



Policy on Community Relations and Human Rights

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. We support and respect the protection of international human rights within our sphere of influence. 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 management systems;
- Implement policies on ethical conduct and human rights including the Voluntary Principles on Security and Human Rights;
- 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;
- Share our success by partnering with third party stakeholders in appropriate and sustainable community development programs;
- 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 and human rights matters relative to our policies and standards; and
- Publicly report performance on community relations and human rights matters.

Sam Coetzer
President and CEO

Revision No.	Effective Date	Next Revision Date
1.0	01 April 2015	30 March 2018