



GOIL COMPANY LIMITED (GOIL)



UN GLOBAL COMPACT COMMUNICATION ON PROGRESS



JUNE 2020

GOOD ENERGY

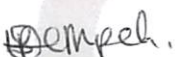
LETTER OF COMMITMENT

The year 2020 marks the fourteenth (14th) anniversary of GOILs continued commitment to the United Nations Global Compact (UNGC), during the year, we have strengthened our position as a front-runner in the drive towards a sustainable society. Our commitment have remained firm during our 14 years membership despite several changes the world over.

Our strategic plan of which the principles of the United Nations Global Compact (UNGC) have been integrated allows us to enhance research, the use of best practices at all levels and ensure reliable risk management and continuous review, analysis and improvement of our business processes. This has championed our remarkable growth and creation of value for society.

Our 2020 Communication on Progress Report to United Nations Global Compact (UNGC) is based on the Advanced level requirements and describes actions and arrangements implemented to fulfil all principles.

The principles of United Nations Global Compact (UNGC) remains an integral part of our business. It is therefore with great delight to affirm our full commitment to United Nations Global Compact (UNGC). We look forward to maintain an open and productive dialogue in the years ahead.


MR. KWAME OSEI-PREMPEH
GROUP CEO & MD

OVERVIEW OF GOIL

GOIL Company Limited (GOIL) succeeded the marketing outfit of AGIP PETROLI, which was established in Ghana in 1960. In 1974, the Government of Ghana acquired 100 percent shares and changed the name to Ghana Oil Company Limited. In 2019, the Company changed its name to GOIL Company Limited, to reflect its growth and expansion activities/ventures in the petroleum sector and other industries.

The Company's mission focuses on marketing quality petroleum and other energy products and services in a safe ethical healthy, environmentally friendly and socially responsible manner.

The Shareholding structure is as follows:

GOVERNMENT OF GHANA	34.23%
SSNIT	25%
BOST	20.03%
OTHERS/PRIVATE	20.74%

The Company has gone through a series of changes, all aimed at transforming it into an efficient and profitable entity in the Oil & Gas industry with the customer at the core of its business.

Our Mission

To market quality petroleum and other energy products and services in all its branches in an ethical, healthy, safe, environmentally friendly and socially responsible manner.

Produce and manufacture goods and provide services which enhance or support the marketing, distribution and sale of the company's products and services.

Our Vision

Is to be a world-class provider of goods and services in the petroleum and other areas of the energy industry.

UNGC ADVANCED COP

IMPLEMENTING THE TEN PRINCIPLES INTO STRATEGIES & OPERATIONS

GC Scope or Principle	Criteria for GC Advanced Level	GOIL's Approach
<p>Scope: Implementing the Ten Principles into Strategies & Operations</p>	<p>Criterion 1: The COP describes mainstreaming into corporate functions and business units</p> <p>Criterion 2: The COP describes value chain implementation</p>	<p>GOIL Company Limited is an Oil and Gas Company, with majority industrial and commercial operations in petroleum products and lubricants in Ghana.</p> <p>At GOIL Company Limited, our Mission and Vision set the foundation for everything we do and we conduct our business in an honest, transparent and trustworthy manner, always striving to provide our customers with products and services, which meet their expectations as well as statutory and regulatory requirements. Our growth is based on shared core values.</p> <p>We have been guided by our strategic plan that allows us to enhance the systematic research and use of best practices at all levels and ensure reliable risk management and continual review, analysis and improvement of business processes.</p> <p>GOIL is careful to respect each party's interests, with transparent and negotiated contract terms. We expect our suppliers to adhere to principles equivalent to those in our code of conduct.</p> <p>We are motivated to ensure that our relationships with our stakeholders reflect and support the same high ethical standards</p> <p>As a general principle, GOIL is sensitive to the concerns expressed by the public, government and non-governmental organizations in matters concerning our operations as such we strive to exceed the expectations of our stakeholders.</p> <p>We observe and respect the rules of free competition and rejects bribery and corruption in all forms. We strive to uphold the principles of the Universal Declaration of Human Rights, The conventions of the International Labour Organization and The principles of the United National Global Compact.</p> <p>GOIL chooses suppliers based on a number of factors, not solely on economic criteria. We work with suppliers that:</p> <ul style="list-style-type: none"> • Demonstrate a commitment to reliable, high-quality supply relationship.

