



NEWMONT GHANA GOLD LTD.



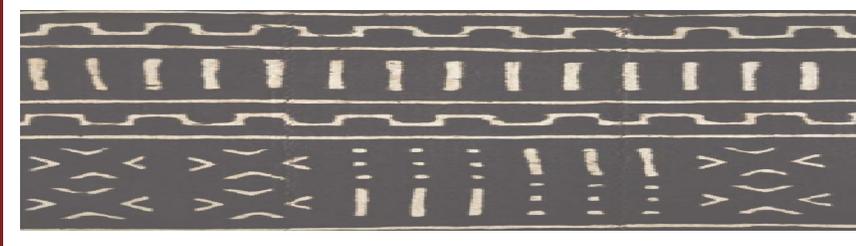
PUBLIC CONSULTATION AND DISCLOSURE PLAN



AHAFO SOUTH PROJECT



AUGUST 2005



**BRONG AHAFO
REGION
GHANA
WEST AFRICA**

**PUBLIC CONSULTATION
AND
DISCLOSURE PLAN
AHAFO SOUTH PROJECT**

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**DRAFT
PUBLIC CONSULTATION AND DISCLOSURE PLAN
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I.0 INTRODUCTION

Newmont Ghana Gold, Ltd. (NGGL) recognizes potential social and environmental effects can be created through development of mining projects. Such effects may range from bad publicity reflecting perceived problems or issues due to lack of communication and stakeholder engagement to actual and measurable environmental and social impacts resulting from poor design, construction, operation, or closure of specific mine developments around the world. To ensure proper and appropriate mine developments occur in Ghana, NGGL as a subsidiary of Newmont Mining Corporation (Newmont), endorses the concept that communication with project stakeholders is an essential component of any environmental and socio-economic assessment process. NGGL is committed to pro-active and ongoing communication with all agencies, organizations, and individuals with an interest in development of the Ahafo South Project (Project).

This Public Consultation and Disclosure Plan (PCDP), outlines and documents NGGL's consultation and disclosure practices implemented for the Project. The PCDP includes details of public involvement activities occurring:

- Before Newmont acquired the Ahafo concession;
- During development of Environmental Impact Statements (EISs) developed for the revised Ahafo Project design which integrated two mining leases into one Project;
- During implementation of a public involvement program designed to collaborate with stakeholders and address resettlement and compensation processes and agreements as well as resolve issues resulting from implementation of these processes and agreements;
- During development of the Project; and
- Continuing throughout the life of the Project.

The PCDP seeks to define a technically and culturally appropriate approach to consultation and disclosure. The goal of this Plan is to ensure adequate information is provided to project-affected people and other stakeholders in a timely manner, and that these groups are provided sufficient opportunity to voice their concerns and opinions that influence Project decisions. And that the approach gave recognition to and was carried out in a manner consistent with local cultural norms of the area and of Ghana.

I.1 OBJECTIVES OF THE PCDP

This PCDP is a useful tool for managing communications between NGGL and stakeholders. The goal of the PCDP is to improve and facilitate decision making and create an atmosphere of understanding that actively involves individuals, groups, and organizations that can affect, or be affected by, development of the Project. Emphasis of the Plan is to document implementation of a formal program in an objective, simple manner to focus efforts on improving communications between NGGL and other interested parties. Monitoring and evaluation of program results and behavior of the respective parties will enable evolution and improvements to the program over time.

Objectives of the PCDP

Keep stakeholders informed of NGGL activities;
Generate and document broad community support for the Project;
Improve communications between interested parties;
Document development of formal public consultation; and
Establish formal complaint submittal / resolution mechanisms.

Key aspects of the consultation and disclosure process include:

- Regular release of Project-related information, including NGGL policies, Project details, answers to frequently asked questions, and rights and responsibilities of affected people presented as required in a manner consistent with local cultural norms of the area and of Ghana;
- Articulation and delivery of clear, consistent messages from key staff to stakeholders and the public, ensuring that community workers are aware of NGGL's position regarding the Project and are capable of responding to question/comments appropriately;
- Consultation is undertaken in both Twi and English;
- Regular meetings and forums are documented by NGGL community workers to present Project-related information, answer questions, and assuage concerns;
- Identification of multi-stakeholder committees, including a Chairperson acceptable to all parties to discuss and make decisions regarding Project impacts and community concerns;
- Maintenance of an open-door policy for community workers, such that stakeholders feel comfortable approaching them directly to ask questions and raise concerns; and
- Creation of a responsive management system for recording and responding to comments and concerns.

1.2 PROJECT HISTORY

The current resource is the result of exploration by various interests, which were consolidated by NGGL following acquisition of Normandy Mining Ltd. and purchase of Moydow Mines International, Inc. interests in Rank Mining Company Ltd. in 2003. The Ahafo Project is part of Newmont's 2002 acquisition of Normandy Mining Ltd. In December 2003, Newmont formalized its involvement in the Project by gaining approval of its foreign investment agreement with the Government of Ghana. Newmont has three subsidiaries organized under the laws of Ghana: Newmont Ghana Gold Ltd. (NGGL); Rank Mining Company Ltd. (Rank); and Golden Ridge Resources Ltd. (GRRL).

Existing mining operations in southwest Ghana include AngloGold Ashanti mines at Obuasi, Iduapriem/Teberebie, and Bibiani and GoldFields operations at Tarkwa and Damang. Together these operations account for about 80 percent (52 tonnes) of gold annually produced in Ghana. Rising gold prices have generated increased interest and infusion of new capital by AngloGold Ashanti, Newmont, and Golden Star Resources that gold production over the next several years is expected to reach 84 tonnes annually which would consolidate Ghana's position as the second largest gold producer in Africa.

1.3 PROJECT DESCRIPTION

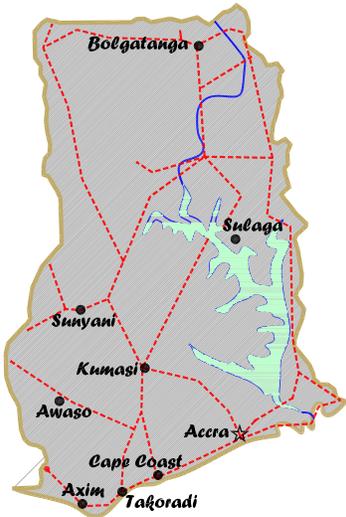
NGGL is developing gold reserves at the Ahafo Project in the Brong Ahafo Region of Ghana, West Africa. The Ahafo South Project Area is located approximately 300 km northwest of the capital city, Accra, 107 km northwest of Kumasi, and 40 km south of the regional capital of Sunyani as shown on **Figure 1**.

The *Study area* generally extends from the Amama Shelterbelt/Bosumkese Forest Reserve on the north and east; the communities of Kenyase 1 and 2 on the south; and to the headwaters of the Subri and Awonsu drainages in the west. In addition to Kenyase 1 and 2, the surrounding communities of Wamahinso, Gyedu, and Ntotoroso, and eight hamlets near those communities are in the Project-affected area (**Figure 2**).

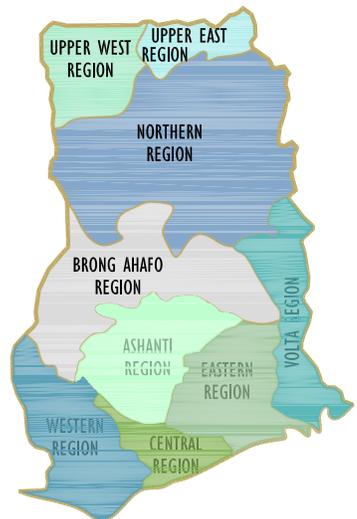
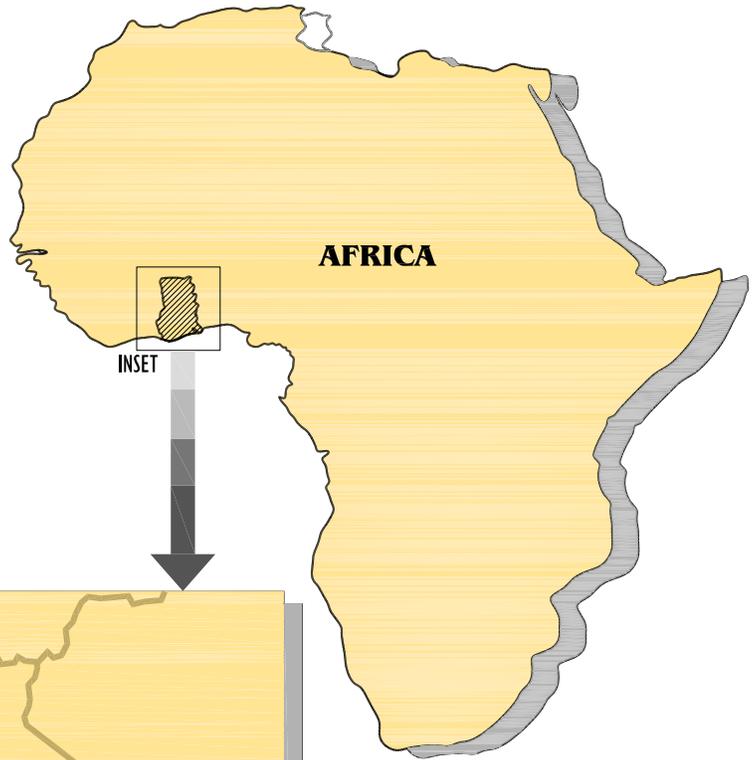
NGGL's life-of-mine plan for the Ahafo South Project involves development of 4 mine pits to produce and process approximately 7 Mt of ore annually over a 15-year period. Current resources are estimated at 105 Mt of ore producing 6.8 million ounces of gold. Initial development in the mine take area (*Project area*) involves approximately 2,994 hectares (ha) for construction and operation of the following facilities and mine components:

- Four open-cut mine pits (Amama, Subika, Awonsu, and Apensu);
- Waste rock disposal facilities;
- Mill and processing plant;
- Water storage facility to provide water for processing plant;
- Tailing storage facility;
- Environmental control dams and other stormwater and sediment control structures; and
- Ancillary facilities (buffer zones, resettlement sites, bypass roads, accommodation camps, and mine services).

The Ahafo South Project has the necessary mining leases and permits from the Ghanaian Government and Environmental Protection Agency (EPA) respectively to proceed with Project development and is currently being developed, including construction of the mill facility, tailing storage facility, water storage facility, construction camp, and access roadways.

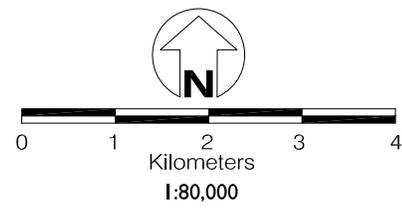
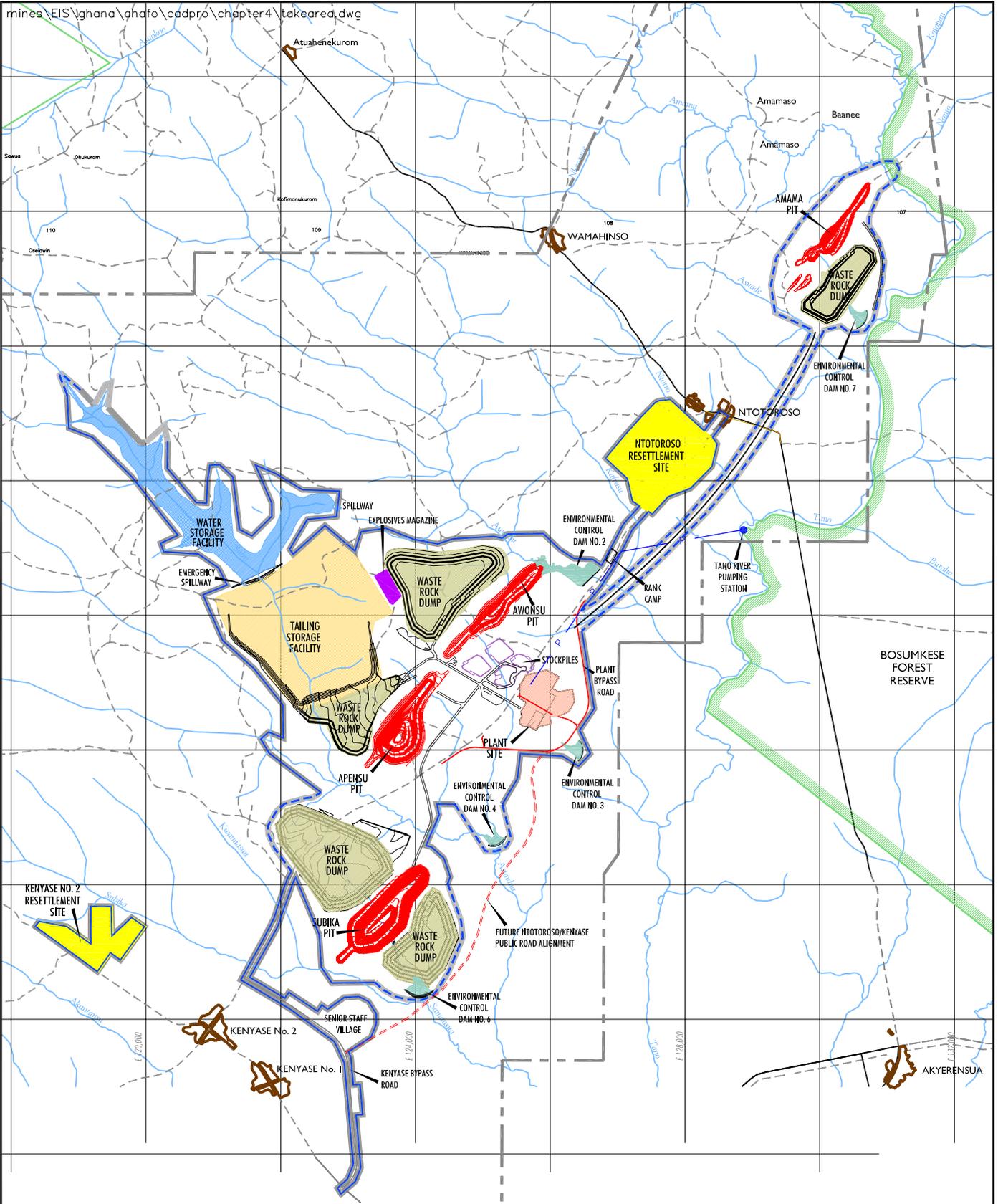


Ghana Road Map



Ghana Region Map

General Location Map
Ahafo South Project
Brong Ahafo Region, Ghana
FIGURE 1



- Existing Primary Road
- - - Existing Secondary Road
- Proposed Haul Road
- Forest Reserve Boundary
- Pipeline
- Project Area
- Project Area Undetermined
- - - Lease Boundary

Project/Study Area
Ahafo South Project
Brong Ahafo Region, Ghana
FIGURE 2

2.0 PREVIOUS PUBLIC CONSULTATION AND DISCLOSURE EFFORTS

Ghana does not have specific guidelines or regulations concerning public participation and consultation for resettlement, relocation, and compensation for mine development projects. Public participation occurs during the Scoping Study and development of Draft Terms of Reference required by the Ghanaian EPA mine permitting process.

Public involvement with the Ahafo South Project began in March 1998 at a community meeting, or “*durbar*” in Ghana, held in Bechem with Assemblymen/women, Chiefs, Elders, farmers, and other interested parties regarding development of the Sefwi Belt and Ntoroso Gold Projects. Numerous formal and informal meetings followed and continue to the present time. A summary of public meetings (including minutes and list of attendees) held during initial stages of Project development is contained in **Attachment I – Summary of Previous Public Outreach Efforts**. In addition, Scoping Studies, Draft Terms of Reference, and EISs (SGS 2000a, 2000b) prepared for the respective projects as part of the Ghana EPA permitting process contain documentation of public participation associated with mine development in the area.

Reviews conducted by the Ghanaian EPA for both projects included analysis of environmental baseline conditions; alternatives and options for siting facilities; displacement and resettlement of individuals in the project areas; and closure and reclamation of areas disturbed by proposed mining.

Through merger and acquisition, NGGL has obtained rights to develop the Ntoroso and Sefwi Belt Projects (Ahafo Project). NGGL evaluated these mining leases (Mining Leases LVB 7523/2001 and LVB 7524/2001) acquired from previous owners and determined that development of the Ahafo Project would be modified from previously approved plans. As a consequence, NGGL has separated the Ahafo Project into two components; Ahafo South Project and Ahafo North Project.

