



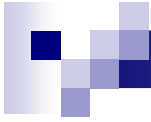
GHANA MANGANESE COMPANY LIMITED CORPORATE SOCIAL RESPONSIBILITY

POLICY STATEMENT

Ghana Manganese Company Limited is committed to its corporate social responsibility policy to identify the requirements of all stakeholders with particular emphasis on communities within the company's catchments area and other external organizations and individuals, by maintaining and building strong relationships based on mutual respect and recognition of each others rights, together with an active partnership and long term commitment to the betterment of the company's operations. In the light of this GMC is committed to;



- Engage in accurate, transparent and timely constructive dialogue with all the employees, community leaders and other stakeholders to share information and listen to their concerns and expectations relating to new projects, ongoing operations and future closure,
- Ensure that the company's staff and management is committed to creating a culture that makes community relations an integral part of the short and long term operations and performance of the managerial systems,
- Undertake and review sustainable alternative livelihood projects, providing infrastructure based projects and granting educational bursaries to provide sustainable social and economic benefits from the mining operations,



- Promote accountability through formal meetings (i.e. Annual General Meetings – AGMs) and documentation to review strategies and progress in achieving the defined outcomes,
- Establish regulated dialogue with all relevant communities through a Council with representation from the communities, chiefs, opinion leaders and local authorities,
- Comply with this vigorous policy statement to conduct operations in an environmentally sustainable manner and ensure that they are demand-driven; profit oriented and have a clear alignment towards poverty alleviation as well as enhancement of the well-being of the people within the communities,

JURGEN EIJGENDAAL
Managing Director



Statement of continued support for the Global Compact

The Corporate Social Responsibility programs (CSR) carried out by Ghana Manganese Company Ltd. form part of the support given to the initiative taken by the Global Compact.

GMC Management, June 2009



Implementation of Corporate Social Responsibility Policy

The mining company properly implements its corporate social responsibility policy in three areas:

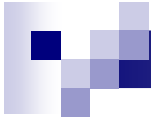
- (1) Expenditure commitments,
- (2) Provision of community infrastructure,
- (3) Supporting basic services like health, sanitation, education and others



Social Responsibility

The Company's CSR is spread over four interventions

- Infra-structure based Project
- Bursary facilities
- Capacity building Programmes & Sustainable Alternative Livelihood programmes
- Community Medical Screening



Corporate Social Responsibility

Ghana Manganese Company Limited is committed to establishing a CSR Policy which is guided by the following principles:

- Shared responsibility
- Openness
- Relationships
- Conflict Resolution



Infrastructure Projects





Bursaries Facility

- Ghana Manganese Company Limited instituted the above scheme since 2002 to assist the youth in the communities to access formal education tenable in second and tertiary institutions in Ghana.
- Total bursaries awarded from 2002 to 2007 amount to **GH¢123,400.00** and so far **2180** beneficiaries have benefited from the scheme.
- In 2008, an amount of **GH¢40,780.00** was approved to be shared among 568 people from the sixteen communities.



Sustainable Alternative Livelihood

- **GMC in collaboration with CBUD trained and certificated 85 women selected from the sixteen communities in July 2007 in:**
 - Batik fabric production
 - Soap making from oil palm.
- **In October 2008, 110 selected community member were taken through 10 uninterrupted in:**
 - Screen printing of textiles/Fabric
 - Hair Shampoo and liquid Soap production
 - Hair Pomade
 - Hair Conditioner product development
- **In earlier interventions, CBUD exposed community member to grass cutter rearing, snail farming, ginger farming and beekeeping honey product development.**
- **Our objective is to enhance capacity of target groups of women in areas of interest for them to acquire skills.**

The ensuing slides shows activities.

Grass Cutter Rearing

G.M.C.



