

GOLDEN STAR

Corporate Responsibility

Education

Golden Star provides school bus services for 7 communities, and since 2008 we have supported scholarships for over 759 children.

Since 2006 we have built 6 schools, dormitories, numerous school bus stops, provided school supplies, awarded scholarships to hundreds of children, and provided allowances to teachers.

Golden Star also supports the education of almost 3,000 registered dependents of our employees, through educational subsidies.



Youth

Golden Star works with our communities to provide practical experience for young people.

Since 2010, we have hosted more than 1,200 apprentice and graduate level students. We also sponsored 133 employees to upgrade qualifications to build their capacity.

For our communities we operate the Golden Star Skills Training and Employable Program to provide employable skills to youth, and diversify and expand employment opportunities. Since its inception in 2006 GSSTEP has provided skills and training to 568 youth in trades such as masonry, commercial cookery and mining trades.



Consultation

We conduct proactive consultation to collaborate, and maintain transparency via consultative committees, crop rate review committees and employee committees amongst others.

Our grievance procedures ensure complaints are promptly investigated and resolved. During 2015, we received 38 community complaints, of which most were resolved in the month raised.



Human Rights

Golden Star has since 2005 ascribed to the United Nations Global Compact and have submitted 10 annual reports on progress under the UNGC.

We align to the Voluntary Principles on Security and Human Rights and we train and require our security personnel and public security to commit to upholding the principles in their work whilst at our operations.



Economic Development



Golden Star contributes US\$2 per ounce of gold produced to community economic development with US\$1 per ounce of gold produced to the Golden Star Development Foundation to support local infrastructure and capacity projects selected by communities.

The Golden Star Oil Palm Plantation established in April 2006 as a non-profit subsidiary of Golden Star, receives the other US\$1 per ounce of gold produced. Through GSOPP, we advance our objectives of reducing poverty through employment generation, and promoting wealth creation through sustainable agri-business.

In 2014, the palms planted in 2006 had reached maturity and started fruit production over the majority of the 973 ha of plantation. As at Dec 2015 the multi-award winning social enterprise initiative involved 630 small-holder farmers and contract workers.

Environment

Golden Star's operations have Environmental Management Systems aligned to ISO 14001.

In the recent EPA annual audits, our operations were confirmed as fully compliant.

We have adopted the International Cyanide Management Code and guidelines of the International Committee on Large Dams (ICOLD), and Canadian Dam Association (CDA) for our tailings storage facilities.

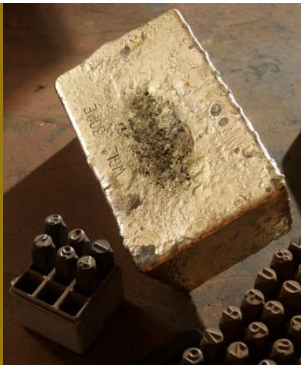


Anti-Corruption

We work against corruption in all its forms, including extortion and bribery by supporting the Extractive Industry Transparency Initiative (EITI).

In support of the Ghana Government, Golden Star publically reports all payments made to Government in accordance with the EITI.

Since the start of our operations we have contributed over US\$287 million to the people of Ghana through Government payments.



Safety, Health and Wellbeing

Our lost time injury frequency rate compares favourably with our industry and peers, and we remain committed to ensuring everyone goes home safely every day.

Golden Star provides clinic access and National Health Insurance coverage for all our Ghana employees and family members. We undertake a malaria prevention program and have drastically reduced malaria incidence in our workforce.

The Golden Star Ladies Club and Golden Star has provided the opportunity for over 10,000 women and girls to undertake clinical breast cancer screening over the last 3 years, potentially saving more than 269 lives.



For more information please visit www.gsr.com/responsibility or visit our blog at <http://goldenstarinthecommunity.blogspot.ca>