In March 2004, Ghanaian EPA (2004) informed NGGL that changes arising from integration of the Ahafo Project and revised Project design as a result of NGGL’s studies would require submittal of an updated EIS that addressed the changes. The primary changes NGGL made to the existing mine and reclamation plans was to combine two mine concessions into one operable mine unit. The modification also addressed additional resource information collected since transfer of ownership to NGGL, and NGGL’s interest in seeking increased efficiency in overall project development and enhanced environmental design safeguards. An EIS addressing these changes was prepared and submitted to the Ghanaian EPA in September 2004 (SGS 2004). The Ghana EPA issued Environmental Permit No. EPA/EIA/143 for the Ahafo South Project in April 2005.

Copies of environmental documents listed above are available for review at the NGGL Ahafo South Project Public Outreach Office located within the NGGL Kenyase office complex where staff is available to answer stakeholder questions and to translate documents for interested stakeholders.

3.0 REGULATIONS AND REQUIREMENTS

As noted above, specific guidelines and requirements outlining a public participation process to address potential environmental and socio-economic impacts from mine development are not clearly defined but occur as a secondary effect from implementation of other requirements or regulations. To this end, NGGL has developed a comprehensive Public Consultation and Disclosure Plan to address these issues that is culturally sensitive, transparent, provides timely, accurate information to Project-affected people and other stakeholders, and allows sufficient opportunity for stakeholder input.

This section includes a listing and brief description of relevant Ghanaian and international requirements, as well as Newmont's Corporate policies that are being implemented for the Ahafo South Project.

3.1 ENVIRONMENTAL REGULATIONS GHANA

An Environmental Impact Assessment (EIA) for developments, projects or undertakings has been a requirement in Ghana since 1989. In June 1995, the Ghana Environmental Protection Agency (EPA) established new procedures for EIA's involving gradual phases depending upon the nature, complexity and location of the undertaking (Ghana Environmental Impact Assessment Procedures, 1995). Between 1995 and 1999, the EPA reviewed and revised the aforementioned procedures. In June 1999, the revised procedures were adopted and passed by Parliament as Legislative Instrument 1652 Environmental Assessment Regulations (L.I. 1652). These procedures require that an Environmental Impact Statement (EIS) be submitted to the EPA for review and be approved in order to obtain an Environmental Permit, which allows the Project to proceed on environmental grounds.

Minerals and Mining Law (1986)

The legislative framework for mining in Ghana is stated in the Minerals and Mining Law, 1986, PNDCL 153 (Law 153) as amended by the Minerals and Mining Amendment Act (MMA) 1992, and modified by the provisions of the Constitution of 1993 (the Constitution). Within this legal framework, the State is the owner of all minerals occurring in their natural state within Ghana's land and sea territory, including its exclusive economic zone. All minerals in Ghana are vested in the President on behalf of and in trust for the people of Ghana. Thus, regardless of the land ownership upon or under which minerals are situated, the exercise of any mineral right requires, by law, a license granted by the Minister of Lands, Forestry, and Mines (the sector Minister) acting as an agent of the State for the exercise of powers relating to minerals.

Mineral rights are legally defined to include the rights to reconnoiter, prospect for, and mine minerals. The sector Minister is also authorized to exercise, within defined limits, powers relating to the transfer, amendment, renewal, cancellation and surrender of mineral rights. The powers conferred upon the Minister must be exercised contingent upon the advice of the Minerals Commission (MINCOM), which has the authority under the Constitution to regulate and manage the use of mineral resources and coordinate policies in relation to minerals.

Lawful occupants retain the right to use the land within lease areas (i.e., graze livestock, cultivate crops) provided such use does not interfere with mining operations. Occupants must obtain permission from the mining company to erect any building or structure on land covered by a mining lease.

A mineral rights holder must compensate for any disturbance to the rights of owners or occupiers and for damage done to the surface of the land, buildings, works or improvements, livestock, crops or trees in the area of mineral operations. However, the Act does not provide compensation for the land itself.

According to the MMA, the amount of compensation, subject to the approval of the Land Valuation Board (LVB), is determined by agreement between the parties concerned. In practice, this agreement involves a broad section of stakeholders, including affected farmers and local traditional and political leaders. If an agreement cannot be reached, the Minister of Lands, Forestry, and Mines arbitrates.

MMA states that mineral right holders should affect as little as possible the interest of any lawful occupier of the land. Mining leases also state that a mining company shall, as long as it is safe to do so, not hinder or prevent members of the local population from exercising certain customary rights and privileges such as hunting game, gathering firewood for domestic purposes, collecting snails, cultivating farms, and observing rites in respect of graves and other areas held to be sacred.

The Minerals and Mining Law provides that efforts should be made to settle disputes amicably. In the event that this fails, then arbitration will be the available dispute resolution mechanism. Such arbitration may be in accordance with the rules of procedure for arbitration of the United Nations Commission on International Trade Law; or within the framework of any bilateral or multilateral agreement on investment protection to which the Government and the USA are parties; or in accordance with any other international machinery for the settlement of investment disputes agreed to by the parties. In the event that neither of the mechanisms is considered satisfactory, the judicial process may also be used.

According to Mining and Environmental Guidelines (1996), mining houses must pay compensation for damage to land, land uses and structures according to a schedule of compensation rates provided in the EIA / EAP using LVB rates as a minimum. In practice these rates are only available if LVB is contracted to undertake the assessment.

The Mining and Environmental Guidelines also provide for resettlement:

- Any pre-existing settlement located close to mining operations where the pre-existing inhabitant's public safety is at risk, or where the inhabitants are subjected to unreasonable nuisance, shall be resettled at a more distant site with at least an equal standard of accommodation and services at the cost of the company.
- Proposed amendments to the Minerals and Mining Law were introduced in 2003 in an effort to address, among other issues, ambiguities related to compensation rules and procedures. It is understood that the proposed amendments are now with the Attorney General awaiting submission to Parliament.

Other legislation and/or regulation relevant to the Project include:

- Environmental Protection Law
- EPA Act 490 (1994)
- Environmental Assessment Regulations (1999)
- Planning Standards for All Settlements in Ghana

- District Assembly Planning Guidelines
- National Development Planning Act (1994)
- Housing Standards, Building Code
- Local Planning Requirements.

3.2 WORLD BANK/IFC GUIDELINES

The International Finance Corporation (IFC) has published policies and requirements regarding public consultation and disclosure to ensure projects in which it invests are implemented in an environmental and socially responsible manner. The following IFC procedures, policies, and practical manuals were reviewed and considered when developing this PCDP.

OP 4.01 – Environmental Assessment: Requires public consultation and information disclosure for Category “A” projects, which includes open pit mining. Because issues addressed in an EIS are frequently of public concern, the EIS process should be used as the framework for procedures within which IFC promotes public consultation and information disclosure, and monitors compliance by NGGL. After an EIS has been accepted, IFC requires public consultation as an on-going process to be conducted during the construction and operational phases of the project.

IFC Consultation Requirements under EIS

Consultation with Relevant Stakeholders: During the EIS process, NGGL should conduct consultations with affected groups, non-governmental organizations (NGOs), local authorities, and other interested parties about environmental and socio-economic aspects of the project, and consider stakeholders’ views. Consultation should start as early as possible with information made available in advance. The project sponsor should consult stakeholders at least twice, during scoping and before the Terms of Reference for the EIS are finalized and once a draft is prepared. In addition, NGGL should consult with such groups throughout project implementation, as necessary, to address EIS related issues that affect them.

Public Consultation and Disclosure Plan: Consultations to be undertaken by NGGL during construction and operation of the Project should be incorporated into the Public Consultation and Disclosure Plan.

EIS Summaries and Draft EIS Report: For the initial consultation NGGL should provide summaries of project objectives, descriptions, and potential impacts. When the draft EIS is ready NGGL should present findings of the EIS to the public. In both cases, the information should be disseminated among the relevant stakeholders proactively, and in the local language. After consultations have been held, NGGL adds details to the EIS report of the consultation conducted, and discusses measures on how public comments will be incorporated into project design and implementation.

Releasing the EIS Report In-Country and to IFC InfoShop: The draft EIS report should be made readily available to the public in public places, and should contain responses to public consultation process. A non-technical summary of the document should be made available in the local language to local stakeholders. The report is made available to a wider public through IFC’s internet InfoShop website.

Ongoing Consultation, Annual Reporting, and Disclosure of Addenda after Release of EIS: Public consultation is an ongoing process and should continue throughout construction and operational phases.

IFC's Good Practice Manual *Doing Better Business through Effective Public Consultation and Disclosure (IFC 1998)*: IFC guidelines on best practice in public consultation and disclosure outline issues to consider while undertaking public consultation and disclosure, as follows:

- Written and oral communication in local languages and readily understandable formats;
- Accessibility by relevant stakeholders to both written information and to the consultation process;
- Use of oral or visual methods to explain information to non-literate people;
- Respect for local traditions or discussion, reflection and decision-making;
- Care in assuring groups being consulted are representative, with adequate representation of women, vulnerable groups, ethnic or religious minorities, and separate meetings for various groups, where necessary; and
- Clear mechanisms to respond to people's concerns, suggestions and grievances.

Operational Directive 4.30 – Involuntary Resettlement

International best practice for private sector-related resettlement is commonly defined by the June 1990 World Bank Operational Directive 4.30 (**Annex F of the Resettlement Action Plan**). This Operational Directive is applied around the world by private investors to govern involuntary resettlement associated with natural resource and infrastructure development. The Directive sets the benchmark against which such projects are gauged by international financial institutions, both private and multi-lateral. Operational Directive 4.30 is internationally acknowledged as one of the most comprehensive and efficient set of international standards with respect to the protection of the rights of affected people.

The key principles of this policy are:

- Physical and economic dislocation should be avoided or minimized where feasible.
- Unavoidable displacement should involve the preparation and implementation of a resettlement plan. All involuntary resettlement should be conceived and executed as development programs, with resettlers provided with sufficient investment resources and opportunities to share in project benefits.
- Displaced persons should be (i) compensated for their losses at full replacement cost prior to the actual move; (ii) assisted with the move and supported during the transition period in the resettlement site; and (iii) assisted in their efforts to improve their former living standards, income earning capacity, and production levels, or at least to restore them. Particular attention should be paid to the needs of the poorest groups to be resettled.
- Community participation in planning and implementing resettlement should be encouraged. Appropriate patterns of social organization should be established, and existing social and cultural

institutions of resettlers and their hosts should be supported and used to the greatest extent possible.

- Resettlers should be integrated socially and economically into host communities so that adverse impacts on host communities are minimized.
- Land, housing, infrastructure, and other compensation should be provided to the adversely affected population. The absence of legal title to land should not be a bar to compensation.

OP 11.03 – Management of Cultural Property: IFC sponsored projects define “cultural property” as “sites having archaeological, paleontological, historical, religious, and/or unique natural values.” IFC normally requires determination of what is known about cultural aspects of proposed projects. The consultation process should involve scientific institutions and NGOs as part of this process.

1998 – Disclosure Policy: IFC is open about its activities and welcomes input from affected communities, interested members of the public, and business partners and will seek out opportunities to explain its work to the widest possible audience. This policy was developed in recognition of the importance of accountability and transparency in the development process.

1998 – General Environmental Guidelines: For financed projects in which no other specific environmental guidelines have been developed, general environmental guidelines may be used. These guidelines emphasize pollution prevention, and are intended to minimize resource consumption, including energy use, and to eliminate or reduce pollutants at the source. General Environmental Guidelines include requirements for air emissions, liquid effluents, hazardous chemicals and wastes, solid wastes, and ambient noise.

3.3 INTERNATIONAL POLICIES AND STANDARDS

Newmont is a founding member of the International Council on Mining and Metals (ICMM). As such, the Ahafo South Project will adhere to ICMM’s principles for sustainable development throughout the life of the Project. The ICMM Principles include:

- Implement and maintain ethical business practices and sound systems of corporate governance;
- Integrate sustainable development considerations within the corporate decision-making process;
- Uphold fundamental human rights and respect cultures, customs and values in dealing with employees and others who are affected by our activities;
- Implement risk management strategies based on valid data and sound science;
- Seek continued improvement of environmental, health, and safety performance;
- Contribute to conservation of biodiversity and integrated approaches to land use planning;
- Facilitate and encourage responsible product design, use, re-use, recycling and disposal of products;
- Contribute to social, economic and institutional development of communities in which we operate; and

- Implement effective and transparent engagement, communication, and independently verified reporting arrangements with stakeholders.

Newmont includes these principles in its Policies, Five Star Standards, and in operations, including the Ahafo South Project. The 2004 *Now and Beyond Report* (Newmont 2004) presents an independent assurance report which comments on Newmont's commitment to the ICCM principles.

Newmont is a signatory to the International Cyanide Management Code (ICMC) and will comply with ICMC requirements. In addition, Newmont is a signatory to the United Nation's Global Compact and will comply with World Bank Group's (WBG) draft guidelines for Precious Metal Mines and applicable WBG policies and guidelines.

GLOBAL REPORTING INITIATIVE & INTERNATIONAL COUNCIL ON MINING & METALS

"Now & Beyond 2004 was prepared in accordance with the Global Reporting Initiative Guidelines. The 2004 report addresses 89 percent of the criteria specified in the GRI Content Index, in addition to some supplemental indicators, in contrast to 75 percent in 2003. This achievement is evidence of increasingly disciplined attention to the public reporting process. In particular, there are more economic and environmental data elements included this year, and they are presented with greater detail and specificity than in 2003. Increased detail in environment and governance indicators would further improve the report. Newmont's full commitment to the ICMM principles is apparent from the recent accession of its Chairman and CEO, Wayne W. Murdy, to the Chair of the ICCM. In Now and Beyond (2004), Newmont has addressed the ten issues articulated in the ICMM Principles."

Equator Principles

The Equator Principles represent an approach by financial institutions to determine, assess and manage environmental and social risk in project financing. The Principles were adopted in June 2003 by 10 of the world's leading financial institutions to ensure that projects financed are developed in a manner that is socially responsible and reflect sound environmental management practices. Some 25 banks in 14 countries have now adopted the Principles.

Adopting institutions undertake not to make loans directly to projects where the borrower will not or is unable to comply with environmental and social policies and processes outlined in the Principles. Compliance with host country legislation and, for project located in middle and low-income countries such as Ghana, relevant World Bank Safeguard Policies, including OP 4.12 is a pre-requisite. Public consultation and disclosure requirements are also stipulated in the Principles.

3.4 NEWMONT CORPORATE POLICIES

NGGL, in keeping with Newmont's corporate philosophy, is designing and operating the Ahafo South Project to be a model corporate citizen in terms of recognition of social and environmental concerns in communities where the Project may have an effect.

Newmont Corporate Social Responsibility Policy

NGGL, as a subsidiary of Newmont Mining Corporation, will develop and operate the Ahafo South Project under the Newmont Corporate Social Responsibility Policy and Five Star Management System (Five Star), which includes management systems and discipline specific standards on Community and External Relations (Newmont 2003).

Newmont believes public consultation and collaboration are vital components of its Social Responsibility Policy. The Company, through its External Affairs Department, is actively and continually seeking stakeholder involvement in its deliberations not only to improve decision-making and build understanding, but also ensure long-term project viability and benefit enhancement to Project-affected people and other relevant stakeholder groups.

**Newmont's Social Responsibility Policy
Goals Regarding Engaging Stakeholders**

Demand leadership from all employees;

Seek to share success by partnering with stakeholders in appropriate community development programs;

Consult stakeholders in matters that affect them;

Strive to communicate performance in an accurate, transparent and timely manner;

Understand that the actions and conduct of every Newmont employee and contractor are the basis on which stakeholders will evaluate Newmont's commitment to achieving the highest standards of social responsibility; and

Carry out our Social Responsibility Policy in conjunction with Newmont's Environment and Health and Safety Policies since environmental, health and safety issues can affect the communities where we operate.

The challenge for Newmont is to perform – in all its activities – in ways in which stakeholder expectations are known and are evaluated fully to provide adequate feedback and understanding to stakeholders about whether or not Newmont can meet and/or exceed these stakeholder expectations. This means creating mutually respectful relationships around its mines and conducting its business through sound and responsible methods. Management and employees will be informed of responsibilities to external stakeholders through training and supervision. All levels of development and operation will consider the needs and interests of local stakeholders in the decision process. Through awareness of social responsibility and cooperation from employees, Newmont will develop and maintain its social responsibility in Ghana.

