



**AEL Mining Services
(formerly African Explosives (Ghana) Limited)**

Communication on Progress

Year: 2011

STATEMENT

We believe that our business policies incorporate the ten principles of the United Nations Global Compact. We are committed to achieving the highest standards of performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Here we have summarised the progress we have made against these principles and we will continue to follow them up in future.

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Glyn Rees, Managing Director

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	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
<input checked="" type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights;	<p>AEL ensures that its employees are remunerated properly. Salaries are reviewed annually and in addition, AEL participates in salary surveys carried out by reputable Human Resource and Auditing Companies to ensure that its salaries are market related.</p> <p>Safety of operations is a key element of AEL,s operations which are carried out under the company's own World Class System. Employees are given safety training. The company's performance is monitored and reported on. The company is audited annually by the parent company.</p> <p>An annual medical surveillance programme is in place.</p> <p>A Medical Aid Scheme and Group Life Insurance for all employees were introducing in 2009 and still running. The Group Life Insurance provides 24 hour cover for employees.</p>
<input checked="" type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	<p>The company has contracts with all its main contractors and endeavours to ensure that similar conditions as are applied by AEL are adopted by its main suppliers and contractors.</p> <p>The company's transport contractors are audited annually. The areas covered included SHE, training, maintenance and management systems.</p>
<input checked="" type="checkbox"/>	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>Employees have right to associate freely. Trade unions are very active within our company with Collective Bargaining Agreements in place. The conditions of agreement are reviewed every two years and the remuneration aspects annually. Facilities are provided for union officials to carry out their duties.</p>
<input checked="" type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	<p>AEL remunerates its staff for all work carried out. Overtime and leave conditions are defined in the Collective Bargaining Agreement and company policies. Shift workers are paid a shift allowance.</p>
<input checked="" type="checkbox"/>	5: the effective abolition of child labour;	<p>AEL has recruitment procedures in place. On engagement, employees are required to provide the company with documentation including identification documents/birth certificates and educational qualifications.</p>

☒	<p>6: and the elimination of discrimination in respect of employment and occupation.</p>	<p>AEL does not support discrimination of any kind. While men form majority of the workforce, a number of women are employed in the company as Finance and Administration staff, Plant Operations Foremen, Plant Operators and Team Leaders.</p> <p>Policies are in place in respect of maternity leave.</p> <p>Grievance procedures are also in place which allow for work place issues to be raised with management so that they can be dealt with.</p>
☒	<p>7: Businesses should support a precautionary approach to environmental challenges;</p>	<p>AEL has adopted the ISO 14001 Environmental Management System.</p> <p>All activities are monitored and reported. AEL works with the local Environmental Protection Agency who undertakes regular inspections of company's operations. An annual report is submitted to the EPA.</p> <p>Both internal and external audits are conducted on a regular basis.</p>
☒	<p>8: undertake initiatives to promote greater environmental responsibility;</p>	<p>Employees are trained in environmental awareness on induction into the company.</p> <p>All activities within the company have been assessed and the environmental impacts identified. Improvement plans are in place at each site where the company operates to address the significant impacts.</p>
☒	<p>9: and encourage the development and diffusion of environmentally friendly technologies.</p>	<p>All projects are assessed at the designed stage through a formal process to ensure that environmentally sound principles and processes are adopted.</p> <p>The company is supported by its parent company with the latest developments in technological improvements.</p>
☒	<p>10: Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p>AEL has adopted a stringent Code of Ethics which is communicated to all employees on engagement and is periodically reviewed. Employees sign off that they have read, understood and will abide by the code. Procedures are in place for the purchasing of goods and materials.</p> <p>All of the company's executive and senior managers undertook risk management training in 2011. The company was audited by its parent company's internal audit group during 2011. External audits are conducted annually by KPMG.</p>

ACTUAL CASE STUDY – FORENSIC AUDIT

AEL Mining Services is in the process of completing a forensic audit by Deloitte's at one of its manufacturing operations in Ghana following the uncovering of potential contract fraud by one of the firms Senior Managers and suppliers to the site.

Although the final report is awaited all business contact with the suppliers implicated has been suspended. The senior manager concerned has also been suspended, on full pay, pending the outcome of the auditor's report and the recommendations arising out of said report.

G.M. Rees
Managing Director