



Health, Safety, Environment and Social Responsibility Policy

Orezone Gold Corporation (“**Orezone**” or the “**Company**”) is committed to responsible mining that creates lasting value for its stakeholders through the protection of people, the environment, and the communities where it operates. Excellence in health and safety, environmental stewardship and social responsibility are fundamental to achieving sustainable performance and maintaining the trust of employees, shareholders, partners, governments, and host communities.

Purpose

This Policy establishes Orezone’s principles and commitments for managing health and safety, environmental protection and social responsibility across all operations, projects, and corporate activities.

This Policy consolidates and replaces the separate Health & Safety, Environmental, and Corporate Social Responsibility policies previously approved by the Board of Directors.

This Policy aligns with Good International Industry Practice (“**GIIP**”), the Equator Principles, the United Nations Sustainable Development Goals, and the Voluntary Principles on Security and Human Rights.

This Policy should be read in conjunction with Orezone’s Code of Business Conduct and Ethics and is implemented through Orezone’s broader sustainability management systems and practices.

Scope

This Policy applies to Orezone, its subsidiaries, joint ventures, directors, officers, employees, consultants, contractors, and suppliers. It extends to all activities and locations under the Company’s control or influence.

Policy Framework and Commitments

Orezone integrates health and safety, environmental management, and social responsibility into all business decisions and operational activities. The Company’s commitments are organized under three interrelated pillars: (i) Health and Safety; (ii) Environment; and (iii) Social Responsibility. To meet these commitments, we will:

Health and Safety

- (a) Embed health and safety as a core value throughout the organization and ensure it is central to all decision-making;

- (b) Ensure transparent communication and engagement in relation to our Health and Safety performance with internal and external stakeholders;
- (c) Identify, assess, and manage workplace hazards to eliminate or reduce risks to employees, contractors, and visitors;
- (d) Ensure full compliance with all relevant legislation and regulations, and GIIP, and take reasonable measures to ensure suppliers and contractors uphold at least equivalent standards (or, as a minimum);
- (e) Foster employee participation, consultation, and shared accountability to achieve a safe and healthy workplace;
- (f) Provide appropriate training, supervision, and equipment to ensure competency and continuous improvement;
- (g) Maintain risk assessment, emergency preparedness, and response systems to prevent and manage incidents;
- (h) Establish mechanisms for confidential reporting of unsafe conditions or breaches of health and safety standards; and
- (i) Conduct regular audits and performance reviews.

Environment

- (a) Integrate environmental considerations in project design, layout, construction, operations, and closure;
- (b) Comply with environmental laws, regulations, and commitments, applying GIIP where standards are not defined;
- (c) Minimize waste and pollution, and promote efficient use of energy, water, and materials;
- (d) Protect biodiversity and rehabilitate disturbed areas to achieve sustainable post-mining land use;
- (e) Maintain adaptive environmental management systems that support continuous improvement and risk reduction;
- (f) Conduct periodic internal and external audits, incorporating findings into improved practices;
- (g) Monitor GIIP and regulatory developments to ensure policies remain current and effective; and
- (h) Engage openly and transparently with stakeholders on environmental performance and progress.

Social Responsibility

- (a) Build and maintain transparent, respectful, and mutually beneficial relationships with host communities;
- (b) Respect human rights, cultural heritage, and ensure the implementation of the Voluntary Principles on Security and Human Rights;
- (c) Contribute to community development through employment, training, local procurement, and investment;
- (d) Identify and mitigate risks to community health, safety, and livelihoods, including through livelihood restoration programs;
- (e) Manage land acquisition and resettlement in accordance with GIIP, including the development and implementation of Resettlement Action Plans (RAPs) where displacement occurs.

- (f) Promote inclusion and empowerment, particularly of women, youth, and vulnerable groups;
- (g) Uphold freedom of association and the right to collective bargaining;
- (h) Prohibit and actively work to prevent the use of forced labour and child labour in any part of Orezone's operations or supply chain, consistent with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) and GIIP; and
- (i) Maintain open dialogue, including a stakeholders engagement plan, with communities, governments, and stakeholders to align expectations and build trust.

Implementation and Governance

Orezone implements this Policy through integrated management systems that define roles, responsibilities, and performance indicators.

Regular internal and external audits are conducted to assess compliance and identify opportunities for improvement. Performance and progress are reported directly to the Company's Health, Safety & Sustainability Committee at least annually.

Lessons learned are used to strengthen management systems and ensure continuous improvement.

Review and Approval

This Policy will be reviewed at least annually by the Health, Safety & Sustainability Committee and updated as required to reflect evolving best practices, regulatory requirements, and operational experience.

Reviewed and approved by the Board of Directors – November 2025