As part of the commitment to the Newmont Social Responsibility Policy, in January 2004 NGGL commissioned SRK (SRK 2004) to review the social issues that could be expected to arise during Project construction and to collaborate with NGGL managers and staff to draft a Project-specific Social Action Plan (SAP) designed to serve as an internal guide for:

- Managing key social issues by the Community Relations Department
- Directing related departments about their role in managing key social issues

- Directing NGGL, Projects and Corporate, personnel of the key social issues that NGGL Community Relations has identified to be managed.

The SAP identified the following issues for the construction phase of the Ahafo Project:

- Local procurement
- Local infrastructure
- Local employment
- Natural resources harvesting
- HIV/AIDS
- Security
- Relocation & resettlement
- Compensation - exploration
- Population influx
- Galamsey (artisanal miners)
- Occupational health and safety
- Public disclosure and consultation
- Government relations
- Newmont internal relations
- Cross cultural awareness

The SAP contains an analysis for each issue that includes

- An issue description, including identification of the stakeholders who would be affected by the issues and potential impacts
- Mitigation measures were developed that are appropriate to the issue, impacts, and affected stakeholders and include decisions on:
 - The Internal NGGL department that is responsible for the managing and tracking of the issue
 - The time frame when the issue will surface and/or any critical deadlines for managing the issue
 - The indicators that the issue is being properly managed were identified
- Management justification for each issue; why successfully managing an issue is beneficial not only for NGGL but also for the community.

A third party assessment of NGGL's progress regarding the effectiveness of its Social Responsibility Policy in Ghana was favorable. NGGL has, for example, been commended for its proactive stakeholder

engagement activities, partnership building efforts, local recruitment and procurement policies, resettlement planning, and initiatives for health and safety.

In April 2004, NGGL commissioned Associates for Global Change (AGChange 2004) to conduct a comprehensive progress review of the Project's commitment to the corporate Social Responsibility Policy. AGChange reached the following conclusions and recommendations:

"It is clear that NGGL's early and ongoing efforts to proactively engage local communities has significantly contributed towards mitigating the potential social and other risks faced in starting up mining operations in Ghana. Evidence of this diminished risk includes:

- The inability of outside anti-mining activists to gain significant support in the local communities to date
- Repeated expressions of gratitude from community leaders, residents and other stakeholders at being approached and solicited by the company for their issues and concerns, although this also may lead to inflated expectations of what the company is able to do
- Community unrest to date appears to be limited largely to young, poorly-informed and/or impatient job seekers, possibly urged on by certain opportunists who seek to incite others to join them in hopes of gaining leverage in company hiring decisions. Local government officials and traditional leaders have generally been helpful in cooling tensions within their communities, although constant outreach and communications are required to manage this issue
- Comments from the Chamber of Mines and other observers suggest that Newmont is raising the bar for how other mining companies in Ghana handle resettlement, compensation and employment issues, an early indication that the company is establishing its reputation as the "miner of choice" for communities.

Also, working with partners such as OICI and planningAlliance has given the company access to skill-sets and expertise that are proving useful in creating responsive and informed social and community relations programs. In particular, working with an NGO such as OICI gives both NGGL and community a "third party" communications and conflict resolution conduit for issues that the company or community may be unable to successfully broach directly with each other. In addition, having OICI—an NGO that promotes self-reliance as an antidote to poverty—conduct the livelihood survey and develop the alternative livelihood program helps deflect expectations that NGGL is the sole benefactor for the communities".

Five Star Management System

NGGL has developed Five Star to include an evaluation of successful implementation of each standard. Evaluation criteria include assessments of performance and general perception regarding the system.

NGGL will achieve consistent and disciplined management of social responsibility issues through Five Star, a global management system developed in-house by Newmont and administered by the corporate office to drive outstanding performance and continual improvement in areas of Health, Safety and Loss Prevention and Environmental and Social Responsibility. Although Five Star is founded on internationally accepted management system principles (e.g., ISO14001), it is unique in that it also includes discipline-specific standards to manage Health Safety and Loss Prevention and Environmental Social Responsibility risks that are specific to the mining industry.

The objective of Newmont and the Ahafo South Project is to operate in accordance with generally accepted International Standards and Practices and in full compliance with all applicable Ghanaian regulations in all aspects and with particular reference to social issues and pertaining to local stakeholders. The 5 Star Management system will play a significant role in achieving these objectives and in managing the evolving state of the regulatory structure in Ghana, and meeting requirements from shareholders and financial institutions. Consideration of the above mentioned objective will be included in planning and implementation of all aspects of the operation. Regular audits by external social assessors will provide the Ahafo South Project management with ongoing analysis of system performance to meet its objectives.

4.0 PUBLIC CONSULTATION AND DISCLOSURE PLAN

NGGL established a stakeholder involvement program in Ghana in 2003, which includes a comprehensive suite of stakeholder consultation, disclosure activities, and engagement exercises, and media interactions. The objectives of the Communications Plan include:

- Set up a process for identifying information and communication needs of NGGL.
- Undertake activities to supply the identified information and communication needs of NGGL.
- Develop and assess a process to ensure that NGGL has timely access to information and identification of communications support required for various activities.
- Provide support to the Human Resource Department to ensure effective intra and inter departmental communications.
- Identify NGGL external stakeholders, their issues and information needs.
- Develop appropriate and consistent key messages in support of NGGL values and activities.
- Train relevant communicators to communicate NGGL key messages.
- Develop communication support material for NGGL key messages.
- Work with the Community Relations department to develop appropriate corporate social responsibility policy initiatives.
- Establish and maintain cordial relations with all stakeholders including government, media, traditional authorities, local communities, and the general public as well as employees.
- Assess effectiveness of the communication process evolved in developing those relations.
- Develop a crises communication manual relevant to NGGL.
- Train relevant personnel in crises communications
- Conduct quarterly crisis communications drill.

Project stakeholders – individuals, groups, and organizations with a legitimate interest in the Project, as listed in **Attachment 2**, have been actively engaged in the consultation process to provide opportunities to actively contribute toward development of the Project.

4.1 RESOURCES AND RESPONSIBILITIES

As Project sponsor NGGL has overall responsibility for stakeholder consultation and involvement program. NGGL External Affairs Department is responsible for implementing the PCDP, with assistance from the StratComm Africa communications Officers, OICI community development officers, and the

Resettlement Project Manager from planningAlliance. The Newmont Corporate Vice-President for External Affairs is responsible for communicating with international stakeholders.

NGGL Responsibilities

Responding to the concerns and issues expressed during public consultations

Allocating sufficient funds to implement a viable PCDP

Ensuring that all public consultation and information disclosed is documented.

StratComm Africa is an independent Ghanaian strategic communications consulting firm, providing a full range of communications services to Newmont Ghana. Since November 2003, StratComm Africa has supported NGGL's engagement process in tandem with Newmont Corporate Communications Policy through a team of communications experts at the Project site and in Accra. Execution of Newmont Ghana's engagement strategy is heavily supported by the team through community education activities, formal and informal stakeholder engagement exercises, development and initiation of an issues log, stakeholder engagement register, contact reports and feedback systems, as listed below. These approaches allowed NGGL to consistently track issues of concern among community constituents including the media, regulatory agencies, government, traditional authorities, youth groups, various social groups and NGO's in relation to the project. Proposals for enhancing internal communications systems arming employees with consistent key messages, speaking points, Frequently Asked Questions on various issues related to the Project were developed.

An understanding of the economic/political/socio-cultural context in which NGGL proposes to communicate has informed the structure of various workshops, seminars, and public meetings facilitated by StratComm Africa to introduce NGGL to and draw feedback from a cross section of stakeholders on issues of concern with respect to the Project. StratComm Africa employed a variety of innovative communication techniques and tactics including interactive use of traditional channels of communication, local theater, puppetry and proposals for radio programming based on communications research including audience channel analyses and knowledge attitudes and perception studies. These approaches were focused on ensuring that audiences at varying literacy levels could understand and participate in discourse about project-related activities. Extensive documentation of community education, around project milestones including initiation of a local labor pool, the start of stage one and two civil works as well as public relations support for project events including EPA-facilitated public hearings and the Livelihood, Enhancement and Empowerment Program (LEEP) all supported the public disclosure and consultation process.

Below are community communication support materials, project-related community education activities, and documented stakeholder engagement carried out by StratComm Africa:

- Communications Support Material
 - Translated Newmont Values Statements Presented to Communities by Newmont Chairman and CEO December 2003

- Posters on How Gold is Produced in English & Twi
 - Poster Flip Charts/ Cartoon Strips/ Pamphlets on Local Labor Pool
 - Poster Flip Charts/ Posters – How Gold is Produced
 - Poster Flip Charts/ Pamphlets – Who is Newmont? - Public Hearing
 - Brochure – LEEP
 - Newmont Ghana Fact Sheets
- Project-Related Community Education Activities
- Durbar of Chiefs to introduce CEO to Communities
 - Initiation of Local Labor Pool –
 - Communications Skills Training for Traditional Town Criers
 - Puppetry
 - Local Theater
 - Local Theater – Resettlement and Relocation
 - Interactions with Media (Brong Ahafo and Accra)2004
 - Interactions with Regulatory Agencies (Brong Ahafo and Accra)2004
 - Interactions with Chiefs from project Area 2004
 - Interactions with Chief Farmers from project Area 2004
 - Interactions with over 200 Representatives from various Social Groups in project area 2004
 - Interactions with NGO's (Brong Ahafo and Accra) 2004
 - Stage One civil Works 2004
 - Follow up One-on-One/ Small Focus Group Informal Discussions on Project – Related Issues
 - Stage Two civil Works 2004
 - Public Hearing 2004
- Documented Stakeholder Engagement
- Quarterly Photo shots of changing scope and size of project development
 - Video and Photo documentation of Durbar of Chiefs introducing CEO to Communities December 2003
 - Video and Photo documentation of
 - Livelihood Study 2003-2004
 - RNC Meetings 2004
 - Community Education – Local Labor Pool 2004
 - Community Education – Resettlement/ Relocation 2004
 - Public Hearing – 2004
 - Launch of LEEP 2004
- Reports and Miscellaneous Documentation
- Report – Interactions with Media (Brong Ahafo and Accra)2004
 - Report – Interactions with Regulatory Agencies (Brong Ahafo and Accra)2004
 - Report – Interactions with Chiefs from project Area 2004
 - Report – Interactions with Chief Farmers from Project Area 2004
 - Report – Interactions with over 200 Representatives from various social groups in project area 2004
 - Report – Interactions with NGOs (Brong Ahafo and Accra) 2004

- Stakeholder Engagement Register
- Stakeholder Contact Reports
- Issues Log
- Daily Newspaper Clippings
- Weekly Media Summaries

Opportunities Industrialization Centers International (OICI) is a non-profit, non-governmental organization (NGO) headquartered in the United States. An affiliate, OICI Ghana currently operates four centers in Ghana at Tamale (Northern Region), Kumasi (Ashanti Region), Takoradi (Western Region) and Accra (Greater Accra Region). OICI Ghana's current portfolio of programs includes Mining for Sustainable Development, Vocational Skills for Life Training, Money Management Training, Food Security Training and Outreach Services, Micro Credit and Income Improvement, Cooperative Development and Export Promotion, FarmServe Ghana, HIV/AIDS Prevention Care and Support, and Street Children and Orphans.

NGGL retained OICI as an NGO-partner to undertake a census and socio-economic survey (OICI 2004) of the Study area. The resulting socio-economic profile has been used for resettlement planning and implementation, including livelihood enhancement and community development. The 13-member OICI team, in their tripartite role as socio-economic surveyors, household case workers, and community development planners, are integral to community outreach efforts. Immersed in the community since late 2003, they enjoy exceptional stakeholder access and serve an important intermediary function between NGGL and the local community.

planningAlliance, an independent Canadian consulting firm specializing in resettlement planning, has been contracted by NGGL to conduct baseline inventories in support of resettlement and compensation efforts and prepare a Resettlement Action Plan (pA 2005). Physical asset surveyors from planningAlliance interface regularly with community level Project stakeholders, further enhancing the proactive outreach strategy adopted by the Project. planningAlliance staff participate on the Resettlement Negotiation Team.

Maxim Technologies, an independent engineering and environmental consulting firm in the United States, has been contracted by NGGL to assemble existing baseline data, evaluate impacts, and prepare a draft Environmental and Social Impact Assessment (ESIA) which includes this PCDP.

4.2 SUMMARY OF ISSUES

Three primary issues have been identified that relate to the Ahafo South Project. These issues and the manner in which NGGL has addressed them are summarized below.

Social and Economic Effects

The Ahafo South Project is projected to add an additional 6.8 million ounces to Ghana's overall export of gold. Compared to the number of total ounces exported in 2002, the addition of the Ahafo South Project would add approximately 500,000 ounces per year (an additional 22 percent above the 2002 volume). Long-term employment in the gold mining sector is expected to grow. Royalties generated by

the Project and paid by the Company to the Internal Revenue Service of Ghana over the life of the Project would add to economic development of Ghana.

Besides strengthening Ghana's position in the international and national gold arena, the increased economic activity in the area as a result of the development of NGGL's Ahafo South Project will strengthen revenues of the Brong-Ahafo Region, the Asutifi District governments and Paramount and local chiefs, as well as increasing income of local residents. Approximately 97 percent of households were engaged in farming as their primary livelihood activity prior to Project construction activities. Only 6 percent were salaried employees. As of April 30, 2005, 458 Ghanaians have been employed in the 29-month construction effort, and up to 750 local residents will be able to find long-term employment with either NGGL or an associated contractor when the mine is operational in 2006. On February 9, 2004, NGGL opened a National Technical Vocational Training Center in Yamfo to provide education and training necessary for jobs with the Project and to provide skills for future employment. As of August 12, 2005, 696 local people have completed work orientation training and have entered the semi-skilled labor pool, and 314 people have completed semi-skilled training in Metals, Administration, and Masonry.

NGGL launched a sustainable community development program known as the Livelihood Enhancement and Empowerment Program (LEEP) (OICI 2005), a high impact, results oriented, sustainable integrated community development plan that is anticipated to last 5 years. Phase I of the program, launched in February 2005, is designed to focus on economic growth, wealth creation, quality of life, and empowerment to give value to those people that have been relocated/resettled because of the Project. Phase 2 of the LEEP will be initiated following construction (projected to be July 2006). Local residents will have an opportunity to participate in the Phase 2 programs. In addition to the 5-year LEEP program, NGGL will work with local communities and regional development planning boards in a participatory fashion to assess additional opportunities to support sustainable community development that will continue throughout the life of the mine.

Resettlement and Relocation

Development of the Ahafo South Project involves approximately 2,994 hectares (ha) for construction and operation of mine facilities. Based on surveys completed by planningAlliance (2005), construction of the Project would result in physical and economic displacement of 710 households (4,513 people) who live in the Project area. The Project would also result in economic displacement of an additional 871 households (4,355 people) that possess farmland within the area. The total number of households impacted by the Project is 1,581 (up to 8,868 people) (pA 2005).

planningAlliance designed the resettlement planning effort as a collaborative process with Project-affected persons. Resettlement principles, policies, procedures, and compensation rates have been determined through multi-stakeholder involvement in a Resettlement Negotiation Committee (RNC). The RNC includes representatives of Project-affected hamlets, villages, traditional authorities, district and regional government representatives, non-governmental organizations, and NGGL (see *Implementation of the PCDP* section).

NGGL has not started resettlement planning for the Amama mine pit, associated waste rock disposal facility, environmental control dam, and connecting haul road. A separate RAP will be prepared in due course as this area is not covered by the Ahafo South RAP. Resettlement and compensation associated with this area would be negotiated on the basis of principles, policies, procedures, and rates previously applied in the Project area, as applicable, and as outlined in the Resettlement Action Plan (RAP) (pA 2005).

Biodiversity and Forest Reserves

Biodiversity is a measure of the variety of life, and its processes; including the variety of living organisms, genetic differences among them, and the communities and ecosystems in which they occur (Langner and Flather 1994). Biodiversity is often interpreted as a measure of biological complexity and variation within the Study area.

