

**United Nations Global Compact
“Communication in Progress” (COP)
Report on Ghana Manganese Company
Limited**

Part I



March 8, 2017

EXECUTIVE SUMMARY

The Ghana Manganese Company Ltd. (GMC) voluntarily signed on to United Nations Global Compact (UNGC) initiative as an opportunity to showcase its operations to all stakeholders globally and to underwrite the objectives of the UNGC.

The mine has witnessed many changes bordering on mine pit expansion, infrastructure development, Gold and other minerals exploration and community development just to mention few.

The mining method employed is exclusively open-cast, comprising drilling, blasting, loading and hauling. Thereafter the ore is processed (crushed and screened with no chemical additive or water treatment) and stockpiled for transportation by rail and road to our Takoradi Port department for final shipment to worldwide destinations.

The management of GMC, conscious that mining and its associated activities affect the environment in which it operates, therefore ensures that within its economic limits and the need to be internationally competitive, the Company's activities are carried out with due cognizance to the environment.

The management of GMC remains committed to its vision of becoming a model mine for Regulatory Requirements by ensuring that the company's activities are carried out with due cognizance of the environment, the health and safety of workers and members of adjoining communities.

This report will focus on the following in the year under review:

- HSEC policy objectives, strategies and targets;
- Operational activities and production data;
- Environmental activities undertaken in the year under review;
- Challenges encountered, achievements and failures;

1. HSEC POLICY OBJECTIVES, STRATEGIES AND TARGETS

1.1 HSEC Policy Statements

The protection of the health and safety of workers and population, as well as safeguarding the environment and property are an integral part of GMC's Health, Safety, Environment and Community (HSEC) culture.

Furthermore, these policy statements contribute to all aspects of the business performance as part of an obvious commitment to continuous improvement.

1.2 HSEC Policy Objectives

Area/Aspect	Objective
HSE Management	The company aims to promote a clean, safe and healthy environment for workers, visitors and third party contractors. This will be achieved by: <ul style="list-style-type: none">• Promoting sound HSE management policies and practices• As a minimum, complying with the requirements of relevant legislation• Reducing and where practicable preventing pollution• Reducing and where practicable preventing incidents• Adopting strategies and targets for improving HSE performance• Ensuring sound understanding of current HSE performance
The natural environment	<ul style="list-style-type: none">• Manage the natural and physical resources in an environmentally responsible and sustainable manner.• Actively seek to investigate opportunities to enhance the biodiversity of areas on the mine.
Developed environment	<ul style="list-style-type: none">• Commit to reducing fuel consumption of its vehicle fleet where cost effective• Promote and support the use of environmentally responsible transportation modes such as carpooling and the use of buses
Use and re-use of natural resources	<ul style="list-style-type: none">• Actively manage the use of energy and utilities• Reduce waste by avoidance, reduction, re-use or efficiently using finite resources where alternatives are not available• Commit to the procurement and use of sustainable, safe and

	<p>environmentally friendly resources within the company's financial constraints and where opportunities are available.</p> <ul style="list-style-type: none"> • Manage the disposal of consumable resources and other waste streams with environmental sensitivity
Training	<ul style="list-style-type: none"> • GMC recognises that sustainability, environmental protection and a commitment to health and safety are themes arising in the industry and are increasingly important to the future of the company. The intent is for management and workers to develop an understanding for these issues
Emergency response	<ul style="list-style-type: none"> • GMC's environmental response planning will address all potential risks on the mine • Emergency response shall consider the effects of proposed responses and minimise those effects if possible.
Community/stakeholder consultation	<ul style="list-style-type: none"> • GMC will communicate and consult as appropriate with all relevant stakeholders especially host communities, on HSE issues • The company will promote itself as an health, safety and environmentally responsible company
Procurement	<ul style="list-style-type: none"> • To work with suppliers to promote sustainable resource management practices • To promote life cycle considerations in the procurement of goods and services.

2.1 HSEC Strategies

Strategies that GMC have adopted to meet the above objectives include the following:

2.1.1 Merger of OHS and Environmental Sections into a department (HSE)

As part of measures implemented in the year to enable the company achieve its objective of becoming a model mine for regulatory requirements by 2020, the Occupational Health & Safety (OHS) and Environmental sections which use to work in isolation with two sectional heads were merged, to form the Health, Safety and Environmental (HSE) department.

