



B2GOLD

**Fighting Against Forced Labour and
Child Labour in Supply Chains Act**

REPORT

For year ended December 31, 2023

May 15, 2024



Introduction

B2Gold Corp. and its subsidiaries listed in the Approval and Attestation section below (collectively, “B2Gold” or the “Company”) is committed to developing resources in a way that is protective of people, respectful of human rights and cultural heritage, creates socio-economic development, and mitigates environmental and biodiversity impacts.

This report has been prepared by the Company in response to the reporting requirements under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* for the financial year ended December 31, 2023. For purposes of this report, the Reporting Entities are listed in the Approval and Attestation section below.

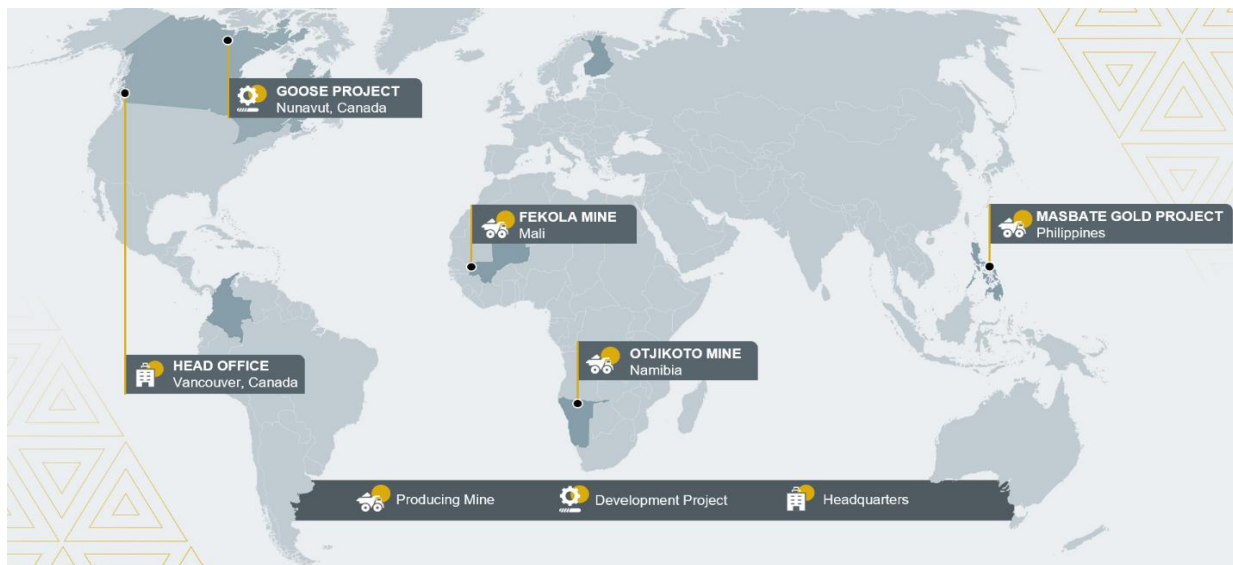
This report describes the actions that B2Gold has taken to assess and manage the risks of forced and child labour. In this report, unless otherwise stated, references to “B2Gold”, the “Company”, “we”, “us”, “our” and similar expressions include the Reporting Entities.

About B2Gold

B2Gold is an international senior gold producer committed to responsible mining practices, headquartered in Vancouver, Canada. Founded in 2007, B2Gold is a publicly traded company with shares listed on the Toronto Stock Exchange (TSX: BTO) and the New York Stock Exchange (NYSE: BTG). The Company has three operating mines (one mine in each of Mali, Namibia and the Philippines) and one mine under construction (Goose Project in Nunavut, Canada). In addition, we have a portfolio of other development and exploration projects in several countries including Colombia.

Error! Reference source not found. shows B2Gold’s locations of operation.

Figure 1. Where We Work



B2Gold had a workforce of 6,150¹ employees across its various sites and offices as of December 31, 2023.

Governance

Sustainability management is embedded at all levels of B2Gold, from the Board of Directors (Board) to our site employees. The Sustainability Committee of the Board of Directors is responsible for overall sustainability oversight for the Company, including risks to human rights. The Sustainability Director, who reports to the Senior Vice President (SVP) and Chief Operating Officer (COO), has overall responsibility for the Company's sustainability strategy and oversees the Sustainability function and performance. The Sustainability department develops and implements sustainability-related management frameworks; ensures conformance with relevant standards, objectives and targets; and tracks and reports on our environmental and social performance across our global operations. Each operation has site-based environmental and social teams, which report to the General Manager, and regularly engage with our corporate Sustainability department through meetings, formal reports and site visits.