NGGL recognizes that the activities of exploring and developing mineral resources may have an impact on biodiversity. Likewise companies engaged in exploration and mineral resource development can be a positive force for biodiversity conservation. Through sound environmental management many potential impacts to biodiversity from mineral resource development can be avoided or mitigated. Further, there are good business reasons for mining companies, including NGGL, to ensure the healthy functioning of ecosystems in and around their areas of operation. To this end NGGL is committed to work in effective business-NGO-government partnerships focused on biodiversity conservation in the Project area.

Areas of Productive Forest Reserves have been designated in the vicinity of the Project area. These areas include the Bosumkese and Amama Shelterbelt Forest Reserves. The Ahafo South Project is not expected to directly impact the Bosumkese Forest Reserve; however, NGGL recognizes that future actions, indirect impacts, or induced impacts may result from mine development.

Potential impacts on the Forest Reserves include the creation of access into the reserves via new roads, power line access routes, and general proximity of the mine to reserve areas. NGGL proposes to use an existing Biodiversity Management Program to address management needs of Forest Reserves near the Ahafo South Project.

Other Issues

Additional issues and concerns raised by local people during consultation exercises include:

- Safety of people;
- Water pollution;
- Air pollution;
- Perceived deleterious effect of blasting on buildings;
- Proliferation and regeneration of mine-related diseases;
- Dust and noise pollution;
- Mosquito infestation and related health problem, such as malaria;
- Delay in compensation payment;
- Increased traffic on rural streets/roads;
- Disrespect for traditional cultural values;
- Disrespect for the elderly;
- Negative consequences of population growth on social infrastructure (e.g., water, toilets, schools, rents/housing, crime, prostitution); and
- Increased prevalence of HIV/AIDS.

4.3 INFORMATION DISCLOSED

NGGL used a variety of communication techniques to announce major Project milestones and decision points. When the investment agreement between Newmont and the government of Ghana was signed in December 2003, Newmont communicated its reputation and values in statements in Twi and English to community representatives during a *durbar* of Chiefs from Ahafo to introduce Newmont's Chief Executive Officer (CEO) to local people. The CEO and other staff were briefed with key messages, speaking points, position papers, and answers to frequently asked questions to provide consistent, accurate information to local people. A similar plan was also developed when ground was broken at the Ahafo Project with the same purpose in mind. Formal ceremonies were structured to include input from local community trainees who had been through Newmont orientation programs.

NGGL believes that it is good business, as well as common sense, for companies planning and developing new mining ventures to understand and respond to stakeholder concerns. Therefore NGGL has adopted a community-centered approach where the Company not only tries to gain the support of the stakeholders for the Project, but also involves stakeholders in making sure the project develops for the benefit of everyone. For instance, in responding to concerns expressed by stakeholders, which include: perceived dust pollution, perceived noise pollution, safety, perceived water pollution, damage to vegetation, wildlife, loss of agricultural land, cultural values, employment, and business opportunities, NGGL applies a comprehensive range of techniques. These techniques include visits by community representatives to comparable operations; survey on attitudes and perceptions of mining; face-to-face meetings with individuals; establishing links with the community, business, and schools; forming the community liaison committee; information contact points; displays; invited comments; media briefings; public meetings; community demonstration projects; information material such as videos and printed materials; and workshops. These techniques are tailored to suit individual stakeholder concerns. For instance, NGGL has taken local representatives of the people to other mines in Ghana to show them the general nature of mining as well as to let them see comparable factors as surface operations, site rehabilitation success, the operations of other community liaison groups or committees, and how a project manages environmental impacts, and so on. NGGL evaluates the effectiveness of these techniques through feedback from communities, reduction in expression of stakeholder concerns as shown in compliant log book/register, and NGGL's own monitoring program.

NGGL announces events and involvement opportunities in culturally appropriate ways, on public notice boards and through the traditional *gong gong* community announcement system in Project area communities. All personnel who work directly with local people are bilingual in Twi and English. StratComm Africa, a Ghanaian communications firm, provided communication support specifically to inform and educate area residents of the local labor pool that was to be used by construction contractors. The consultation process included use of traditional Ghanaian communication methods to share information with communities, including engagement with Chiefs; a request to Chiefs to use traditional town criers to inform communities of the impending exercise or public meeting (*durbar*); and use of local theater, dance and drama as communication tactics to educate and inform communities where up to 50 percent may be not be able to read and/or write.

4.4 REPORTING

The PCDP is an appendix to the ESIA, which will be submitted to the IFC. Comments submitted to IFC will be conveyed to NGGL for a response.

Ongoing public consultation, meeting minutes, and reports will be submitted within seven days to the NGGL Ahafo Project General Manager. NGGL maintains an active file regarding all public consultation and disclosure documentation collected throughout the program, which are available for public review upon request.

The NGGL Regional Manager and General Manager of the Ahafo South Project compile and submit a report summarizing PCDP results to IFC annually. The report will provide a summary of all public consultation issues, grievances, and resolutions. The report will also provide a summary of relevant public consultation findings from informal meetings held at the community level.

4.5 IDENTIFICATION OF STAKEHOLDERS

The Ahafo South Project has a wide variety of stakeholders, people, agencies, or organizations that could be directly or indirectly affected (positively or negatively) by the Project or that could influence the Project (positively or negatively). In order to develop an effective stakeholder involvement program, it is necessary to identify the various stakeholder groups as different outreach methods may be required for different groups. In addition, primary concerns will likely vary between respective stakeholder groups.

NGGL introduced the concept that stakeholder groups should elect individuals as their representatives to assure stakeholders of a consultative and collaborative approach to conflict resolution free from coercion and based on informed consent. Representatives to the various stakeholder committees are elected by acclamation during community gatherings and group meetings. NGGL does observe these meetings to ensure election of representatives are fair and transparent, and the election process had widespread public support. After selection and presentation of representatives, NGGL asks groups to confirm that their representatives are genuine advocates of the views of their members. To do so, it issues Authorization for Representation Forms, which members of each group sign and submit to NGGL.

A list of stakeholders identified for the Ahafo South Project is contained in **Attachment 2**. Major stakeholder groups are summarized below.

Government Agencies

Departments and agencies of Ghanaian government such as Agriculture; Lands, Forestry, and Mines; and the EPA influence the Project through a regulatory process of monitoring for compliance, issuing licenses and permits. Agencies of the Brong-Ahafo Region and the Asutifi District provide services to local residents and are active in future planning efforts for the area.

Traditional Authorities

Paramount and Divisional Chieftancy areas (or Autonomous Chieftancies) are located within the Study area. These are the Paramount Chieftancies of Kenyase No. 1 and No. 2 as well as the Ntotroso Divisional Chieftancy area which includes Ntotroso, Gyedu and Wamahinso. Paramount and Divisional chiefs exert control over various sub-chiefs, who represent communities within their respective stools (chiefdoms), and village chiefs, who represent smaller communities. At the settlement level, sub-chiefs or village chiefs, in consultation with elders, typically resolve disputes. Chiefs also play an important role in allocating land within their stool.

Local Communities

Up to 35,000 people live in the Study area in 5 settlements and 8 hamlets, as well as individual farms. Approximately 9,000 local residents will be directly impacted by the Ahafo South Project; some of the people will have to move, others will lose farm land. Many local residents will likely be employed by mining and related economic activities.

Special Interest Groups

Farmers are the primary special interest group in the Study area, headed by a Chief Farmer in each settlement. Youth groups are particularly interested in employment opportunities. There is reluctance among Ghanaian women, particularly in rural communities, to involve themselves in both political and communal activities. For instance, activities like community representation in committees formed to interact with NGGL had few women representation (i.e., maximum of 2 out of 55 members). This is due partly to the chauvinistic nature of the Ghanaian society where men dominate almost every facet of social life. To ensure that women's voices and concerns are heard and considered in decision-making process, NGGL will meet with and propose the development of a Women's Committee in its operational area and determine the level of interest in participating of the various stakeholders. The Committee will provide a platform for women to freely express their views about NGGL operations. The Committee would be moderated by a woman.

Non-governmental Organizations

NGOs fall into two categories, national and international with increasing interaction between them, which has lead Newmont to assign the task of interacting with NGOs to the Corporate Vice-President for External Affairs. Mining projects throughout the world are under increasing scrutiny due to the large scale and potential impacts to mostly rural groups of people. NGGL is actively seeking knowledge of and engagement with NGO's within the study area and within the Brong Ahafo Region as well as national.

4.6 INFORMAL STAKEHOLDER CONSULTATIONS

NGGL has pursued a vigorous community outreach strategy throughout the planning process, building trust and facilitating open information exchange among stakeholders. NGGL External Affairs interacts with the community daily, consulting on a broad range of issues with local leadership – traditional and political – and the general population. These interactions happen as NGGL representatives are on their daily rounds, meeting with local people, providing informal updates on the progress of the Project, and

answering questions. NGGL's decision to include all stakeholders into the dialogue when the concession was acquired has helped develop broad community support as documented in **Attachment 3**.

4.7 FORMAL STAKEHOLDER CONSULTATIONS

Workshops and briefings on the Project have been provided to the following:

- Members of Parliament
- National ministries/agencies:
 - Environment
 - Lands, Forestry, and Mines
 - Lands Commission
 - Land Valuation Board
 - Local Government and Rural Development
 - Education
- The United States Ambassador
- International, national, and local environmental, and human rights non-governmental organizations
- International, national, regional, and local media
- Regional officials and agencies:
 - Brong Ahafo Regional Directorate of Health
 - Brong Ahafo Regional Coordinating Council
 - Brong Ahafo Regional Town and Country Planning
 - Brong Ahafo Lands Commission
 - Brong Ahafo Regional Office of the Administration of Stool Land
 - Brong Ahafo Regional Office of Land Valuation Board
 - Brong Ahafo Regional Youth Council
 - Brong Ahafo Social Welfare Directorate
 - Asutifi District Assembly
 - Asutifi District Directorate of Health
 - Asutifi District Coordinating Council
 - Asutifi District Town and Country Planning
 - Asutifi District Youth Council
 - Asutifi District Social Welfare Directorate
 - Asutifi District Education Service
 - District Commission of Human Right and Administrative Justice (CHRAJ)
 - Kenyase Circuit--Teachers Association
- Local officials:
 - Chiefs and elders, including authorities on traditional religion
 - Chief Farmers
 - Youth Associations
 - Assembly Members Association

Special presentations have been made at local festivals and international conferences/exhibition to share NGGL's objectives and key messages. NGGL consultations with stakeholders have occurred in the area since 2003. A chronological listing is shown in **Table I**. Community outreach activities coordinated by the previous owner of the Ahafo Project are presented in **Attachment I**.

In addition, selected Project-affected people have toured an operational mine (Tarkwa) and a decommissioned mine (Resolute Amansie) for a first-hand look at mining operations and their impacts on local communities.

Date	Venue	Participants	Issues Discussed
Mar. 29, 2003	Asutifi District Assembly, Kenyase	Traditional and political leaders, government functionaries, NGO representatives	Introductory resettlement program discussion, including: process, timelines, compensation modalities, livelihood restoration.
Apr. 01	Kodiwohia	General community	Crop compensation; resettlement housing plans; training programs
Apr. 04	Kwakyekrom	Chiefs and Elders of community and vicinity	Resettlement timelines; housing policy; proposed household survey; resettlement vs. relocation
Apr. 26	Kenyase I	Chiefs and Queen Mothers	Resettlement planning information exchange; consultation meeting protocols; general Project related information dissemination
May 09	Kwakyekrom	Caretakers and sharecroppers	Crop compensation procedures; resettlement policy; local employment policy; farm survey; formation of resettlement committee
May 13		Landlords	Resettlement policy; employment policy; rental payment to chiefs; farm survey.
May 16	Asutifi District Assembly Hall	Political leaders, government functionaries and NGO officials	Formation of resettlement committee; land acquisition policy; rental payments to chiefs; compensation; resettlement program progress
Sept. 11	Kenyase I, Kenyase II, Ntoroso, Gyedu	Political and traditional leaders, government functionaries, community members	Company local recruitment policy; crop compensation
Sept. 23	Kwakyekrom	Farmers	Letter from Asutifi Concerned Farmers Association
Jan. 11, 2004	Kenyase I	Political and traditional leaders, and government functionaries	General discussion of stakeholder engagement
Jan. 14	Ntoroso	Youth Association	Local employment; local contracts; community health; crop compensation; SLTO
Jan. 24	Kenyase II	Youth Association	Local employment; local contracts; community health; crop compensation; SLTO
Apr. 29	Kenyase I	Youth Association	Local employment; local contracts; community health; crop compensation; SLTO
Jun. 02	Ntoroso	Chiefs and community of Ntoroso	Resettlement site; planning
Jul. 08	NGGL Kenyase Camp	Kenyase I, Kenyase II and Ntoroso Youth Associations	Speculative farming activities
Nov. 11	NGGL Kenyase Camp	Traditional Authorities	NGGL Activity Update
Nov. 15	NGGL Kenyase Camp	Assembly Members	NGGL Activity Update
Nov. 16	NGGL Kenyase Camp	Youth Association Executives	NGGL Activity Update
Nov. 19	NGGL Kenyase Camp	Chiefs and Elders	NGGL Activity Update
Nov. 23		Public Forum	EPA Public Forum for the Project

Date	Venue	Participants	Issues Discussed
Dec. 04	St. Peters RCC Kenyase	Assembly members, all traditional councils, all youth associations	Resettlement Room Size
Jan. 25, 2005	Home of Nana Ntotoroso	Nanom Ntotoroso, ECD2 Legal Landowners, Chairman of Site Selection Subcommittee	Speculation Management

Source: pA 2005.

4.8 COMPLAINT PROCESS

NGGL adheres to the corporate policy of facilitating expression by stakeholders of questions and concerns regarding the resettlement and relocation process. Newmont

“... aims to engage, as much as possible, with local communities to ensure interactions are relevant, conflicts are resolved quickly and to the mutual benefit of both parties and in such a way that stakeholders feel positive about their involvement with the Company.” (www.newmont.com, 2004)

To meet its policy objectives, NGGL maintains both informal and formal grievance mechanisms. NGGL External Affairs staff attempt to answer questions and address issues during formal and informal stakeholder consultations; if they are able to do so, documentation is not recorded. If a stakeholder raises an issue that requires follow-up, that stakeholder’s contact information and question/issue is documented and addressed by NGGL External Affairs staff, according to the complaint process described below.

As complaints registration is a recurring activity, the External Affairs staff designed a Complaint Register Form on which are recorded all complaints received everyday for which no immediate answers are provided. Also a special reception area has been constructed solely for local residents who come to NGGL Kenya Camp Office to register complaints. This is to expeditiously process and address residents’ complaints in a very respectful and timely fashion to prevent potential misunderstandings. These Complaint Forms are submitted to the External Affairs Administrator for entry into the Complaints Database. Where a written complaint is made, it is also captured in the Database. NGGL community outreach workers are skilled in conflict resolution techniques and are fluent in both Twi and English. NGGL staff routinely seeks advice and, where appropriate, intervention of traditional authorities to assist in resolving disputes. Traditional authorities possess considerable institutional relevance, particularly at the rural level where traditional status continues to command respect.

The External Affairs Department holds special meetings every Monday, Wednesday and Friday to discuss, among other things, appropriate responses and approaches to resolving the complaints received during the week. Where it is required that answers to complaints are provided in writing, the Administrator issues a written letter to that effect. Where it becomes necessary to invite the complainant to the office for face-to-face meeting, a letter or verbal invitation is also issued and / or hand delivered to the complainant. The complaint register procedure outlined above has been one of the repetitive messages in almost all formal and informal consultations NGGL has had with the local residents using the techniques enumerated in section 4.3 above.

The purpose of the process is to ensure that complaints from local residents are appropriately addressed and complainants can see the outcome of the issue. All complaints are referred to the on-site

NGGL External Affairs Department, which is responsible for ensuring complainants are provided an explanation of the complaint process and an estimate of when to expect a response. Comments or requests for help are not considered complaints. From March 2004 to the end of July 2005, 517 complaints had been received.

Responses to complaints must be initiated within four weeks of being received. This may be a summary of the process needed to resolve the complaint and when it is likely to be implemented.

This complaint procedure described above and in the Table below is designed to accommodate all types of complaints. Complaints that are specific to the resettlement and compensation process are handled according to the procedure described in Section 5.5 of this document, Grievance Mechanism.