The department comprises of the following sections:

- Occupational Health and Safety (OHS)
- Integrated Management Systems (IMS)
- Environment (Env)

By this new arrangement the OHS and Env sections will continue to facilitate the regulatory requires for Safety and Environment respectively. The IMS section will however be responsible for the integration of the two sections to prepare the mine for vision 2020 and a possible Certification in the nearest possible future.

2.1.2 Appointment of statutory personnel

It is the intention of GMC to appoint statutory personnel to occupy key positions on the mine. In the year under review, the company appointed Messrs Steve Ofori-Asamoah and John CK Otoo as Engineering and Health, Safety and Environment (HSE) Managers respectively.

2.1.3 Implementation of an Integrated Management System (IMS)

The purpose of this integrated management system is to help provide a clear representation of all the features of the respective management system pieces, to show how they impact and complement one another, and to demonstrate how their relationship assists in managing the respective systemic risk of GMC.

The IMS system being implemented is based on the Plan-Do-Check-Act (PDCA) cycle, which is ongoing, with each cycle improving and getting closer to the ultimate goal(s) of the organisation. The key components of the HSE integrated management system is depicted in Figure 2.4.

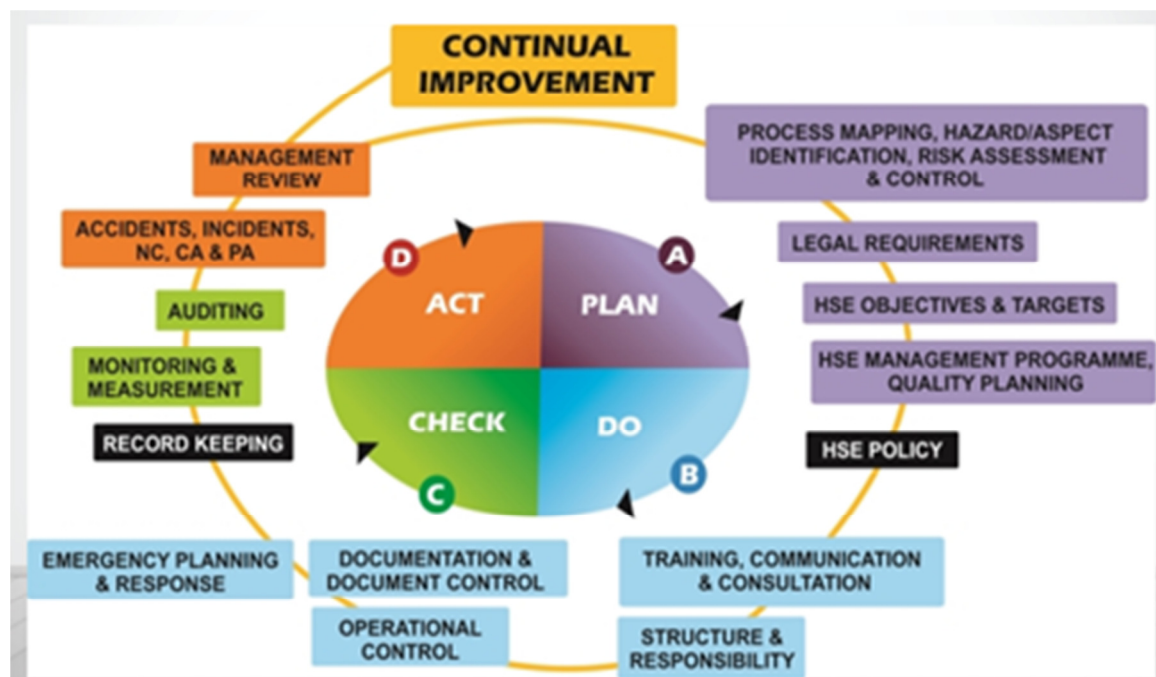


Fig 2.4: Key components of GMC's HSE Integrated Management System

The principal objective for implementing this system is to ensure synergy and to provide for less duplication and more rationalization of common approaches, ideas and tools. The integrated management system ensures effective control in order to meet the requirements of stakeholders, including regulatory bodies.

