

# COMMUNICATION IN PROGRESS (COP)

2018 -2020



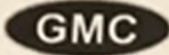
JULY 14

GHANA MANAGANESE COMPANY LIMITED  
Authored by: SUSTAINABILITY DEPARTMENT





# Statement from the CEO



## Ghana Manganese Company Limited

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July 9, 2021

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Secretary-General,

### LETTER OF RECOMMITMENT

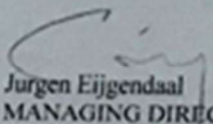
I am pleased to confirm that Ghana Manganese Company Limited supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Ghana Manganese Company limited will make a clear statement of this commitment to its stakeholders and the general public.

We recognise that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's effort to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy.

Ghana Manganese Company Limited was delisted due to non-responsiveness in selecting an engagement tier in the past rather than failing to communicate on progress.

Ghana Manganese Company Limited has indicated its engagement tier as part of the requirement for re-joining the Compact.

Sincerely Yours,

  
Jurgen Eijgendaal  
MANAGING DIRECTOR

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# Company Profile



## About GMC

Ghana Manganese Company (GMC) Limited owns and operates the Nsuta Manganese Mine, approximately 4km from Tarkwa, in the Tarkwa-Nsuaem Municipality in the Western Region of Ghana. The mine has a 90% private shareholding by Consolidated Minerals Africa Limited (CMAL) and 10% freehold shareholding by the Government of Ghana (GoG). It has been in operation for over hundred (100) years and has a total concession area of 170.2km<sup>2</sup>.

## Mission

To be an internationally successful operating mining company, undertaking safe mining practices combined with cost effective production methods. To achieve this, we recruit, retain, and develop skilled employees.

## Vision

To maintain its position as an important market leader in mining and exporting of manganese ore.

## Core Value

Open door approach to management, respect for culture diversity and tolerance at the workplace.



## Our commitment to sustainability

GMC is a global leading responsible manganese producer. Our commitment to responsible manganese production is visible in everything we do, driven by our core values of safety, tolerance, and respect.

One of GMC's strategies is to incorporate sustainability into its business by building economic, social, and environmental legacies and mitigating the impact of its operations.

The company's sustainability approach is therefore based on three pillars: health and safety, environment, and social responsibility.


These pillars tell us that we must care for our human resources, be environmental stewards when we explore, build, and operate, and repurpose or rehabilitate the land after mine closure.



We must contribute our fair share to local and national economies, including through payment of taxes and royalties, and do so transparently to preserve the profitability of our own business.

# Our commitment to the 10 principles of the Compact

GMC is an environmentally and socially responsible mine that has integrated policies and procedures to uphold the ten (10) principles of the UN Global Compact Initiative.

The Table below shows actions taken on the four (4) Pillars of the Compact

Global Compact	Principles	Action Taken	Measurement
 <div>Human Right</div>	<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and	<ul style="list-style-type: none"> <li>• Every employee is treated with respect, as prescribed in our core values.</li> <li>• Employees are continually encouraged to uphold the tenets of human dignity and diversity</li> <li>• Employees are provided with Personal Protective Equipment and change house facilities</li> </ul>	<ul style="list-style-type: none"> <li>• New recruits are required to sign an induction checklist acknowledging that they have read and understood the policies and a copy kept on their file.</li> <li>• Company installed covid-19 protocols and there is constant education carried out to ensure all protocols are observed.</li> <li>• All incidents of unfair treatments meted out employees are tracked, and actions taken accordingly at Disciplinary Committee hearings to ensure any perceived or actual infractions receive a fair hearing under due process.</li> </ul>
	<b>Principle 2:</b> make sure that they are not complicit in human rights abuses.		

 <div data-bbox="161 516 447 578">Labour</div>	<p><b><u>Principle 3:</u></b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b><u>Principle 4:</u></b> the elimination of all forms of forced and compulsory labour;</p> <p><b><u>Principle 5:</u></b> the effective abolition of child labour; and</p> <p><b><u>Principle 6:</u></b> the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> <li>• Employees across the organization earn above the living wage including contractors</li> <li>• GMC keeps “equal work, equal pay policy” without any form of gender discrimination.</li> <li>• GMC is a unionized workplace and workers have the right to collective bargaining as enshrined in the Labour Acts (651), 2003.</li> <li>• Employees are protected from workplace harassment, abuse including physical, verbal, sexual harassment.</li> </ul>	<ul style="list-style-type: none"> <li>• GMC has not recorded any incident of compulsory or child labour</li> <li>• Employee are trained and retrained for the task assigned them</li> <li>• There is fair assessment of all employees on performance for opportunities within the company.</li> </ul>
 <div data-bbox="161 1263 447 1325">Environment</div>	<p><b><u>Principle 7:</u></b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b><u>Principle 8:</u></b> undertake initiatives to promote greater environmental responsibility; and</p> <p><b><u>Principle 9:</u></b> encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> <li>• GMC installed and operates an oil separator machine on the mine to separate water contaminated with oil before discharge.</li> <li>• GMC also installed and operates an incinerator at the hospital to handle all hospital waste.</li> <li>• The mine has emergency centre to respond to all emergencies (fire, flood, accidents, natural disaster etc)</li> <li>• GMC has an internal program to perverse flora and fauna</li> </ul>	<ul style="list-style-type: none"> <li>• Ban on fishing in water bodies on the mine,</li> <li>• Ban on wildlife hunting, flora and fauna destruction within the mine.</li> <li>• Revegetation / reclamation activities.</li> <li>• An incorporated strategy in procurement to focus on eco-friendly products.</li> </ul>



