



## **POLICY ON EQUITABLE, DIVERSE AND INCLUSIVE WORKPLACES**

**Effective Date: January 20, 2020  
(as amended November 2, 2021)**

### **INTRODUCTION**

“Equitable” or “Equity” is the fair, respectful and unbiased treatment of people by ONE ANOTHER.

“Diverse” or “Diversity” refers to each person’s uniqueness; that the workplace has a variety of people who are different from one another. It is about who YOU are; who I am.

“Inclusive” or “Inclusion” means that we accept and appreciate this uniqueness; that our workplace is equitable, irrespective of personal differences. It is about who WE are.

That each person is different, is a shared experience and therefore, working towards equity, diversity and inclusion is a shared goal that is underlined by a shared respect for one another.

### **POLICY**

B2Gold Corp. and all of its subsidiaries, affiliates, joint ventures and any other entity controlled by B2Gold Corp. (the “Company”) continuously strives to act responsibly and to create positive legacies in the countries and communities we operate in. The Company respects the rights of employees and wants to create an environment that is free of bias and harassment; that affords employees to be themselves and participate and contribute equally and meaningfully. The Company does so with conviction that equity, diversity and inclusion enhance B2Gold as an agile, multi-faceted and global team that is responsive to the employee experience, while appreciating the inherent culture and traditions of communities. We expect employees to allow their colleagues this same freedom of existence.

The Company value diversity and strive to eliminate employment barriers that interfere with the establishment of equal opportunities. The Company is dedicated to equitable treatment of all persons, irrespective of gender, race, ethnicity, nationality, religion and sexual orientation, as well as reasonable and safe accommodation of people with disabilities. Employment decisions are thus based on the inherent nature of the job and not on personal characteristics or circumstances that are unrelated to the execution of work.

Management supports equity, diversity and inclusion in our workplaces by upholding our values of fairness, respect, transparency and accountability, and promotes equity, diversity and inclusion through global and / or regional:

- Leadership that is active, committed and accountable
- Strategies and plans to identify and remove barriers



- Policies, including pay equity, that are fair, call for equal access and treatment, and inform principled decision-making and behaviour
- Training and development that support growth in the company, provide career advancement opportunities and build talent pipelines
- Engagement that stimulates dialogue, awareness, education and collaboration
- Change by way of actionable measures that is informed by and assessed through metrics
- Grievance mechanisms with remedial action in cases of proven discrimination and harassment

The Company's leadership wishes for employees to share a sense of pride and belonging through affiliation that honors diversity and upholds the vision, culture and success of B2Gold.

#### **APPROVAL**

Board of Directors of B2Gold Corp.