

GOLDEN STAR

Human Rights

Golden Star supports the UN Global Compact and we continue to integrate its principles into our business activities.



In 2005 Golden Star, with the full support of our Board of Directors, wrote to the UN Secretary General and committed to adopting the UN Global Compact. Our 2017 Corporate Responsibility Report was our 12th report against the Compact.

As the world's largest, global corporate citizenship initiative, the Compact is, first and foremost, concerned with exhibiting and building the social legitimacy of business and markets. It is a framework for businesses to align their operations and strategies with universally accepted principles in the areas of human rights, labour, the environment and anti-corruption.

In 2018 we established the following goals in regards to the 10 principles of the UNGC:

Area	2018 United Nations Global Compact Goal
Human Rights	<p>Collect new data on youth and women. Use data to design programs to enhance retention of value from our operations by these groups.</p> <p>Pilot new initiatives to strengthen the incorporation of gender considerations into community development programs, projects and support.</p> <p>Formally include gender and diversity provisions in revisions to the Policy on Community Development and Human Rights.</p> <p>Develop implementation measures for further alignment with the Voluntary Principles.</p> <p>Zero genuine human rights complaints against the company.</p>
Labour	<p>Zero fatalities.</p> <p>Undertake culture surveys and leadership initiatives to strengthen and improve safety culture.</p> <p>Strengthen safety management systems, symbols and behaviours through implementation of a three-year Safety Plan.</p> <p>Enhance public reporting on local procurement participation, gender and diversity.</p>
Environment	<p>Zero reportable environmental incidents.</p> <p>100% regulatory compliance for water, air, and noise and vibration monitoring.</p>
Anti-corruption	<p>Complete review of our internal standard for 'Discretionary Payments'.</p> <p>Provide training to key personnel on anti-corruption provisions of the Policy on Community Development and Support. Provide additional training to key personnel on the internal standard for discretionary payments.</p> <p>Continue to support voluntary industry initiatives for anti-corruption</p>

Golden Star works to support and respect the protection of internationally proclaimed human rights and ensure that we are not complicit in human rights abuses. We maintain a Policy on Community Relations and Human Rights which is endorsed by our President and CEO.

As a signatory to the Global Compact, we support the Voluntary Principles on Security and Human Rights. All security and military personnel working at our operations are required to participate in inductions related to the Voluntary Principles, and sign a certificate confirming participation. The training includes a human rights "dos-and-don'ts" handbill, adopted by peer institutions. Since 2014 over 740 personnel have participated in the programme.