Supply Chain

From exploration to mine closure, B2Gold procures a diverse range of goods and services which include heavy equipment, process chemicals, fuel and oils, explosives, equipment parts, and professional services. Our corporate and site Supply Chain departments work with suppliers and contractors based on the principles of long-term partnership, fair competition, and ethical conduct.

In 2023, over \$616 million of goods and services were procured from local and host country businesses. In Mali, on-shore purchasing experienced a substantial increase (as a percentage of overall purchasing), rising from 51% in 2022 to 63% in 2023. This includes 46 subsidiaries of international companies that are registered and active in Mali. In 2023, on-shore purchasing (as a percentage of overall purchasing) in the Philippines was approximately 74% and in Namibia was approximately 62%.

Policies and Due Diligence Processes

B2Gold recognizes its responsibility to identify risks to human rights at all our sites and throughout our partnerships and business relationships and to actively work to address them. We are committed to producing gold in a manner that does not cause, support, or benefit unlawful armed conflict or contribute to serious human right abuses or breaches of international humanitarian law.

Our approach to human rights is outlined in various policies and performance standards:

- Our **Code of Business Conduct and Ethics** define standards and values which B2Gold expects its personnel to follow. It includes acting in accordance with all applicable laws, rules and regulations and managing and operating company's assets in a manner that is consistent with our values and respects the human rights of our employees and communities.
- Our **Social Responsibility and Human Rights Policy** states our commitment to respect human rights as defined in the International Bill of Human Rights.

¹ Employee total includes project/construction employees and supervised contracted labour but does not include contractors. The reported numbers include full-time and part-time permanent employees as well as temporary employees.

- Our **People Management Policy** prohibits modern slavery, forced labour and child labour. All employees join the company voluntarily, perform work without threat or intimidation, are free to leave the workplace after work and resign at their own free will. We do not retain employees' personal identity documents or money and only employ people who are eighteen years and older.
- Our **Non-Discrimination and Harassment Policy** reinforces the commitment of the company to provide and maintain a safe and supportive work environment where individual human rights and dignity are respected.
- Our **Human Rights Performance Standard** is aligned with the Universal Declaration of Human Rights and the UNGPs and sets the operational requirements to conduct human rights due diligence to prevent and manage adverse impacts we cause, contribute to, or are linked to.
- Our **Security and Human Rights Performance Standard** outlines our requirements for respecting human rights and fundamental freedoms while maintaining the security of B2Gold operations. Our management of human rights issues related to security practices is based on our commitment to implement the VPSHR. We respect human rights defenders, freedom of expression, and demonstration that occurs in a peaceful and legal manner. We are committed to providing access to remedy for any victims of human rights violations for which we are responsible.
- Our **Supplier Code of Conduct (SCOC) and Supply Chain Policy** addresses risks to human rights in our supply chain. Our Supply Chain Policy sets out pre-qualification and tendering processes and procedures, commercial terms and conditions, and ongoing oversight to monitor the business practices of our suppliers and contractors. Our SCOC outlines our expectations for suppliers to act in accordance with the Company's commitments in their management of health and safety, labour and human rights, the environment, business conduct and ethics, and socio-economic development. All active suppliers working with our operations in Mali, the Philippines and Namibia have signed our SCOC and new suppliers are required to agree to the SCOC prior to being engaged by the Company. The Supply Chain Policy helps guide our supply chain activities to be performed in a consistent, controlled and ethical manner. The Supply Chain Policy includes specific *Requirements for Supply Chain Due Diligence* to appropriately review suppliers to determine if they comply with our SCOC prior to B2Gold entering into any business relationship. The Supply Chain Policy sets out a graduated approach to screening suppliers based on an assessment of potential risk indicators.

The Corporate Social Responsibility (CSR) Manager is responsible for implementing our human rights strategy, which is overseen by the Sustainability Director and the COO. Significant risks, impacts, and management strategies are reported to the Sustainability Committee of the Board.

We identify salient² human rights issues through human rights assessments and Voluntary Principles on Security and Human Rights (VPSHR) assessments, which we regularly update at our operations. These assessments are aligned with the UNGPs, the OECD *Guidelines on Multinational Enterprises*, and the *Human Rights Impact Assessment Guidance and Toolbox* prepared by the Danish Institute for Human Rights. As part of these assessments, interviews are conducted with internal and external stakeholders to identify risks to human rights and impacts and to understand how they are managed.

² Salient human rights issues are those human rights most at risk of severe negative impacts associated with our business activities or relationships.