		<ul style="list-style-type: none">• Comply with Regulatory and Statutory Requirements (including Good Competition, Anti-Bribery and Corruption, Anti-child Labour and Anti-Slavery provisions)• Provide a safe and clean work environment;• Respect employees and the environment <p>Procurement Services Manager, as necessary, visits supplier's premises to better enable him to make a sound judgment of the equipment and capacities and record observations in Suppliers Initial Evaluation Check List (AHR/F/28).</p> <p>The following are considered on his visit:</p> <ul style="list-style-type: none">• Facilities: Plant layout, receiving of shipment and internal handling system.• Personnel: Professional Qualification and type of supervision, moral and technical competence.• Housekeeping: Plant maintenance and general cleanliness, response to Sustainability,• Factory Inspectorate recommendations,• The manner in which our products will be handled or stored• Quality Control activities, etc.• Compliance with Regulatory and Statutory Requirements (including Good Competition, Anti-child Labour and Anti-Slavery provisions) <p>Where required, quality performance shall be monitored by HSSE Department on the trial samples received from suppliers.</p> <p>Provisional suppliers shall be entered in an Approved Suppliers List after a minimum period of one year of performance assessment</p> <p>Contractors are made aware of their responsibilities as listed below but not limited to the following:</p> <ul style="list-style-type: none">• Adherence to GOIL Quality and HSE Policy,• Knowledge of environmental aspects and key impacts of their activities, the risk associated,• Operational controls expected from contractors while working on-site, to prevent pollution while on-site,• Availability and knowledge of MSDS of the hazardous materials brought by them for the use including appropriate Labelling• Use of appropriate PPEs• Take ownership of all waste and debris from materials brought on-site and disposal of those in accordance with local regulations• Requirements of permits when necessary –
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		<ul style="list-style-type: none"> - External regulatory authorities such as EPA, Factories Inspectorate - GOIL E.g. Environmental Clearance report for contractors • Utilize appropriate controls to prevent storm water or other environmental contamination • Provide spill kits and train responsible staff for appropriate clean-up of spills or releases caused by their activities • Emergency preparedness procedures applicable to the area of operation, either established by them or GOIL • Reporting all environmental incidents/accidents while delivering services directly to GOIL, always ensuring the confidentiality of the information derived from GOIL is the mandate, • Monitoring and measurement devices, used to deliver services, shall be in the state of calibration; • Associated responsibilities, authorities • Maintenance of records. <p>In line with our values, we are committed to providing safe and healthy working conditions for the prevention of work-related injury and ill-health as well as prevention of pollution to the environment. We abide by statutory, regulatory as well as other requirements that GOIL subscribes to.</p> <p>We engage and consult with employees and relevant interested parties in decision making and continually improving HSE performance.</p> <p>Our policies and commitment help us manage the risk of environmental pollution by the hazardous materials that we handle throughout our supply chain.</p> <p>Our principle of customer focus drives us to take all necessary measures to ensure that our customers are provided with goods and services are always of the highest standard. We are able to maintain high standards by continuously evaluating the performance of our approved suppliers.</p> <p>Approved Suppliers, Subcontracting/Outsourced services shall be evaluated by the PSM/Head of Departments (HODs) and shall be responsible for the selection of these suppliers, in consultation with HoHSSE.</p>
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Existing Suppliers shall be evaluated at least annually, on the basis of their performance and rate them as Poor, Satisfactory, Good, Very Good, Excellent

This shall be done in consultation with HODs. The following factors shall be considered:

- Quality
- Environmental Performance
- Safety
- Price (Payment terms)
- Delivery
- After-sales service
- Record of nonconformities/Incident since the last review.