2.1.4 Environmental monitoring programs

Monitoring programmes were designed to evaluate the potential impacts of GMC's operations on the surrounding environment in order to validate the predictions made in the Environmental Impact Assessment (EIA) and the Environmental Management Plan (EMP). Critical among the monitoring programmes was the environmental quality monitoring.

2.1.5 Engagement with key stakeholders

The strategy implemented to allow for engaging with accurate, transparent and timely constructive dialogue was to schedule meetings with community leaders, traditional authorities as well as district level

institutions. The essence of these meetings was to discuss issues such as GMC planned activities, and address concerns of the community and company. Such meetings were also used to invite inputs from community leaders into GMC planned programmes.

2.1.6 Planning for corporate social responsibility (CSR)

GMC's strategy with regards to CSR was to identify pertinent needs of all stakeholders; with particular emphasis on communities within the company's catchment area. The strategy was put in place to provide and commit the necessary funds and support to improve the livelihood of the people as part of its commitment to its CSR policy to provide sustainable social and economic benefits from the mining operations.

2.1.7 Introduction of a wellbeing programme

As part of the company's policy to safeguard the health of its employees, a wellbeing programme was introduced in April. The first phase of the programme was to screen workers to collect baseline data on their blood pressure, blood sugar level and body mass index (BMI), and this has been successfully completed. A MBI monitoring machine has also been acquired to routinely check the statistics of the employee as part of the annual induction and refresher training program.

2.1.8 Formation of Resettlement Monitoring Committee (RMC)

The RMC was formed in compliance with Regulation 12 of the Minerals and Mining (Compensation & Resettlement) Regulations, 2012, L.I. 2175, in June 2016 to oversee the implementation of the Tarkwa Bansa Resettlement project. Through the negotiation skills of the RMC, a Resettlement and Replacement Agreement (RRA) was reached between GMC and Tarkwa Bansa.

2.1.9 Training and swearing in of new HSE Representatives

A three (3) day training programme was organized at the Function Hall for newly appointed HSE representatives on the mine. The objective of the training was for them to be aware of the roles and responsibilities of the office for which they had been nominated and their contributions to improving HSE on the mine. They were sworn in by the HSE manager to assume their four (4) year tenure of office.

2.1.10 Quarterly safety committee meetings

The quarterly safety committee meetings were scheduled by the HSE department for all departmental Reps as well as Reps from all contractors on the mine. Issues discussed related to incidents, findings of inspections and audits, HSE concerns, HSE performance among others. This was followed-up with presentations on the outcome of each quarterly meeting being made known to the entire workforce by way of departmental quarterly meetings at selected venues on the mine.

2.1.11 Standard Operating Procedures (SOP) training

The company adopted a strategy to ensure that workers in each section or department undergo SOP training when they resume on leave. An extra day was therefore added to the induction training days where a supervisor takes personnel from his/her section or department through acceptable procedures that need to be followed to carry tasks safely.

2.1.12 Fire awareness programmes and simulation drills

GMC partnered with the Tarkwa-Nsuaem Municipal Ghana National Fire Service to jointly organize fire awareness programmes and simulation drills for the emergency response team as well as in-house G4S security officers in the year. This was meant to sharpen their alertness in real case scenarios.

A similar drill and training was organized for the Tarkwa main market with the Market women for the same objective: Create awareness and test their knowledge response in case of an emergency.

2.1.13 Training and staff development programmes

In pursuance of management's commitment to promote knowledge and enhance the skills of its workforce, the company planned and organised a variety of training programmes in the course of the year.

