



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 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
1.2	May 2020	November 2021