In case of unsatisfactory performance of the suppliers, they shall be asked to improve their performance by the responsible Head of Department. If performance shows no improvement, then they shall be shifted to as unclassified supplier and simultaneously procedures for locating new suppliers shall start.

As part of our Suppliers' Evaluation Program, on-site assessment of suppliers based on Quality Management, HSSE Management and Social Responsibility & Business Ethics of our Suppliers.

HUMAN RIGHTS MANAGEMENT POLICIES & PROCEDURES

GC Scope or Principle	Criteria for GC Advanced Level	GOIL's Approach
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses</p>	<p>Criterion 3: The COP describes robust commitments, strategies or policies in the area of human right</p> <p>Criterion 4: The COP describes effective management systems to integrate the human rights principles</p> <p>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</p>	<p>As mentioned in our code of conduct, GOIL is committed to respecting internationally recognised human right, in particular</p> <ul style="list-style-type: none"> • Universal Declaration of Human Rights • UN Guiding Principles on Business and Human Rights <p>GOIL also adheres to principles set out in the UN Global Compact and promote human rights in our operations by upholding our values and standards.</p> <p>GOIL communicate on the commitment to oppose the use of forced labour, child labour, discrimination and all other forms of unacceptable treatment of workers.</p> <p>No form of discrimination or prejudice on any grounds based on Race, Tribe, Religion, Colour, National Origin, Age, Gender, Disability and Political Preference, is acceptable at GOIL.</p> <p>GOIL suppliers are communicated to in the Initial Supplier Evaluation Checklist of their expectation to comply with Regulatory and Statutory Requirements (including observing international human rights and norms within their establishments including anti-child labour and anti-human trafficking/slavery policies/practices.</p> <p>Our Initial Supplier Evaluation Assessment sets out our expectations with regards to the respect for the internationally recognised human right (including anti-child labour and anti-human trafficking/slavery policies/practices) throughout our supply chain.</p> <p>We only engage suppliers who fulfil all requirements of our Initial Supplier Evaluation Assessment of which respect for human rights is key. Annually, existing suppliers undergo a rigorous assessment to ensure continuous fulfilment of our requirements as set out in our approved supplier list.</p> <p>We are confident in the loyalty and competence of our employees and expect them to adhere to the highest standards of integrity and avoid any conflict of interest.</p> <p>We pay particular attention to our employees working conditions, avoiding discrimination and protecting their health and safety. We include and involve our employees in our operations and development by encouraging effective communication, dialogue, capacity building and consultation.</p>

		<p>Employment is based on our requirements and the specific capabilities and qualifications of applicants.</p> <p>We develop their professional skills and careers without discrimination regarding, gender, or affiliation with a political, religious, or union organization or minority group.</p> <p>All employees have an individual performance appraisal with Management once a year, at which objectives are set, performance assessed and career development discussed.</p> <p>Career development is facilitated by appropriate training (internal, external, on-the job trainings).</p> <p>At GOIL, we believe respect for Human rights can only be achieved through capacity building and continued demand from staff, contractors and suppliers.</p> <p>Building the awareness and knowledge on Human rights promotes values, principles and attitudes that encourage our interested parties to uphold their own rights and those of others.</p> <p>Capacity building is achieved by holding workshops on human rights.</p> <p>We encouraging our staff to speak up, without reprisal about any issues they may have through our grievance channels as set out in our staff handbook.</p> <p>All our stakeholders are encouraged to inform or report any human rights violation or wrongdoing to the following whistle-blowing email address which is accessible only by the chairperson of the ethics committee: wb@goil.com.gh</p> <p>We are committed to continually increasing the capacity of our management to effectively identify and respond to concerns.</p> <p>We recognise that one area where human rights principles could be violated is during the construction and development of our facilities. For this reason, steps are taken to identify, understand, assess and address adverse impacts of such projects.</p> <p>We address human right issues prior to implementing new projects by undertaking impact assessments and take measures to correct negative human rights impacts.</p> <p>We implement the UN Guiding Principles on Business and Human Rights by using a process of human right due diligence.</p>
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LABOUR MANAGEMENT POLICIES & PROCEDURES