2.2 Targets

The following HSEC targets were set at the beginning of the year:

- Ensure that only minor environmental impacts (or L2 incidents) occur on the mine site; explained in the risk matrix as incidents that cause material environmental harm or incidents that are remediable short term;
- Achieve 75% compliance for reportable environmental monitoring parameters per the AKOBEN criteria;
- Implement measures to enhance energy management;
- Avoid any HSE related fines;
- Record no lost time injury on the mine;
- Acquire land for the Tarkwa Banso Resettlement project;
- Resolve at least 75% of community complaints by the end of the year
- To undertake projects as part of the company's CSR ;
- Promptly pay crop compensations;
- Conduct some form of training for at least 50% of workers on the mine;
- Construct a facilitation and development centre
- To screen at least 70% of the GMC workforce as part of the wellbeing programme;

3 OPERATIONAL ACTIVITIES AND PRODUCTION DATA

3.1 Development of Pit C

The LOM Pit shell was extended to enable maximum extraction of the ore body. The areas which fell within the pit shell needed to be developed to open up so as to achieve the aims of the extended life of the mine. The pit was re-designed as per standard bench heights and slopes to reach the ultimate Pit bottom all in the effort of becoming a model mine for Regulatory Requirements. See pictures in Plate 2.1.

Plate 3.1: Stage of Pit C development in 2016



Pit C especially on the Central-West and South-Western sectors.

Manganese carbonate was the main ore body exploited with the budgeted stripping ratio of 1: 8.07 (tonne: tonne).

3.2 Exploration Activities

GMC takes responsibility for the planning and execution of infill and exploration borehole drilling programmes on the mine. The geology section of the mining department carried out infill and exploration borehole drilling programmes within the mine in 2016.

Exploration drilling was initiated and executed at Pit C Central East to investigate the possible extension of the manganese carbonates ore body from the mine pit further east under the historical soft waste dump and possible link of manganese carbonate ore body to that of Pit C Central West. It also provided the opportunity to bridge the gaps between ore bodies in the mine pits, which were not captured in previous drilling activities. Depths drilled varied, depending on the extent to which the ore body began and terminated within the earth crust. This exercise brought about an increase in the ore reserves previously calculated for the pit.

3.3 Topsoil and Subsoil Management

No topsoil and subsoil were stripped in the year under review. This was because there was neither disturbance of any rehabilitated areas nor Greenfield during the period. The existing topsoil and subsoil stockpiles were routinely inspected by the Environmental team of the HSE department.

3.4 New Equipment

A Komatsu PC 1250-8R excavator, shown in Plate 2.3, was acquired in the third quarter of 2016. This was done to boost productivity and the mines quest for operational and output excellence.

Plate 3.2: Komatsu PC 1250-8R excavator



4 ENVIRONMENTAL ACTIVITIES FOR THE YEAR UNDER REVIEW

4.1 Environmental Monitoring

GMC in its efforts to adopt best practices in the industry undertook various Environmental activities during the reporting period. Find below information on the various parameters monitored. Those parameters that have regulatory guideline limits were compared to these thresholds values to ascertain the company's performance and compliance levels to the corresponding statutory requirements.

4.1.1 Meteorological data

Rainfall, temperature and evaporation readings were taken daily from our meteorological stations located at the Repeater Station (view point), behind the HSE office and at the Tailings Dam Storage Facility.

4.1.2 Air temperature

Air temperature was monitored using the **Lascar EL-USB-1 USB Temperature Data Logger**. Whereas the lowest temperature recorded in the year was 20°C on 9th June, the highest temperature of 48 °C was recorded on 24th October. January and June were the hottest and coolest months of 2016 with average monthly temperatures ranges of 30.7 °C and 24.1 °C respectively.

4.1.3 Water Quality Analysis

The routine water quality monitoring and analysis were conducted as per company standards and regulatory requirements. Aside analyses conducted by personnel from the company's Environmental Section, water samples were also submitted on a monthly basis to SGS.

Water samples were collected from the two onsite treatment plants; at Gallaway and Golf Course, and tested three times every week at GMC's Environmental Laboratory. Parameters analysed include pH, Temperature, Total Dissolved Solids (TDS), Conductivity, Turbidity, Iron, Manganese, Fluoride, Aluminium, Copper, Total and Residual Chlorine, and Total and Faecal Coliforms.

Samples from surface waters on the mine site were also analysed three times every week to ascertain the dissolved arsenic levels in them.

Parameters such as pH, Temperature, TDS, Conductivity, Dissolved Oxygen (DO), Turbidity, Oxygen Reduction Potential (ORP), Depth, Salinity and Specific Gravity (SG) are measured in-situ; with the Horiba, during the monthly water sampling program.



