

8.4 COMMUNITY ASSISTANCE PROGRAMME

As part of the vision of the community assistance program enshrined in the Corporate Social Responsibility Policy of the company, GMC pursues a vigorous policy of providing infrastructure based projects like school buildings, aqua-privy toilet facilities, provision of mechanized boreholes, and canteen for schools and many more. In 2013 US\$ 632,363 was used for the community assistance program.

Over the past decade, GMC's interventions focused on 3 main areas are as follows:

- Sustainable Alternative Livelihood Program;
- Community Infrastructural Program;
- School Bursaries;

However in 2013, additional inventions added included the following:

- Medical intervention;
- Sponsorships;
- Sports.

8.5 Sustainable Alternative Livelihood Programme (SALP)

GMC's SALP includes capacity building in palm oil extraction, batik tire and dye production, capacity building training in skin and hair care products, grass cutter and snail rearing, capacity building training in farming of various crops. However, in 2013, Company engaged in vigorous attempts to rejuvenate the programme such as Apprenticeship Training programme and the World Coaches Training programme.

- Apprenticeship Training Programme put community members into various forms of the trades, for various terms which were fully paid by the company.
- World Coaches Training Programme with KNVB build the capacity of young people for coaching while at the same time introducing the young people to good hygiene and sanitation practices. Two (2) separate trainings were organized. Plates 64 and 65 showing World Coaches trainees organized clean up exercise at Akyempim.



Plates 64 and 65: show World Coaches trainees organize clean up exercise at Akyempim

8.5 Medical intervention

Breast Cancer Awareness and Screening Exercise were undertaken by Manganese Ladies Association in Bonsawire Community. Two hundred and Fifty women (250) were screened with seven (7) cases recorded and referred to the Nsuta hospital for further examination. The exercise also included the checking of blood pressure of the community members. The total cost of this intervention was Eight Thousand Ghana Cedis (GHC 8,000.00). See plates 66 and 67 for Breast Cancer Awareness and Screening Exercise at Bonsawire Community.



Plates 66 and 67: Show Breast Cancer Awareness and Screening Exercise at Bonsawire Community

8.6 Community Infrastructural Project (CIP)

CIPs are the physical infrastructural that are normally constructed by the company or in partnership with community or other stakeholder(s), under the CSR programme. In 2013, new projects were undertaken including the following:

REF	PROJECT	COMMUNITY	COST (GH¢)
1	Rehabilitation of Borehole	Akyem	3,000.00
2	Rehabilitation of Borehole	Bonsawire	3,000.00
3	Graveling of Community center surroundings	Anomakokrom	9,500.00
4	Rehabilitation of 3.4 km road from	Golden Age Sch, - Tarkwa Banso	40,000.00
5	School library building	Nsuta	123,632.40
6	Clinic	Esuaso	278,000.00
7	Reservoir Stand	Akyem	50,000.00
8	Six Boreholes	Takoradi	44,500.00
9	Aqua Privy at	Tarkwa Banso	65,000.00
10	Borehole	Tarkwa Banso	9,000.00
TOTAL			625,632.40

Table 16: Shows projects undertaken in 2013



Plate 68: Shows renovated Borehole at Akyem



Plate 69: Shows Borehole at Tarkwa Banso



Plate 70: Shows Nsuta Community Library under construction



Plate 71: Shows Aqua Privy at Tarkwa under construction

8.7 Stakeholder Management

The GMC stakeholder management model is unique. Communities are united under one umbrella body, the Esuaso Stool Divisional Council headed by Nana Kwesi Atobra II, chief of Esuaso and president of the Council. The manner in which community engagement takes place is represented in the framework – flow process below.