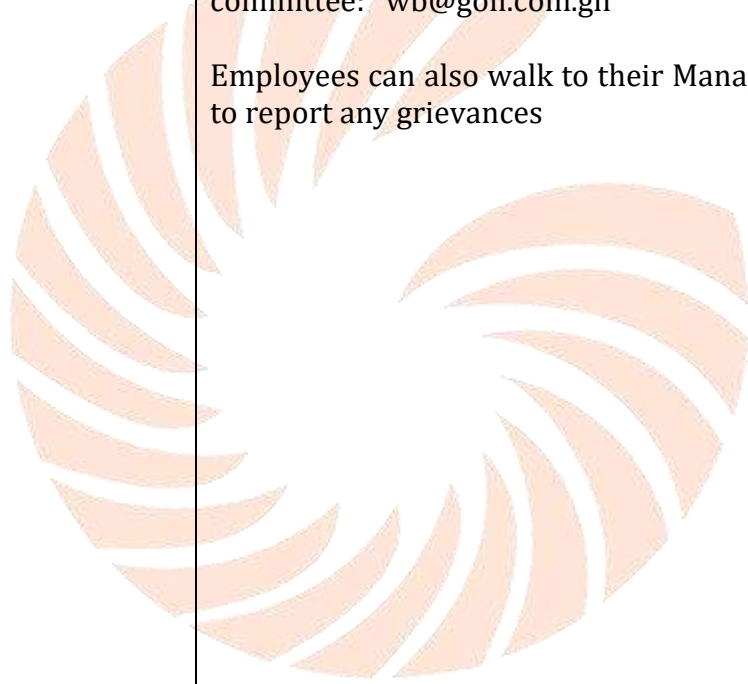
GC Scope or Principle	Criteria for GC Advanced Level	GOIL's Approach
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: The elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: The effective abolition of child labour.</p> <p>Principle 6: The elimination of discrimination in respect of employment and occupation</p>	<p>Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour</p> <p>Criterion 7: The COP describes effective management systems to integrate the labour principle</p> <p>Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration</p>	<p>As a conscientious and responsive energy company, GOIL Company Limited is committed to providing our customers with safe and environmentally friendly petroleum and other energy products and services to meet their energy needs. In order to achieve this goal, GOIL relies on the commitment of our competent staff.</p> <p>The provision of ours services is reliant on “Professionally trained, high quality, motivated workforce, working as a team in an environment, which recognizes and reward performance, innovation and creativity and provides for personal growth and development.</p> <p>GOIL guards against discrimination arising out of work-related activities, which include recruitment, remuneration, hours of work, maternity protection, job assignments, performance assessment and advancement, training opportunities and occupational health and safety.</p> <p>The Employees working or working on behalf and under our control in the areas where potential OHS Hazards and environmental impacts have been identified are trained to build in competency for handling them through appropriate operational controls and emergency preparedness.</p> <p>GOILs' commitment to respecting labour law are clearly expressed in our</p> <ul style="list-style-type: none"> • Cod of Business Conduct • Staff Handbook <p>GOIL also adheres to the principles set out in the UN Global Compact.</p> <p>GOIL is committed to ensuring that the right to organize and collective bargaining allows employees to find a common voice. We offer employees with an essential framework for engaging with management on their rights to receive fair wages, sufficient benefits and decent conditions at work to mention a few, in accordance with the national laws without fear of intimidation or reprisal.</p> <p>We have an effective grievances & disputes procedure in place which is captured in Code of Business Conduct and staff handbook to ensure that employees can report grievances, disputes and concerns as simply as possible.</p>

This procure provides the tools to ensure grievances and disputes received are resolved.

An email reporting system has been developed for interested parties (staff, suppliers, contractors, etc).