4.2 Environmental Improvement Activities

The following routine environmental improvement activities were undertaken during the year under review:

- Floors under parked unused heavy equipment were lined with polythene sheets and covered with sawdust to absorb any oil that may leak from the equipment. These equipment were routinely inspected, with soaked sawdust replaced.
- Pit dewatering pumps were inspected frequently to ensure that there was no oil entering external water bodies.
- Oil contaminated soil at the volatilization pad was turned fortnightly to speed up the breakdown of hydrocarbon chains.
- Regular inspection of workshops and mine face occurred to ensure that operations were within regulatory standards.
- Inspections and audits were conducted by the internal audit team. Deviations were promptly resolved.
- Various silt traps and ponds were desilted and thoroughly cleaned up to prevent or reduce silt entering the Kawere Stream.

Activities undertaken in specific months are described in Table 4.3 below:

Table 4.3: Environmental Improvement Activities undertaken in 2016

Month	Activity
January	<ul style="list-style-type: none"> Installation of new incinerator at the mine hospital to enhance the proper management of medical waste. <p>Plate 4.1: Newly installed incinerator at GMC hospital</p> 
March	<ul style="list-style-type: none"> Construction of fire belt at the scrapyard was completed, in order to avert future fire outbreaks at the location. <p>Plate 4.2: Fire belt constructed at scrapyard</p>  <ul style="list-style-type: none"> Began a temporary blast monitoring programme at Nsuta Zongo to ascertain the impacts of blast activities carried out on the mine. Replacement of faulty valves of the oil/water separator to ensure proper



	<p>functioning of the facility.</p> <p>Plate 4.3: Newly installed valves at oil-water separator</p> 
April	<ul style="list-style-type: none"> Conducted gas monitoring; to measure conventional air pollutants, in the workshops. Construction of a culvert; under the railway line, and a silt trap to manage surface runoff at Control Post 28. <p>Plate 4.4: Constructed culvert under railway line</p> 
July	<ul style="list-style-type: none"> Thirty (30) acacia tree seedlings were transplanted on the windrow between Access control Post and the Mine Office. Removal of sticks in the Golf Course ponds; suspected to be used by recalcitrant people in fishing.
August	<ul style="list-style-type: none"> A drainage desilting contract was awarded as part of measures to prevent perennial flood events at the Hilltop Junction on the Tamso-Nsuta road.

Plate 4.5: Desilting work in progress



October

- Began works to allow for the demarcation of the volatilisation pad.

Plate 4.6: Demarcation of one side of volatilization pad



December

- Worn out conveyor belts were used to line the parking area for functioning forklifts and other trucks; to prevent spilled oil from contaminating the ground

Plate 4.6: Demarcation of one side of volatilization pad



4.3 Environmental Meetings, Programmes and Workshops

The following meetings, programmes and workshops were carried out in the year under review:

- Induction of newly employed personnel and employees resuming from annual leave, as well as third party contractors was carried out on a regular basis.
- AKOBEN 2015 Mine Audit was carried out in February, as scheduled by the EPA
- Training session on medical waste segregation and management conducted for medical staff in April.
- The quarterly Health, Safety and Environmental Committee Meetings (HSECM) came off as scheduled at the Function Hall.
- Personnel from the Minerals Commission visited the mine as part of their quarterly inspections. Recommendations made were promptly addressed in order to make operations safer and environmentally friendlier.
- Attending quarterly ENSOC meetings.
- Celebrated World Environment Day on 6th June. Students from eight (8) schools in adjoining communities, as well as Directors of Health, Forestry, and Education of the Tarkwa-Nsuaem Municipality were in attendance.
- Personnel from the Environmental and Community Affairs Department held a meeting with inhabitants of Akyem community to officially inform them of GMC's intention to conduct environmental and infrastructural baseline survey as part of regulatory requirements to obtain a permit to re-enter Pit A.
- Personnel from Space Science Systems Research Institute (SSSRI) visited the mine to make a presentation on their activities, capabilities and expertise in environmental monitoring using space science and satellite technology development and applications.
- The SGS EHS manager paid a business visit to the mine. The objectives of the visit were to introduce new and improved analytical services for various matrices, full suite of industrial hygiene services and to obtain first-hand feedback on services rendered.
- Ghana Institute of Safety and Environmental Professionals (GhISEP) organised the maiden health, safety and environmental summit on 22nd July at the British Council in Accra. Four (4) personnel represented the company.
- A three (3) day training program in Quality Management Systems (ISO 9001), Occupational Health and Safety Assessment Series (OSHAS 18001) and Environmental Management Systems (ISO 14001) was organised at the Function Hall from 17th to 19th August. It was facilitated by MacBens Multi Resources Limited and attended by eighteen (18) GMC internal auditors.
- The Minerals Commission mine audit came off on 22nd September.