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 issues.** 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,** we work through stakeholders or other available means to address the issue. Examples include potential impacts through our business partnerships, public security forces that are assigned to protect our mine perimeters, and 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,** for example, artisanal mining that occurs on our permit without our consent. Where we are linked to a salient issue, we work with relevant stakeholders, such as ASM individuals and/or associations, local community representatives, national and international non-governmental organizations, and governments, to address the issue. Human rights risks are managed by maintaining operations’ legal compliance, minimizing direct impacts, social dialogue, raising awareness of and access to our Community Feedback Mechanism, clear no-go-zone delineation, and livelihood restoration measures.

Human rights assessments and/or VPSHR assessments are conducted regularly by expert consultants at our Fekola, Masbate, and Otjikoto operations. In 2024, our Goose Project will undergo an initial human rights assessment, and VPSHR assessments will be updated at Fekola, Masbate and Otjikoto.

Depending on the site, the following areas of potential human rights impacts are assessed during human rights assessments and VPSHR assessments:

Theme	Areas of Potential Human Rights Impacts	Control Measures
Worker’s rights	<ul style="list-style-type: none"> ● Non-discrimination and equal opportunity ● Freedom from forced or child labour ● Freedom of association and collective bargaining ● Just and favourable working conditions ● Safe and healthy working conditions 	<ul style="list-style-type: none"> ● Policies: Code of Conduct, Social Responsibility and Human Rights Policy, Non-Discrimination and Harassment Policy, OHS Policy, SCOC , Supply Chain Policy ● Social Performance Standards ● Employee engagement committees and unions ● Employee grievance mechanisms
Human rights of community members	<ul style="list-style-type: none"> ● Land acquisition and resettlement ● Community health and safety ● Environment and water ● Cultural heritage 	<ul style="list-style-type: none"> ● Policies: Social Responsibility and Human Rights Policy, Environment and Biodiversity Policy ● Social Performance Standards ● Community engagement committees ● Community development/investment plans ● Community feedback mechanisms ● Livelihood restoration activities

<p>Human rights that cover both workers and communities</p>	<ul style="list-style-type: none"> ● Security and human rights ● Women’s rights ● Indigenous Peoples’ rights 	<ul style="list-style-type: none"> ● Policies: Social Responsibility and Human Rights Policy, Environment and Biodiversity Policy ● Social Performance Standards ● Security personnel training on the VPSHR ● Employee engagement committees and unions ● Community engagement committees, including women’s representative committees ● Employee and community feedback mechanisms ● Indigenous Impact Benefit Agreement
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In addition, we are enhancing our due diligence practices by recruiting a corporate Manager of Compliance and Ethics. This role will oversee our compliance management processes to ensure they are in strict alignment with relevant regulatory mandates and our internal business policies. We are also developing a Supplier Assessment Questionnaire (SAQ) to be supported by a software management platform aimed at further identifying potential risks of modern slavery within our supply chains. These tools will be designed to promote cooperation between suppliers and our organization in mitigating potential modern slavery risks, enhance transparency in our supply chain, and pinpoint opportunities for expanded due diligence. We plan to pilot the SAQ with our major suppliers within the next year, followed by the development of a comprehensive plan to extend its application to a broader array of suppliers.

Forced Labour and Child Labour Risks

Given our extensive global operations and the international nature of our supply chain, we recognize the potential risk of encountering issues like modern slavery, child labor, and other human rights challenges. We understand that our ability to affect human rights extends directly from our operational practices and indirectly through our interactions with business partners.

Identifying, managing, and effectively dealing with risk is an integral part of how we protect and create sustainable value throughout our business. At B2Gold, our risk management processes enable us to identify, evaluate, and manage the risks inherent to our operations.

B2Gold implements a hierarchy of three inter-related risk management processes:

- ◆ Enterprise Risk Management
- ◆ Operational and Project Risk Management
- ◆ Personal Risk Management

B2Gold has taken steps to mitigate, prevent, and reduce the risks of forced labour and child labour in our operations and supply chain. We conduct human rights and VPSHR impact assessments for all operating sites. We implement a comprehensive third-party audit program that assesses conformance to our Social Performance Standards. We have employee and community feedback/grievance mechanisms and a

whistleblower hotline to provide channels for stakeholders to raise concerns. Appropriate corrective and remedial actions are carried out for any deficiencies identified through these or other management processes. In addition, in 2023, we engaged with PricewaterhouseCoopers to assess our existing supply chain policies and processes to meet regulatory requirements and best practices for continuous improvement purposes.

