



GRI 2019 databook

Galiano Gold

ESG Data disclosed in accordance with the Global Reporting Initiative (GRI) Standards: Core Option

Last updated: October 2020

Galiano Gold 2019 Sustainability Performance Data summarizes our sustainability performance for the 2019 reporting year and provides, where possible, consolidated environmental, social, governance and economic data collected to date

In 2019, the Company transitioned to a new executive management team and a broader sustainability mandate, which includes additional site level initiatives and increased alignment with evolving international best practices

As such, we have re-set 2019 as our new baseline sustainability reporting year and will consider external assurance on select topics for the 2021 reporting period

The previous five Asanko Gold Corporate Social Responsibility Reports (2014-2018) are accessible in the report archive on our website

DIRECTORY

- 1 [GRI Index: Universal and Topic-Specific Standards](#)
- 2 [Universal Standards](#)
- 3 [Topic-Specific Standards](#)
- 4 [Economic](#)
- 5 [Environment](#)
- 6 [Labour and Human Rights](#)
- 7 [Society](#)

See our
[2019 Sustainability Report](#)
for further details
on our sustainability management
approach and reporting

Galiano Gold

GRI 2019 Sustainability Performance Data Universal and Topic-Specific Standards

GRI Content Index

GRI	Description	Comments / Link	Source	Page	Databook Directory	
Organizational Profile						
GRI 102-1	Name of the organization	About Galiano Gold	2019 Sustainability Report	14	Go to: Universal Standards Organizational Profile	
GRI 102-2	Activities, brands, products, and services	About Galiano Gold	2019 Sustainability Report	14		
GRI 102-3	Location of headquarters	About Galiano Gold	2019 Sustainability Report	14		
GRI 102-4	Location of operations	About Galiano Gold	2019 Sustainability Report	14-15		
GRI 102-5	Ownership and legal form	Corporate Structure	2019 Annual Information Form	14		
GRI 102-6	Markets served	About Galiano Gold	2019 Sustainability Report	18		
GRI 102-7	Scale of the organization	Sustainability Highlights	2019 Sustainability Report	10-11		
GRI 102-8	Information on employees and other workers	Sustainability Highlights	2019 Sustainability Report	10-11		
GRI 102-9	Supply chain	Our People About Galiano Gold Contributing to Community	2019 Sustainability Report 2019 Sustainability Report 2019 Sustainability Report	36-37 18 75-79		
GRI 102-10	Significant changes to the organization and its supply chain	None/Not Applicable				
GRI 102-11	Precautionary Principle or approach	Governance Environmental Stewardship & Compliance	2019 Sustainability Report 2019 Sustainability Report	25 80		
GRI 102-12	External initiatives	Governance	2019 Sustainability Report	23		
GRI 102-13	Memberships in associations	Ghana Chamber of Mines Canada/Ghana Chamber of Commerce				
Strategy						
GRI 102-14	Statement from senior decision-maker	Letter from the CEO	2019 Sustainability Report	4-6	Go to: Universal Standards Strategy	
GRI 102-15	Key impacts, risks, and opportunities	Letter from the CEO	2019 Sustainability Report	4-6		
Ethics and integrity						
GRI 102-16	Values, principles, standards, and norms of behavior	About Galiano Gold Governance	2019 Sustainability Report 2019 Sustainability Report	17 24	Go to: Universal Standards Ethics and integrity	
GRI 102-17	Mechanisms for advice and concerns about ethics	Governance	2019 Sustainability Report	25		
Governance						
GRI 102-18	Governance structure	Governance	2019 Sustainability Report	21-22	Go to: Universal Standards Governance	
GRI 102-22	Composition of the highest governance body and its committees	Governance Compensation, nominating and Governance Committee	2019 Sustainability Report Management Information Circular	22 29-33		
GRI 102-23	Chair of the highest governance body	Governance	2019 Sustainability Report	21		
GRI 102-25	Conflicts of interest	Governance	2019 Sustainability Report	23		
GRI 102-30	Effectiveness of risk management processes	Governance	2019 Sustainability Report	25		
GRI 102-32	Highest governance body's role in sustainability reporting	About this Report	2019 Sustainability Report	8		
GRI 102-33	Communicating Critical Concerns	Governance	2019 Sustainability Report	30		
GRI 102-35	Remuneration Policies	Compensation of executive officers and directors	Management Information Circular	33-61		
GRI 102-36	Process for determining remuneration	Compensation of executive officers and directors	Management Information Circular	33-61		
GRI 102-37	Stakeholders' involvement in remuneration	Say on Pay Policy	Management Information Circular	Appendix G		
Stakeholder Engagement						
GRI 102-40	List of stakeholder groups	Stakeholder Engagement	2019 Sustainability Report	32-33	Go to: Universal Standards Stakeholder Engagement	
GRI 102-41	Collective bargaining agreements	Our People	2019 Sustainability Report	37		
GRI 102-42	Identifying and selecting stakeholders	Stakeholder Engagement Contributing to Community	2019 Sustainability Report 2019 Sustainability Report	31 53		
GRI 102-43	Approach to stakeholder engagement	Stakeholder Engagement Contributing to Community	2019 Sustainability Report 2019 Sustainability Report	31 53		
GRI 102-44	Key topics and concerns raised	Stakeholder Engagement	2019 Sustainability Report	32-33		
Reporting Practice						
GRI 102-45	Entities included in the consolidated financial statements	Corporate Structure	2019 Annual Information Form	15	Go to: Universal Standards Reporting Practice	
GRI 102-46	Defining report content and topic Boundaries	About this Report	2019 Sustainability Report	8		
GRI 102-47	List of material topics	About this Report	2019 Sustainability Report	9		
GRI 102-48	Restatements of information	None/Not Applicable				
GRI 102-49	Changes in reporting	About this Report	2019 Sustainability Report	4		
GRI 102-50	Reporting period	Jan 1 - Dec 31, 2019 About this Report	2019 Sustainability Report	4		
GRI 102-51	Date of most recent report	May 2019				
GRI 102-52	Reporting cycle	Annual				
GRI 102-53	Contact point for questions regarding the report	sustainability@galianogold.com Feedback	2019 Sustainability Report	3		
GRI 102-54	Claims of reporting in accordance with GRI Standards	About this Report	2019 Sustainability Report	8		
GRI 102-55	GRI content index	GRI Content Index	2019 Sustainability Report	100-106		
GRI 102-56	External assurance	About this Report	2019 Sustainability Report	8		
Economic						
GRI 103-1/2/3	Management Approach	Contributing to Community Contributing to Community	2019 Sustainability Report 2019 Sustainability Report	59 65	Go to: Universal Standards Economic	
GRI 201-1	Direct economic value generated and distributed	Contributing to Community	2019 Sustainability Report	60-61		
GRI 201-4	Financial assistance received from government	None Contributing to Community	2019 Sustainability Report	60-61		
Procurement Practices						
GRI 204-1	Proportion of spending on local suppliers	Contributing to Community	2019 Sustainability Report	77-78		
Environment						
GRI 103-1/2/3	Management Approach	Environmental Stewardship & Compliance Climate Change Adaptation	2019 Sustainability Report 2019 Sustainability Report	80-81 94-95	Go to: Topic-specific Standards Environment	
GRI 302-1	Energy consumption within the organization	Climate Change Adaptation	2019 Sustainability Report	97-98		
GRI 302-3	Energy intensity	Climate Change Adaptation	2019 Sustainability Report	98		
GRI 303-1	Total water withdrawal by source	Climate Change Adaptation	2019 Sustainability Report	96		
GRI 303-2	Water sources significantly affected by withdrawal of water	Climate Change Adaptation	2019 Sustainability Report	96		
GRI 303-3	Water recycled and reused	Climate Change Adaptation	2019 Sustainability Report	96		
Biodiversity						
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Stewardship & Compliance	2019 Sustainability Report	90		
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Environmental Stewardship & Compliance	2019 Sustainability Report	87		
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Environmental Stewardship & Compliance	2019 Sustainability Report	89		
GRI 304-3	Habitats protected or restored	Environmental Stewardship & Compliance	2019 Sustainability Report	87		
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environmental Stewardship & Compliance Galiano Sustainability Website	2019 Sustainability Report Environmental Stewardship	90		
Emissions						
GRI 305-1	Direct (Scope 1) GHG Emissions	Climate Change Adaptation	2019 Sustainability Report	97-98		