Anti-Corruption

**Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.**

- All employees are required to sign Conflict of interest policy
- It is also required to disclose or make known any private business operated by individual employees
- Punitive sanctions are enshrined in the Collective Agreement to deter employees who may indulge in such an act.

# SDGs IMPACT

## Economic impact:



SR	SUSTAINABLE DEVELOPMENT GOAL	HOW GMC CONTRIBUTES TO THE ACHIEVEMENT OF THE GOAL	STRATEGIES BY GMC TO ACHIEVE ITS CONTRIBUTIONS TO THE GOALS
1	SGD 1 - NO POVERTY	Alternative livelihood programs	Training on youth empowerment and financial Literacy
5	SGD 5 - GENDER EQUALITY	GMC keeps “an equal work, equal pay policy”	GMC aim to promote more women outside the traditional professions
8	SGD 8 - DECENT WORK AND ECONOMIC GROWTH	Local content policy implementation	Hiring of local contractors and suppliers

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9	SGD 9 - INDUSTRY, INNOVATIONS AND INFRASTRUCTURE	Revolutionary introduction of transshipping at Takoradi port	Continuous interest to develop the rail infra-structure
10	SGD 10 - REDUCED INEQUALITIES	Create a working environment of equal opportunities and chances	Pursuing the local content agenda throughout the organization

## Social impact:



SR	SUSTAINABLE DEVELOPMENT GOAL	HOW GMC CONTRIBUTES TO THE ACHIEVEMENT OF THE GOAL	STRATEGIES BY GMC TO ACHIEVE ITS CONTRIBUTIONS TO THE GOALS
2	SGD 2 - NO HUNGER	<ul style="list-style-type: none"><li>• Community employment</li><li>• Alternative livelihood programs</li></ul>	<ul style="list-style-type: none"><li>• Implementation of Community employment policy</li><li>• Training in alternative livelihood programs (skilled apprenticeship program) and establishment of agrobusiness (palm oil extraction)</li></ul>
3	SGD 3 - GOOD HEALTH AND WELLBEING	<ul style="list-style-type: none"><li>• Support Health Facilities</li><li>• Wellbeing programs</li><li>• Health facility on site</li></ul>	<ul style="list-style-type: none"><li>• Health screening</li><li>• Physical training programs for employees and dependants</li></ul>

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		<ul style="list-style-type: none"><li>Wellness programs and facilities</li></ul>	<ul style="list-style-type: none"><li>Annual leave</li></ul>
4	SGD 4 - QUALITY EDUCATION	<ul style="list-style-type: none"><li>Scholarship and bursaries</li><li>Educational facilities</li></ul>	<p>Award of scholarship to needy but brilliant students</p> <p>Construction of school blocks and provision of school furniture</p>

## Environmental impact:



SR	SUSTAINABLE DEVELOPMENT GOAL	HOW GMC CONTRIBUTES TO THE ACHIEVEMENT OF THE GOAL	STRATEGIES BY GMC TO ACHIEVE ITS CONTRIBUTIONS TO THE GOALS
6	SGD 6 - CLEAN WATER AND SANITATION	<ul style="list-style-type: none"> <li>• Provision of portable water for host communities</li> <li>• Proper waste management system</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of water treatment plant</li> <li>• Construction of incinerator</li> <li>• Regular refuse disposal</li> </ul>
7	SGD 7 - AFFORDABLE CLEAN ENERGY	GMC is investigating to reduce its carbon footprint to introduce fuel saving products and to introduce solar energy etc.	Have incorporated strategy in procurement to focus on eco-friendly products
11	SGD 11 - SUSTAINABLE CITIES AND COMMUNITIES	Standard resettlement project	Establishment of standard resettlement project at Tarkwa Banzo
12	SGD 12 - RESPONSIBLE CONSUMPTION AND PRODUCTION	Sustainable mining policy	Implementation of sustainable mining strategies

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14	SGD 14 - LIFE BELOW WATER	Policy on protection of aquatic life	Ban on fishing in water bodies in the mine
15	SGD 15 - LIFE ON LAND	Policy on protection of wildlife, flora, fauna life	Ban on wildlife hunting, flora and fauna destruction within the mine