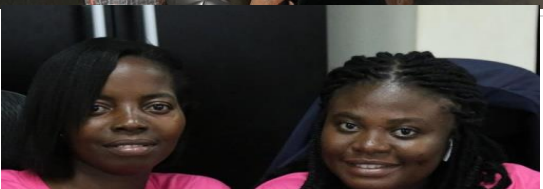


# GOIL COMPANY LIMITED

## UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS 2021









# GROUP CHIEF EXECUTIVE OFFICER/ MANAGING DIRECTOR STATEMENT OF SUPPORT FOR THE UN GLOBAL COMPACT

Since 2006, GOIL Company Limited has been a proud signatory to the United Nations Global Compact (UNGC) and we are staunchly committed to its principles.

Accordingly, we make a concerted effort to incorporate best practices in human rights, labor standards, community relations, the environment, and anti-corruption into our corporate culture and day-to-day operations.

The past year has seen us challenge ourselves, set new goals, and continue to do business in a manner that is environmentally conscious, respectful of human and labor rights, and exhibiting the highest level of business integrity.

To accomplish this, we collaborated with others, including the government, Statutory and Regulatory Bodies, Non-Governmental Organizations (NGOs) and other businesses to bring about the transformational change that the world requires today.

Additionally, we achieved our goal of implementing ISO 9001:2015 and ISO 14001:2015 standards and being recertified to both Certifications during the year.

The following Communication on Progress provides an overview of our practices in implementing the UNGC's Principles. I am extremely pleased to report that we continued to make progress toward meeting our UNGC commitments.



**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 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 that 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.

## IMPLEMENTING THE TEN PRINCIPLES INTO STRATEGIES & OPERATIONS

GC SCOPE OR PRINCIPLE	CRITERIA FOR GC ADVANCED LEVEL	GOIL'S APPROACH
<b>Scope:</b> Implementing the Ten Principles into Strategies & Operations	<p><b>Criterion 1:</b> The COP describes mainstreaming into corporate functions and business units</p> <p><b>Criterion 2:</b> The COP describes value chain implementation</p>	<p>GOIL Company Limited is an Oil and Gas Company, with the majority of industrial and commercial operations in petroleum products and lubricants in Ghana.</p> <p>At GOIL Company Limited, our Mission and Vision serve as the foundation for everything we do, and we conduct business in an honest, transparent, and trustworthy manner, always striving to provide products and services that exceed our customers' expectations while also complying with applicable statutory and regulatory requirements. Our growth is built on a set of key ideals that we all share.</p> <p>Our strategic plan has directed us in enhancing systematic research and the application of best practices at all levels, as well as ensuring trustworthy risk management and continuous review, analysis, and improvement of business processes.</p> <p>GOIL takes care to protect the interests of all parties through transparent and negotiated contract conditions. We require our suppliers to adhere to the same values as those outlined in our code of conduct.</p> <p>We are motivated to ensure that our interactions with our stakeholders adhere to the same high ethical standards.</p> <p>As a general concept, GOIL is sensitive to the concerns expressed by the public, government, and non-governmental groups regarding our activities, and as such, we try to surpass our stakeholders' expectations.</p> <p>We adhere to and respect the laws of free competition and are opposed to all sorts of bribery and corruption. We work to uphold the Universal Declaration of Human Rights, the International Labour Organization's treaties, and the United Nations Global Compact's values.</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"> <li>• Demonstrate a commitment to reliable, high-quality supply relationships,</li> <li>• Comply with Regulatory and Statutory Requirements (including Good Competition, Anti-Bribery and Corruption, Anti-child Labour and Anti-Slavery provisions),</li> </ul>