Interested Parties are encouraged to inform or report any labour violation or wrongdoing to the following whistle-blowing email address which is accessible only by the chairperson of the ethics committee: wb@goil.com.gh

Employees can also walk to their Managers, HR or other Managers to report any grievances



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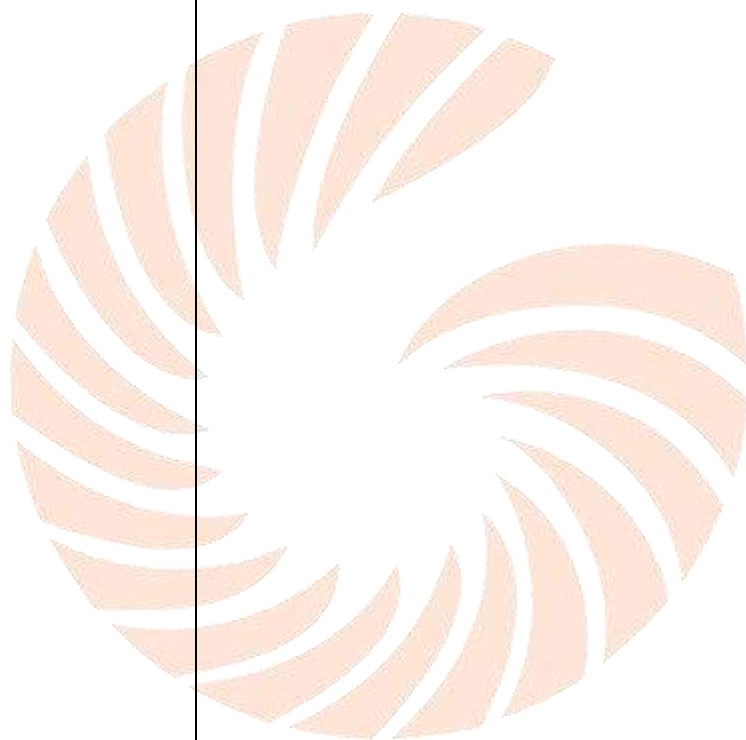
ENVIRONMENTAL MANAGEMENT POLICIES & PROCEDURES

GC Scope or Principle	Criteria for GC Advanced Level	GOIL's Approach
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship</p> <p>Criterion 10: The COP describes Effective management systems to integrate the environmental principles</p> <p>Criterion 11: The COP effective monitoring and evaluation mechanisms for environmental stewardship</p>	<p>Our environmental policy statement reaffirms Management commitment and dedication toward the protection of the environment. It also clearly states that the protection of our environment is an integral part of our sustainability goals and also spells out environmental objects required to ensure environmental protection.</p> <p>This policy is publicly available and all our interested parties such as suppliers and contractors, are required to adhere to our Supplier Guiding principles.</p> <p>It is mandatory for contractors working for or on behalf of GOIL to ensure that the environment is not adversely impacted by their activities. Contractors are therefore required to take an orientation, which includes Environmental Management System (EMS) Obligations for Contractors prior to commencement of work. Contractors are also required to obtain an Environmental Clearance report to confirm that all environmental obligations have been satisfied prior to final payment.</p> <p>GOIL acknowledges that Lifecycle assessment (LCA) is an important tool to aid us to understand the impacts of our products on the environment and identify improvement opportunities.</p> <p>Environmental aspects of the Company's operations have been developed and maintained in our Environmental Aspect and Impact Register (EAIAR). Significant aspects have been identified which forms the basis for the management of the environment. EAIAR gives us and our interested parties that</p> <ul style="list-style-type: none"> • our environmental management system can achieve its intended outcomes; • we prevent or reduce undesired effects, including the potential for external environmental conditions to affect the organization; • we achieve continual improvement. <p>Environmental objectives, targets and developing of Programmes to achieve those targets are set at all functions and levels within GOIL. These objectives and targets are reviewed frequently and monitored to ensure they are being met.</p>

