to all personnel of the Company including every director, officer, employee, consultant and contractor. The Company expects suppliers 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.

POLICY

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 People Management Policy is strongly informed by international labour standards, in particularly those conventions, standards and principles as declared by the United Nations and International Labour Organization. The Policy further aligns with and is complementary to our codes of conduct and health, safety, environment, social and security policies and performance standards.

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, principles of decent work, respect for human rights and privacy of information.
- We provide employees with employment agreements, policies and procedures as well as codes of conduct. These documents clearly set out the terms of employment, working conditions and standards that employees are expected to comply with, wages, benefits and any other entitlements, and the rights and responsibilities of the Company and the employee.
- We prioritize local employment, support empowerment initiatives and continuously work toward a workforce profile that matches the demographics of the national settings in which we operate, while appreciating our inclusive culture that attracts talent from around the world.



- We prohibit modern slavery, forced labour and child labour. Employees join the Company voluntarily, perform work without threat or intimidation, are free to leave the workplace after work and to resign at their own free will. We respect people’s freedom of movement and do not retain employees’ personal identity documents or money. In respect of minimum employment age, the Company will only employ people who are eighteen years and older.
- We value, promote and measure equity, diversity and inclusion (“EDI”) at all levels of the Company, and strive to eliminate any employment barriers that interfere with the establishment of equal opportunities. 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 . In support of EDI, a Policy on Equitable, Diverse and Inclusive Workplaces has been implemented. Furthermore, as set out in the Company’s Non-Discrimination and Harassment Policy, no form of discrimination, harassment or bullying will be acceptable or tolerated.
- We respect the principles of freedom of association and the right to collective bargaining, and strive to collaborate with stakeholders on employment matters so as to enhance social dialogue and achieve industrial peace and harmony. Where no official labour 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 are free to join, or refrain from joining, labour organizations without discrimination or retaliation.
- 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. The Company’s grievance mechanism will be extended to supervised labour employees, should they not have access to one.
- As a progressive employer, we are committed to provide career advancement opportunities throughout our operations and thus invest in our workforce through various training and development initiatives and programs.

The values of fairness, respect, transparency and accountability are deeply rooted in our corporate culture. We believe that every employee is an important 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.

APPROVAL

Board of Directors of B2Gold Corp.