		<ul style="list-style-type: none"><li>• Provide a safe and clean work environment,</li><li>• Respect employees and the environment,</li><li>• Contractors are made aware of their responsibilities as listed below but not limited to the following,</li><li>• Adherence to GOIL Quality and HSE Policy, Knowledge of environmental aspects and key impacts of their activities, the risk associated,</li><li>• Operational controls expected from contractors while working on-site, to prevent pollution while on-site,</li><li>• Availability and knowledge of MSDS of the hazardous materials brought by them for the use including appropriate Labelling,</li><li>• Use of appropriate PPEs,</li><li>• Take ownership of all waste and debris from materials brought on-site and disposal of those in accordance with local regulations,</li><li>• Requirements of permits when necessary –<ul style="list-style-type: none"><li>➤ External regulatory authorities such as EPA, Factories Inspectorate</li><li>➤ GOIL E.g. Environmental Clearance report for contractors</li></ul></li><li>• Utilize appropriate controls to prevent stormwater or other environmental contamination,</li><li>• Provide spill kits and train responsible staff for appropriate clean-up of spills or releases caused by their activities,</li><li>• Emergency preparedness procedures applicable to the area of operation, either established by them or GOIL,</li><li>• Reporting all environmental incidents/accidents while delivering services directly to GOIL, always ensuring the confidentiality of the information derived from GOIL is the mandate,</li><li>• Monitoring and measurement devices, used to deliver services, shall be in the state of calibration,</li><li>• Associated responsibilities, authorities,</li><li>• Maintenance of records,</li></ul> <p>In keeping with our beliefs, we are committed to ensuring safe and healthy working conditions to prevent workplace injury and illness, as well as environmental damage. We adhere to all applicable statutory, regulatory, and other standards that GOIL adheres to.</p> <p>We involve and consult employees and other important stakeholders in decision-making and continuous improvement of our HSE performance. Our policies and commitment help us manage the risk of environmental pollution by the hazardous materials that we handle throughout our supply chain.</p>
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		<p>Our customer-centric philosophy motivates us to take all necessary steps to ensure that the goods and services we give to our customers are always of the best quality. We are able to maintain high standards by monitoring the performance of our recognized suppliers on a constant basis.</p>
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## HUMAN RIGHTS MANAGEMENT POLICIES & PROCEDURES

GC SCOPE OR PRINCIPLE	CRITERIA FOR GC ADVANCED LEVEL	GOIL'S APPROACH
<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally Proclaimed human rights.</p> <p><b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses</p>	<p><b>Criterion 3:</b> The COP describes robust commitments, strategies or policies in the area of human right</p> <p><b>Criterion 4:</b> The COP describes effective management systems to integrate the human rights principles</p> <p><b>Criterion 5:</b> The COP describes effective monitoring and evaluation mechanisms of human rights integration</p>	<p>The GOIL Group has a long-standing commitment to human rights and will continue its efforts in ensuring that each employee feels safe at work. To this end, the organization is committed to making continuous improvements on systems as well as procedures for bettering workplace culture so everyone can feel fulfilled while working together. We take child and labour exploitation seriously. We will not compromise on the rights of people with disabilities, which is why our commitment includes protecting their human dignity as well.</p> <p>We promote Human Rights among all participants in our supply chain subsidiaries with this pledge.</p> <p>Our commitment to fairness, upholding all laws and regulations designed to protect human rights is an integral part of our business. For this reason, we review our policies on a regular basis in order that these standards are respected at every turn possible by employees or contractors.</p> <p>Our HR practices are evidence of how GOIL Company Limited operates within our prescribed framework while ensuring compliance across operations.</p> <p>The company's dedication to human rights is clear. We have a zero-tolerance policy for any violations and will not hesitate to take action if it becomes necessary, including expelling those who violate these standards from our organization.</p> <p>Our commitment to respect human rights is codified in our standalone Human Rights Policy and informed by the expectations of the UN Guiding Principles on Business and Human Rights (UNGPs). Such policies also tackle human rights issues, as do policies relating to health and safety practices.</p> <p>Our approach is to maintain and promote human rights in three ways:</p> <ol style="list-style-type: none"> <li>1. By upholding our values, standards</li> <li>2. in our relationships with our suppliers and other business partners, and</li> <li>3. by working through external initiatives, such as the UNGC</li> </ol>