GRI 305-2	Energy indirect (Scope 2) GHG emissions	Climate Change Adaptation	2019 Sustainability Report	97-98
Water and Effluents				
GRI 306-1	Water discharge by quality and destination	Climate Change Adaptation	2019 Sustainability Report	96
Effluents and Waste				
GRI 306-2	Waste by type and disposal method	Environmental Stewardship & Compliance	2019 Sustainability Report	85-86
Tailings Management				
MM3	Total amounts of overburden, rock, tailings, sludges and their associated risk	Environmental Stewardship & Compliance	2019 Sustainability Report	86
Effluents and Waste				
GRI 306-3	Significant spills	None Environmental Stewardship & Compliance	2019 Sustainability Report	83
Environmental Compliance				
GRI 307-1	Non-compliance with environmental laws and regulations	Environmental Stewardship & Compliance	2019 Sustainability Report	83
GRI 103-2	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Environmental Stewardship & Compliance Contributing to Community	2019 Sustainability Report 2019 Sustainability Report	84-85 56-57

Social				
Labour Performance and decent work indicators				
Labour				
GRI 103-1/2/3	Management Approach	Our People Health & Safety	2019 Sustainability Report 2019 Sustainability Report 2019 Sustainability Report	34-35 42-43 36
GRI 401-1	New employee hires and employee turnover	Our People	2019 Sustainability Report	36
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People	2019 Sustainability Report	36
GRI 401-3	Parental leave	Our People	2019 Sustainability Report	37
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	None Our People	2019 Sustainability Report 2019 Sustainability Report	37 37
Occupational Health and Safety				
GRI 403-1	Workers representation in formal joint management-worker health and safety committees	Health & Safety	2019 Sustainability Report	50
GRI 403-2	Types and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities	Health & Safety	2019 Sustainability Report	47
GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation	Health & Safety	2019 Sustainability Report	47
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	Health & Safety	2019 Sustainability Report	50
Training and Education				
GRI 404-1	Average hours of training per year per employee	Our People	2019 Sustainability Report	40-41
GRI 404-2	Programs for upgrading skills and transition assistance programs	Our People	2019 Sustainability Report	40-41
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Our People	2019 Sustainability Report	36
Grievances				
GRI 103-2	Number of grievances about labour performance filed, addressed, and resolved through formal grievance mechanisms	None Our People	2019 Sustainability Report 2019 Sustainability Report	40 40

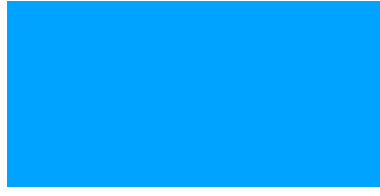
Go to:
[Topic-specific Standards Labour](#)

Human Rights				
GRI 103-1/2/3	Management Approach	Human Rights	2019 Sustainability Report	27
Non-Discrimination				
GRI 406-1	Incidents of discrimination and corrective actions taken	None Human Rights	2019 Sustainability Report	28
Freedom of Association and Collective Bargaining				
GRI 407-1	Operations and suppliers in which the right to exercise freedom of association and collective bargaining may be at risk	None Human Rights Our People	2019 Sustainability Report 2019 Sustainability Report	27 37
Child Labor				
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights	2019 Sustainability Report	28
Forced or Compulsory Labor				
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None Human Rights	2019 Sustainability Report	28
Local Communities				
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Our People	2019 Sustainability Report	38
Local Communities				
GRI 103-2	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	None Contributing to Community	2019 Sustainability Report	56-57

Go to:
[Topic-specific Standards Human Rights](#)

Society				
GRI 103-1/2/3	Management Approach	Contributing to Community Contributing to Community Contributing to Community	2019 Sustainability Report 2019 Sustainability Report 2019 Sustainability Report	53 65 75
Local Communities				
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Contributing to Community	2019 Sustainability Report	53-57
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Contributing to Community	2019 Sustainability Report	53-57
Public Policy				
GRI 415-1	Political contributions	None Governance	2019 Sustainability Report	25
Local Communities				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Omission - None		
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	Omission - Not Applicable		
Socio-Economic Compliance				
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Human Rights	2019 Sustainability Report	28
Local Communities				
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Contributing to Community	2019 Sustainability Report	56-57
MM10	Number and percentage of operations with closure plans	100% Environmental Stewardship & Compliance	2019 Sustainability Report	93
Public Policy				
GRI 205-1	Operations assessed for risks related to corruption	Governance	2019 Sustainability Report	25
GRI 205-2	Communication and training on anti-corruption policies and procedures	Governance	2019 Sustainability Report	25

