



B2GOLD CORP.
Social Performance Standard 6:
Human Rights

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Standard
6

6 HUMAN RIGHTS

6.1 OBJECTIVE

The objective of this Standard is to outline the requirements for meeting B2Gold's responsibility and commitment to respect human rights. This Standard will ensure that human rights due diligence is conducted to prevent and manage adverse human rights impacts caused by, contributed to, or directly linked to Company activities, in alignment with the United Nations Guiding Principles on Business and Human Rights.

6.2 PRINCIPLES

- B2Gold recognises a States' existing obligations to respect, protect and fulfil human rights and fundamental freedoms. B2Gold will respect and comply with all applicable laws.
- In meeting its responsibility to respect human rights, B2Gold will:
 - Promote or support human rights awareness, when appropriate or possible;
 - Assess and treat human rights risks with the same diligence as it does legal and business risks;
 - Pay particular attention to human rights impacts on vulnerable groups including minorities, women and children; and
 - Respect human rights defenders and the freedom of expression and demonstration occurring in a peaceful and legal manner; B2Gold will not condone any form of attack or retaliation against an internal or external individual or organization who is peacefully and legally promoting and defending human rights in relation to its activities.

6.3 REQUIREMENTS

6.3.1 Compliance

- Human rights impact assessments will be conducted in compliance with national legal requirements and will align with the UN Guiding Principles on Business and Human Rights and IFC Performance Standard 1.

6.3.2 Identification and Assessment of Human Rights Impacts

- Sites will engage resources with relevant human rights expertise to identify and assess actual, potential or perceived human rights impacts that the site may cause, contribute to, or be linked to as a result of site activities. Sites will also consider cumulative impacts where relevant.



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- This process may be integrated into business risk assessments or if necessary conducted as a specific Human Rights Impact Assessment (HRIA) for high risk operating contexts¹.
- Impact assessments will involve meaningful consultation with affected groups, which may be part of wider stakeholder engagement activities.
- Potential human rights impacts will be included in site Risk Register or recorded separately if a Risk Register does not exist.
- Human rights assessments (integrated or standalone) will occur during the advanced feasibility stage as part of a socio-economic and environmental impact assessment process. Updates of an appropriate scale and scope will be conducted whenever there is a change in site activities that may generate significant human rights risks to local stakeholders.
- The main findings of impact assessments will be made available to local stakeholders in the national and local language(s).
- Security and human rights-related risks will be assessed according to the B2Gold Social Performance Standard 9 – Security & Human Rights, and in line with the Voluntary Principles on Security and Human Rights.

6.3.3 Implementation & Acting Upon Findings

- Sites will establish Human Rights Management Plans (HRMP) to address potential human rights impacts and integrate prevention and mitigation actions into site designs, plans and processes. The HRMP will be standalone or incorporated into existing Social Management Plans in line with B2Gold Social Performance Standard 10 – Social Baseline & Impact Assessment and Management.
- HRMP will be approved by Site senior management, informed by appropriate expertise, stipulate expectations of staff, contractors and business partners, and communicated internally and externally.
- Sites will ensure sufficient resources and training to implement human rights management controls.
- Sites will coordinate with suppliers and third parties and will use leverage to address potential or actual human rights impacts.

6.3.4 Monitoring and Communication

- Sites will annually review the effectiveness of Human Rights Management Plans, including input from affected stakeholders, and adjust plans and processes accordingly.
- Sites will report quarterly to Corporate and Corporate will report to the HSESS Board Committee on the management of salient human rights issues.
- Sites will communicate the nature and management of human rights potential and actual impacts to appropriate internal and external stakeholders.

6.3.5 Remediation

- Where sites have caused or contributed to adverse impacts, they shall provide for or cooperate in their remediation through legitimate processes.

¹ A standalone HRIA may be required in cases where a) there is resettlement; b) Mine cycle is changing (e.g. from Construction to Operations, from Operations to Closure); c) NGOs or communities are raising concerns about human rights; d) SIA/ESIA identify a number of human rights issues which could benefit from a deeper analysis.