		<p>We have adopted and implemented standards, codes and best practices related to environmental protection. We are fully committed to implementing and integrating these standards into all of our operations.</p> <p>In December 2018, all our offices and depots (excluding our Retail Outlets) achieved ISO 14001 (Environmental Management System) certification. Our EMS is developed to achieve continuous improvement.</p> <p>Despite our Retail Outlets not being ISO 14001 certified, the requirements of the standard are fully implemented to ensure improvement in environmental performance.</p> <p>In each of our offices/depots, we have an environmental champion who help improve the environmental performance of GOIL by raising awareness of environmental issues as well as promote environmental initiatives.</p> <p>Environmental and safety tips are clearly displayed on the packaging bottles of our lubricants and greases to ensure appropriate handling and disposal of our products. Safety Data Sheets are also available for all our products.</p> <p>As part of efforts to protect the environment, GOIL supports the Media Coalition Against 'Galamsey (illegal mining)' to help the team operate efficiently in their monitoring rounds of illegal mining sites.</p> <p>A Media Coalition against illegal mining comprising major media organisations in Ghana launched to wage a crusade against the menace.</p> <p>A legal register containing all applicable laws relevant to our operations have been developed and maintained. The register has been communicated to all staff and their inputs to meeting requirements of applicable laws/regulations made known.</p> <p>Regular reviews are conducted to confirm compliance to all applicable environmental laws, regulations & internal standards</p> <p>An accredited independent external auditing firm audits our Environmental Management Systems (ISO 14001) annually. This forms part of the condition for retaining our certification.</p> <p>Regular internal audits to assess adequacy and compliance of our EMS with reference to the ISO standard and to identify areas of improvement are periodically conducted within the year.</p>
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Management review meetings are periodically conducted to assess our environmental performance.

Environmental inspections are also conducted in our offices, depots and retail outlets to ensure conformance and compliance with our standards and legal requirements respectively.



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ANTI-CORRUPTION MANAGEMENT POLICIES & PROCEDURES

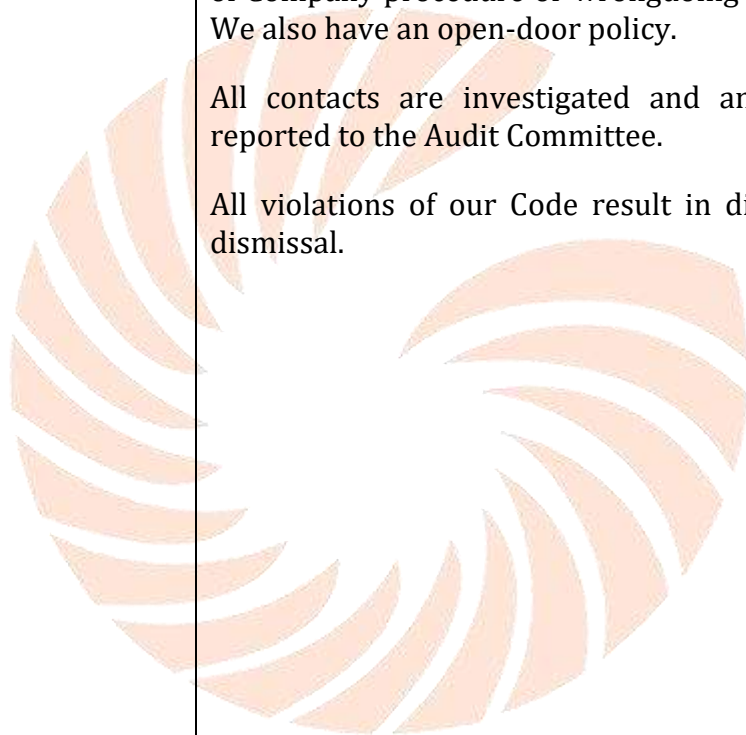
GC Scope or Principle	Criteria for GC Advanced Level	GOIL's Approach
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Criterion 12: The COP describes robust commitments, strategies or policies in the area of anticorruption	<p>GOIL is a major player in the energy sector, in which the amounts invested may be very high. GOIL is present in all regions within Ghana.</p> <p>We are aware of the risk of corruption and applies a principle of zero-tolerance approach to bribery and corruption in any form.</p> <p>GOIL's zero-tolerance approach to corruption is clearly defined in our Anti-Corruption Policy and our code of ethics, which prohibits bribery both in commercial dealings with our customers, suppliers and government authorities/officials.</p>
	Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle	<p>We expect our suppliers to adhere to and audit them against our Supplier Evaluation Checklist that requires among other things, compliance with all applicable anti-corruption laws. Independent audits of supplier sites are conducted.</p> <p>GOIL believes in full disclosure in its operations and therefore adopts standard accounting practices and ensure good internal controls to facilitate the reliability of the financial statement</p> <p>GOIL will not resort to bribery or corruption in order to obtain or retain business or other improper advantages in the conduct of all business.</p>
	Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anticorruption	<p>We demonstrate our commitment by ensuring that anti-corruption practices, standards, and procedures are communicated to all employees and business partners.</p> <p>All new employees receive our Code of Business Conduct and anti-corruption training, which is refreshed periodically underlining our zero-tolerance approach to corruption.</p> <p>The company upholds the importance of good governance by investing in a well-appraisal function which encompasses the examination and evaluation of the adequacy and effectiveness of the company's systems of internal controls.</p>
		<p>We report on the outcomes of our internal ethics line, as well as on progress in our ethics governance practices in our sustainability report.</p> <p>We routinely conduct third party due diligence to ensure that third parties interacting on our behalf with government officials</p>