		<p>Human rights are an important part of our culture at GOIL. We continue to build employees' and workers' awareness on the subject, encouraging them to speak up about any concerns they may have without fear or repercussions for doing so especially since it is a company policy that encourages openness in this manner.</p> <p>These policies are made clear to the employees through the company's HR manual and Code of Conduct (CoC).</p> <p>The GOIL Code of Conduct (CoC) contains standards and rules on human rights, bribery and corruption, equal employment opportunities, workplace harassment, conflicts of interest, antitrust and competition law and procedures for reporting misconduct.</p> <p>Our Supplier Code of Conduct (SCoC) which includes three main sections, namely human rights, fair labour conditions and the suppliers' own procurement practices are made available to our suppliers.</p> <p>The Chief Operating Officer and Managing Director is accountable to the Board of Directors for ensuring policies including those pertaining to Human Rights and Health and Safety are effectively implemented.</p> <p>GOIL employees engaged in activities under GOIL's operational control are legally required to follow the company's Human Rights Policy. We continuously work to build our employee's awareness of human rights. We urge them to express concerns about potential violations of our business conduct code with any of the following teams/departments without fear of reprisal:</p> <ul style="list-style-type: none"><li>• Management</li><li>• Legal</li><li>• Human Resources</li><li>• Health Safety Security &amp; Environment</li></ul> <p>While we take all complaints seriously, our whistle-blower system makes it easy for employees, contractors and the general public to report violations without fear of retaliation. In addition, the integrity email is publicly available so employees, contractors and the public can easily contact Management with any concerns they may have about company policy or procedure."</p> <p>The Head of Head of Administration and Human Rights is charged with maintaining the Integrity email and ensuring all alleged code violations are thoroughly investigated. GOIL's able HR team ensures that the rights of its employees and stakeholders are adhered to and none is violated.</p>
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		<p>In order to identify potential human rights impacts, risks and opportunities, we conduct Impact Assessments. The assessment first asks about the nature of an individual's work environment (inside stakeholders) as well as those working alongside them (externals). From there we determine if any negative incidents have occurred within this context- whether internally amongst employees or externally among customers.</p> <p>The results of our assessments provide a roadmap for addressing business-related human rights risks. We use this information to develop action plans that will ensure all identified areas have been adequately mitigated, ensuring we remain in compliance with international standards and local laws while also promoting sustainable growth within the community where you do business.</p> <p>The Group Chief Executive Officer and Managing Director review the results of human rights assessments to make sure they are being implemented effectively. Progress is monitored through regular reporting.</p> <p>1. Internal awareness-raising and training on Human Rights for management and employees</p> <p>We recognise that awareness raising at the workplace is an effective way to create a culture that recognizes human rights abuses throughout society as well as within our own company. This will help us become more empathetic towards other people's situations while also promoting understanding among ourselves.</p> <p>All newly recruited staff were taken through a comprehensive induction training which included human rights principles and measures as well as systems in place to mitigate violations of these ethical standards. Existing employees received refresher training on the same topics so that they can be even more aware of their obligations.</p> <p>Procurement employees were trained on sustainability and the processes related to off-site assessments. They also received instruction in how they can ensure that their procurement activities are environmentally sound, ethical practices which will impact them positively as well as those around us who depend upon natural resources for survival."</p> <p>2. High-profile health and safety campaigns and</p> <p>Occupational health and safety is a fundamental human right. For this reason, during the budget review meeting by Top Management additional funds were made available for procurement of Personal</p>
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		<p>Proactive Equipment, vaccination of employees against COVID-19 in order to protect everyone.</p> <p>Employees also received Health and Safety training so that they better understand their role within our policies towards protecting them from workplace hazards.</p> <p>3. Leadership review of monitoring and improvement results</p> <p>Management Systems which integrate Human Rights principle was reviewed during our Management Review Meeting to ensure that we adhere fully and precisely follow all applicable laws, regulations, code of conduct as well as internal standards. We established at the end of this meeting that your company's system is in compliance with the law.</p> <p>The Company has seen no evidence that its suppliers or other operational facilities are violating human rights standards. The firm conducted independent assessments to check for violations and found none in either situation.</p> <p>4. Process and programmes were implemented to support Human Rights through core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action</p> <p>For the last four years, our organization has been making an effort to better serve people in need. We have implemented programs that are designed for human rights through core business practices and strategic philanthropy/social investment initiatives as well public policy engagement or advocacy work with partners across various industries including arts &amp; culture groups who share these values too.</p> <p>5. Monitoring drawn from internal and external feedback, including affected stakeholders</p> <p>We conducted due diligence, including an assessment of human rights impacts from our operations. This included assessing the potential for violations by partners and other stakeholders in our projects and locations where we work which so far has led us to receive no complaints concerning employee's rights violation whatsoever.</p> <p>We also carry out sustainability audits internally on suppliers as well as externally with inspections conducted at various points throughout supply chain management processes.</p>
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		<p>6. Process to deal with incidents the company has caused or contributed to for internal and external stakeholders Processes and procedures to avoid human rights violations are in place. They have been continually reviewed for effectiveness, but found adequate since they meet all necessary standards Grievance mechanisms was also reviewed to determine if they continue to be legitimate, accessible, predictable, equitable, transparent, rights compatible, a source of continuous learning, and based on engagement and dialogue.</p> <p>7. Other established or emerging best practices We offer employees 22 annual leave days per year to enable them ample rest and are approved by respective line manager. We also provide maternity/paternity leave which entitles female workers (3) three months with full pay in addition their normal allotment of leave days.</p>
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## LABOUR MANAGEMENT POLICIES & PROCEDURES

