

# GOLDEN STAR

## Corporate Responsibility

### Education

Golden Star provides school bus services for 7 communities and since 2008 we have supported scholarships for over 892 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.

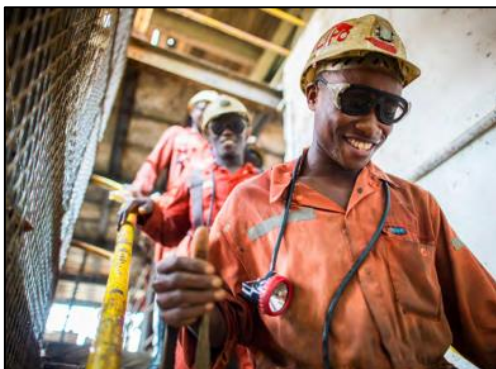
Since 2010, we have hosted more than 1,200 apprentice and graduate-level students. We also sponsored 133 employees to gain qualifications to upgrade their skills.

For our communities we operate the Golden Star Skills Training and Employability Program to provide employable skills to youth and to diversify and expand employment opportunities. Since its inception in 2006 GSSTEP has provided skills and training to 568 young people 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 2016, we received 42 community complaints, with a high rate of resolution within the year.



### Human Rights

Since 2005 Golden Star has ascribed to the United Nations Global Compact and has 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 teams 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 was established in April 2006 as a non-profit subsidiary of Golden Star and it 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 1133 ha of plantation. As at December 2016 the multi-award winning social enterprise initiative involved more than 700 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\$324 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.

Golden Star and the Golden Star Ladies Club have provided the opportunity for over 10,400 women and girls to undertake clinical breast cancer screening over the last 3 years, potentially saving more than 270 lives.



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