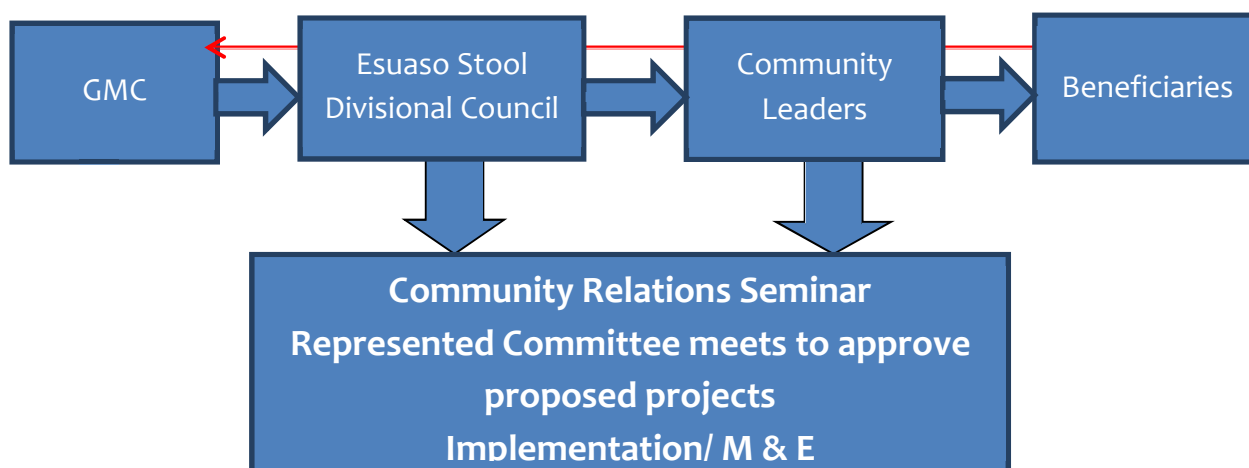


Figure 25: Stakeholder relationship management framework of GMC

8.8 Stakeholder Meetings 2013

The following are the stakeholder engagement meetings held in 2013

- **Community Employment Related Meetings**
Stakeholders' meeting was organized on 19th November, 2013 to educate Community Leaders on the purpose of the company's community employment database and why the community application forms were sent to the community. A total of 29 representatives from all 17 communities attended the meeting.
- **Crop Compensation Committee Meetings**
Each year GMC engages its farmers and Community Leaders to decide rate for crop compensation. In the year 2013, the company began the negotiation on 6th February, 2013. In attendance were representatives from GMC, Lands Commission, Land Valuation, Ministry of Food and Agriculture, Esuaso Stool Divisional Council, Chiefs and Regents from the Seventeen Communities and farmers within these communities. The average number of participants (reps from all 17 communities) that attended those meetings was 32. The meeting continued on 13th February, 2013, 9th April, 2013, 2nd July, 2013, 9th July, 2013, with 29, 20, 25 and 22 in attendance respectively. The negotiation meetings finally ended on 12th July, 2013. Rates were agreed for crop compensation and related activities.

8.9 Complaint Management Meetings

On the 29th January, 2013, the company engaged seven (7) farmers whose farms were affected at Nsuta during the construction of the company's office, to deliberate and analyze the complaint, to find amicable solution to it.

- On the 9th, 18th, and 27th September, 2013, three affected farmers at Akyem were invited by the company to address a complaint involving the de-watering exercise from Pit B.
- **Community Library**
A meeting was held on April 16, 2013 to discuss the proposal to construct a community library at Nsuta – with community representatives of Anomakokrom, Nsuta Zongo and Nsuta. There were 6 people in attendance. Project construction began same year and is almost completed.
- **Land Encroachment**
Series of meetings were held with the Chiefs and elders of the Akyem and Akyempim communities and the Secretariat of the Esuaso Divisional Stool Council, to resolve the concessionary boundary issues.



Plates 72 and 73: Show sample of stakeholder engagement meetings held during 2013

9.0 Donations made in 2013

GMC made donations to various institutions to assist them to carry out activities including renovations, trainings and projects.

S/N	Community	No. Of Beneficiaries	Total Amount (GH¢)
1	Donation to the Disabled Association of Ghana	Tarkwa	7,650.00
2	Donation to the Ministry of Agriculture	Tarkwa	2,880.00
3	Donation to the Roman Catholic JSS	Nsuta	2,880.00
4	Donation to the Midwifery Training School	Tarkwa	5,510.80
5	Donation to Fiaseman Senior High School.	Tarkwa	15,000.00

Table 17: shows donations made in 2013



Plate 74: Shows Cash donation to Tarkwa Midwifery Training School SRC



Plate 75: Cash donation to the Association of the Disabled, Tarkwa



Plates 76 and 77: Shows GMC assisted incinerator under construction at the Fiaseman Senior High School, Tarkwa.