Go to:
[Topic-specific Standards Society](#)

GRI 205-3	Confirmed incidents of corruption and actions taken	None Governance	2019 Sustainability Report	25	
Local Communities					
GRI 103-2	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Contributing to Community	2019 Sustainability Report	56-57	

Galiano Gold

GRI 2019 Sustainability Performance Data Universal Standards: General Disclosures

GRI	Description	2019	Link	Reference	Page
Organizational Profile					
GRI 102-1	Name of the organization	Galiano Gold Inc.	About Galiano Gold	2019 Sustainability Report	14
GRI 102-2	Activities, brands, products, and services	Precious metals mining company focused on creating a sustainable business capable of long-term value creation for its stakeholders through organic production growth, exploration and disciplined deployment of its financial resources.	About Galiano Gold	2019 Sustainability Report	14
GRI 102-3	Location of headquarters	Headquartered in Vancouver, BC, Canada the Company also has a project office in Johannesburg, South Africa, and a country office in Accra, Ghana.	About Galiano Gold	2019 Sustainability Report	14
GRI 102-4	Location of operations	The Company's principal asset is the large-scale, multi-pit Asanko Gold Mine; located in the Ashanti region in Ghana, West Africa.	About Galiano Gold	2019 Sustainability Report	14-15
GRI 102-5	Ownership and legal form	The Asanko Gold Mine produces gold from its Nkran and Essase deposits, and includes multiple satellite deposits and additional regional exploration prospects. Galiano Gold Inc. common shares trade in Canada on the Toronto Stock Exchange (the "TSX") and in the United States on the NYSE American, each under the symbol "AKG". The Company is a reporting issuer in the provinces of British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland and Labrador. The Company's common shares are registered under Section 12(b) of the United States Securities Exchange Act of 1934, as amended.	Corporate Structure	2019 Annual Information Form	14
GRI 102-6	Markets served	The Asanko Gold Mine is owned by Galiano (45%) and Gold Fields (45%) through a 50:50 joint venture, with the Government of Ghana owning a 10% free-carried interest The Asanko Gold Mine's revenue is derived from the sales of gold, with smaller amounts of silver by-product. Its doré bars are transported by an international security company to the third-party refinery. Once refined, the gold is sold to the Asanko Gold Mine's sole customer in accordance with the terms of an existing offtake agreement to Red Kite.	About Galiano Gold	2019 Sustainability Report	18
GRI 102-7	Scale of the organization		Sustainability Highlights	2019 Sustainability Report	10-11
	Operations				
	Gold Sales	\$342.4M			
	Gold Production	251,044 oz			
	Gold Sold	248,862 oz			
	Average Realized Gold Price	\$1,376 per oz			
GRI 102-8	Information on employees and other workers		Sustainability Highlights	2019 Sustainability Report	10-11
	Total Workforce	2,618	Our People	2019 Sustainability Report	36-37
	Asanko Gold Mine Workforce	2,597			
	Employees	564			
	Male	519			
	Female	45			
	Contractors	2,033			
	Male	1,811			
	Female	222			
	Project and Corporate Offices	21			
	Johannesburg Project Office	11			
	Male	6			
	Female	5			
	Vancouver Corporate Office	10			
	Male	5			
	Female	5			
GRI 102-9	Supply chain		About Galiano Gold	2019 Sustainability Report	18
	Total value of procurement at AGM (\$M USD)	259.6	Contributing to Community	2019 Sustainability Report	75-79
	Total value of local procurement	243.5			
	% of local procurement	94%			
	Total value of international procurement	16.0			
	% of international procurement	6%			
	Total value of services procurement	225.9			
	% of services procurement	87%			
	Total value of goods procurement	33.7			
	% of goods procurement	13%			
GRI 102-10	Significant changes to the organization and its supply chain	None/Not Applicable		None/Not Applicable	
GRI 102-11	Precautionary Principle or approach	Galiano works to reduce its exposure to certain risks in the achievement of our business objectives by adhering to a systematic approach to identify, assess, mitigate, review, and manage these material business risks.	Governance	2019 Sustainability Report	25
	Entreprise-wide Risk Management	- real and hypothetical risks - heatmap of ongoing top 15 risks, ranking scales of likelihood and potential consequence - an incident classification system by gross and net (after implementation of controls to measure effectiveness) impacts - appropriate risk responses - assigned risk owners (departments and/or executive positions) for direct responsibility and accountability - The Organization for Economic Cooperation and Development (OECD) - Guidelines for Multi-National Enterprises - The United Nations (UN) Guiding Principles on Business and Human Rights - Voluntary Principles on Security and Human Rights - Global Reporting Initiative (GRI) - The UN Sustainable Development Goals	Environmental Stewardship & Compliance	2019 Sustainability Report	80
GRI 102-12	External initiatives	- African Mining Vision - Extractive Sector Transparency Measures Act (Canada) - International Finance Corporation Performance Standards - World Health Organization Guidelines for Drinking-water Quality - International Cyanide Management Code - ISO 14001 - OHSAS 18001 - International Council for Mining and Metals (ICMM) Health and Safety Performance Indicators	Governance	2019 Sustainability Report	23
GRI 102-13	Memberships in associations	Ghana Chamber of Mines Canada/Ghana Chamber of Mines	Ghana Chamber of Mines Canada/Ghana Chamber of Commerce		
Strategy					
GRI 102-14	Statement from senior decision-maker	Letter from the CEO Operational, health & safety, environmental, and social risks considered to be significant are consolidated into a corporate risk register, which is updated regularly and used to support continuous review, improvement, and planning processes. Consideration of all risks are integrated into our regular planning and decision-making processes and are reported to senior management and the Board of Directors on an annual basis.	Letter from the CEO	2019 Sustainability Report	4-6
GRI 102-15	Key impacts, risks, and opportunities	Critical concerns are communicated to risk owners and the Board as soon as practicable.	Letter from the CEO	2019 Sustainability Report	4-6
Ethics & Integrity					
GRI 102-16	Values, principles, standards, and norms of behavior		About Galiano Gold	2019 Sustainability Report	17