GC SCOPE OR PRINCIPLE	CRITERIA FOR GC ADVANCED LEVEL	GOIL'S APPROACH
<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p><b>Principle 4:</b> The elimination of all forms of forced and compulsory labour.</p> <p><b>Principle 5:</b> The effective abolition of child labour.</p> <p><b>Principle 6:</b> The elimination of discrimination in respect of employment and occupation</p>	<p><b>Criterion 6:</b> The COP describes robust commitments, strategies or policies in the area of labour</p> <p><b>Criterion 7:</b> The COP describes effective management systems to integrate the labour principle</p> <p><b>Criterion 8:</b> The COP describes effective monitoring and evaluation mechanisms of labour principles integration</p>	<p>To achieve the company's objectives and vision, it is important that we have appropriately skilled, culturally diverse employees who are motivated by their work. Our employment practices and policies are guided by the international and local labour laws that seek to protect both employer and employee alike by ensuring a safe environment where all workers' rights will be protected and is in line with SDG 8 that highlights on decent work and Economic growth.</p> <p>GOIL fosters and celebrates an inclusive workplace without barriers. The organization's inclusion efforts continue to focus on factors—including gender, ethnicity, age or disability—to create a working environment that allows all our employees the opportunity fulfill their potential. We emphasize our commitment to ethical behaviour in our values and reinforce the responsibility of everyone in the organization to act with integrity</p> <p>Responsibility and accountability for labour rights lies with the Organisation and Administration and Human Resources department.</p> <p>GOIL places a premium on employment practices for both workers and contractors and incorporates them into all human rights assessments. In terms of working conditions for suppliers, we are executing a Sustainable Procurement Initiative.</p> <p>GOIL has strict guidelines for its suppliers. The GOIL Supplier Code of Conduct includes an endorsement of the International Labour Organization's Conventions, the Universal Declaration of Human Rights, and other locally and internationally recognized labour standards.</p> <p>The Code of Conduct addresses labour relations, employment policies, human rights, and commercial ethics.</p> <p>Since its inception, the company has been committed to engaging in social dialogue with local communities. This includes investment initiatives that serve their needs such as providing potable water for deprived areas</p> <p>As a company, we do not tolerate any form of employment below the minimum working age. In order to better protect children from exploitation in the workplace, we at GOIL take a strict stance against</p>

	<p>employing anyone who is under 18 years old. Furthermore, as part of our policy, it's also forbidden for any contractor or supplier working on our behalf to utilize child labour.</p> <p>The company is committed to ensuring that workers can organize and bargain collectively. We offer our employees the opportunity 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 law without fear of intimidation or reprisal.</p> <p>The right of individuals to start and join groups that promote and develop their unique interests is highly appreciated at GOIL.</p> <p>The right to associate is a critical tool for workers seeking to improve their working conditions.</p> <p>To ensure that we maintain the highest standards of supplier code, our team reviews and updates it on an annual basis. Suppliers must agree to follow all requirements set forth by this document. Additionally, the Supplier Code of Conduct is included in all tenders issued and is referenced in purchase orders made to vendors.</p> <p>Audits or other steps to monitor and improve the working conditions of companies in supply chains are carried out, with a focus on international labour standards which allow for more ethical practices throughout these interconnected systems.</p> <p>We work hard to maintain transparency throughout our supply base. We strive for sustainability and consider the suppliers we use as partners in this mission, monitoring their performance through compliance audits that help ensure accountability without sacrificing quality or effectiveness of services delivered</p> <p>As part of GOIL's commitment to providing a safe and healthy working environment for employees and others that are impacted by our operations, it is imperative that we address any challenges related with labour.</p> <p>We not only engage our suppliers but also work closely together on addressing this issue head-on so we can all stay focused in achieving common goals</p> <p>There are several process to positively engage with our suppliers to address these challenges schemes to improve workplace practices.</p>
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		<p>We also recognise supplier certifications as per international standards including ISO 9001, ISO 14001, ISO 45001.</p> <p>As detailed in the Code of Conduct, GOIL does not tolerate harassment or any behaviour which creates a hostile, offensive or intimidating environment for its employees. The Code has been made available to all employees. It makes clear our approach to breaches of policy, which will lead to a process of investigation and, when appropriate, dismissal.</p> <p>The GOIL Group pays entry level wages above local minimum wages There are a number of grievance mechanisms, communication channels and other procedures that workers can use to report concerns. These include whistle-blower mechanisms</p> <p>In 2020/21, the Group conducted eighty-five (85) external supplier audits. A risk assessment is used to determine whether or not to audit a particular supplier. Additionally, the Group's businesses have tightened procedures for Supplier Code validation through training of procurement personnel.</p> <p>Health and Safety measures have been implemented in response to Covid-19. These measures include, amongst others: vaccination of employees, remote working arrangements; supplies of PPE (personal protective equipment) such as masks for employees and their families; and employee business travel restrictions.</p> <p>To ensure that all employees are aware of their labour rights, we have provided internal training on the principles for management and employee.</p> <p>Regular reviews ensure that we adhere to all applicable labour laws and regulations and internal standards.</p> <p>Independent audits are undertaken of both Company and supplier workplaces.</p> <p>GOIL received no fines for non-compliance with labour laws and regulations.</p>
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## ENVIRONMENTAL MANAGEMENT POLICIES & PROCEDURES