SUMMARY of the COMPLAINT PROCESS

- STEP 1:** Receive the complaint letter and put the date of receipt on it
- STEP 2:** Enter the complaint in a Complaint Database
- STEP 3:** Acknowledge receipt of each complaint in writing to each person. This is done as soon as complaints are received.
- STEP 4:** Where complaint relates to compensation dispute, notify the bank to withhold payments on all disputed compensation until parties resolve the dispute and notify NGGL accordingly
- STEP 5:** File all original complaint letters chronologically by month. All building and crop-related complaints are filed in separate files in chronological order
- STEP 6:** Complaint letters with specific issues are photocopied and forwarded to persons responsible to comment or resolve the case/issue e.g., CR/CD personnel, Legal Department, HR or others as the case may be
- STEP 7:** Update the database periodically to indicate those cases that have been resolved; those with or without embargo placed on them; and those pending at the court, Commission on Human Rights & Administrative Justice
- STEP 8:** All resolved cases are documented and filed in a separate file.

5.0 IMPLEMENTATION OF THE PCDP

5.1 AHAFO SOUTH PROJECT RESETTLEMENT PROGRAM

Public consultation has occurred in a variety of venues at the Ahafo South Project. The venue most familiar to the public is the resettlement planning process, which addresses resettlement and compensation issues.

Negotiations lie at the heart of stakeholder involvement in resettlement planning and implementation process, which has:

- Involved formation of the RNC, which is comprised of elected representatives from a broad cross-section of interested groups, including NGGL, government agencies, traditional authorities, representatives of Project-affected hamlets / villages, and other Project stakeholders;
- Entailed intensive, ongoing collaboration between stakeholder groups at RNC meetings, through which it has successfully secured the participation of all people affected by the Project in their own resettlement planning and implementation;
- Resulted in agreement of compensation principles, policies, procedures, and rates;
- Served to alleviate pressures, fears, and anxieties for Project-affected persons and NGGL; and
- Contributed to broad community support for the Project.

5.2 SELECTION OF RNC REPRESENTATIVES

In order to ensure resettlement compensation negotiations were free from coercion and based on informed consent, NGGL introduced the concept that stakeholder groups should elect individuals as their representatives. The goal of the RNC was to ensure each stakeholder group was fully informed of potential impacts the Project could have on economic, social, cultural, environmental, and/or physical resources. NGGL developed a selection process that assured stakeholders of a consultative and collaborative approach to conflict resolution free from coercion and based on informed consent.

The Project has a variety of stakeholders, people, organizations, and agencies whose behavior could positively or negatively influence the Project. In late 2003, NGGL requested groups to elect one or more representatives to participate on the RNC. Representatives were elected by acclamation during community gatherings and group meetings. NGGL did observe these meetings to ensure election of representatives are free, fair and transparent, and the election process had widespread public support. A list of stakeholders identified for the Project and a description of the categories of Project-affected persons considered are contained in **Attachment 2**. Not all stakeholder groups are represented on the RNC.

After selection and presentation of representatives, NGGL asked groups to confirm that their representatives were genuine advocates of the views of their members. To do so, it issued Authorization for Representation Forms, which members of each group signed and submitted to NGGL. These authorizations are contained in *Annex D* of the *Resettlement Action Plan* (pA 2005).

Stakeholder groups were informed that representatives could be replaced if they were not attending meetings regularly or accurately representing their group. In the case of government agencies, representatives were appointed from each of the stakeholder agencies involved in the negotiation and accepted by NGGL as members of the RNC. RNC members received training to improve communication skills with their respective constituents.

5.3 INFORMAL STAKEHOLDER CONSULTATIONS

NGGL's Resettlement Team pursued a vigorous community outreach strategy throughout the resettlement planning process, building trust and facilitating open information exchange among stakeholders. The Team engaged residents of communities on a daily basis, consulting on a broad range of issues with local leadership – traditional and political – and the general population. All NGGL and contractor personnel who work directly with local people are bilingual in Twi and English. Physical asset surveyors from planningAlliance interface regularly with community level Project stakeholders, which further enhances the proactive outreach strategy adopted by the Project. planningAlliance staff also participate on the Resettlement Negotiation Team. The 13-member OICI team, in their tripartite role as socio-economic surveyors, household case workers, and community development planners, are integral to community outreach efforts. Immersed in the community since late 2003, they enjoy exceptional stakeholder access and serve an important intermediary function between NGGL and the local community.

NGGL's decision to include all stakeholders in the resettlement planning process at an early stage through a comprehensive, multi-pronged consultation, community outreach and information disclosure program has helped pave the way for cooperative resettlement planning as well as developing broad community support.

5.4 FORMAL STAKEHOLDER CONSULTATIONS

Since March 2003, NGGL has held 22 formal stakeholder consultation meetings regarding resettlement. These meetings have:

- Provided information about the Project to stakeholders;
- Responded to questions and record concerns;
- Notified stakeholders that a collaborative negotiation process would be undertaken to develop compensation policies, procedures, and rates and that they should elect representatives to participate on their behalf (prior to February 2004); and
- Created understanding and consensus around agreements reached by the RNC.

Consultation and information disclosure activities on resettlement and compensation issues involved a mix of formal RNC meetings and extensive informal dialogue with stakeholders by the Resettlement Negotiation Team as part of their regular visits to communities. Throughout negotiations, information was disclosed transparently and in a manner consistent with local cultural norms. A wide range of Project stakeholder expertise was brought to bear on issue resolution and overall resettlement planning, fostering a broad sense of ownership in the process. RNC meetings and major topics discussed between February 2004 and February 2005 are listed in **Table 2**.

TABLE 2
Resettlement Negotiation Committee Meetings
Ahafo South Project

Date	Topics Addressed
10 Feb. 2004	Project overview; NGGL guiding principles; Committee nominations and procedures; crop and building moratorium.
20 Feb.	Negotiation procedures; crop rates; crop and building moratorium.
02 Mar.	Crop rates; resettlement and relocation definitions; general discussion, including status of observers.
05 Mar.	Crop rates; potential allowances and community development programs; resettlement and relocation package details / distinctions.
12 Mar.	Alternative resettlement sites; potential resettlement house designs; KVIP latrine discussions; money management training and other community development initiatives; status of physical asset survey; dissemination of RNC discussions by people's representatives to constituents..
19 Mar.	Authorization of representatives; Kenyase Bypass Inspection Committee report; moratorium; money management training update; crop densities assumed in crop rates; milestones and agreed definitions and criteria.
26 Mar.	Nursery seedlings; authorization of representatives; alternative resettlement sites and house designs; mobilization allowance; temporary accommodation for resettlers; land rent/royalty payments; crop compensation payment schedule.
02 Apr.	Calculation of mobilization allowance; potential house design committee; transportation for seedlings; bypass resettlement; presentation from StratComm Africa; contracting procedures; discussion of concerns / complaints, including crop compensation delays.
13 Apr.	Resettlement/relocation preferences; moratorium-affected areas; validation of farm/crop status; Kenyase bypass status; general discussion, including compensation delays.
16 Apr.	Relocation package; feedback on preference for resettlement or relocation; progress on crop compensation payment.
23 Apr.	General matters, including breaches of building moratorium; review of relocation conditions/criteria for payment; update on Kenyase bypass resettlement/relocation; process/strategy for crop compensation payment; site safety; Site Selection Committee report; relocation contract form
30 Apr.	Special Farm Inspection Committee report; Site Selection Committee report on Kenyase bypass resettlement / relocation; NGGL resettlement philosophy, relocation contract agreement form; feedback on farms/crops status validation form; feedback from representatives on resettlement or relocation; education fund/scholarship schemes; process/strategy for crop compensation payment.
14 May	Feedback on relocation contract agreement; Newmont employment procedure; update on Kenyase bypass relocation and compensation; take area boundary demarcation and erection of "Stop Farm" signboards; proposal for disturbance allowance for resettled landlords; fate of local contractors.
28 May	Speculative house construction; Site Selection Committee report; transport for construction workers to and from work.
11 Jun.	Speculative structures and buildings; Site Selection Committee report; Project area boundary demarcation; resettlement package; validation exercise for skilled jobs postings; alternative livelihoods program.
09 Jul.	Speculative farming; feedback from General Youth Association meeting; Resettlement/Relocation Preference Form; final proposed resettlement package; tour of resettlement communities in the Western Region; status of crop compensation payments; small-scale mining activity alert; proposals for outstanding and unresolved issues.
23 Jul.	Proposed resettlement village infrastructure; persons not showing up for farm measurement; feedback on tour of resettlement communities; nominating representatives to sign negotiation minutes.
06 Aug.	Memorandum of understanding; feedback on the Site Selection Committee meetings; feedback on Kwakyekrom plot selection process at the Ntoroso Resettlement Village; information on planning for Kwakyekrom school replacement; warranty for structural defects of buildings; video clip on community tour to mining areas.
20 Aug.	Feedback on site selection committee meetings; field trip with Nana Ama Bonsu; feedback on money management training; road safety; resettlement village landscaping.
03 Sept.	Feedback on abandoned houses in water storage facility; Site Selection Committee feedback; structure and crop survey and valuation demonstration; labor statistics on local labor pool; replacement farmland for resettlers.
01 Oct.	Blasting information and process; Site Selection Committee feedback; feedback on abandoned houses in water storage facility; feedback on Kwakyekrom school move.
22 Oct.	Site Selection Committee feedback; progress on resettlement sites; transition from RNC to Consultative Liaison Committee.

TABLE 2	
Resettlement Negotiation Committee Meetings	
Ahafo South Project	
Date	Topics Addressed
30 Nov.	Revision of room size for resettlement housing.
09 Dec.	Revision of room size for resettlement housing.
14 Jan. 2005	Feedback on community development workshop; speculative building and farming in Project area; employment up-date.
21 Jan.	Up-grading Kenyase Health Centre; speculative building and farming in Project area; labor pool briefing; closing of Area E mop-up list.
28 Jan.	Feedback on Community Development Workshop, and the launch of the Livelihood Enhancement and Community Empowerment Program; speculative building and farming in Project area; employment update
04 Feb.	Moving Kwakyekrom community to Ntotroso Resettlement Village; update of crop compensation at Environmental Control Dam #2 and Kenyase East; expansion in Project area required for new Environmental Control Dam and for Water Dam Spillway; employment update.
08 Feb.	Speculation in Environmental Control Dam #2 and Kenyase East.
18 Feb.	Livelihood Enhancement and Community Empowerment Program Launch; Feedback of Site Selection Committee Visit to Ntotroso Resettlement Village; feedback on crop and building compensation at Environmental Control Dam #2 and Kenyase East; expansion in Project area for new environmental control dam; employment update

Source: pA 2005.

Minutes of individual meetings are available upon request.

5.5 GRIEVANCE MECHANISM

NGGL currently maintains an informal grievance mechanism for resettlement and compensation issues through the RNC, NGGL External Affairs Department, and the Resettlement Team. The public may express concerns and issues at the Project Office in Kenyase and/or to Resettlement Team and other outreach workers during normal daily activities. Informal grievances are treated as complaints and are resolved according to the Complaint Process previously described; grievances are more serious as they involve resettlement and compensation issues that could result in legal action and are addressed using the formal grievance process, as described in the Resettlement Action Plan (pA 2005).

NGGL established a formal grievance mechanism to address actual, measurable concerns relating to the resettlement and compensation process which is described as follows:

- **First Order Mechanism:** First order mechanism is a face-to-face discussion with appropriate NGGL personnel. Most grievances are heard and resolved in the presence of family members or other “witnesses.” Agreement is normally reached or ‘proved’ without the complainant continuing into another forum.

Except in complex cases where additional investigation or involvement of third parties is required NGGL responds to written grievances within thirty days. Responses generally include a settlement proposal.

NGGL staff routinely seeks advice and, where appropriate, intervention of traditional authorities and members of the RNC, to assist in resolving disputes.

Grievances of a legal nature are forwarded to NGGL's Legal Department in Accra for redress. Responses/settlements are coordinated through the on-site management team.

- **Second Order Mechanism:** The Resettlement Negotiation Committee will be restructured as the Consultative Liaison Committee with broadened stakeholder participation. The Committee, to convene on a regular basis (i.e. monthly), will provide a forum at which individual and community grievances may be raised, discussed, and resolved with Company officials.
- **Court Action:** Ghanaian citizens and legal entities have access to court recourse in conformance with applicable laws.

Newmont's December 2003 Investment Agreement with the Government of Ghana details a compensation and dispute resolution protocol. Paragraph 18.1c states:

“(Newmont), the Government, and any owner or other lawful occupier of affected land, in addition to any other right or remedy granted by Law, shall each have the right to refer any disputed matter relating to compensation under this Agreement or under any Law for resolution by binding arbitration to be conducted in Ghana by not more than three arbitrators agreed upon by the parties to such arbitration or, failing agreement, then jointly chosen by the Minister and the principal officer of the Chamber of Mines of Ghana. The arbitrators shall be Persons trained in the common law tradition, but need not be citizens of Ghana. Their decision shall be based upon the laws of Ghana and the terms of this Agreement, shall be final and binding, and shall not be subject to appeal to any court except on the grounds of fraud or dishonesty by the arbitrators, or that they have decided matters beyond the scope of the authority granted in this Agreement. Any award made to the lawful occupier of land shall fully offset any claim asserted by the owner of the affected land against (Newmont). Any award made to an owner of land shall foreclose any claim against (Newmont) on the part of a lawful occupier of that same land.”

6.0 ONGOING PUBLIC CONSULTATION AND COMMUNITY RELATIONS

6.1 FUTURE CONSULTATION ACTIVITIES

NGGL believes that public consultation is an ongoing process and plans to continue the stakeholder efforts throughout the construction, operations, and closure phases of the Project. As the Project progresses through its phases, Newmont's message will change to reflect the issues and concerns of each phase. The pre-construction/construction public consultation and disclosure focused on imparting key messages about Newmont and their approach to mining, social investment and the specific Project. Future key messages will contain more information about employment and training, safety, the LEEP program, environmental monitoring and health awareness.

NGGL is committed to maintaining its ongoing program and will:

- Maintain regular communications with all stakeholders, including the media per Newmont's Communication Plan;
- Provide local residents with regular information on the progress of work and related implications;
- Provide local residents with information on employment and training opportunities;
- Maintain awareness of safety issues around transport and road alignments;
- Maintain awareness of malaria and HIV/AIDS policies and programs available to local residents through the HIV/AIDS coordinator;
- Maintain constructive relationships between local residents and NGGL Project development team by continuing regular information meetings and informal interactions;
- Identify and respond to new stakeholder issues and concerns by reviewing the complaints file and listening to stakeholders;
- Monitor implementation of mitigations measures for resettlement and compensation programs;
- Monitor implementation and effectiveness of mitigation measures such as LEEP, community development plan, and other social investment programs;
- Monitor community attitudes toward NGGL and the Project;
- Ensure complaints are addressed according to the established process;
- Ensure gender sensitive and culturally appropriate processes are used in communication and interactions;

- Monitor and evaluate the effectiveness of public involvement techniques according to the 5 Star System criteria; and
- Employ independent social assessors to evaluate the public consultation and disclosure process, as well as the mining operations, LEEP, resettlement activities, community development plan, and other social investment programs.

NGGL's External Affairs Department is responsible for implementing the PCDP, with assistance from the StratComm Africa Communication Officer, OICI Development Officers, planningAlliance team and the Resettlement Project Manager. The Corporate Vice-President of External Affairs and the Director of Community Relations and Social Development is responsible for communicating with international stakeholders and NGOs.

Future consultation activities envisioned for the Ahafo South Project by the NGGL External Affairs staff include a series of meetings in settlements and hamlets to present:

- Project updates;
- Opportunities to discuss / address Community concerns;
- Information about General Project operations;
- Relevant mining laws;
- Information on monitoring and management of Project impacts;
- Progress reports on resettlement and compensation;
- Status of and ongoing development of LEEP; and
- Information on and discussion about Community Investment initiatives.

6.2 CONSULTATIVE LIAISON COMMITTEE

Upon conclusion of its mandate in the coming months, the Resettlement Negotiation Committee will be concluding their work. A Consultative Liaison Committee (CLC) will then be formed with broader stakeholder representation to provide a structured and sustainable consultation mechanism for the life of the Project. The CLC will be extended to cover all communities in the Study area and will be responsible for addressing all issues that may arise.