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- Sites will establish and implement Grievance Mechanisms in line with the B2Gold Social Performance Standard 2 – Grievance Mechanism, as one way to enable effective remediation.

6.4 REFERENCE MATERIAL

6.4.1 Guidelines and Tools

[Guiding Principles on Business and Human Rights](#) (UNGPs) by United Nations (UN); available in English, French, Spanish and others.

[Performance Standard 1](#) by International Finance Corporation (IFC); available in English, Spanish, French, Portuguese, Turkish, Russian, Chinese and Arabic

[Voluntary Principles on Security and Human Rights](#); available in English, French and Spanish.

6.5 TERMS AND DEFINITIONS

Closure: Refers to the period of time and associated actions that occur at a site when the site activities (e.g. exploration or ore-extraction activities) are diminishing or have ceased, and final decommissioning and site reclamation is being completed.

Grievance: A grievance, or complaint, is an expression of dissatisfaction referring to a real or perceived impact of B2Gold's business activities.

Human Rights: Human rights are the fundamental rights and freedoms that everyone is entitled to. They provide the basis for individuals to lead a dignified life, to freely express independent beliefs and to live free from abuse. They are inherent to all individuals, regardless of nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. Everyone is equally entitled to enjoy their human rights without discrimination. (ICMM 2012) Human rights refers to internationally recognized rights understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. (Principle 12 – UNGPs).

Human Rights Impact Assessment (HRIA): In the business context, HRIA can be defined as a process for identifying, understanding, assessing and addressing the adverse effects of the business project or activities on the human rights enjoyment of impacted rights-holders such as workers and community members.² A Human Rights Impact Assessment (HRIA, as distinguished from a HRRRA) is a more thorough assessment of potential and actual impacts on human rights. A credible HRIA involves more comprehensive engagement with affected stakeholders (workers, community members, vulnerable groups) than is required in a HRRRA.

Human Rights Risk Assessment (HRRRA): process for identifying, understanding, assessing and addressing actual or potential human rights impacts on stakeholders such as workers and community members. The HRRRA process does not include comprehensive engagement with external stakeholders and potentially impacted groups (community members, vulnerable groups).

² DIHR Human Rights Impact Assessment Guidance and Toolbox, Welcome and Introduction, p. 8.



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Legitimate: Legitimate Grievances are those where an actual adverse impact has occurred that B2Gold caused, contributed to, or is directly linked to. This excludes commercial disputes and issues with employed labour and/or unions.

Remediation (*definition from the UN Guiding Principles on Business and Human Rights*): Access to effective remedy has both procedural and substantive aspects. Remedies provided by grievance mechanisms may take a range of forms with the aim of counteracting or making good any human rights harms that have occurred. Remedy may include apologies, restitution, rehabilitation, and financial or non-financial compensation, as well as the prevention of harm through, for example, guarantees of non-repetition. Procedures for the provision of remedy should be impartial, protected from corruption and free from political or other attempts to influence the outcome.

Resettlement: The physical and economic displacement of a Project Affected Person (PAP) as a result of B2Gold's activities.

Site: For the purposes of this Standard, sites include B2Gold offices, operating mines, satellite mines (either independently or included within an operating mine's reporting), construction sites, and legacy sites; and, does not include exploration (unless otherwise expressed), joint-venture sites (non-management roles), relinquished sites, non-active sites, and sites under care and maintenance.

Stakeholder: Any individual or group that is impacted by or has an interest in B2Gold and its activities. Stakeholders may include locally affected communities or individuals and their formal and informal representatives, employees and contractors, national or local government authorities, politicians, religious leaders, civil society organizations and groups with special interests, the academic community, or other businesses or groups.

Stakeholder engagement: Ongoing formal and informal processes between a company and its stakeholders intended to build trust-based relationships and allow for informed decision making. Engagement can include a range of activities and approaches, such as information sharing, dialogue, consultation, and participation.

Vulnerable persons: people who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage or social status may be more negatively impacted than others, and who may not be as able to take advantage of project benefits.

6.6 DOCUMENT CONTROL

Revision	Approved	Date	Description
Final	Ken Jones	29 November 2020	Original 2020 issue of the B2Gold Social Performance Standards