



GOLDEN STAR RESOURCES LTD.

POLICY ON COMMUNITY RELATIONS

Golden Star is committed to being a part of the community in which it operates. We will achieve this by maintaining and building strong relationships with other members of the community, that are based on mutual respect and recognition of each other's rights, and by engaging in active partnerships, to support sustained betterment of the community and local economic development. Golden Star will therefore:

- Ensure that our leaders and managers are committed to creating a culture that makes community relations and the protection of human rights an integral part of the short and long term operations and performance and contract management systems;
- Provide training to our employees and contractors so that they understand our community obligations and objectives and the need to build and foster strong links with our community partners as a fundamental part of our business;
- Work to enhance trust, and maintain good working relationships with our host communities, and resolve challenges through tolerant and respectful dialogue;
- Wherever appropriate and feasible, set operating standards that exceed relevant laws and regulations and international protocols of which we are a signatory;
- Respect the social, economic and cultural rights of indigenous people;
- Engage in accurate, transparent and timely two way consultation to discuss our short- and long-term plans to address the concerns of our partners;
- Develop lasting relationships built on mutual trust and respect so as to reach agreed objectives and shared involvement;
- Enhance our success by promoting partnerships and volunteering with other stakeholders in appropriate and sustainable community development programs;
- Promote the involvement of women and youth in community development;
- Develop long term alternative economic and capacity building projects to provide enduring social and economic benefits from our operations;
- Regularly review and audit our performance, and that of our supply chain, on community relations relative to our policies and standards; and
- Publicly report performance on community relations matters.

A handwritten signature in blue ink, appearing to read "A. Wray", is positioned above the name and title of the signatory.

Andrew Wray
President and CEO

Revision No.	Effective Date	Next Revision Date
2.1	May 2019	November 2021



GOLDEN STAR RESOURCES LTD.

POLICY ON COMMUNITY DEVELOPMENT AND SUPPORT

Golden Star is committed to being a part of the community in which it operates. Our Policy on Community Relations and Human Rights states our objective to develop long term alternative economic and capacity building projects to provide enduring social and economic benefits from our operations. Golden Star will therefore:

- Fund the Golden Star Development Foundation (GSDF) with US\$ 1 per ounce of gold produced and 0.1% of pre-tax profit.
- Review with our Community Mine Consultative Committee partners, projects proposed for GSDF funding to enhance project sustainability.
- Target for GSDF community infrastructure projects to have a long-term sponsor to ensure sustainability beyond the life of Golden Star's involvement.
- Undertake periodic post implementation reviews of GSDF funded projects as part of our continual improvement cycles.
- Fund the Golden Star Oil Palm Plantation (GSOPP) with US\$ 1 per ounce of gold produced.
- Review with the GSOPP Board, performance and achievement of objectives and targets.
- Ensure that our resettlement projects are implemented in accordance with the International Finance Corporation Performance Standard 5.
- Ensure all resettlement projects have a documented committee to review resettlement implementation and post-implementation phases.
- Review community projects funded by Golden Star to align with this policy and objectives for sustainable development.
- Ensure that our support is culturally and traditionally acceptable, whilst in accord with the tenets of national and international anti-corruption law.
- Maintain within the Golden Star Board a Corporate Responsibility Committee to provide oversight on the implementation of this policy and the Sustainability Charter.
- Regularly review and audit our community development activities relative to our policies and standards; and
- Publicly report performance on community development and support matters.

Andrew Wray
President and CEO

Revision No.	Effective Date	Next Revision Date
1.1	May 2019	March 2020