GC SCOPE OR PRINCIPLE	CRITERIA FOR GC ADVANCED LEVEL	GOIL'S APPROACH
<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges</p> <p><b>Principle 8:</b> Businesses Should undertake initiatives to promote greater environmental responsibility</p> <p><b>Principle 9:</b> Businesses Should encourage the development and diffusion of environmentally friendly technologies.</p>	<p><b>Criterion 9:</b> The COP describes robust commitments, strategies or policies in the area of environmental stewardship</p> <p><b>Criterion 10:</b> The COP describes Effective management systems to integrate the environmental principles</p> <p><b>Criterion 11:</b> The COP effective monitoring and evaluation mechanisms for environmental stewardship</p>	<p>We take a dynamic approach to environmental protection by implementing and integrating international standards such as those set forth in The United Nations' Global Compact (UNGC) CoP Advanced level criteria, ISO 14001:2015 - Environmental Management System. These are completely aligned with our strategic objectives which ensure that we consider potential risks when adopting or implementing new practices so they can be mitigated appropriately.</p> <p>We take responsibility not only for our social conditions but also for the environment.</p> <p>According to our approach, the primary environmental concerns that may affect our stakeholders' assessments and decisions are as follows:</p> <ul style="list-style-type: none"> <li>• Pollution prevention</li> <li>• Natural Rehabilitation and Biodiversity</li> <li>• Energy and air pollution</li> <li>• Water management</li> <li>• Circular economy and</li> <li>• Adaptation to Climate Change.</li> </ul> <p>Our HSSE policy demonstrates our unwavering commitment to environmental protection and resource management.</p> <p>Our HSSE Policy is included in our new Code of Conduct, Suppliers Code of Conduct, published on our website and applies to all our subsidiaries and to all employees, irrespective of their position within the Group's hierarchy and promoting best practices, aiming at shaping the corporate image in the market.</p> <p>Our policies and procedures promote a safe working environment for all employees, while ensuring compliance with the laws of both country and company.</p> <p>A dedicated Management Representative Office reviews each business's performance in this area to ensure that they meet or exceed minimum standards established by law as well as those set forth through our SOPs &amp; manuals.</p>



	<p>Improving the quality and scope of our environmental data remains an area of focus.</p> <p>We are committed to promoting greater environmental responsibility within our supply chain, and we seek to enforce a Code of Conduct that includes guidelines for sustainable sourcing and production.</p> <p>Our Standard Operating Procedures and Manuals establish a minimum relevant standard of operation for all Group processes. Each organization is expected to create a customized Environmental Management System that is appropriate for its size and type of activity. Enhancing the quality and breadth of our environmental data is a priority.</p> <p>The Management Representatives Office conducts environmental audits, develops new programs, and reports to the Board on progress.</p> <p>Annually, environmental data is consolidated, including the amount of energy consumed in our buildings, the amount of gasoline consumed, and other factors necessary to assess our environmental performance.</p> <p>The data includes our wholly- owned subsidiaries over which the Group maintains financial control.</p> <p>The Management Representatives Office communicates the results to employees on an internal basis.</p> <p>Environmental risks are assessed and prioritized as part of our broader risk management strategy.</p> <p>Our Environmental Management System, which is compliant with the ISO 14001-2015 environmental standard, specifies our obligation to manage the environmental risks associated with our activities and that environmental risk is included in the overall risk assessment that business units are required to complete on an annual basis.</p> <p>Our operational units undertake environmental risk evaluations. These include the conservation and restoration of nature and biodiversity, the prevention of water and air pollution, the reduction of noise, the reduction of greenhouse gases, the efficient use of natural resources and water, and waste management. Additionally, we are ISO 14001-2015 certified.</p> <p>Annual audits by external auditors, as well as preliminary internal audits, are all part of this compliance.</p>
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A designated person is responsible for HSE concerns under the Company's HSSE framework. Additionally, the head of HSSE has assumed a coordination role for the HSSE component, creating the overall picture, developing the strategy, highlighting and promoting best practices, all with the goal of shaping the corporate image in the market.