11.6 Bursaries (Schools)

In 2013 academic year, 471 students were placed on the GMC bursary register. A total amount of GH¢80,450.00 was disbursed to the various institutions on behalf of the respective students.

S/N	Community	No. Of Beneficiaries	Total Amount (Gh¢)
1	Esuaso	117	43,300.00
2	Tamso	36	4,600.00
3	Charlekrom	26	3,300.00
4	Senyakrom	26	2,600.00

5	Bankyim	36	4,300.00
6	Anomakokrom	30	3,900.00
7	Tarkwa Bansa	16	1,900.00
8	Nsuta - Wassa	41	6,150.00
9	Jerusalem	17	2,500.00
10	Ahwetieso	19	2,000.00
11	Agona Wassa	14	1,400.00
12	Essikuma/ Bonsawire	17	1,900.00
13	Akyem	4	600.00
Cost of Mail, Fuel and Transportation			2,000.00
GRAND TOTAL			80,450.00

Table 18: Shows Community bursaries for 2013

9.1 Sports

GMC granted a sponsorship package of \$80,000.00 to the **MEDEAMA SC**, a premier division team based in Tarkwa, in 2013. It was intended to spur them on to achieve more laurels – a response to the call by the management of the club. Similarly, Footballs and Jerseys were donated to Aboso Roman Catholic School. Plates 78 and 79: Show Donation to MEDEAMA SPORTING CLUB of Tarkwa.



Plates 78 and 79: Show Donation to MEDEAMA SPORTING CLUB of Tarkwa

9.2 Compensation Management

Land access for mining activities bring with it compensation related activities. GMC has managed its compensation activities as required by law. Typically, the government agencies

responsible, the affected individual and or community and or their representatives, the Esuaso Stool Divisional Council and Company work in unison, as a committee, to resolve all such issues.

In 2013, over 5 such meetings were held between March and July with stakeholders of all Seventeen catchment communities together with their leadership in determining crop compensation rates, as required by the Minerals and Mining (Compensation and Resettlement) Regulations, 2012 (L.I. 2175)). On those occasions, attendance was over 30 inclusive of Chiefs, farmers, and farmers' representatives, representatives of the Esuaso Stool Divisional Council, Lands Commission, Lands Valuation Division, Ministry of Agriculture etc.



Plate 80 and 81: Show crop compensation meetings held in 2013

9.3 Complaint Management

GMC has set up a standard complaint management system (procedure) for complaints that are lodged at the Public and Community Relations Office. Complaints are to be formally registered at the office in order to receive appropriate attention. Normally the following procedure is followed to resolve complaints. See table 19: shows Complaints received in 2013.