	Values	Caring, Integrity, Teamwork, Innovation, Commitment, Transparency	Governance	2019 Sustainability Report	24
	Vision	Create a sustainable business capable of long-term value creation for our stakeholders			
	Mission	1. Providing a safe and healthy working environment for all employees 2. Developing and implementing the organizational capability required to achieve and sustain our business and growth objectives 3. Making responsible, competitive, and efficient use of all our assets 4. Fostering cooperation and participation with all stakeholders to achieve our shared goals, with particular emphasis on the environment and our local communities 5. Pursuing accretive merger and acquisition opportunities			
	Business Ethics	Code of Business Conduct and Ethics			
GRI 102-17	Mechanisms for advice and concerns about ethics	Whistleblower Policy	Governance	2019 Sustainability Report	25
Governance					
GRI 102-18	Governance structure	Board of Directors Audit Committee Compensation Nominating and Governance	Governance	2019 Sustainability Report	21-22
GRI 102-22	Composition of the highest governance body and its committees	Committee, Sustainability Committee - 3 Board members Sustainability Committee provides policy direction and oversight of safety, environmental and corporate social responsibility	Governance	2019 Sustainability Report	22
GRI 102-23	Chair of the highest governance body	Board Chair is independent Code of Business Conduct and Ethics provides guidance for how to handle specific situations which may present the greatest potential for conflict including:	Compensation, Nominating and Governance Committee Governance	Management Information Circular 2019 Sustainability Report	29-33 21
GRI 102-25	Conflicts of interest	- Speculation in Company Securities and Use of Inside Information - Personal Financial Interest - Outside Activities - Protection and Proper - Use of Company Assets	Governance	2019 Sustainability Report	23
GRI 102-30	Effectiveness of risk management processes	Consideration of all risks are integrated into regular planning and decision-making processes and are reported to senior management and the Board of Directors on an annual basis	Corporate Governance Policies and Procedures Manual Governance	2019 Sustainability Report	25
GRI 102-32	Highest governance body's role in sustainability reporting	CEO, EVP Sustainability, and Board of Directors formally review and approve Sustainability Report and ensure that all material aspects have received coverage	About this Report	2019 Sustainability Report	8
GRI 102-33	Communicating Critical Concerns	Critical concerns are communicated to risk owners and the Board as soon as practicable	Governance	2019 Sustainability Report	30
GRI 102-35	Remuneration Policies	Compensation of executive officers and directors	Compensation of executive officers and directors	Management Information Circular	33-61
GRI 102-36	Process for determining remuneration	Compensation of executive officers and directors	Compensation of executive officers and directors	Management Information Circular	33-61
GRI 102-37	Stakeholders' involvement in remuneration	Say on Pay Policy	Say on Pay Policy	Management Information Circular	Appendix G
Stakeholder Engagement					
GRI 102-40	List of stakeholder groups	- Employees and contractors - Suppliers - Local/host communities - Ghanaian Government / Public Sector partnerships - Shareholders, Investors & Analysts - Gold Fields - Traditional Authorities - Industry Bodies - Non-governmental Organizations - Media	Stakeholder Engagement	2019 Sustainability Report	32-33
GRI 102-41	Collective bargaining agreements	61% of our employees covered by collective bargaining agreements, which are negotiated annually and in 2019 included an updated salary and benefit proposal, and paid maternity leave increased from 14 to 16	Our People	2019 Sustainability Report	37
GRI 102-42	Identifying and selecting stakeholders	Persons or groups of persons who are affected (positively or negatively) by the activities of the Company. The Asanko Gold Mine has a stakeholder identification and mapping system, which is guided by our Stakeholder Engagement Procedure, and enables our Ghanaian Community Affairs Team to identify, document, and track our key stakeholders, the type of relationship, and level of interaction we have with them over time	Stakeholder Engagement	2019 Sustainability Report	31
	AGM Stakeholder Engagement Procedure Ghanaian Community Affairs Team	Regularly engage with stakeholders and take into consideration their perspectives, concerns, customs and cultural heritage before we act – a commitment embedded in our CSR Charter. We customize our engagement methods to suit each specific stakeholder audience; in a culturally sensitive manner, inclusive of any potential marginalized and vulnerable groups, and informed through our stakeholder mapping exercises, social impact and baseline studies as well as perception	Contributing to Community	2019 Sustainability Report	53
GRI 102-43	Approach to stakeholder engagement		Stakeholder Engagement	2019 Sustainability Report	31
GRI 102-44	Key topics and concerns raised	Stakeholder Engagement Map	Contributing to Community Stakeholder Engagement	2019 Sustainability Report 2019 Sustainability Report	53 32-33
Reporting Practice					
GRI 102-45	Entities included in the consolidated financial statements	Asanko Gold Ghana Limited Adansi Gold Company (GH) Limited Asanko Gold Exploration (Ghana) Limited Shika Group Finance Limited Asanko Gold South Africa (PTY) Ltd. Asanko International (Barbados) Inc. Asanko Gold (Barbados) Inc	Corporate Structure	2019 Annual Information Form	15
GRI 102-46	Defining report content and topic Boundaries	This report covers Galiano's material sustainability issues as defined by the GRI – the topics that reflect our most important economic, environmental, and social impacts, as well as topics identified as being important to or substantively influencing the perceptions of our stakeholders. Materiality, therefore, is the threshold at which these topics become sufficiently important that they are managed, measured, and reported	About this Report	2019 Sustainability Report	8
GRI 102-47	List of material topics	2019 Material Topics: Governance Human Rights Stakeholder Engagement Our People Health & Safety Contributing to Community Environmental Stewardship and Compliance Climate Change Adaptation	About this Report	2019 Sustainability Report	9
GRI 102-48	Restatements of information	None/Not Applicable			
GRI 102-49	Changes in reporting	The Company has a new executive management team and a broader sustainability mandate, which includes additional site level initiatives to further track and align our business with evolving international best practices. As such, we are re-setting 2019 as our new baseline sustainability reporting year	About this Report	2019 Sustainability Report	4
GRI 102-50	Reporting period	Jan 1 - Dec 31, 2019	About this Report	2019 Sustainability Report	4
GRI 102-51	Date of most recent report	May 2019			
GRI 102-52	Reporting cycle	Annual			
GRI 102-53	Contact point for questions regarding the report	sustainability@galianogold.com	Feedback	2019 Sustainability Report	3
GRI 102-54	Claims of reporting in accordance with GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option	About this Report	2019 Sustainability Report	8