We are ISO 14001:2015 certified.

To manage and regulate our environmental impacts, we define goals, targets, and timelines for environmental performance improvement, backed up by performance measurement indicators and reporting methods.

These are monitored and managed by the appropriate departments within each sector of operation, while at the corporate level, we have implemented KPIs associated with ISO 14001 standards.

Conducted on a regular basis to ensure compliance with all applicable environmental laws, regulations, and internal standards

Independent third parties audit environmental management systems and data.

According to our Environmental Management System, all concerns are thoroughly investigated, and appropriate action is taken in case of non-compliance with our environmental measures and principles. We have contingency plans (with trial application or application of emergency response procedures) and strategies in case of all types of pollution risks including accidental ones, or of other large-scale accidents such as significant spill or an uncontrolled and/or a controlled spill. As part of these plans, which are updated periodically, we identify the main weak points in the operated fields that require immediate attention if an event occurs.

The integration of the environmental principle has resulted the absence of any incidents involving a deterioration in the quality of the environment.

According to the results of the recent relevant audit for 2021, no deviations from the current environmental licenses were observed, which would necessitate the planning of investments for their rectification, while no cases of non-compliance with environmental rules and regulations were recorded.

		<p>Our facilities and offices are all EPA-permitted. These permits were issued on the condition that we adhere to all applicable environmental protection regulations.</p> <p>Internal awareness-raising and training on environmental stewardship for management is part of internal communication and our training activities.</p> <p>We are committed to continuously improving our environmental performance and providing positive contributions to society through our activities and engagements. Compliance and continuous improvement are integral to our management systems. Annual targets are set, and progress is monitored by Management and reported publicly.</p> <p>Regular performance review meetings are held by Management to assess our level of compliance and conformance.</p>
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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>Corruption manifests itself in a variety of ways, ranging from petty influence peddling to systematic bribes. Corruption, according to Transparency International, is "the abuse of entrusted power for private gain." This can include both financial and non-financial benefits.</p> <p>Our zero-tolerance policy for corruption is clearly established in our Anti-Bribes Policy, which forbids bribery in commercial dealings with customers and suppliers, as well as in interactions with government authorities and Public Officials.</p>
	Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle	<p>We acknowledge the detrimental effect corruption has on corporate development and the economy as a whole and have been extremely vigilant in implementing rules and procedures to prevent the vice from rearing its head in the workplace.</p> <p>Our code of conduct explicitly states and requires that our employees and business partners adhere to professional business ethics and refrain from soliciting or giving gifts of any kind that could reasonably be interpreted as impairing personal judgment and integrity.</p>
	Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anticorruption	<p>Integrity is a basic principle of the firm that underpins recruiting and retention.</p> <p>Our anti-corruption policy establishes a zero-tolerance stance for corruption among employees, customers, and suppliers.</p> <p>New hires must take an oath, which includes a vow to abstain from corruption, unfair competition, and corporate practices that are detrimental to society.</p>
		<p>Employees are encouraged to be honest and to embrace the company's anti-corruption culture during trainings, as corruption is detrimental to both business and society.</p> <p>Additionally, we conduct extensive awareness campaigns about business ethics and anti-corruption across the Group's operations.</p> <p>Through our "Code of Conduct for Suppliers and Business Partners," we expect our new and significant partners to comply with all applicable national laws, regulations, and international anti-corruption</p>



