



Policy on Security

APPROVALS:

Please refer to the document titled “GSR-GSR-STD-001-Document Control” for who needs to be in the approval list.

Title	Name	Date	Signature
CEO	Andrew Wray	16 September 2021	

REVISIONS:

Revision	Revised By	Description	Affected Areas	Date
01	EVP, Head of Sustainability	New document	All	September 2021

REVIEW PERIOD:

Please refer to the document titled “GSR-GSR-STD-001-Document Control” for the generic review period. This review period may be shortened and if so will be listed below.

Generic Review Period for this document type	Review Period for this Document (must be equal to or less than the generic)	Next Review Date	Responsible to facilitate Review
2 years	2 years	September 2023	EVP, Head of Sustainability

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1 INTRODUCTION AND CONTEXT

The fundamental principles enshrined in the Universal Declaration of Human Rights recognise that human rights define human security and therefore, society cannot have security without the protection of human rights. Implicit in Golden Star's values is the understanding that individual freedoms are essential to collective security.

International and national law to which Golden Star is bound and standards to which we have committed, mandate that respect for human rights be integral to resource development. Of equal importance is our understanding that respect for human rights prevents conflict.

The security situation in much of Africa can be described as fragile despite the present-day relative stability in Ghana. The World Bank Group (2015) observe that inequalities between regions within Africa and the exclusion of parts of the population, are recurring drivers of conflict and have triggered large-scale and low-level conflict in recent decades. These regional imbalances and horizontal inequalities are not only catalysts for hostility but also land conflict, migration and ethnonationalism and can act as an enabler to illegal and illicit activities.

Mining, as a key form of development in Africa has the potential to offer impacts and benefits. Competition over natural resources, and tensions fueled by resource revenues, have been a critical component of much of the political violence and large-scale conflict experienced across Africa over the past two decades. With the extremes of growing unemployment and poverty coincident with unprecedented levels of foreign investment in the extractive industries, significant economic opportunities can be realized from mining. Management of inequalities to avoid marginalisation, transparency to maintain legitimacy and prompt resolution of grievances are key to a prevention focused approach for the protection of people and assets. Likewise, values-based mechanisms to ensure legal, ethical and proportionate response to any threat or incursion will mitigate risk of escalation.

2 PURPOSE

The purpose of this policy is to ensure that in conducting activities to ensure the protection of its people and assets that Golden Star and persons undertaking security activities on behalf of Golden Star, act in a manner that respects the rights and freedoms of all individuals and that our security actions are at all times legal, ethical, risk-based and proportionate.

3 SCOPE

The Policy applies to all of Golden Star activities and representatives, including without limitation:

- All Golden Star personnel of all levels and grades, members, directors, officers, employees, temporary workers, interns, trainees, agents or such other classes of persons acting on behalf of Golden Star, wherever located; and
- All agents and other third parties acting on behalf of Golden Star, such as consultants, non-employee agents, contractors, joint venture partners and any other persons associated with Golden Star, wherever located.

4 EXTERNAL LEGISLATION AND STANDARDS

Golden Star is subject to applicable foreign and domestic laws and voluntary adopted standards and codes for the protection of human rights and security of persons and assets, including those listed in Table 4.1.

Table 4.1: External Legislation and Standards

Standard	Title
International law	The Universal Declaration of Human Rights
Standard	United Nations Global Compact
Standard	OECD Guidelines for Multinational Enterprises
Standard	UNHRC Guiding Principles on Business and Human Rights
Standard	Voluntary Principles on Security and Human Rights
Standard	World Gold Council's Conflict-Free Gold Standard
Legislation	The Constitution of the Republic of Ghana, 1992
Legislation	Ghana Commission of Human Rights Act, 1993 (Act 456)

5 SUPPORTING GSR DOCUMENTS

This Policy is supported by and should be read in conjunction with other Golden Star corporate policies and standards listed in Table 5.1.