GRI 102-55 **GRI content index**
GRI 102-56 **External assurance**

2019 Sustainability Report
Following the re-setting 2019 as our new baseline sustainability reporting year will consider external assurance on select topics for the 2021 reporting period. External assurance was manually updated in 2020.
[GRI Content Index](#)
[About this Report](#)

2019 Sustainability Report 100-106
2019 Sustainability Report 8

Galiano Gold

GRI 2019 Sustainability Performance Data
Universal Standards: Economic

GRI	Description	2019	Comments	Link	Reference	Page
GRI 103-1/2/3	Management Approach			Contributing to Community	2019 Sustainability Report	59
	Forms of the most direct economic impact		<ul style="list-style-type: none"> - Wages and salaries paid to employees and contractors and the procurement of local goods and services - Ongoing training of employees that builds capacity for current roles as well as long-term options after mine closure - Taxes and royalties support local and national levels of government in infrastructure and social development priorities - Community investment initiatives and partnerships that create opportunities for increased vocational training, access to education and finance, and support for growing local businesses - Initiatives and expenditures must be focused on the subject matters of improving health and sanitation, and supporting education, cultural heritage, and community infrastructure - Project outcomes must make a material difference to members of local communities 			
	Criteria to guide the support of community investment and social development projects		<ul style="list-style-type: none"> - Initiatives must be owned by the community and sustainable after the life of the mine - Projects must be designed in such a manner as to maximize community participation and management post-completion - Projects must be aligned with District Development Plans and not be duplicated 	Contributing to Community	2019 Sustainability Report	65
GRI 201-1	Direct economic value generated and distributed			Contributing to Community	2019 Sustainability Report	
	Total economic value generated (\$USD'000 100% basis)	343,187		Contributing to Community	2019 Sustainability Report	60-61
	Gold Sales Proceeds	342,355				
	Silver Sales Proceeds	832				
	Total Economic Value Distributed (\$USD)	311,077				
	Operating Costs	177,200				
	Employee Wages and benefits	33,015				
	Payments to Government Ghana	13,830				
	Land Use Payments	2,060				
	Payments to Providers of Capital	16,185				
	Land and Crop Compensation	2,506				
	Infrastructure Investments	429				
	Community Investment	1,018				
	Investments in mine development, equipment and working capital	64,834				
	Total Economic Value Retained (\$USD)	32,110				
GRI 201-4	Financial assistance received from government			Contributing to Community	2019 Sustainability Report	60-61
	Financial assistance from the government	0				
GRI 204-1	Proportion of spending on local suppliers			Contributing to Community	2019 Sustainability Report	77-78
	Total Value of Procurement (\$USD)	259,500,000				
	Procured in Ghana	243,500,000				
	Community Investment	16,000,000				

Galiano Gold

GRI 2019 Sustainability Performance Data Topic-Specific Standards: Environment

GRI	Description	2019	Comments	Link	Reference	Page
GRI 103-1/2/3	Management Approach		Environmental Policy articulates our commitment to environmental management, and our environmental management system aligns with the regulatory requirements of the Ghanaian Environmental Protection Agency (EPA) and international best practice standards, including: - IFC Performance Standards - World Bank Environment, Health, and Safety General and Mining Guidelines - World Health Organization Guidelines for Drinking water Quality - ISO 14001: 2015 - International Cyanide Management Code - Environmental Policy Human Rights Policy outlines the expectation of specific engagement with our host communities with respect to the socio-economic, environmental, and human rights impacts and implications of our business activities in local, regional, and national contexts.	Environmental Stewardship & Compliance Climate Change Adaptation Environmental Policy Human Rights Policy	2019 Sustainability Report 2019 Sustainability Report	80-81 94-95
GRI 302-1	Energy Consumption Within The Organization Energy consumption (TJ) Direct diesel and gasoline consumption (Scope 1) Purchased electricity (Scope 2) Total Energy Consumption (TJ)	1,054 423 1,477		Climate Change Adaptation	2019 Sustainability Report	97-98
GRI 302-3	Energy Intensity Energy Intensity (per tonne of ore milled) (GJ/t)	0.27		Climate Change Adaptation	2019 Sustainability Report	98
GRI 303-1	Total water withdrawal by source			Climate Change Adaptation	2019 Sustainability Report	96
GRI 303-2	Water sources significantly affected by withdrawal of water			Climate Change Adaptation	2019 Sustainability Report	96
GRI 303-3	Water recycled and reused Water recycled from Tailings Storage Facility (TSF)(m3) Raw water from onsite pit dewatering boreholes (m3)	6,697,586 1,969,766	The Asanko Water Management Plan details the approach to water use and management and includes a conceptual water balance. In 2019, the AGM contracted an external consultant to develop an active site water balance to ensure sound water management and water use efficiency over the life of mine. This water management tool will be available in 2020.	Climate Change Adaptation	2019 Sustainability Report	96
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		None	Environmental Stewardship & Compliance	2019 Sustainability Report	90
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated Land Use & Rehabilitation (ha) Total land owned or leased for operation 2018 opening balance of disturbed land, not yet rehabilitated Total amount of newly disturbed land (2019) Total amount of newly rehabilitated to agreed end use 2019 Total land disturbed and not yet rehabilitated	22,069.12 679 231 8.3 902		Environmental Stewardship & Compliance	2019 Sustainability Report	87
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place Sites required to maintain specific biodiversity management plans		3	Environmental Stewardship & Compliance	2019 Sustainability Report	89
GRI 304-3	Habitats protected or restored Rehabilitation work at Nkran's Waste Rock Dump (ha)	8.3	The activities included re-sloping, erosion control, topsoil recovery and management and tree planting, and will continue through closure. All work is carried out in accordance with Ghanaian EPA requirements.	Environmental Stewardship & Compliance	2019 Sustainability Report	87
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations Species under the IUCN classification Species under the Ghanaian conservation regulations Species identified as Schedule II under the Wildlife Conservation regulation Species classified as near threatened according to the IUCN Species wholly protected Species protected under national law Plant species listed on the IUCN Red List	2 12 1 7 1 4 7		Environmental Stewardship & Compliance Galiano Sustainability Website	2019 Sustainability Report Environmental Stewardship	90