5.1.1 CSR projects

The following CSR activities were undertaken in the year under review:

5.1.1.1 Scholarship/bursary awards

GMC, in collaboration with the ESDC, offered a total of **GH¢ 100,500.00** as scholarship/bursary award to brilliant but needy students on the Esuaso Stool Lands. Specifically, **GH¢ 86,000** was offered as scholarship to **43** Tertiary students and **GH¢ 14,500.00** as bursary to **29** Second Cycle students. Prior to the award of the 2016/17 academic year scholarship/bursary, GMC had organized an education forum for stakeholders to review past performance and to make input into how the 2016/17 award should go. The forum was organized on 4th August.

5.1.1.2 Community assistance programmes

GMC made a number of donations and provided assistance to traditional authorities, communities, schools, government agencies and individual community members. Table below depicts some of the donations made and assistance provided by GMC to its stakeholders during 2016:

Table 5.5: Donations made and assistance provided by GMC to its stakeholders

No.	Type of Assistance	Amount (GH¢)
1.	Renovation of Esuaso Chief's palace	181,393.01
2.	Sports development	204,000.00
3.	Educational assistance	128,570.00
4.	Cultural/traditional assistance	12,797.70
5.	Repairs of Esuaso Chief's vehicle	16,050.00
6.	Road maintenance	85,000.00
7.	Funeral donations	15,500.00
8.	World Environment Day celebration	30,000.00
9.	Medical donations	152,200.00
10.	Infrastructure	46,450.00
	Total	878,460.71

Pictures taken during some of these presentations, and community assistance projects are provided in the Plate below.

Plate 5.7: Donations made and assistance provided by GMC to its stakeholders



a. GMC donates gallons of paint to Nsuta M/A Basic School



b. GMC assists a community member with cash to undergo a medical surgery



c. Esuaso road before repairs



d. Esuaso road after repairs

5.1.2 Staff development programmes/training

The staff development programmes organised in the year are provided in the Table below:

Table 5.6:Details of staff development programmes in 2016

S/N	Type of training	Purpose of the training	Who conducted the training?	Beneficiaries	Participation fee
1	A professional career development sponsored programme – Jan 2016	Professional career development programme	Kwadwo Asare Bediako consultancy	Twenty-Two (22) Supervisors	GH¢ 1,950.00
2	A professional career development sponsored programme - Jan 2016	In connection with GMC's upgrade of employees	Ghana Institute of Surveyors	Isaac Ekow Anaman	GH¢ 650.00
3	A professional career development sponsored programme - Feb 2016	In connection with GMC's upgrade of employees	Minerals Commission	Thirty-Nine (39) operators	GH¢ 1,950.00
4	A professional career development sponsored programme- Mar 2016	To Deepen knowledge in the new protocols on the 10 th edition of the first Aid manual.	Ghana Chamber of Mines	George Bentum Samuel Botwe	GH¢ 4,060.00
5	A professional career development sponsored programme in Environmental related issues - Mar 2016	Professional career development programme	Ghana Institute of Engineers	Ruth Menz Sylvester Zoe	GH¢ 1,000.00
6	A professional career development sponsored programme in Environmental related issues- Apr 2016	Professional career development programme	WEARCHECK Ghana	Nine (9) Employees	GH¢ 3,600.00
7	Continuous professional development programme refresher training – Apr 2016	In connection with GMC's upgrade of employees	Ghana Revenue Authority	James Attoh Felix Abakah Cynthia Asmah	GH¢ 6,000.00
8	Continuous professional development programme refresher training - May 2016	Professional career development programme	University of Cape Coast	Richard Mensah	GH¢ 4,000.00
9	Continuous professional development programme refresher training - May 2016	Professional career development programme	West African Mining & Power Exhibition	Ruth Menz	GH¢ 00
10	Continuous professional development programme refresher training - May 2016	Professional career development programme	Ghana Institute of Safety & Environment	John Otoo	GH¢ 6000.00