Table 5.1: Supporting GSR documents

Standard	Title
Golden Star	Policy on Human Rights
Golden Star	Policy on Inclusion and Diversity
Golden Star	Anti-Corruption Policy
Golden Star	Whistleblower Policy
Golden Star	Grievance Standard

6 ACCOUNTABILITIES

Position	Accountability
Chief Executive Officer	Policy owner and approver.
EVP, Head of Sustainability	Review policy as per requirements and in line with Golden Star's sustainability commitments. Propose mechanisms and systems aligned to the Golden Star human rights policy.
EVP, Head of People	Ensure policy aligns with Golden Star human resources policy commitments.
Chief Operating Officer	Propose modifications to policy for consideration. Provide resources to ensure policy implementation.
Security Subject Matter Experts	Propose modifications to policy for consideration.
General Manager	Implement systems to avoid, where possible, negative impacts of security operations and protect, respect and remedy for any identified impacts.
Head of Security function	Establish and maintain mechanisms and systems in accordance with this Policy and associated standards.
All	Abide by and support the Policy intent.

7 DEFINITIONS

Terminology	Definition
Human right	Human rights are rights by virtue of existence as human beings - they are not granted by any state or person. These universal rights are inherent to all persons, regardless of nationality, gender, national or ethnic origin, color, religion, language, or any other status. They range from the most fundamental - the right to life - to those that make life worth living, such as the rights to food, education, work, health, and liberty.
Security	Refers to the state of being free from danger or threat and therefore in essence, freedom from, or resilience against, potential harm caused by others.
Values	Refers to the Golden Star values of honesty, fairness, caring, collaboration and respect.

8 SECURITY POLICY

Golden Star supports and respects the protection of international human rights within our sphere of influence. Effective security is critical to the protection of the safety and human rights of people, as well as protection of our assets, products and reputation. Golden Star will therefore:

- Implement a prevention focused approach to the protection of our people and assets that is grounded in adaptation to the prevailing context, risk assessment and surveillance;
- Uphold our Policy on Human Rights, ensuring people are treated with respect and dignity, by aligning our security programs with the Voluntary Principles on Security and Human Rights and the Rule of Law;
- Ensure that our leaders and security partners are committed to promoting security as everyone’s responsibility by creating a culture that upholds the protection of people and human rights as integral to our business objectives;
- Implement effective security policies and management systems for the protection of employees, company assets and shareholders investments from losses;
- Wherever appropriate and feasible, set operating standards that exceed the standards set by relevant laws and regulations and international protocols of which we are a signatory;
- Work with our security partners and personnel to maintain high standards of professional, ethical and systematic security practice;
- Carry out regular security risk assessments to identify and manage risks with a focus on prevention of security incidents;
- Conduct quality investigations to identify root causes and implement corrective actions;
- Regularly test security systems, procedures and emergency response to ensure effectiveness;
- Regularly review and audit security and grievance systems, procedures and performance, relative to our policies on Community Relations and Human Rights; and
- Publicly communicate our performance on security matters as an integral part of our United Nations Global Compact reporting and World Gold Council Conflict Free Gold Standard Reporting.

9 APPENDIX – POLICY DISPLAY VERSION



GOLDEN STAR RESOURCES LTD.

POLICY ON SECURITY

This **Golden Star Resources Policy on Security** (“Policy”) applies to Golden Star Resources Limited and its controlled subsidiaries (collectively “Golden Star”). This policy further applies to all Golden Star activities and representatives, including without limitation all employees, agents and other third parties acting on behalf of Golden Star, such as consultants, non-employee agents, contractors and any other persons associated with Golden Star, wherever located.

Golden Star supports and respects the protection of international human rights within our sphere of influence. Effective security is critical to the protection of the safety and human rights of people, as well as protection of our assets, products and reputation.

Golden Star will therefore:

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Andrew Wray
GSOPP Director

Revision No.	Effective Date	Next Revision Date
01	September 2021	September 2023