Table 3. NGGL Commitments to Ongoing Consultation and Community Relations

Topic	Frequency (Note 1)
Consultations	
Updates to information boards re: employment, training, safety issues	Weekly (as appropriate)
Meetings with Paramount and Stool chiefs	Monthly
Meeting with RNC/CLC, including representatives of the Resettlement villages	Monthly
Consultation with identified vulnerable peoples	Monthly
Community meetings re: : General project operations; progress report on resettlement and compensation; status of LEEP, information on community development planning	Quarterly

Community meetings re: results of external assessments	Annually, at the close out of the assessment
Dissemination of Information	
Updates to public notice boards	Weekly
5 Star Community Relations Annual Assessment Report	Annual (Note 2)
Ahafo Now and Beyond Report	Annual (Note 2)
Regular visits to each community, asking for the <i>gong gong</i> to call a community meeting	Monthly
Committees	
Establishment of the CLC	December 2005
Propose establishment of Women's Consultation Committee	October, 2005
Complaint Process	
Audit of complaint log to ensure effectiveness of process, screen for outstanding issues, monitor reoccurring issues.	Monthly

Note 1: Frequencies may vary depending on stakeholder interest.

Note 2: Initial reports will be prepared the year following operation initiation.

6.3 CONSULTATION AND DISCLOSURE OF PROJECT DOCUMENTS

NGGL will initiate a specific public consultation and disclosure process for project related documents in compliance with International Finance Corporation (IFC) requirements. The following consultation and disclosure activities are in addition to those previously documented in the PCDP which include community outreach, participation and engagement activities with traditional authorities, community members, institutions and government agencies. The following specifically details consultation and disclosure activities which will be conducted during a period of 120 days from initial public notifications.

Documents for Disclosure

The following documents will be disclosed at the initiation of the 120 day consultation and disclosure period. These documents are considered to be primary project documents which form the basis for project evaluation from both a social and environmental perspective.

Primary Project Related Documents

- Document No. 1: Resettlement Action Plan-Ahafo South Project, Planning Alliance, 2005.
- Document No. 2: Environmental Social Impact Assessment-Ahafo South Project, Maxim Technologies Inc., 2005.
- Document No. 3: Public Consultation and Disclosure Plan-Ahafo South Project, Maxim Technologies Inc., 2005.
- Document No. 4: Newmont Ghana Gold LTD., Ahafo South Project, Independent Assessment of Resettlement Implementation, Frederic Giovannetti, 2005.

Additionally, NGGL will disclose secondary project related documents which are considered of interest to local stakeholders related to both current and future activities of NGGL in the Ahafo South Project area. NGGL's intent is to demonstrate interest in transparency, stakeholder engagement, and feedback related to the companies activities.

Secondary Project Related Documents

- Document No. 5: Guide to Land Access and Compensation, Newmont Ghana Gold LTD., Ahafo Project Area, 2005
- Document No. 6: Social and Community Development Commitment, Newmont Ghana Gold LTD., 2005.
- Document No. 7: Summary, Environmental Social Impact Assessment-Ahafo South Project, Maxim Technologies Inc., 2005 (translation into *Twi*).
- Document No. 8: Summary, Resettlement Action Plan-Ahafo South Project, Planning Alliance, 2005. (translation into *Twi*)

Consultation and Disclosure Implementation

The following details the consultation and disclosure implementation plan indicating the various activities which will occur during the 120 day period (16 weeks). NGGL will maintain an open door policy at both Accra and Kenyase offices to meet with interested stakeholders and community members to receive and document comments and respond to questions or information inquiries.

Any stakeholder or member of the public who has a question concerning the above mentioned documents being disclosed should please contact the following personnel for information:

Newmont Mining Corporation
Director of Social Responsibility and Sustainable Development
Colorado, USA Telephone + (1) 303 – 837 – 5215

Newmont Ghana Gold Limited
Director External Affairs – Europe and Africa
Ghana Telephone + (233) 21 – 7011852
Or by visiting Newmont Ghana Gold limited Accra Office at 825 / 26 Lagos Avenue, East Legon, Accra, Ghana

Newmont Ghana Gold Limited
Communication Manager
Ghana Telephone + (233) 21 – 7011852 Extension 50044
Or by visiting Newmont Ghana Gold limited Accra Office at 825 / 26 Lagos Avenue, East Legon, Accra, Ghana

Newmont Ghana Gold Limited
External Affairs Manager
Ahafo Project
Ghana Telephone + (233) 21 – 7011852 Extension 51022
Or by visiting Newmont Ghana Gold Limited office in Kenyase No. 2, Asutifi District of Brong Ahafo District.

Newmont Ghana Gold Limited
StratComm Africa Senior Communications Officer
Ahafo Project
Ghana Telephone + (233) 21 – 7011852 Extension 51056
Or by visiting Newmont Ghana Gold Limited office in Kenyase No. 2, Asutifi District of Brong Ahafo District.

A website has been developed to provide information on Newmont projects being developed in Ghana : <http://www.newmont.com/en/operations/projectpipeline/ghana/index.asp>

The focus of the website will be environmental and socio-economic information on potential impacts and mitigations and allow visitors to review environmental documents, resettlement planning documents, and livelihood enhancement and community development plans. The website will include the ability to interactively pose questions and record comments on the Project. The principal audience for the Newmont Ghana Website is expected to be the media and national and international NGOs.

Comments and / or questions may be forwarded to: NGGL.AhafoComments@Newmont.com.

Table 4. Consultation and Disclosure Implementation Schedule-NGGL Ahafo South Project.

Disclosure Objective	Activity	Location	Time Period
Initial Disclosure	Press Notice/Radio Announcement	Project Area	Week 1
	Press Notice	Accra, Ghana	Week 1
	Web Site Release of Primary Documents	Newmont Mining Corporation Web Site	Week 1-16
	Info Shop Release of Primary Documents	World Bank Group Web Site	Week 1-16
	Hard Copies Primary Project Related Documents formally presented to 5 Traditional Authorities with presentation and brief explanation of document content to be done in English and <i>Twi</i> language	NGGL Kenyase Office Traditional Authorities - Kenyase 1 and 2 - Ntotoroso - Gyedu - Wamahinso Asutifi District Assembly	Week 1-16
	Hard Copies Primary Project Related Documents	NGGL Accra Office	Week 1-16
	RAP to Land Valuation Board		Week 1
Broad Disclosure	Hard Copies Primary Project Related Documents	Town and Country Planning - National Office - Regional Office - District Office Brong Ahafo Regional Coordinating Council Office	Week 2-16
	Public Information Sessions presented in English	Kenyase 1 and 2 Ntotoroso, Gyedu, Wamahinso, Resettlement sites of Ntotroso and Kenyase	Week 2 and 3
	Hard Copies Secondary Project Related Documents formally presented with presentation and brief explanation of document content to be done in English and <i>Twi</i> language	Traditional Authorities - Kenyase 1 and 2 - Ntotoroso - Gyedu - Wamahinso Town and Country Planning - National Office - Regional Office - District Office	Week 5-16

Table 4. Consultation and Disclosure Implementation Schedule-NGGL Ahafo South Project.

Disclosure Objective	Activity	Location	Time Period
		Asutifi District Assembly NGGL Kenyase Office NGGL Office, Accra Land Valuation Board Brong Ahafo Regional Coordinating Council Office	
	Web Site Release of Secondary Documents	Newmont Mining Corporation Web Site http://www.newmont.com/en/operations/projectpipeline/ghana/index.asp	Week 5-16
	Info Shop Release of Secondary Documents	World Bank Group Web Site	Week 5-16
	ESIA Summary (<i>Twi</i>)	Traditional Authorities - Kenyase 1 and 2 - Ntotoroso - Gyedu - Wamahinso Town and Country Planning - National Office - Regional Office - District Office Asutifi District Assembly NGGL Kenyase Office NGGL Office, Accra Brong Ahafo Regional Coordinating Council Office	Week 3-16
	RAP Summary (<i>Twi</i>)	Traditional Authorities - Kenyase 1 and 2 - Ntotoroso - Gyedu - Wamahinso Town and Country Planning - National Office - Regional Office	Week 3-16

Table 4. Consultation and Disclosure Implementation Schedule-NGGL Ahafo South Project.

Disclosure Objective	Activity	Location	Time Period
		Asutifi District Assembly NGGL Kenyase Office NGGL Office, Accra Brong Ahafo Regional Coordinating Council Office	
Community & Institutional-Level Engagement	NGGL Resource person available one day per week in each community/institution location. Verbal questions will be recorded and responses provided the following week. Responses provided in English and <i>Twi</i> as necessary.	Traditional Authorities - Kenyase 1 and 2 - Ntotroso - Gyedu - Wamahinso Town and Country Planning - Regional Office - District Office Asutifi District Assembly Brong Ahafo Regional Coordinating Council Office	Week 2-8 (Note 1)
	NGGL Resource person available one day per week in the NGGL Kenyase Office Verbal questions will be recorded and answered immediately. Questions not answered immediately will be rescheduled at an agreed upon time. Responses provided in English and <i>Twi</i> as necessary.	NGGL Kenyase Office	Week 2-8 (Note 2)

Note 1: May be extended as necessary depending upon community/institution interest.

Note 2: Availability may be increased from one day per week up to three day per week depending upon interest.

7.0 REFERENCES

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- White, P. 2003.** Sustainable Development in Minerals and Mining in South Africa. Mining Review Africa, Issue 5, 2003.

ATTACHMENT I

Summary of Previous Public Outreach Efforts

APPENDIX XX

INFORMATION MEETINGS WITH THE COMMUNITIES AND OTHER COMMUNITIES RELATION DOCUMENTS

CENTENARY GOLD MINING COMPANY LIMITED
INTEROFFICE MEMORANDUM

TO: M. CRAMER
FROM: K. HUGHES
SUBJECT: PHASE #2 TOR – COMPANY AND COMMUNITY INTERACTION
DATE: 02/23/00
CC: B. MARWOOD, J.C. BOURASSA

Michael:

The following lists the dates/periods of the most significant company/community meetings or other activities for the purpose of informing the public regarding the proposed development of a gold mining operation situated near Yamfo, Susuanso and Terchire:

1. November 1997. Public notification to carry out an EIA for a gold mining project located at Yamfo and Terchire in the Tano District of the Brong Ahafo Region of Ghana.
2. November 1997. Receipt of letters in response to public announcement regarding proposed gold mining project at Yamfo/Terchire.
3. March 10th 1998. Durbar, held at Bechem, with Assemblymen/women, Chiefs and Elders, Farmers and other interested parties from Yamfo, Susuanso and Terchire to discuss issues regarding the development of the Centenary Gold Mining Project.
4. March 26th 1998. Visit to Amansie Resources with representatives of Yamfo including a question and answer period with local community representatives.
5. April 2nd 1998. Visit to Amansie Resources with representatives of Susuanso including a question and answer period with local community representatives.
6. May 4th 1998. Meeting with Yamfo Traditional Council regarding the relocation of housing plots that were too close to the Line 10 proposed pit area, for safety reasons.
7. May 14th 1998. Visit to Amansie Resources with representatives of local schools including a question and answer period with local community representatives.
8. May 28th 1998. Area religious leaders/representatives visit Amansie Resources including a question and answer period with local community representatives.
9. June 12th 1998. Official meeting, held at Tano District Assembly and called by District Chief Executive, to find workable solutions to the Terchire objections to the proposed mining development.
10. July 16th 1998. Visit Amansie Resources with representatives from Terchire including a question and answer period with local community representatives.
11. Sept. 1st 1998. Meetings with Chiefs, Elders and Assemblymen of Kofrokrom, Bisi and Mosikrom (Subenso concession) to provide a briefing regarding the company's work.
12. Sept. 17th 1998. Meeting at Tano District Assembly, Bechem, to brief new assemblymen/women about the company's previous and expected future work.
13. December 1998. Visit and meet with all area Chiefs, Traditional Councils and District Assembly to review work carried out in 1998 and the expected scope of activities for 1999.

14. April 20th and 23rd 1999. Meetings between company and Chiefs, Elders and Assemblymen/women to discuss developments regarding the proposed gold mining operation.

These meetings represent the major occurrences of company/community interaction but there were additionally at least twice this amount of shorter, informal meetings at which aspects of the proposed gold mining development was discussed, between local government, traditional and private interest groups.

REPORT ON MEETING WITH THE D.C.E ON THE 13th JAN. 2000

As a follow up on my meeting with the D.C.E, I visited this time to present a list of activities we were in the process of executing.

The following is what I presented to him;

1. We have completed exploration drilling.
2. An Environmental Impact Assessment has been carried out and draft report is awaited.
3. We have secured permission to carry out a 6.5km road alignment in the Bosumkese Forest Reserve.
4. The Water Resources Commission was on site on the 10th Jan. 2000 to carry out inspection of the Subri Site for water Dam.
5. I informed him about the inability of the Water Resources Commission to meet with him because it was a holiday. However, a meeting was organized with all the Assembly members of Kenyasi I & II to brief them on their mission.

**MINUTES OF MEETING WITH THE COMMITTEE APPOINTED BY THE ASSEMBLY TO
HANDLE THE PETITION BY A SECTION OF EX-WORKERS ON THE 31TH JAN. 2000**

Present Assembly

District Coordinating Director

Deputy Coordinating Director

Chairman, Finance & Administration Committee.

CGM

Akwasi Gyima-Bota

The meeting was at the instance of the Coordinating Director. It started at 9:00 am, and he said the following:

1. The Assembly has received a petition from some ex-workers about alleged unfair dismissal, without compensation having worked with the company for more than two years and wanted to know our version.

I stated our case thus:

1. Centenary has been prospecting for gold on a prospecting license.
2. That prospecting involves lot of activities, which do not make for a continuous work without break.
3. We thus give short term Contract of Employment to people depending on work to be done.
4. The said people have not worked for the Company continuously for two years as alleged by complainants.
5. The District Coordinating Director again said that the complainants alleged further that they have not had any statement on their Social Security contribution and that their Social Security cards have been taken from them.

On the issue of the Cards being collected from them, I explained that the District Social Security Office at Goaso wrote to complain about discrepancies in the numbers and the need to cross-check the numbers on their statement with that on the Cards hence the collection of their Cards.

I further told the committee that until 1998 all Social Security payments were made in Accra so we showed them evidence of contribution so far made here and promised to produce those effected in Accra.

The meeting was adjourned to the next day when all three would be presented.

However, the complainant failed to turn up on the adjourned date. I was then told that they wanted to meet the expatriate boss. Subsequently, I informed Ian Stuart who met them only to be told it was rather Kevin Hughes they wanted to meet.

All parties in the case have not been able to meet since then.

MINUTES OF MEETINGS HELD WITH D.C.E ON 16TH DEC. 1999 AT HIS OFFICE

Meeting was held at the instance of the D.C.E in his office. It was between the D.C.E and myself. He thanked us for the assistance offered so far to communities in his district especially in the area of potable water supply. The D.C.E wanted to be briefed on our operations so far. He said because he was not well informed about our activities he declined to answer questions on our operations and its effect on the environment when he featured on a programme presented by a local FM station in Sunyani. I explained to him work done so far. I informed him that we have successfully completed our prospecting drilling program and that we were in the process of conducting an EIA on the project.

I explained to him that during this period there would not be much work since the focus is on dealing with various governmental agencies for various permits.

I promised to present to him a list of work so far done when we return from the Christmas break.

MEETING WITH CHIEF AND ELDERS OF TERCHIRE COMMUNITY

Date: 6th Feb. 1999

Subject Matter: New Layout Administration

Matters Arising:

1. The District Town and Country Planning Department was to prepare layout, do demarcation and erect pillars.
2. Nana in conjunction with Town Development Committee and the plot allocation committee to ensure no further development in the prohibited area.
3. New plots have been paid for by Centenary. People who would be moved to the new site would therefore pay nothing.
4. Centenary would convey other building materials at old site to the new site free of charge.
5. There should not be any further development on buildings already started at the old site.

Date: 4th March 1999

Subject Matter: Siting of Plant and Housing

Matters Arising: Community was informed that:

1. Siting of the Plant and housing would be dictated by purely economic and technical issues.
2. Exploration and test work was still ongoing.
3. In view of the excess expenditure over what was budgeted for the Terchire road camp we asked the chief and the elders to factorised that in the duration of their tenancy period.
4. We were informed that the District Highway officer was aware of the excess expenditure and had approved of an extended period.
5. We explained that work had gone down at Yamfo but we would be intensifying our activities at Kenyasi to finalise our drilling programme.

Date: 13th April 1999

Subject Matter: Meeting with farmers at Ntotoroso

Matters Arising:

1. We were going to intensify our drilling programme.
2. There was the need to have a uniform compensation rate for both Rank and Centenary.
3. Secured approval for the uniform rate and appointed a chief farmer.