11	Continuous professional development programme in Health and safety- Jul 2016	Professional career development programme	ER 24	Sixteen (16) Participants	GH¢ 4,500.00
12	Continuous professional development programme in managing annual leave in an organization refresher training- Jul 2016	Professional career development programme	In-house	Fifteen (15) Participants	GH¢.00
13	Continuous professional development programme in annual leave management, refresher training- Jul 2016	Professional career development programme	PWC	John Annarshie	GH¢ 1,175.00
14	Continuous professional development programme – Jul 2016	Professional career development programme	Customs Proficiency	Cynthia Asmah	GH¢ 1,500.00
15	International Surveyors Conference - Jul 2016	Professional career development programme	Ghana Institution of Surveyors	Michael Hans Ampong	GH¢ 7,00.00
16	Continuous professional development programme - Jul 2016	Road and Safety development programme	National Road Safety Commission	Seventeen (17) Participants	GH¢.00
17	Continuous professional development programme - Sep 2016	Professional career development programme	Ghana Physician Assistants Association & GHS	Benjamin Kpolley Yankey	GH¢ 1,000.00
18	Continuous professional development programme refresher training- Dec 2016	Professional career development programme	Panafrican Equipment Kenya Limited	Twenty-three (23) Participants	US\$ 19,600.00

The emergency response and in-house security teams were taken through several simulation drills during the year to sharpen their alertness in real case scenarios. Pictures during some simulation drills are presented in Plate 5.8

Plate 5.8: ERT members in fire fighting training



Additionally, five hundred and twenty eight (528) employees went through the annual refresher and departmental specific trainings while one thousand four hundred and ninety-eight (1,498) went through induction; meaning that two thousand and twenty-six (2,026) employees, contractors and visitors underwent some training in the course of the year.

5.1.3 Hosted the inter-mines safety and first aid competition

GMC successfully hosted the 2016 Zone Three (3) competition at the Tarkwa Community Centre. Pictures are provided in Plate 5.9 below:

Plate 5.9: Pictures from the Zone 3 first aid and safety competition



team emerged as winners.

5.1.4 Award

GMC won the award for Community Safety Brigade at the Ghana Mining Industry Awards held in Accra on the 25th of November.

5.1.5 Construction of a facilitation and development centre

As part of efforts to effectively train and improve the human resource of the company, parts of an existing building; where the Flosia Supermarket was formerly located, has been

renovated into an ultra-modern facilitation and development centre, a picture of which is provided in Plate 5.10.

Plate 5.10: Newly renovated facilitation and development centre



Facilities provided in the centre include the following a reception, three (3) lecture/training halls, three (3) offices, a library/conference room, a kitchen and an eating area, washrooms and a storeroom. Parts of the surroundings were paved while other portions have been grassed. A rock filled wall has also been created to control flooding at the facility when the Kawere Stream overflows its banks.

5.1.6 Payment of crop compensation

GMC spent a total of **GH¢1,223,881.74** on crop compensation in 2016. Out of this amount, **GH¢1,216,891.14** was spent on farms on the resettlement project site while **GH¢ 6,990.60** was spent on other farmers within the catchment area of the mine. As part of the crop compensation payment process, a financial literacy programme; especially on the importance of investment, was organized for farmers who received crop compensation.

2. CONCLUSION

GMC will continue to ensure that the protection of the health and safety of workers and population, as well as safeguarding the environment and property are an integral part of the company's health, safety, environment and community culture.

In light of that, the company will continue to pursue policies, strategies and targets which will enhance the integrated management system that has been adopted.

In spite of the many achievements chalked in the past year, the company will not rest on its laurels. It is the hope of the HSEC department to address the challenges and failures experienced in the past year while improving on our achievements.

In doing so, the company can achieve its objective of becoming a model mine with regards to regulatory requirements.