are carefully chosen against our anti-corruption criteria and agree to abide by our Anti-Bribery Policy.

Enforcement of the code is facilitated through the establishment of a whistle-blowing email address that is accessible only by the chairperson of the ethics committee: All our stakeholders are encouraged to inform or report any breach of Company procedure or wrongdoing to the wb@goil.com.gh. We also have an open-door policy.

All contacts are investigated and any material issues are reported to the Audit Committee.

All violations of our Code result in disciplinary action, even dismissal.



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TAKING ACTION IN SUPPORT OF BROADER UN GOALS AND ISSUES

GC Scope or Principle	Criteria for GC Advanced Level	GOIL's Approach
Scope: Taking Action in Support of Broader UN Goals and Issues	<p>Criterion 15: The COP describes core business contributions to UN goals and issues</p> <p>Criterion 16: The COP describes strategic social investments and philanthropy</p> <p>Criterion 17: The COP describes advocacy and public policy engagement</p> <p>Criterion 18: The COP describes partnerships and collective action</p>	<p>We are a signatory to the UN Global Compact (UNGC), which sets out commitments for business in relation to human rights, labour, the environment and anti-corruption. We have pledged to uphold these principles across our business and have not failed to fulfil our pledge since 2006.</p> <p>GOIL's commitment is motivated by our mission that goes beyond the provision of quality products and services. The Company's commitment includes acknowledgement of the needs of the communities in which we operate. It stems from the belief that the quality of life of people must be improved, and that society must benefit from the gains of GOIL.</p> <p>Our Corporate Social Responsibility (CSR) programmes are therefore anchored on the provision of water and sanitation facilities to deprived communities, environmental protection, improvement of health delivery systems, supporting the delivery quality education, support of needy and rehabilitation institutions. All of which fulfils UN Sustainable Development Goals (SDGs) on which we have direct influence. We pledge to fully uphold and contribute to the fulfilment of all UN Sustainable Development Goals (SDGs).</p> <p><u>Water and sanitation facilities to deprived communities</u> GOIL has since 2013 been a strong advocate for the provision of potable water to deprived communities in Ghana The provision of potable water has been an integral part of GOIL's mission to assist the deprived in rural communities within Ghana to improve their living conditions. Several communities have benefitted from our potable water for all initiative since its inception through the provision of small township water systems to residents in deprived communities in Ghana.</p> <p><u>Environmental Protection</u> GOIL supports the Media Coalition Against 'Galamsey' (major media organisations in Ghana launched to wage a crusade against illegal mining which contaminates our water bodies) in their fight to eradicate the menace and protect our water bodies.</p> <p>To contribute to the Forestry Commission of Ghana's aim to conserve and manage Ghana's Forestry resources, GOIL in collaboration with Forestry Commission embarked on a campaign</p>

to raise the nation's forest coverage. The campaign was aimed at growing and nurturing over 10,000 trees across Ghana.