With SAQ implemented, we will have the opportunity to expand this assessment to include our most critical vendors based on geographic location, nature of business, workforce characteristics, recruitment practices, previous violations, and complexity of supply chain.

Remediation Measures

To ensure that issues related to forced or child labor are addressed effectively, B2Gold has established policies, standards, and processes, including:

- **Community Feedback Procedure:** defines our formal process for external stakeholders at country and/or operational level to provide feedback to B2Gold related to the actual or perceived impacts of our activities and/or the activities of our subsidiaries, employees and contractors and to ensure that received feedback is addressed and resolved in a respectful and locally appropriate, timely and transparent manner. The Community Feedback Procedure and improvements to its implementation are managed by the corporate CSR Manager and the corresponding operational CSR departments.
- **Whistleblower Hotline:** available to all B2Gold's directors, officers, employees, consultants and contractors and as appropriate, to third parties, to enable the anonymous communication of whistleblower incidents.

Remediation of Loss of Income

To date, B2Gold has not received any complaints relating to forced labour or child labour in our operations or supply chain. Neither has the Company identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.

B2Gold engages openly and respectfully with stakeholders to better understand the actual or perceived impacts of our activities, ensure stakeholder views are considered in our operational decision-making, and build constructive and responsive relationships. Every site identifies relevant stakeholders based on project impacts and risks, and stakeholder influence and interests. We engage regularly through a variety of methods, depending on the social and cultural context: public meetings, door-to-door visits, community assemblies, various CSR point of contacts or interest-group gatherings.

B2Gold proactively consults with stakeholders to better understand our impacts and develop effective management mitigation measures:

- In Mali, annual town hall-style meetings are held in local communities and the Community Relations Committee, which includes representatives from all the surrounding villages, meets monthly.

- In the Philippines, a multi-stakeholder monitoring team, which includes local representatives, conducts an annual review of the Masbate Gold Project’s management of impacts.
- In Namibia, regular meetings with community representatives and local authorities are held in Otjiwarongo and Otavi. In addition, B2Gold Namibia has established a 3-year social investment transition strategy, in partnership with civil society, which aims to ensure a smooth handover process of social projects and funding.
- In Nunavut, Canada, the Project implements the “Community Engagement Plan” to engage, inform, and learn from Kitikmeot Inuit and nearby communities, reports on feedback received from stakeholders through its Annual Monitoring Report to the Nunavut Impact Review Board, participates in numerous working groups including the Kitikmeot Socio-Economic Monitoring Committee, and promotes the use of a Stakeholder Grievance Mechanism as an additional, and confidential, method for the submission of concerns related to Project operations.

Training

We actively convey our human rights commitments, policies and procedures to our employees via a comprehensive strategy that includes formal announcements, distribution of and access to practices/processes, assessments aligned with human rights and the Voluntary Principles on Security and Human Rights (VPSHR), as well as targeted awareness and training programs.

As part of our onboarding process, we introduce new employees to our human rights commitments and management approaches using specialized training materials designed to enhance awareness across our entire workforce.

Additionally, we offer human rights training sessions aligned with the VPSHR, tailored specifically for our Security teams and select staff members.

In 2024, we aim to provide training to our supply chain and procurement teams to ensure deeper understanding of forced labour and child labour, international standards, common indicators of risk, how to identify forced labour and child labour, and what to do if they suspect an issue or violation.

Assessing Effectiveness

B2Gold recognizes the importance of measuring the effectiveness of our actions in addressing modern slavery risks in our supply chain. As part of our effort for continuous improvement in social risk management and performance, we have implemented a comprehensive third-party audit program that assesses conformance to our Social Performance Standards³. Audits were most recently completed at our Fekola and Otjikoto mines in 2021 and at Masbate in 2022.

We have annual targets companywide related to human rights. Those targets and their results are reported annually in our Responsible Mining Report. General Managers and Executives have Key Performance Indicators (KPIs) related to community or social incidents and human rights abuses as part of their short-term incentive compensation to ensure accountability for the implementation of our human

³ Including B2Gold’s Performance Standards for Stakeholder Engagement, Community Grievance Management, Local Content, Human Rights, Security and Human Rights, Social Baseline and Impact Assessment and Management and Indigenous Peoples.

rights policies and practices. These targets and their results are reported annually in our management information circular.

Approval and attestation

In my capacity as Chief Executive Officer and President of B2Gold, and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for B2Gold Corp. and B2Gold Back River Corp. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have authority to bind B2Gold Corp. And B2Gold Back River Corp.



Clive Johnson
CEO, President and Director
B2Gold Corp.
May 15, 2024