	<p>conventions, in force at the time and to the extent that the relevant provisions apply to the work they perform on our behalf. Our comprehensive policies for suppliers and business partners are defined in our associated Code.</p> <p>We take our responsibilities to safeguard the financial system's integrity and the integrity of our own activities extremely seriously. We have implemented a comprehensive set of procedures aimed at preventing, detecting, and reporting money laundering, corruption, and terrorism financing. These restrictions are intended to safeguard us and our reputation against anyone who may use GOIL to legitimate their ill-gotten wealth.</p> <p>Additionally, we strive to guarantee that our staff conform to the firm's stringent know-your-customer standards while without treating consumers like criminals.</p> <p>We have built numerous mechanisms to combat corruption, including clear protocols, encouraging open communication, encouraging oversight of financial transactions, establishing review processes, and taking corruption allegations seriously. When employees felt compelled to report an employer, they employed the whistle blowing approach.</p> <p>Whistleblowing mechanisms are in place to allow for the expression of any suspicions of inappropriate activity. Every employee is routinely educated on the Standards of Business Conduct and reminded of the whistleblowing processes on a yearly basis. The internal guideline outlines the forms of wrongdoing that employees should report, such as non-compliance with legal responsibilities or a violation of human rights, as well as who to contact, notably the heads of administration/human resources or internal audit.</p> <p>We have continued to do business responsibly, based on our values of Integrity, and have developed a strong, value-based corporate culture, which is regularly emphasized in our communications to employees and in presentations to some of our clients about sustaining professionalism.</p> <p>All employees must undergo mandatory training and certification in order to ensure compliance with the Code of Business Conduct, as well as our Anti-Bribery Policy.</p> <p>We do routine due diligence on third parties to ensure that those working with Public Officials on our behalf are rigorously vetted against our anti-corruption standards and agree to adhere to our Anti-Bribery</p>
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		<p>Policy. Employees are required to get prior legal authorisation before contracting any third party to represent us before Public Officials under our Anti-Bribery Policy.</p> <p>As part of the Supplier Code, anyone with concerns regarding actual or suspected violations of the Supplier Code's norms of behavior may contact the Head of Internal Audit immediately.</p> <p>Employees can voice concerns about behaviour and compliance in a variety of methods, including through a confidential and independently maintained whistleblower email. Additionally, we maintain an open-door policy. We commit to protecting from retaliation those who raise concerns in good faith.</p> <p>we focus on:</p> <ul style="list-style-type: none"><li>• Anti-corruption policy and implementation of a program tailored to the risk profile of the company</li><li>• Human resources management systems supporting the ethical behaviour of employees</li><li>• Monitoring and sanctions system and whistle-blower schemes</li><li>• Reporting procedures and continuous improvement processes</li><li>• Functions of compliance officers</li></ul> <p>All potential concerns are thoroughly reviewed, and appropriate action is taken if the Company's anti-corruption policy is violated. Additionally, our financial statements are audited independently each year. The Company's financial statements will continue to be audited annually.</p> <p>During the reporting period, there were no public legal cases regarding corruption or bribery.</p> <p>GOIL measures compliance with its Codes of Conduct through two channels: for suppliers, we organise audits on a risk-weighted basis.</p> <p>For employees, we conduct comprehensive training of new employees and annually reconfirms that all employees are familiar with our whistleblowing policy.</p>
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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>Our principal contribution comes from our core business operations. We generate local economic benefit in a variety of ways, including direct and indirect employment, salaries, supplier payments, community investments, and government taxes.</p> <p>Additionally, our business generates indirect benefits such as technical competence and inward investment, which is critical for developing or transitional economies.</p> <p>We are a signatory to the UN Global Compact (UNGC), which sets out commitments for business in relation to human rights, labor, the environment and anti-corruption. We have pledged to uphold these principles across our business and have not failed to fulfill 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 of quality education, support of needy and rehabilitation institutions.</p> <p>All of which fulfill 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>Our primary contribution is through our core business activities. Direct and indirect employment, salaries, supplier payments, community investments and government taxes are among the ways that we generate local economic benefit.</p> <p>Our business also brings indirect benefits, such as technical expertise or inward investment</p>

	<p>As a signatory to the United Nations Global Compact (UNGC), which establishes corporate responsibilities to human rights, labor, the environment, and anti-corruption. We have committed to follow these ideals throughout our organization and have not failed to do so since 2006.</p> <p>The commitment of GOIL includes acknowledging the needs of our communities and society. The Company has a moral obligation to improve the quality of life of people.</p> <p>Our CSR program is an extension of our company's mission and vision. We strive to be the most sustainable, socially conscious organization in all aspects from environmental protection through health care delivery systems that promote better living conditions for communities. We take pride not only in how much good we do but also in working with organizations who share these same values as us- helping them achieve their dreams too.</p> <p><b>Workplace health and safety:</b></p> <p>To augment the fact that the company has its members of staff registered with the National Health Insurance Policy, there is an enhanced health policy developed for all staff and their families called the GLICO Life Insurance to access free health services to a considerable measure. This health policy is to enhance employees' well-being, productivity and personal safety.</p> <p>Additionally, the company periodically organizes health programs like health walks and health talks to sensitize our employees on the need of staying healthy.</p> <p><b>Water and sanitation facilities to deprived communities:</b></p> <p>Since 2013, GOIL has been a vocal champion for the provision of drinkable water to Ghana's impoverished communities. Potable water has been a critical component of GOIL's aim to aid the poor in rural communities around Ghana in improving their living conditions. The rural community's need for drinkable water is not taken lightly. When it comes to safe drinking water, it is critical that everyone has access, but far too many people have no idea what "Drinking Safely" entails.</p> <p>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>
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	<p><b>Environmental Protection</b></p> <p>GOIL supports the Media Coalition Against ‘Galamsey’ (major media organizations 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>We also implement a stringent waste management policy across all our offices which seeks to reduce, reuse and recycle. Our prudent resource use policy ensures the prudent use of water, electricity, paper and fuel.</p> <p><b>Improvement of Health Delivery Systems</b></p> <p>To support health care delivery, Management of GOIL makes donations to the National Cardiothoracic Centre - Korle Bu Teaching Hospital and to the Mother and Child Foundation - Komfo Anokye Teaching Hospital in Kumasi.</p> <p>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.</p> <p>Health screen exercises are organised for staff</p> <p><b>Supporting Delivery of Quality Education</b></p> <p>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.</p> <p>We have also instituted scholarship schemes for brilliant children of our staff.</p> <p><b>Support of Needy And Rehabilitation Institutions</b></p> <p>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.</p>
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		<p>We collaborate with NGOs, government agencies and other institutions to achieve our sustainability goals.</p> <ul style="list-style-type: none"><li>• 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.</li><li>• We also contribute to the national disaster fund established by National Disaster Management Organization (NADMO) towards the rescue and rehabilitation of disaster victims.</li></ul>
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## CORPORATE SUSTAINABILITY GOVERNANCE AND LEADERSHIP