Improvement of Health Delivery Systems

To support health care delivery,

- Management of GOIL make donations to the National Cardiothoracic Centre - Korle Bu Teaching Hospital and to the Mother and Child Foundation - Komfo Anokye Teaching Hospital in Kumasi.
- Over 1,000 hospital beds are donated to Hospitals in Ghana annually.
- Annual blood donation exercises are organised to restock the main blood bank at the Korle Bu Teaching Hospital.
- Health screen exercises are organised in conjunction with MAENDALEO, a non-governmental organisation for commercial drivers to ensure drivers safety and general road safety.

Supporting Delivery Quality Education

- We have been one of the main sponsors of the National Science and Maths Quiz (an annual science and mathematics content-based national level quiz competition for senior high schools in Ghana). We believe the next crop of scientists and leaders must be unearthed and encouraged.
- Together with the Chartered Institute of Marketing Ghana (CIMG) have set up an awards scheme to promote local innovation and entrepreneurial development in five Technical Universities in Ghana.

The initiative aims to identify, assist and develop skilled students to sharpen their entrepreneurial skills.

- We have also instituted scholarship schemes for brilliant children of our staff.

Support of Needy And Rehabilitation Institutions

Several donations have been made to orphanages, homes and socially disadvantaged groups such as the Teshie Orphanage, Accra Rehabilitation Centre, Ho Leprosarium and Rehabilitation Home, Hope Vocational Institute near Pokuase, Society for the Physically Disabled and other needy institutions.

We work with industry associations to inform public policy on sustainability challenges, sharing our experience and expertise as well as advancing practical solutions. One of such Policy is the LPG Cylinder recirculation model that is aimed at preventing accidents

associated with handling, transportation of storage of LPG to save lives as well as the environment.

We recognise that multi-stakeholder partnerships are critical to solving many sustainability challenges. We participate in many such initiatives.

We collaborate with NGOs, government agencies and other institutions to achieve our sustainability goals.

- GOIL supports the Media Coalition against 'Galamsey' (major media organisations in Ghana launched to wage a crusade against illegal mining which contaminates our water bodies) in their fight to eradicate the menace and protect our water bodies.
- To contribute to the Forestry Commission of Ghana's aim to conserve and manage Ghana's Forestry resources, GOIL in collaboration with Forestry Commission embarked on a campaign to raise the nation's forest coverage. The campaign was aimed at growing and nurturing over 10,000 trees across Ghana.
- Together with the Chartered Institute of Marketing Ghana (CIMG) have set up an awards scheme to promote local innovation and entrepreneurial development in five Technical Universities in Ghana.

The initiative aims to identify, assist and develop skilled students to sharpen their entrepreneurial skills.

- We also contribute to the national disaster fund established by National Disaster Management Organization (NADMO) towards the rescue and rehabilitation of disaster victims.

CORPORATE SUSTAINABILITY GOVERNANCE AND LEADERSHIP		
GC Scope or Principle	Criteria for GC Advanced Level	GOIL's Approach
Scope: Corporate Sustainability Governance and Leadership	Criterion 19: The COP describes CEO commitment and leadership	The CEO/MD and Management of GOIL Company Limited support and are committed to meeting all the requirements of the UN Global Compact and monitors our progress in the areas of human rights, labour rights, the environment and anti-corruption.
	Criterion 20: The COP describes Board adoption and oversight	The CEO/MD and Management also commits us to contribute to the UN's Sustainable Development Goals. The Board of Directors supports the UN Global Compact and our work in contributing to the UN's Sustainable Development Goals.
	Criterion 21: The COP describes stakeholder engagement	They are responsible for ensuring that the highest standards of corporate governance are achieved in directing and controlling the Company's business. We actively engage with and participate in multi-stakeholder (government, regulators, customers, suppliers, employees) partnerships to address issues that are central to the sustainability of our business and our communities.