Date: 9th June 1999

Subject Matter: Meeting with Kenyasi I&II Water and Sanitation Committee

Matters Arising:

1. Community sought financial assistance towards the small Town Water Project for the twin Communities.
2. Community was to contribute 5% of the of the capital cost amounting to ¢51m.
3. Once the project was completed estimated monthly expenditure would be ¢4.1m as against an estimated income of ¢7.5m.
4. Once, commissioned project would be handed over to the community for management.
5. So far Kenyasi I has mobilized ¢17.7m and Kenyasi II ¢18.3m.
6. Centenary and Rank agreed to provide the remaining ¢15m. An additional ¢2m was added to help run project during the initial period during the initial period until they start generating income.
7. By such arrangement the two Companies were not going to contribute towards future maintenance of the project.

Date: 20th April 1999

Subject Matter: Re-Siting of Plant and Housing

Issues raised on 4/3/99 re-echoed. Promised to give them feed back on Royalty-Sharing.

MINUTES OF THE MEETING BETWEEN CENTENARY GOLD MINING COMPANY LIMITED, CHIEF, ELDERS, ASSEMBLYMEN AND GOLD COMMITTEE REPRESENTATIVES OF TERCHIRE HELD ON FRIDAY, 12TH JUNE 1998 AT BECHEM.

AGENDUM

(1) Finding a peaceful and lasting solution to the recent Impasse between the Centenary Gold Mining Company Limited and the people of Terchire.

WELCOME ADDRESS: The meeting which was conveyed by the Tano District Chief Executive, Mr. Opoku Atuahene was scheduled to start at exactly 9:00 am. C.G.M.C.L representatives arrived at the meeting place at 8: 40am. The meeting however started at 10:25am. In his welcome address, the Tano DCE apologised sincerely for the late commencement of the meeting. On behalf of the Tano District Assembly, the DCE officially welcomed everybody to the meeting.

OPENING PRAYER: An opening prayer was said by Mr. Badu of Terchire. He asked for God's guidance and protection at the meeting. He prayed that the Centenary Gold Mining Company Limited and the people of Terchire come into compromise after the meeting.

INTRODUCTION: The Tano District chief Executive, Mr. Opoku Atuahene introduced the chairman, in the person of Mr. Owusu Asubonteng, the west sub-committee chairman and also an executive member of the Tano District Assembly to the participants.

The Terchire chief, his elders, Assemblymen, representatives of the Gold committee and the Centenary Gold Mining Company Limited representatives were all introduced. Later on, the DCE asked Mr. Kevin Hughes, the HSE Manager of C.G.M.C.L to introduce Mr. Kraig Grubaugh, the Project Engineer of the same Company. Other officials from the Tano District Assembly were also introduced.

The main item for the day was considered after the introduction. The DCE said at the previous meeting, the people of Terchire stated categorically that, they are not against the impending mining operations of the company but their worry is the small size of their stooland and wanted that to be addressed. According to the DCE, the Centenary Gold Mining Company Limited also stated that, they have already spent an amount of 6 million U.S.dollars on the project and asked the people of Terchire to lift the ban on cessation of work on their stooland by the company.

The DCE further stated that, the mining company was giving a prospecting licence from the central government. Copies were sent to the District Assembly, the Traditional council and the Regional Administration. They therefore have every legal rights to do their work but they want a peaceful solution to the problem, he added. According to the DCE, experts from Accra have been commissioned by the Tano District Assembly to undertake an independent feasibility studies to be compared with that of the company's. He said the Tano member of parliament was with him a couple of days ago and he said he will send the feedback to the District Assembly soon. At this point, the DCE asked the Terchire Gold Committee representatives to brief the house on their progress report. According to a representative, the Regional Minister came to Terchire after

the last meeting and inspected the project site. The Gold Committee was only waiting to hear something from the Regional Minister and he the District Chief Executive, he continued. He further stated that, they have been at the office of the Regional Minister on two occasions but met his absence in each case and since then, they have been waiting to hear something on this independent feasibility studies to allay their fears. A second representative also suggested that, the meeting be suspended to enable the Terchire Gold Committee, chief and elders meet the Regional Minister before this meeting. This statement prompted the DCE to come in. He said, this problem is at the District Level and therefore can use his own discretion to solve it. He only has to inform the Regional Minister on the progress report. According to him, he has already met the Regional Minister on this issue. He further stated that, if it becomes impossible for them to solve this problem, at the District and the Regional levels then the Mineral commissions will also come in. He however said, he and the Regional Minister want to solve the problem amicably. This problem can be solved in his absence, he continued. The DCE advised the people of Terchire to exercise patience to enable the house to consider the issue on the stooland which is very crucial. He gave an instance where a certain chief resisted the operation of a company. The case went to the Regional Minister, but at the long run, the Regional Minister told the chief that, the land is vested in the government and therefore the government has the right to authorise its use or occupation. The DCE appealed to the Terchire Gold Committee members, the chief and his elders and the Assemblymen to come to a compromise so that he settles the problem amicably. This will be for their own betterment than to take any legal action he added. At this point, Nana Benianah of Terchire appealed to the District Chief Executive to allow the Terchire representatives some few minutes to consult the "old lady" ie. To have a short meeting behind close doors. Their appeal was granted. After thirty minutes, they came back for the meeting to be continued.

Mr. Owusu Asubonteng once again, welcomed them from their consultation.

Mr. Marmah Musah, an assemblyman told the DCE that, after consulting the "old lady", it was agreed that, they should be given two weeks to meet their people and also wanted to know:

- 1. The part of Terchire land in the Subenso concession.**
- 2. If the people of Terchire are going to be relocated.**
- 3. The part of Terchire land to be used for plant site, tailing dam, staff housing, etc.etc.**
- 4. The exact distance between the Terchire pit and the Terchire township.**
Because initially it was said to be about 150m but now it is 500m.

With respect to Terchire stooland for infrastructural development as stated in the EIA Mr. Kevin Hughes said, it has been a teething problem for the company to locate exactly the boundaries between the communities in the Centenary concession namely Terchire, Susuanso and Yamfo. Similar problem occurs with the Subenso concession. The company therefore needs somebody who can establish firmly the various stooland boundaries. He further stated that, the proposed plant site is close to the Amoabene stream. Farmers farming around that area give different views as far as the boundary between Yamfo and Terchire is concerned, he added

According to Mr. Kevin Hughes, compensations paid so far to various farmers in the concession gives the company a rough idea of these boundaries but still need someone who can establish firmly these boundaries. Answering the question regarding to the part of Terchire land in the Subenso concession, Mr. Kevin Hughes told the participants that, the work at the Subenso concession is at the preliminary stage and therefore nothing substantive can now be said about

that area. He said the company has to undertake further exploration to establish whether or not this area place would be suitable for gold mining. On relocation of the Terchire township, the DCE said that, based upon the central government's directives, the company has every right to relocate the entire Terchire township if the need arises to enable them carry out their mining activities. He further gave an instance at Kitampo where gold particles were detected in the soils of a Borehole drilling company. He said the government is of the view of giving the land to a mining company to undertake further exploration. If it does happen, then the town will be resettled, he added. He also stated that, relocation by companies is always faster than that of the government. He said Terchire will develop more if it is relocated than the present status. Mud houses would be replaced with blocks. Fine schools would be built, etc.etc. The DCE advised the Terchire representatives to:

- 1. Tell their people that, the company backed by the central government will surely mine the gold.*
- 2. Educate their people that the entire land is not going to be wasted.*
- 3. Tell their people that, the Terchire community will be developed when the mining operations finally takes off.*

The DCE also suggested that, the Terchire representatives undertake the mine familiarisation tour as planned by Centenary Gold Mining Company Limited. After the tour, they will see that, the advantages of the mine outweighs its disadvantages: Mr. Opoku Atuahene assured the people of Terchire that, there are a lot of NGO's (Non-governmental organisations) which will help solve the environmental problems. The DCE used this opportunity to commend the management of Centenary Gold Mining Company when they complied with a directive from the Terchire Gold committee to stop work on their land. He said the Terchire Gold Committee had no legal right to stop the company from working on the land. He continued to say that, the company is loosing huge sums of money due to the problem at stake. He gave an example where France Air lost a very huge sums of money when the pilots went on strike recently. Before inviting questions from the house, the DCE told the Terchire representatives that, posterity will never forgive them if they do not allow the mines to come on. He advised the chief and his elders to reconsider their decision and to have regular meetings with the company to ensure a very cordial relation between them.

Mr. Marmah Musah wanted to know if the Subenso concession will pass through Adrobaa. This question was answered by Mr. E. Dadson. He said, the company is still prospecting and therefore can not give a definite answer to the question. He however assured Mr. Marmah Musah that the entire land is not going to be wasted. A gold committee member also suggested that, since Terchire is under the Tano District Assembly, it will be very prudent for the DCE to come to Terchire and talk to the people but the DCE insisted that, the Gold Committee meets them first before he follows up. Mr. Kevin Hughes appealed to the people of Terchire to permit the Centenary Gold Mining Company Limited to carry on with their exploration activities to enable them have adequate information on the size of Terchire land that will be utilised, whilst they prepare to go for the mine familiarisation tour as planned. Reacting to a statement from Mr. A.K. Kwakye of Terchire that, it is obvious the people of Terchire are going to be resettled, Mr. Edward Dadson said this is totally untrue. Mr. Dadson further stated that the DCE used that as an example.

Nana Benianah of Terchire assured the DCE that, they are going all out to educate their people on the current developments but still will need time to meet him on issues pertaining to land

compensation and resettlement. The DCE once again, appealed to the elders of Terchire to educate their people especially the youth on the importance of mining activity in a community. He said if the elders of Terchire have not contributed to the recent demonstration it would not have been possible. The DCE entreated the elders to muster courage and talk to their people to accept the impending mining operation in their community. He said, Nigeria and Libya have developed to some extent due to crude oil. Ghana also depends greatly on its gold reserves. The government therefore need more companies to invest in gold production as a recovery of its economy, the DCE added. According to the DCE even Television has its own attendant health problems but this does not mean we have to stop watching Television.

The Terchirehene, Nana Boateng said this is about the third meeting in recent times. He assured the DCE that, they are going home this time to do their homework very well and promise to give a feedback to the DCE in two weeks time. Nana Acheampong appealed to the DCE to expedite action on the independent feasibility studies to be conducted by the Tano District Assembly. Nana Boateng also said, recently the officials of Land Commission were at Terchire and showed them the site plan of Terchire. He admitted that the boundaries were the same as that in the archives and therefore need not to be changed. In contribution, Nana Benianah said the old maps are still valid. The chairman for the occasion, Mr. Owusu Asubonteng appealed to the people of Terchire to give the names of the twelve representatives who will be going for the mine familiarisation tour to the company. Nana Acheampong told the chairman that, the people of Terchire are not denying this offer but need time to meet their people first.

CLOSING REMARKS: In his closing remarks, the DCE asked the Terchire representatives to educate their people for the company will surely mine the gold reserve in their area but measures would be put in place to safeguard the environment. He appealed to the people of Terchire to allow the company to continue with its exploration on the Terchire stooland. On employment DCE said the company will surely consider those people from Terchire with a requisite qualification and technical skills. The DCE finally thanked everybody especially the chairman for making the meeting a success. He also advised the outgoing assemblers to continue with their good work.

OTHER MATTERS: A youth from Terchire was of the view that, the DCE has neglected the people of Terchire for he has stop visiting them of late. The DCE answered him by saying he has not neglected the people of Terchire but his recent refusal to come there is purely political due to recent impasse between the people of Terchire and the mining company. He however assured them that, he will be paying them regular visits henceforth.

CLOSING PRAYER: A prayer was said by Mr. Badu, He thanked God for seeing the meeting through to a successful end.

ATTENDANCE:

1. Mr. Opoku Atuahene - Tano DCE, Bechem.
2. Mr. Peter Antwi Boasiako - District co-ordinating Director
3. Mr. Owusu Asubonteng - Tano Assembly sub committee chairman, Bechem
4. Mr. Kwaku Darfoh - Tano Assembly staff Bechem
5. I.K. Acheampong " " "
6. Alhaji Mohammend - " " "
7. Mr. Kraig Grubaugh - Project Engineer. C.G.M.C.L
8. Mr. Kevin Hughes - HSE Manager "

9. Mr. Francis Sefah - “
10. Mr. William Forson - “
11. Mr. Edward Dadson - “
12. Mr. Francis Diabah - “
13. Mr. Samuel Kobiah - “
14. Nana Boateng Terchirehene - Terchire
15. Nana Acheampong - Kyidomhene - “
16. Nana Anomah - Baamuhene - “
17. Mr. J.Y. Manu - Gold committee chairman “
18. Mr. Appiah Boateng James - Gold committee chairman “
19. Nana Benianah - Krontihene “
20. Prince Atta Noah - T.D.C chairman “
21. James Amoah - Gold committee member “
22. Mr. Augustine Badu - farmers rep. and Gold committee member “
23. George Kwasi Manu - Gold committee member “
24. Mr. Peter Asenso - farmer, “
25. Nana Mensah Appauh (Okyeame) “
26. Mr. Owusu George - Asssemblyman “
27. Madam Adiatah Mahama - Queenmother, Terchire market woman
28. A.K. Kwakye - Gold committee member. “

**REPORT ON THE MINE FAMILIARISATION TOUR
ORGANISED BY THE ENVIRONMENTAL DIVISION OF
CENTENARY GOLD MINING COMPANY LIMITED FOR
CHURCH LEADERS AND REPRESENTATIVES OF VARIOUS
RELIGIOUS ORGANISATIONS OF THE TOWNS OF YAMFO
AND YAMFO/MINUTES OF THE FORUM AT AMANSIE
RESOURCES LIMITED ON THURSDAY 28TH MAY, 1998.**

Due to Centenary Gold Mining Company Limited's recent continuing efforts to educate people in its concession area on modern mining activities and the physical and socio-economic effects on local communities, a day's mine familiarisation tour was organised for church leaders and representatives of various religious organisations of the towns of Yamfo and Susuanso to Amansie Resources limited at Manso-Nkran in the Ashanti Region. The objective of this trip was to give the leaders and the representatives first hand information on modern gold mining operations so that they can in turn educate their congregations during church and other services.

The team left Yamfo at exactly 7:30am in a bus provided by the Centenary Gold Mining Company Limited's Management. As per the three previous trips, the plant site, the open-pit, the tailings and raw water dams, staff housing area and a piece of land which has been reclaimed through tree planting were visited. Two of the local communities ie. Dadieso and Manso-Nkran and a primary school block which was funded by Amansie Resources Limited were also visited. A very comprehensive explanations at each place of visit was given by the Assistant Environmental Officer of Amansie Resources Limited, Mr. Eric Darko. A forum took place immediately after lunch and in attendance were the following:

1. Mr. Kevin Hughes - Health, Safety, Environmental, Manager, Centenary Gold Mining Company Limited (Gencor and La Source)
2. Mr. Francis Sefah - C.G.M.C.L “
3. Mr. William Forson - C.G.M.C.L “
4. Mr. Isaac Mensah - “
5. Issifu Kramoh - (Observer) “
6. Mr. Eric Darko - A.R.L
7. Mr. Antwi Prempeh (Assemblyman) - Koninase-Nkran
8. Nana Adu-Gyamfi (Opinion Leader) “ ”
9. William Yeboah - Jehovah Witness, Yamfo
10. Eric Adjei - Messiah Church, “
11. Emmanuel Apraku - True Church “
12. Adu-Boateng - New Apostolic Church “
13. Botah Emmanuel - Presbyterian Church “
14. Stephen Manu - Catholic Church “
15. Pastor Alex Kwarteng - The Blood of Jesus “
16. Oseiu Osmani - Islamic Religion “
17. Pastor Owusu-Karikari - Temple of Praise Church “
18. Pastor Elijah Antwi Manu- Assemblies of Praise “ ”
19. Amankwah Poku A - Church of Pentecost “
20. Kyei Baffour Prince - The Blood of Jesus “
21. Amos Owusu Karikari - S.D.A Church “

22.	John k. Mensah	Apostolic “	Yamfo
23.	Michael Affum	Bethany Church Mission “	
24.	Matthew Osei-Owusu	Deeper Life Bible Church “	
25.	Opoku Manu	Methodist Church	Tanoso

OPENING PRAYER: Pastor Elijah Antwi-Manu of the Assemblies of God Church, Yamfo prayed for the commencement of the meeting. He asked for God’s guidance throughout the meeting.