	Plant species listed on the IUCN Red List as vulnerable	6			
GRI 305-1	Direct (Scope 1) GHG emissions			Climate Change Adaptation	2019 Sustainability Report 97-98
	Direct GHG emissions (Scope 1 (kt CO2eq))	86.00			
	GHG emissions generated from energy consumed by mobile sources	94%			
	GHG emissions generated by onsite generator use	3%			
	GHG emissions generated from processing materials	3%			
GRI 305-2	Energy indirect (Scope 2) GHG emissions			Climate Change Adaptation	2019 Sustainability Report 97-98
	Purchased GHG emissions (Scope 2 (kt CO2eq))	62			
	Total GHG Produced (kt CO2eq)	148			
GRI 306-1	Water discharge by quality and destination			Climate Change Adaptation	2019 Sustainability Report 96
	All process water from operations is managed in a closed-loop system; process water contained in the tailings is discharged to our TSF and recirculated back to the processing facility, and therefore none enters the environment.	Partial - full data not available	As part of the Company's CSR efforts, 18 additional wells were drilled in late 2019 to provide convenient water access to nearby villages. The newly drilled wells will be operated by hand pumps and were initially sampled to determine their suitability as a potable water source. The wells are in the process of being commissioned by the District Assembly and handed over to the communities. These wells will be included in our regular monitoring program performed by the AGM Environment Department. once they are fully commissioned		
GRI 306-2	Waste by type and disposal method			Environmental Stewardship & Compliance	2019 Sustainability Report 85-86
	Mining Waste (MMT)	34.5	Our approach to non-hazardous waste 306-2 is to reduce, reuse, recycle, and compost to the greatest extent possible and our waste streams are segregated to maximize appropriate stewardship. All non-hazardous waste that is not composted at Obotan is taken to the inert waste dump for disposal which includes plastic waste, non-compostable food waste, and other wastes which do not have hazardous characteristics according to the Resource Conservation and Recovery Act (RCRA).		
	Tailings	8			
MM3	Total amounts of overburden, rock, tailings, sludges and their associated risk			Environmental Stewardship & Compliance	2019 Sustainability Report 86
	Waste Rock	26.5			
GRI 306-2	Waste by type and disposal method			Environmental Stewardship & Compliance	2019 Sustainability Report 85-86
	Non-mining Waste	4,378.9	Figures may not add due to rounding		
	Non-Hazardous Waste (General +recycled/compost) (t)	409.4			
	Waste to landfill	385.5			
	Recycled, reused, composted	23.9			
	Hazardous Waste (t)	3,959.7	Figures may not add due to rounding		
	Medical waste	0.8			
	Sewage	3779			
	Oil rags, Filters, Adsorbent etc.	175.8			
	Contaminated soil	4.9			
GRI 306-3	Significant spills			Environmental Stewardship & Compliance	2019 Sustainability Report 83
	Number of major spills (Level III, IV, or V)	0			
	Total Volume (L) of major spills (Level III, IV, or V)	0			
GRI 307-1	Non-compliance with environmental laws and regulations			Environmental Stewardship & Compliance	2019 Sustainability Report 83
	Total number of fines and sanctions	0			
	Monetary value of fines	0			
GRI 103-2	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms			Environmental Stewardship & Compliance	2019 Sustainability Report 84-85
	Number of environmental grievances	69	All environmental grievances registered through the main community grievance procedure were related to blast impacts and perceived affect on building structures. In response, the AGM convened a tripartite blast complaint committee, which includes the local government, affected community members and the Company, to focus specifically on noise management and reduction strategies to address legitimate concerns.	Contributing to Community	2019 Sustainability Report 56-57

Galiano Gold

GRI 2019 Sustainability Performance Data Topic-Specific Standards: Labour and Human Rights

GRI	Description	2019	Comments	Link	Reference	Page
Labour						
GRI 103-1/2/3	Management Approach			Our People Health & Safety Health & Safety Policy	2019 Sustainability Report 2019 Sustainability Report	34-35 42-43
	Commitments		- Providing a safe and healthy working environment - respecting and promoting human rights, including: freedom of association and the right to collective bargaining - the cultural diversity of our employees; - ensuring equal opportunity without discrimination - prohibiting the direct or indirect use of child or forced labor - ensuring we have and promote accessible mechanisms in place for stakeholders to raise concerns			
	Compliance and internal policies		Compliance: - Ghanaian Labour Law - human resources practices with the International Labour Organization Declaration on Fundamental Principles and Rights at Work Internal documents: - Code of Business Ethics and Conduct - CSR Charter - Human Rights Policy			
GRI 102-8	Global Workforce by Employment Type, Contract, Gender and Region		Information on employees and other workers	Our People	2019 Sustainability Report	37
GRI 401-1	New employee hires and Employee turnover			Our People	2019 Sustainability Report	36
	New employee hires					
	Total Male New Hires	18				
	Total Female New Hires	0				
	Total New Hires from Ghana	18				
	Total New Hires	18				
	Employee turnover					
	Total Male Turnover Rate	4.5%				
	Total Female Turnover Rate	1.4%				
	Total Turnover Rate	5.9%				
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			Our People	2019 Sustainability Report	36
	Medical benefits					
	Accommodation and transportation					
	Educational subsidy for employee children					
	Provident fund, retirement benefits, long service awards, interest-free					
	compassionate loans, and an annual Christmas hamper					
	On-site recreation facilities at AGM site					
GRI 401-3	Parental Leave			Our People	2019 Sustainability Report	37
	Female employees who took maternity leave	7				
	Number of employees who returned to work after parental leave ended	5				
	Number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work	2				
	Retention Rate	100%				
MM4	Number of strikes and lock-outs exceeding one week's duration, by country			Our People	2019 Sustainability Report	37
	Industrial actions or work stoppages	0	As a result of our proactive engagement practices and collaborative work with the Union to ensure the successful alignment of interests and mutual objectives of all parties			
GRI 403-1	Workers representation in formal joint management-worker health and safety committees			Health & Safety	2019 Sustainability Report	50
	Representatives of personnel from management, employees, and contractors on Health and Safety Committees	5.45% of total workforce				
	Occupational health and safety (OH&S) concerns covered	100%				
GRI 403-2	Types and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities			Health & Safety	2019 Sustainability Report	47
	Injury Frequency Rate					
	Total Recordable Injury Frequency Rate (TRIFR)	1.26				
	Lost Time Injury Frequency Rate (LTIFR)	0.16				
	Total Injury Frequency Rate (TIFR)	2.75				
	Fatalities	0				
	Occupational Illnesses (Employees only, doesn't include contractors)		The Asanko Hearing Conservation Program commenced in 2019 and includes conducting baseline and annual			
	Noise Induced Hearing Loss		5 subsequent audiometric testing, identifying and			
	Occupational Illnesses Rate	0.71	conducting 6-month hearing screening for at-risk			
GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation			Health & Safety	2019 Sustainability Report	47
	Workers involved in activities with a high incidence or which would be considered high-risk for specific illnesses	0				
GRI 403-4	Health and safety topics covered in formal agreements with trade unions			Health & Safety	2019 Sustainability Report	50
	Health and safety topics contained within collective agreements such as: medical examinations and access to treatment or specialists, general safety and accident prevention, occupational & non-occupational health issues, workers compensation (injured/off work), and training.		Covered by Health & Safety Committees			
GRI 404-1	Average hours of training per year per employee			Our People	2019 Sustainability Report	40-41
	Training for Employees					
	Total Hours of Training for Male Employees	8,865				
	Average Hours of Training per Male Employees	18.89				
	Total Hours of Training for Female Employees	1,570				
	Average Hours of Training per Female Employees	37.78				
	Training for Contractors					
	Total Hours of Training for Male Employees	15,187				
	Average Hours of Training per Male Employees	8.7				
	Total Hours of Training for Female Employees	592				
	Average Hours of Training per Female Employees	2.7				
GRI 404-2	Programs for upgrading skills and transition assistance programs			Our People	2019 Sustainability Report	40-41
	Induction Training					
	Health & Safety	Provided				