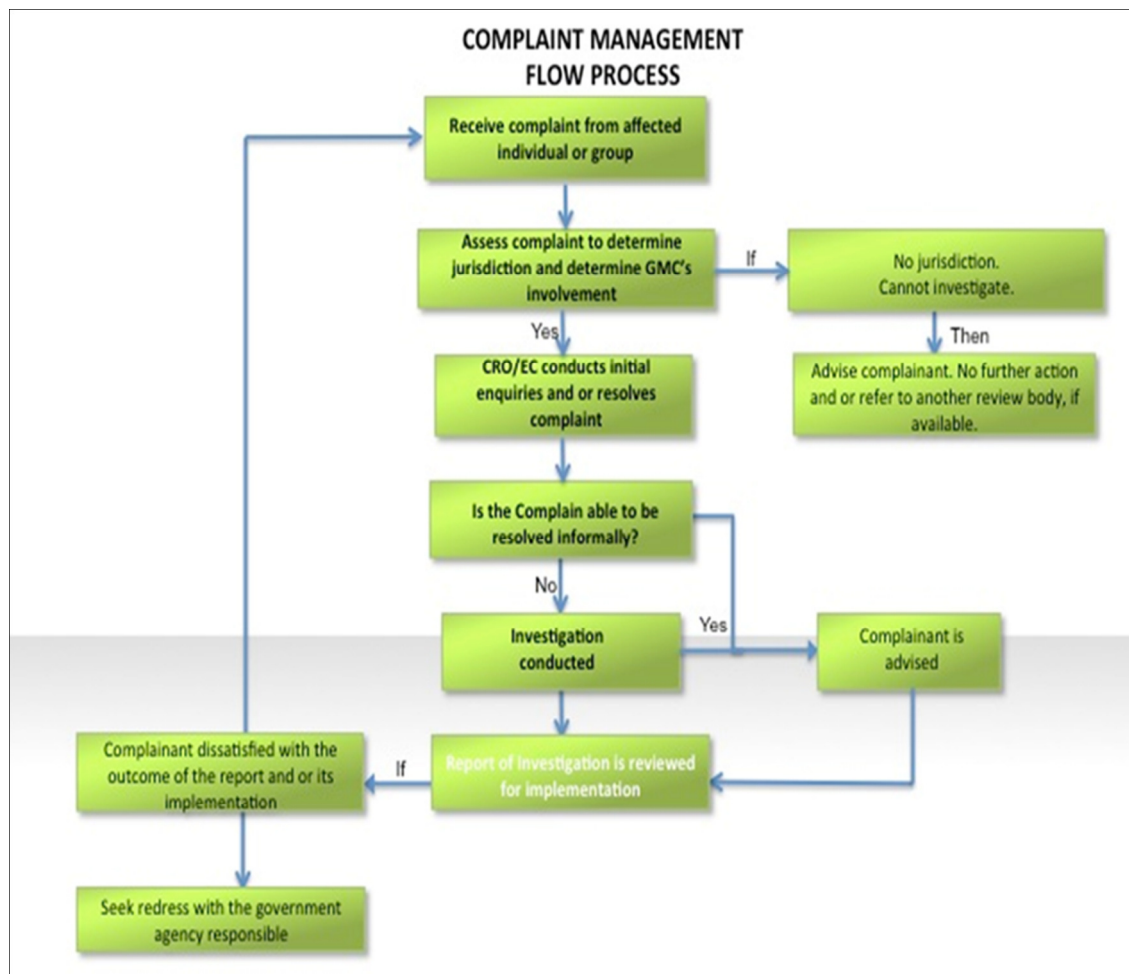


Fig. 26: shows GMC standard complaint management system

9.4 INFRASTRUCTURE IMPROVEMENTS, 2013

9.5 Takoradi Port

There were no Rehabilitation works undertaken on the ship loader Except for some minor routine maintenance jobs during the year under review.

Renovation works at residential facilities were undertaken. During the year under review, there were constructions of 3 Bore Holes (2 At Beach Rd Bungs and 1 At Jsqr). Renovation works also took place at the Beach Rd. Bung. No 2 and some facilities at the Junior Staff Qtrs. Plates 35 and 36: Show renovation works at residential facilities during the year under review.



Plates 35 and 36: Show renovation works at residential facilities during the year under review

9.6 Nsuta Infrastructure

During the year under review, several infrastructural projects were undertaken. Bungalow Nos. 26 and No 27 were renovated. Internal works like tiling of bath and toilet rooms, replacing of bath and toilet facilities. New kitchen cabinet and hanging units were also fixed. New furniture was ordered in the bungalow and internal was also painted. All flush doors were also replaced with panel doors.

External works, all windows were removed and replaced with Aluminium sliding windows and burglar proofs were also fixed, in which initially there was no burglar proofs. Exterior painting was also done to make the outside look attractive. Water tank structure and new water tank was install at the bungalow.

All these works were done by the maintenance section of the civil department except the fixing of the sliding windows and the burglar proof which was contracted. This is for bungalow No 37. Bungalow No 23, Internal works, Tiles were removed and retile. New furniture was sent into the bungalow. Kitchen cabinet was repaired and fixed back. Bath and toilet tiles were not replaced but rather it was cleaned for reuse. Internal painting was done. Plates 37 and 38: Show Refurbished Bungalow No 9a, 19, and 34b Bottom.