GC SCOPE OR PRINCIPLE	CRITERIA FOR GC ADVANCED LEVEL	GOIL'S APPROACH
Scope: Corporate Sustainability Governance and Leadership	<p>Criterion 19: The COP describes CEO commitment and leadership</p> <p>Criterion 20: The COP describes Board adoption and oversight</p> <p>Criterion 21: The COP describes stakeholder engagement</p>	<p>Our Top Management, led by our Chief Executive Officer and Managing Director, is responsible for monitoring and executing our sustainability strategy.</p> <p>The Group has developed a code of professional ethics, which has been communicated to all Board members, as well as to all units and employees in all of its subsidiaries. In terms of human rights protection and transparency, the Code is inextricably linked to the UN Global Compact.</p> <p>Additionally, the Group's mission and the values that govern its operation, such as the Internal Rules of Operation and the Internal Procedures and Quality System, which are also related with UNGC principles, are incorporated in all official business documents.</p> <p>The Internal Rules of Operation specify the roles, duties, and obligations of all statutory bodies constituted in accordance with the Articles of Association and applicable laws.</p> <p>The Group's labour practices and the environmental protection performance and policies are checked and certified in accordance with the Environmental Management (ISO 14001) and Quality Management (ISO 9001) Standards, respectively. The Global Compact principles are a critical component of our sustainability strategy, which is championed by the Group's top echelons, including the CEO.</p> <p>Our corporate social responsibility governance structure demonstrates how the UNGC standards correspond with our corporate social responsibility plan. Additionally, examines how we integrate sustainability issues into our business processes and decision-making across all of our activities in accordance with CSR Management Standards.</p> <p>The Standards cover all activities that have the potential to positively or negatively impact the environment, employee health and safety, human rights, transparency and the well-being of communities.</p> <p>The Board of Directors supports the UN Global Compact and our work in contributing to the UN's Sustainable Development Goals.</p>



		<p>Strong governance structures enable us to deliver our Plan, realise the benefits for the business and draw on relevant expert input. Sustainability and corporate responsibility are championed and led by our Group CEO/MD. Governance of our conduct as a responsible corporate citizen is provided by our Boards' Corporate Responsibility Committee.</p> <p>The CSR Committee of the Group is largely responsible for supervising and guaranteeing the proper execution of the Group's CSR Governance in terms of policies, targets, actions, and outcomes relating to environmental, social, and ethical issues. The Sustainability Report is reviewed and approved by the Committee, which ensures that all material issues are addressed.</p> <p>Engaging with stakeholders is critical for establishing our brand, establishing long-term partnerships, and assisting in the comprehension of stakeholder concerns and expectations. It helps us make sound decisions, develops our connections, and enables us to keep our obligations and succeed as a business.</p> <p>We seek to engage actively with governments, intergovernmental organizations, regulators, customers, suppliers, investors, civil society organizations, labor unions, academics, and concerned citizens in order to foster an environment conducive to finding solutions to the world's major sustainability challenges.</p> <p>Due to the diversity of our partnerships, we interact in a range of methods, depending on the nature of the interest, its business importance, and the most practical approach to meet the individual needs and expectations of stakeholders.</p>
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