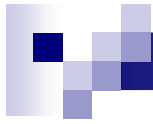
Agro Processing Industry





Community Worker





Community workers

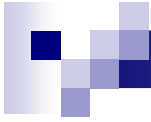




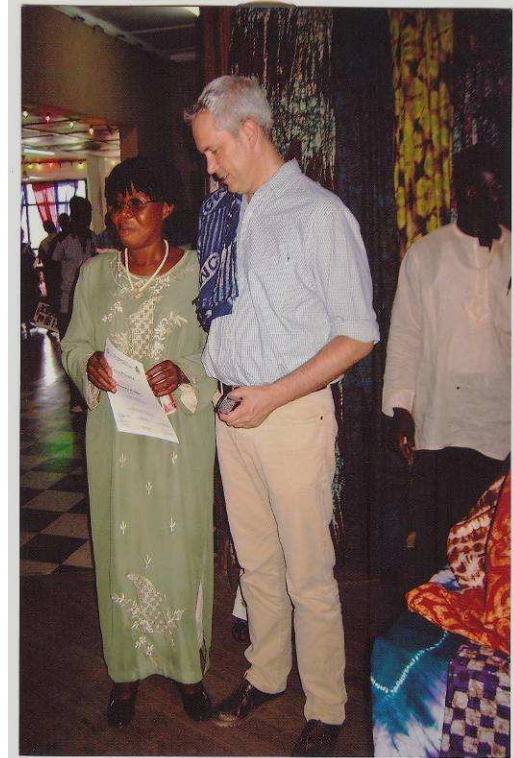
2008/2009 capacity building program

- As part of our capacity building programme, 110 selected community member were taken through 10 uninterrupted days in the interventions listed below - facilitated by CBUD.
 - Screen printing of textiles/Fabric
 - Hair Shampoo and liquid Soap production
 - Hair Pomade
 - Hair Conditioner product development

The ensuing slides show participants during the training sections and graduation and respectively.



The Managing Director of GMC Ltd presenting best Community trainee awards



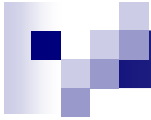
The Managing Director of GMC overwhelmed with the quality of products displayed by the participants





Exhibition





Exhibition of Products – October 25, 2008



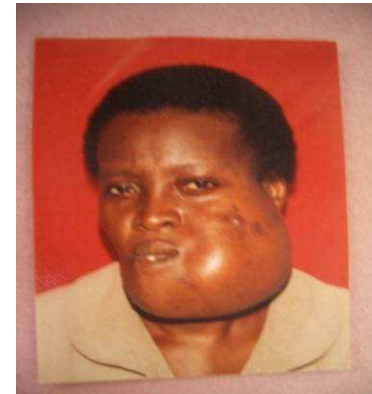
Community medical screening

- The Centre for Biodiversity Utilisation and Development (CBUD) in collaboration with a team of medical experts from Komfo Anokye Teaching Hospital and Tarkwa Government Hospital agreed in principle with GMC Ltd to organize free medical screening for the six teen communities under Esuoso Divisional Council and workers.
- The team screened 500 people on each of the following diseases:
 - Malaria
 - Breast Cancer
 - HIV/AIDS
 - Low Blood Pressure
 - High Blood Pressure



Medical Assistance for Cecilia Abel

GMC provided medical assistance to Madam Cecelia Abel (40 years of age), who lives at Akyempim, a suburb Tarkwa within the mining enclave. She developed a large tumor involving the left and middle portion of the mandible and required specialized radiological and histopathological investigation before surgery and reconstruction of the Jaw, which was undertaken at GMC's cost at the *Komfo Anokye Teaching Hospital*.



Donation of wheel chairs



Community Donations

A donation of 300 set of furniture and 22 set of jerseys were respectively made on behalf of an uncle of Mr. Jurgen Eijgendaal (M.D - G.M.C), who is an educationist living in the Netherlands.

Distributions as follow:

- Esuaso Stool Council -20 T&C
- Tarkwa Banso School -20 T&C
- Agona Wassa -20 T&C
- Akyempim -20 T&C
- Dadwen School -30 T&C
- Methodist School -20 T&C
- Muslim Community -25 T&C
- Nsuta DC -10 T&C
- Tarkwa Banso Football Club- Jerseys



Community Donations



Dadwen Junior High School. Mobile Writing Board.

Dadwen Primary and Junior High School. 29 Tables and 30 Chairs



Community Appreciation



The Rewards

- **2003:** awarded for being best environmentally committed company in 2002,



- **2004:** awarded for being the most environmentally committed mine.