



## **Corporate Social Responsibility Policy**

Orezone Gold Corporation (“Orezone”) believes that a commitment to sustainability and social responsibility is fundamental to its success as a mining company. Community engagement and the respect for the culture and welfare of our local communities are of fundamental importance and cornerstones of the business philosophy of Orezone. We seek to establish environments that are conducive to improving living conditions through investments in community projects, job creation, training, and improving the quality of life of the people and communities. Orezone is committed to complying with Good International Industry Practice (“GIIP”) and the requirements of the Equator Principles as established at the date of this policy. This policy is applicable to the Company and all of its subsidiaries, suppliers, consultants, contractors and sub-contractors.

We will ensure that every employee, contractor, consultant and supplier understand these principles which will be applied through a commitment to:

1. Supporting and ensuring that all employees commit to the creation of a culture of sustainable development, such that it is reflected in our operations and in our management and decision-making processes;
2. Creating lasting partnerships with our local communities at every stage of our operations. These will be built on a respect of human dignity and the rights of the individual and communities and founded on mutual respect and trust, agreed objectives and shared involvement;
3. Motivating employees to strive for continual improvement in community development, and economic performance;
4. Raising employee and supplier awareness to ensure respect the communities in which we operate, human rights, as well as local cultures and values;
5. Identifying and managing, within our area of influence, including those related to the use of security personnel, the risks related to human rights in line with the Voluntary Principles on Security and Human Rights;
6. Identifying and developing preparedness and response plans for, unplanned incidents which have the potential to affect local communities and stakeholders;
7. Identifying risks to community health and safety related to project activities and develop plans to avoid, mitigate and manage these risks;

8. Ensuring that where households are affected by economic or physical displacement, livelihood replacement programmes are implemented to ensure that affected people are at least better off than they were before mine development;
9. Whenever possible, and in keeping with our mining agreements, promote the employment of local personnel at our mining sites and require contractors and suppliers of goods and services to do the same;
10. Respecting freedom of association and the right to collective bargaining;
11. Working with local communities and other stakeholders to develop economic opportunities and productive alternative projects by developing long-term skills; and
12. Periodically, but at least annually, submit a report on Orezone's social responsibility achievements to the Environmental, Health and Safety and Sustainable Development Committee.

**Reviewed and approved by the Board of Directors  
June 28, 2018**