	Corporate Governance (Policies and Standards)	Provided				
	Operating Procedures	Provided				
	Technical Training					
	Geotechnical Engineering Design Process Intermediate	Provided				
	Exploration					
	Bulk Leach Extractable Gold (BLEG)	Provided				
	Quality Assurance / Quality Control	Provided				
	Wall Control in Open Pit Mine	Provided				
	Kinetic Column Leach Training	Provided				
	Survey Drone Training and Application	Provided				
	Management Training					
	Asset and Facilities Management	Provided				
	Train the Trainer Program	Provided				
	Purchasing and Procurement Management	Provided				
	Business Tax Management	Provided				
	Management Training					
	OHSMS ISO 45001:2018	Provided				
	Lead Auditor Certification	Provided				
	Human Resource Certification (IHRMP)	Provided				
	Environmental Certification	Provided				
	Minerals Commission Certification					
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		Our People	2019 Sustainability Report	36	
	Employees in supervisory positions at the mine who received formal performance/career development review	Asanko Gold Mine				
	Male Employees	169				
	Female Employees	24				
	Total	193				
	Total (%)	100%				
	Site employees who received formal performance/career development review					
	Male Employees	419				
	Female Employees	38				
	Total	457				
	Total (%)	89.8%				
	Supervisory employees at corporate and project offices who received formal performance/career development review	Vancouver, Johannesburg, Accra				
	Male Employees	11				
	Female Employees	4				
	Total	15				
	Total (%)	100%				
GRI 103-2	Number of grievances about labour performance filed, addressed, and resolved through formal grievance mechanisms		Our People	2019 Sustainability Report	40	
	Number of grievances about labour performance filed, addressed, and resolved through formal grievance mechanisms	None				
		There were no formal discrimination or harassment grievances filed in 2019. There was one labour grievance filed with the National Labour Commission relating to the dismissal of an employee. The Commission concluded that the Asanko Gold Mine followed due process and this complaint is considered resolved.				
Human Rights						
GRI 103-1/2/3	Management Approach		Human Rights	2019 Sustainability Report	27	
	Commitments	Human Rights Policy				
		In 2019, Galiano drafted a stand-alone Human Rights Policy which was approved and adopted in early 2020 in which the Company makes an overarching commitment to:				
		- Avoid causing or contributing to adverse human rights impacts through our business activities, and will address such impacts if they occur				
		- Seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations				
		- Ensure we have and promote accessible mechanisms in place for stakeholders to raise concerns and seek remedy for issues related to human rights				
		- The Universal Declaration of Human Rights				
		- The International Covenant on Civil and Political Rights				
		- The Voluntary Principles on Security and Human Rights				
		- The International Covenant on Economic, Social, and Cultural Rights				
		- The ILO Declaration on Fundamental Principles and Rights at Work				
		- The UN Guiding Principles on Business and Human Rights				
	Compliance and internal policies					
GRI 406-1	Incidents of discrimination and corrective actions taken		Human Rights	2019 Sustainability Report	28	
	Total Number of recorded incidents of discrimination or harassment	0				
GRI 407-1	Operations and suppliers in which the right to exercise freedom of association and collective bargaining may be at risk		Human Rights	2019 Sustainability Report	27	
	Percentage of employees covered collective bargaining agreements	61%	Our People	2019 Sustainability Report	37	
		Our employees, and our two largest mining contractors, are members of the largest union in the Ghana Mining Industry – the Ghana Mineworkers Union, with whom we enjoy a positive and collaborative relationship.				
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour		Human Rights	2019 Sustainability Report	28	
	Reported incidents of either forced or child labour practices at our operations	0				
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		Human Rights	2019 Sustainability Report	28	
	Operations at risk for incidents of forced or compulsory labour	0				
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	1	Local Employment Agreement	Our People	2019 Sustainability Report	38
	Number of catchment communities under the Local Employment Agreement	35	Local Employment Agreement between Asanko Gold Ghana Limited and the Asanko Local Community - collectively the 35 catchment communities of the two AGM project sites of Obotan and Esaase, with an objective to provide as much economic benefit to the community and use local employment wherever possible.	None		
	Percentage of workforce (including casual/temporary personnel) hailing from local communities	52.8%				
GRI 103-2	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms		Contributing to Community	2019 Sustainability Report	56-57	

Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms

None

Galiano Gold

GRI 2019 Sustainability Performance Data Topic-Specific Standards: Local Communities Disclosures

GRI	Description	2019	Comments	Link	Reference	Page
GRI 103-1/2/3	Management Approach			Contributing to Community	2019 Sustainability Report	53
				Contributing to Community	2019 Sustainability Report	65
				Contributing to Community	2019 Sustainability Report	75
		Approach to stakeholder engagement	Stakeholder Engagement Procedure (SEP)	Regularly engage with stakeholders and take into consideration their perspectives, concerns, customs and cultural heritage before we act – a commitment embedded in our Corporate Responsibility Charter and which is more specifically defined in our Stakeholder Engagement Procedure (SEP). We customize our engagement methods to suit each specific stakeholder audience; in a culturally sensitive manner, inclusive of any potential marginalized and vulnerable groups, and informed through our stakeholder mapping exercises, social impact and baseline studies as well as perception studies		
		Galiano Corporate Responsibility Charter	Our approach is aimed at making positive contributions to the socioeconomic development of local communities during and beyond the life of mine.	Sustainability Policy		
		Asanko Gold Mine	Stakeholder identification and mapping is conducted annually and is guided by our Stakeholder Engagement Procedure, and enables the Ghanaian Community Affairs Team to identify, document, and track our key stakeholders, the type of relationship, and level of interaction we have with them over time.			
		AGM Stakeholder Identification and Mapping System	The Community Affairs Department plays a pivotal role in driving sustainable development agenda through partnership programs and CSR initiatives.			
		Ghanaian Community Affairs Team				
GRI 413-1	Operations with local community engagement, impact assessments, and development programs			Contributing to Community	2019 Sustainability Report	53-57
	Number of formal and informal meetings and gatherings with stakeholders for the purposes of engagement and information sharing	260	Galiano's all-Ghanaian Community Affairs department based at the Asanko Gold Mine is dedicated to building positive relationships with the local communities. Community Affairs department consists of a team of 23; a Community Affairs manager, 3 unit managers, 4 community relations officers, 3 land access & control officers, 2 temporary valuers, an administrator and 9 community liaison officers within our two Community Affairs Offices in Obotan and Esaase, and nine zonal AGM Community Information Offices (five located in the Obotan Project area and four in the Esaase Project area). Full list of stakeholder groups can be found on Page 54 of the Sustainability Report			
	Number of operations with local community engagement, impact assessments, and development programs	100%				
GRI 413-2	Operations with significant actual and potential negative impacts on local communities			Contributing to Community	2019 Sustainability Report	53-57
	Number of operations with significant actual and potential negative impacts on local communities	0				
GRI 415-1	Political Contributions			Governance	2019 Sustainability Report	25
	Political Contributions	0				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples					
	Significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	None				
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes					
	Use of grievance mechanisms to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	Not applicable				
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks			Human Rights	2019 Sustainability Report	28
	Number of sites in regional proximity to artisanal small scale mining (ASM) and illegal mining activities which may lead to environmental issues and could impact relationships with governments and local communities	1				
	Associated risks		Environmental issues and potential impact on relationships with governments and local communities			
	Actions taken to manage and mitigate these risks		Direct engagement with ASM and illegal miners by Galiano's community affairs and private security teams			
			Galiano does not approve of the use of large mechanized equipment such as excavators on AGM mine or exploration concessions, the perimeters of which are patrolled by security personnel. Thus far, the various levels of engagement have been effective and without confrontation.			
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process			Contributing to Community	2019 Sustainability Report	55-57
	Sites where resettlements took place		Resettlement of the Tetrem Community under the Resettlement Action Plan designed to meet Ghana's regulatory requirements and aligned with World Bank/IFC Performance Standards and World Bank practices for involuntary resettlement.			
	Number of local residents	615				
	Number of local structures (including community buildings)	274				
	Payments to farmers and property owners in compensation for crops and land acquisition (\$USD)	2,500,000	The new settlement area is expected to be ready for initial hand-over to the community by the end of 2020			
	Procurement for on-the-ground resettlement-related construction activities		Services and products procured included: land acquisition for the new site, design and architectural drawings of new structures, bush clearing and topsoil stripping,			
	Local companies	29	construction of access and internal roads, bulk			
	Local workers	1,035				
MM10	Number and percentage of operations with closure plans			Environmental Stewardship & Compliance	2019 Sustainability Report	93

	Number and percentage of operations with closure plans		100%	AGM Closure and Reclamation Plan (CRP) is submitted to the EPA and MinCom during concurrent reclamation and updated every 2 years, with MinCom approval required for every update.		
	Provisional decommissioning and reclamation mine closure costs estimation (\$USD)		60,200,000			
GRI 205-1	Operations assessed for risks related to corruption	Asanko Gold Mine			Governance	2019 Sustainability Report 25
	Number of operations assessed for risks related to corruption		100%			
	Significant risks related to corruption identified through the risk assessment	Bribery Corruption Money-laundering		Galiano's Enterprise-Wide Risk Assessment includes a review of business units and positions interacting with public officials as well as financial controls and the adequacy and effectiveness of our controls		
GRI 205-2	Communication and training on anti-corruption policies and procedures	Asanko Gold Mine			Governance	2019 Sustainability Report 25
	Training on anti-corruption policies and procedures	Induction Training: anti-corruption, anti-bribery, and money laundering				
GRI 205-1	Confirmed incidents of corruption and actions taken	Asanko Gold Mine			Governance	2019 Sustainability Report 25
	Number of incidents of corruption		None			
GRI 103-2	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Asanko Gold Mine			Contributing to Community	2019 Sustainability Report 56-57
	Community Concerns and Complaints					
	Total number of complaints		82			
	Total number of complaints resolved		10			
	Total number of complaints outstanding or resolution in progress		72			
	Community Grievance Procedure	Asanko Gold Mine				
	Total number of complaints		69			
	Number of complaints resolved		1			
	Number of complaints outstanding or resolution in progress		68			
	Tetrem Resettlement Grievance Register	Asanko Gold Mine				
	Total number of complaints		13			
	Number of complaints resolved		9			
	Number of complaints outstanding or resolution in progress		4			