Plates 37 and 38: Show Refurbished Bungalow No 9a, 19, and 34b Bottom

Exterior was also painted nicely. A toilet and a bath were created in the outer building, walls and floor was tiled. These works was done by the maintenance section of the civil department. Bungalow No 9A, 19, AND 34B were refurbished by removing the P V C floor tiles and replaced it with porcelain floor tiles repair doors replaces locks louver frames and blades. Internal painting was done, rotting kitchen cabinet was removed and replaced with one and tiles at the bath and the toilet were cleaned. Boys Quarters, internal works like painting and fixing of louver frame and blade were fixed. These works was done by the maintenance section of the civil department.

9.6 Function Hall

The function hall is a multi-purpose structure built for organizing events such as training, meetings and for any worker and association who want to use the place for their personal events. The project was started in October 2010 but was put on hold due to modifications that were made to the structure. The function hall is made up of a big auditorium with a sitting capacity of 200, a kitchen, bar, store room and toilet and bathroom facilities. The surrounding is made of a well-planned lawn, trees and car park for guest who might attend event there. Plates 39 and 40 show a multi-purpose facility built for organizing event.



Plates 39 and 40: Show a multi-purpose facility built for organizing event

9.7 Junior Staff Residences

Junior Staff Quarters [Block F] which comprises of sixteen blocks consisting of four single rooms on each block making a total of sixty four single rooms is being renovated. Management has agreed to allocate two rooms to each worker on the mine. During this renovation, the management ordered the contractor to build a kitchen bath and toilet for each of the occupants.

Each kitchen has been provided with sink, water and tiles, toilet has been tiled W/C, bath rooms has its own shower and all rooms have been tiled. Internal and external has been painted. Water provision to the houses has become a problem, so the use the poly tanks at G Block to feed that

of block F became necessary but the flow and the pressure is very low get into that of block F. Two Biogas toilet digesters have been built for their toilet purposes.

Contractor Track Vision Construction renovated Blackman Bungalows No 4, 5, 7 and 18. These bungalows have been renovated both exterior and interior. Bathrooms have been provided with showers and each toilet has its own W/C with Biofil digester to each of the toilet. The renovation has provided some privacy to the workers. See plates 41 and 42 show houses completed Junior Staff housing units.



Plate 41: Renovated Junior Staff houses



Plate 42: Completed Junior Staff housing units

9.8 Other Civil Projects Undertaken in 2013

Washing bay: This is an existing structure which was modified to suit the current conditions on the mine. The capacity of the silt trap was upgraded from 30m³ to 40m³ this was done so that de-silting could be done by the Komatsu WA500. The light vehicle washing bay was also built beside the slit trap in order to centralize all washing of vehicle activities on the mine.

Silt trap: the structure was built at the end of the main drain where water from various activities and areas leaves the mine.

Speed Ramp: The ramps were built to check speed on the roads and reduce accidents which will go a long way to increase safety on the roads for both pedestrians and vehicles.

Road surfacing: the existing roads were resurfaced with bitumen seal to increase the lifespan of the roads on the mine.

9.9 CONCLUSION

GMC will continue to pursue policies, strategies and targets which will enhance environmental management in accordance with the Environmental Assessment Regulations 1999 (LI 1652).

The establishment, equipping and expansion of the environmental department is a sure indication that the company is obliged and motivated to ensure that all activities of the mine conform to the commitments made in the EMP throughout the life of mine (LOM). This commitment forms an integral part of GMC's Environmental Management System (EMS) and is subject to annual budget and management accounting systems of the operations.

The company will continue to allocate adequate resources available every year to ensure implementation of reclamation of decommissioned waste dumps and mined-out areas and at the same time ensure the smooth running of its mining operation.

The Community Assistance policy will be reviewed annually to assess the impact on recipient communities and with the view to improving their standard of living. In addition, management of GMC will ensure that its operations do not endanger the environment but rather maintain its obligations in respect of sustaining the environment.