



GHANA MANGANESE COMPANY LIMITED

ENVIRONMENT POLICY STATEMENT

The management of Ghana Manganese Company Limited, conscious that mining and its associated activities will affect the environment in which it operates will therefore ensure that within its economic limits and the need to be internationally competitive, the company's activities will be carried out with due cognizance of environmental factors.

- Management will effectively utilize legislation and guidelines to ensure compliance in all aspects of the business. We will minimize risk and ensure that environmental impact assessments are conducted for current facilities and practices, changes to existing processes as well as for new projects.
- The Management of GMC has adopted an environmental policy statement to clearly demonstrate the company's commitment to environmental protection and enlightened operational practice.
- The environmental policy statement serves as guideline to management in their decision making as to how the company is to be managed and its facilities operated.
- Ghana Manganese Company Limited will demonstrate its commitment to operate all activities according to current laws and regulation in Ghana and recognize international standards with respect to environmental issues.
- The management of GMC will seek continual improvement through assessing and reporting of environmental performance with regular setting and reviewing of targets.
- We will engage in constructive dialogue with all our employees, community leaders and all other stakeholders to share information and listen to their concerns and expectations with respect to environmental issues relating to our new projects, ongoing operations and future closure. Furthermore, we will continue in our efforts to raise the awareness of environmental issues of our host communities.
- We will conserve natural resources by ensuring reduced resource consumption, effective usage and safe disposal. As a good corporate citizen we will actively engage with governing bodies and our host communities to ensure that GMC leaves behind a sustainable environment at the end of the life of mine.

JURGEN EIJGENDAAL
Managing Director



GHANA MANGANESE COMPANY LIMITED

HEALTH AND SAFETY POLICY STATEMENT

The policy of the Ghana Manganese Company Limited is to conduct its mining operations in a manner, which ensures the health and safety of its employees and preserves the environment. GMC is committed to operate within the legal framework expectation of the company and guidelines provided by various regulatory bodies, whilst simultaneously striving at all cost to improve on these minimum requirements.

- The health and wellbeing of our employees, contractors and host communities are of prime importance. Management believes that all occupational illnesses, workplace injuries and environmental incidents are preventable and will therefore strive not to compromise HSE standards and procedures in the quest for other business priorities.
- The management of GMC ensures that as far as it is reasonably practicable, the workplaces, equipment and processes under its control are safe. The policy seeks to ensure also that the workers are properly trained in their jobs, and in the use and maintenance of personal protective equipment under proper supervision. We will conduct regular health and safety audits.
- GMC will comply with local legislation and internal standards by stringently following shareholder requirements and international standards where national standards do not exist. Management will ensure that services and products equally comply with all our occupational health and safety standards.
- Ghana Manganese Company Limited will implement and maintain programs that will provide reasonable assurance of health and safety. The Company seeks to avoid harm to the health of its employees, contractors and to promote and maintain to the highest degree the physical, mental and social well being of its workers.
- It is also a policy of the Company to provide medical care for dependants of the workforce and also the neighboring communities.

In pursuant of this, the management undertake to:

- Identify, evaluate and put measures in place to control hazards in the work place
- Co-operate with relevant regulatory authorities and interest groups with regard to disseminate information on health and safety issues.
- Continual involvement of all its employees in training and education on health and safety matters.

JURGEN EIJGENDAAL
Managing Director



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CORPORATE SOCIAL RESPONSIBILITY

POLICY STATEMENT

Ghana Manganese Company Limited is committed to its corporate social responsibility policy to identify the requirements of all stakeholders with particular emphasis on communities within the company's catchments area and other external organizations and individuals, by maintaining and building strong relationships based on mutual respect and recognition of each others rights, together with an active partnership and long term commitment to the betterment of the company's operations. In the light of this GMC is committed to;

- ✚ Engage in accurate, transparent and timely constructive dialogue with all the employees, community leaders and other stakeholders to share information and listen to their concerns and expectations relating to new projects, ongoing operations and future closure,
- ✚ Ensure that the company's staff and management is committed to creating a culture that makes community relations an integral part of the short and long term operations and performance of the managerial systems,
- ✚ Undertake and review sustainable alternative livelihood projects, providing infrastructure based projects and granting educational bursaries to provide sustainable social and economic benefits from the mining operations,
- ✚ Promote accountability through formal meetings (i.e. Annual General Meetings – AGMs) and documentation to review strategies and progress in achieving the defined outcomes,
- ✚ Establish regulated dialogue with all relevant communities through a council with representation from the communities, chiefs, opinion leaders and local authorities,
- ✚ Comply with this vigorous policy statement to conduct operations in an environmentally sustainable manner and ensure that they are demand-driven; profit oriented and have a clear alignment towards poverty alleviation as well as enhancement of the well-being of the people within the communities,

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JURGEN EIJGENDAAL

Managing Director