INTRODUCTION: C.G.M.C.L representatives were formally introduced by Mr. William Forson also of C.G.M.C.L. A very brief self- introduction was made by the other participants. It was the turn of Mr. Antwi-Prempeh, an Assemblyman of the area to give a brief background of Amansie Resources Limited. He said, Amansie Resources Limited was formally known as Obotan project and it was one Mr. Owusu Boateng who first came for the concession in 1987. He further stated that, the youth in the area later entered into the concession to mine illegally which is known in the local Parlance as “Galamsey”.

The Assemblyman said where the open pit is situated used to be a hill with a tunnel dug by some British in the colonial days. According to him the youth in the area vehemently rose against the present company when they were given prospecting licence to the concession. Some of the youth were arrested and placed in custody for about forty days. He said upon constant education that unfavourable situation changed for the better. The attitude of the youth was due to the fact that, they were initially misinformed about Surface mining, he added. Mr. Antwi Prempeh said four local communities, namely Manso-Nkran, Dadieso, Kwankyeabo and Koninase are now benefitting from the mining company. The Assemblyman also told the participants that even some of the youth who rose against the mining company are now working in the mines. The next speaker was Mr. Eric Darko, the Assistant Environmental Officer of A.R.L. He said his company initially faced a lot of problems in the areas of crops and land compensation with farmers but through constant education that situation has changed. The farmers later realised that, it is even more profitable to be compensated for crops destroyed. He said some farmers are now requesting for the company to go and work in their farms in order to receive compensation.

Talking about some of the advantages of the mining company in the area, Mr. Eric Darko said, his company has provided Boreholes, K.I.V.P toilets, schools and a very good road network for the communities. The company is also training personnel to maintain the boreholes, although it is on the Central government’s proposal to give good drinking water for every community by the year 2000. He said his company has built an X-ray department for the St. Anthony’s Catholic hospital at Agoroyesum. He gave the cost as 80 million cedis. He further stated that, the company’s medical doctor has been assisting the only medical doctor at the St. Anthony’s Catholic hospital. There are also job opportunities for the local people, he added. In spite of all these advantages, he admitted that, there are few disadvantages but the advantages outweighs the disadvantages, he concluded. Pastor Owusu Karikari of Temple of Praise Church asked the Assemblyman to brief the house on the advantages and disadvantages of the mining company in the area. Mr. Antwi Prempeh gave some of the disadvantages as farmland destruction, the fact that no compensation is paid for uncultivated Lands, diseases and the effect of blasting. He however admitted that, the company has put in place a dust monitoring equipment to monitor the effect of pollution thus controlling mine associated diseases. In the case of blasting, he said the extent of blasting is very minimal in the open-pit method and therefore causes no harm to the local communities.

On the advantages of the mining company, he said as a very typical rural area, the road network was very bad. These become unmotable during rainy seasons but as a result of constant rehabilitation work by the mining company, the area is now accessible. K.V.I.P toilets, schools, good drinking water have been provided by the company, he added. He further stated that, the company has provided building materials to build an experimental Junior Secondary school for the communities. An amount of 20 million cedis has also been given to the four communities. Mr. Amankwah Poku of the church of Pentecost wanted to know the one responsible for maintaining the boreholes and the K.V.I.P toilets. On the maintainance of the borehole, Mr. Eric Darko told him that, his company has been seeing to their regular maintainance and is in the process of training personnel to maintain them. Mr. Antwi Prempeh contributed to this topic. He said, it is one of the government's pilot projects to provide good drinking water for every community by the year 2000. WASAC committes have been formed to supervise these projects and train personnel to see to their maintenace. Amansie Resources Limited is therefore doing it's best to help the government achieve this goal, he added. Mr. Antwi Prempeh further stated that, the town is currently looking for someone who will see to tie clealiness of the K.V.I.P toilet and he will be paid by the community but not the mining company. Pastor Elijah Antwi was on the floor again. He asked what happened to the farmers who were initialy using the river for drinking and irrigation purposes now that it has been used as tailings dam. According to Mr. Eric Darko, wells have been dug at vantage points for these farmers.

Osei Osmanu, the Islamic religion representative asked if C.G.M.C.L will establish a raw water dam as seen. The answer to this question was yes. The next question came from Pastor Michael Affum. His question had something to do with Land Compensation. According to him, the 1983 fire outbreak in the country destroyed many cocoa farms. He continued by saying that, a farmer may allow this land to fallow and regain its fertility after some years. He asked what happen to that particular farmer if a mining company comes for his land. Mr. Antwi Prempeh gave an answer to this question by explainng first , the various Land Acts in the country. He said, every land is vested in the government and be compulsory acquire by the government or authorise its occupation and use. According to him, this law or enactment dates back as far as the colonial days. The former colonial master made that law to suit them, he continued. Mining companies therefore do not pay compensation on the land, per'se, but only pay compensation for crops which may be affected as a result of their operations, he added.

According to Mr. Antwi Prempeh his District Assembly sent a petition to parliament through their member of parliament on this issue of land compensation and nothing has been heard from the government. He said their member of parliament was there a couple of days ago and when asked, the MP said they are still debating on that issue. Later on, Pastor Mattew Osei Owusu came in. He asked the assemblyman of the area to tell them, what to do if C.G.M.C.I. refused to adhere strictly to the proposals in their Environmental Impact Assessment report when it starts with the actual mining . The Assemblyman told him that, in such situation, they can first contact the Traditional council and if possible to the District and the Regional Administrations and channel their grievances. Mr. Eric Darko told the participants that, they should not loose sight of the fact that every company is profit oriented and it is not an obligatory for mining companies to provide these services for local communities. Most of these services are only provided on humanitarian grounds, he added. He further stated that apart from paying royalties to the central government, mining companies pay tax to the District Assemblies. Mr. Antwi Prempeh contributed to this. He said mining companies are issued licence from the minerals commission. A copy is sent to the

Regional Administration, District Assembly and the traditional council. They are therefore suppose to pay taxes and royalties to the District Assemblies and the central government respectively. There is therefore no legal obligation for mining companies to provide amenities for the communities. They only do so purely on humanitarian grounds. Mr. Eric Darko advised the local communities to have regular meetings with the mining company and advised them to collect copies of the minutes at all the meetings.

Mr. Eric Darko further stated that all the new companies are doing very well unlike the old ones like AGC to help the local communities. On employment, he advised parents to send their children to school to help them acquire some technical skills because only those with a requisite qualification will be considered in the mines. Pastor Adu-Boateng was the next person to ask question. His question was specifically directed to the Assemblyman of the area. He asked whether hunger is persistent in the area as prevailing in other mining areas. According to the Assemblyman, as a result of influx of job seekers the cost of living an expected is very high but if the local people are very industrious and continue with their farming work, the problem of hunger will be solved. Also according to Mr. Eric Darko, although the cost of living would be very high, market will increase. Artisans like carpenters, painters, masons etc. will get job. Pastor Botah Emmanuel was of the view that the raw water dam will breed mosquitoes. According to Mr. Antwi Prempeh, the company has been undertaking a regular spraying around the dam to prevent the breeding of mosquitos. Pastor Emmanuel Apraku asked the Assemblyman of the area if there has been a peculiar disease as a result of the gold mining operations in the area. The assemblyman answered no to this question. Mr. Eric Darko also gave a contribution to this. He said before the actual mining operations, the company undertook a survey of the common diseases in the area. These were recorded in the Enviromental Impact Assessments reports. No new disease has been detected yet, he added. He however stated that, as a result of increase in prostitution which is common in the gold mining towns, sexually transmitted diseases like AIDS may occur in its ascendancy. He therefore advised the participants to educate their people on this issue. Mr. Eric Adjei was of the view that, earthquake is going to happen as a result of blasting in the mines. Mr. Isaac Mensah of C.G.M.C.L explained the two types of mining methods to Mr. Eric Adjei. He said, the extent of blasting in the open pit method is not severe as compare to the deep pit one. According to the Islamic religion represntative Osei Osumanu, he saw a very big truck watering the mine site during the tour. His question was what about the other places outside the mine site, especially the nearby towns, supposing they are tranporting the ore from another pit to the plant site. His question was answered by Mr. Isaac Mensah. According to him, mining companies normally build their own roads from pits to the plant site and therefore do not use the main road. Pastor Antwi appealed to the District Assemblies to negotiate with the central government so that royalties can be paid directly to the landowners.

According to Mr. Eric Darko, there was an instance where the General manager of A.R.L willingly paid a certain woman from his own pocket as land compensation. He however stated that this was done on humanitarian grounds. Amos Osei Karikari wanted to know how compensation is paid for crops. His question was answered by Mr. Eric Darko. He said prices are normally determined by the valuation board. This is done by multiplying the yield of the crop by its life time. To ensure a very cordial relation between the mining company and farmers, prices from the valuation board are increased to about 50% by the mining company. Mr. Eric Darko gave the price of cocoa as ₵7500 and ₵540,000 for an acre of cassava. Mr. William Forson gave the price of a cocoa tree as ₵10,000 by his company. Mr. Eric Darko and the Assemblyman of the area were highly impressed with the C.G.M.C.L crops compensation prices. They commended C.G.M.C.L for that. It was the turn of the H.S.E manager of C.G.M.C.L, Mr. Kevin

Hughes to give his contribution.

He said from the feasibility studies, his company is going to utilise fully about 10% of the total concession area. This will comprise of the staff housing, plant site, tailing dams, raw water dam etc. etc. He assured the participants that, the entire land is not going to be wasted. He further stated that, it is cheaper for the company to reduce the size of its land usage. Mr. Isaac Mensah gave a local interpretation to this. Later on, Mr. Eric Darko asked the participants to give their impressions on what they have seen and heard. On behalf of the Pastors, Yeboah William said they are highly impressed. They have also seen that the initial impression of the entire land being wasted as speculated is totally untrue. They are therefore going to educate their congregation on this issue. He was supported by Pastor Owusu Karikari of the Temple of praise church. Mr. Amos Owusu Karikari suggested that, mining companies must put up storey-buildings to minimise the size of land used.

A vote of thanks was given by Mr. Eric Darko. A closing prayer was said by Pastor Elijah-Antwi. He thanked the Almighty for seeing the meeting through. The forum exactly ended at 3: pm.

(MR. SEFA FRANCIS).

REPORT ON THE MINE FAMILIARISATION TOUR ORGANISED
BY THE ENVIRONMENTAL DIVISION OF CENTENARY GOLD
MINING COMPANY LIMITED FOR TEACHER REPRESENTATIVES
OF THE TOWNS OF SUSUANSO AND YAMFO/ MINUTES OF THE
FORUM AT AMANSIE RESOURCES LIMITED ON THURSDAY,
14TH MAY, 1998.

As a result of the Centenary Gold Mining Company Limited's continuing efforts to enlighten people in its concession area on modern mining activities and the physical and socio-economic effects on local communities, a day's mine familiarisation tour was organised for teacher representatives of the towns of Susuanso and Yamfo to Amansie Resources Limited at Manso-Nkran in the Ashanti Region.

The objective of this trip was to give the teachers first hand information on modern gold mining operations who in turn will educate people in the concession area on this topic. The team which left Yamfo at 7:50 am arrived at Amansie Resources limited at 11:35 am. On arrival at the mine site, a very warm reception was accorded to the team. As per the two previous trips, the plant site, open pit, tailings and raw water dams, staff housing area and a piece of land which has been reclaimed through tree planting were visited.

Two of the local communities ie. Manso-Nkran and Dadieso and a primary school block funded by Amansie Resources Limited were also visited.

A very comprehensive explanations at each place of visit was given by the Assistant Environmental Officer of Amansie Resources Limited, Mr. Eric Darko. A forum took place immediately after lunch and in attendance were the following :

1. Mr. Kevin Hughes - Health, Safety and Environmental Manager, C.G.M.C.L
2. Mr. Francis Sefah - C.G.M.C.L
3. Mr. William Forson - "
4. Mr. Richard Amponsah (observer) "
5. Mr. Francis Diabah " "
6. Mr. Eric Darko - A.R.L
7. Mr. Antwi Prempeh (Assemblyman) -Koninase-Nkran
8. Nana Adu-Gyamfi (Opinion Leader) - "
9. Miss Gladys Esther Toffey Methodist 'A' J.S.S., Yamfo
10. Mr. Nsiah Yeboah Tuffour - Roman Catholic 'B', "
11. Mr. Augustine Owusu - Nops J.S.S/Primary - Yamfo
12. Peace Kwao Sarbah - Y. V. T. C "
13. Mr. Asare Bediako - R/C J.S.S Susuanso
14. Mr. Samuel Obeng Kusi - Presby Primary "
15. Mr. Boakye Danquah -Methodist Primay J.S.S. Yamfo
16. Mr. J.B. Gyau - R/C Primary "
17. Mr. Louis K.A.Bartels - A.M.E Zion Primary "
18. Mr. Lord Duku N.J.A - C/S Yamfo - Susuanso
19. Mr. Osei Kufour - Headmaster, Yamfo Sec. School
20. Mr. Nsiah Asare - Anglican J. S. S - Yamfo
21. Miss Esther Foriwaa - Islamic Primary - "
22. Mr Kumah Issac Sowah - Presby Primary - "

Opening Prayer: A prayer was said by Mr. Asare Bediako to open the forum. He asked for God's Guidance at the meeting.

Introduction: Mr. William Forson of C.G.M.C.L introduced all the representatives from C.G.M.C.L to the participants. This was followed by a self- introduction from all the teachers at the meeting. A very brief history of Amansie Resources Limited was given by Mr. Antwi Prempeh an assemblyman from the area. He said, Amansie Resources Limited was formally called Obotan project and it was one Mr. Owusu who first came for the concession in 1987. He further stated that, the youth in the area later entered into the concession to mine illegally known in the local parlance as "Galamsey".

Mr. Antwi Prempeh said where the open pit is situated now used to be a hill with a tunnel dug by some British in the colonial days. The youth in the area vehemently rose against the present company when they were given prospecting license to the concession. Some of the youth were arrested and placed in custody for about forty days. He said upon constant education that unfavourable situation changed for the better. The attitude of the youth was the fact that, they were initially misinformed about open pit mining he added. Mr. Antwi Prempeh said four local communities are now benefiting from the mining company. He gave the communities as Koninase, Manso-Nkran, Kwankyeabo and Dadieso. He further stated that, K.V.I. P toilets, Boreholes, regular road rehabilitation, school blocks and other financial assistance have been provided by the company for these communities.

The next speaker was Mr. Eric Darko, the assistant Environmental Officer of Amansie Resource Limited. His topic was on environmental pollution. He said basically, there are two types of ore (gold rock) ie. The oxide and the sulphide. According to him, unlike the sulphide zone, the oxide zone is environmentally friendly and has no effect on vegetation. He further stressed that, no government will allow mining companies to destroy the environment and that is why mining companies are first asked to prepare an Environmental Impact Assessment report before they can mine. He said government agencies such as the Environmental Protection Agency and the Minerals Commission will make sure that the company follows the contents in the EIA reports religiously. Mr. Eric Darko further stated that due to the occupants liability act, the company has fenced the area to prevent accidents to the non-Mine workers in the area which may arise as the result of heavy equipment usage which is predominant in the mines.

A teacher asked Mr. Eric Darko to elaborate more on the oxide and the sulphide zones. Mr. Eric Darko said unlike the oxide zone, the sulphide waste which contains elemental sulphur reacts with water which can in turn damage the vegetation. To mitigate against this nuisance, he further demonstrated diagrammatically how waste from the sulphide zone is dumped without harming the environment. Mr. Kevin Hughes also contributed to this topic. He further gave a very elaborative explanation on the dumping of the oxide and the sulphide wastes. He said with the advent of advanced technologies there is a way to mine in the sulphide zone with no adverse effect on vegetation. He also said that, the ore in the concession of the Centenary Gold Mining Company Limited occurs mostly in the oxide zone, and there will not be any thing like roasting etc. etc. Mr. Asare Bediako asked of the type of mining method going to be employed by C.G. M.C.L. Mr. Kevin Hughes told him that, it is going to be the open-pit one.

Mr. Antwi Prempeh once again came in. His contribution had something to do with the Environmental Impact Assessments report. He said mining companies normally send copies of this report to the District Assemblies for study. This normally contains programmes which will be put in place to safeguard the environment by the mining companies. He said these include

Land Reclamation, closely monitoring the environment and Decommissioning. Mr. Samuel Obeng Kusi asked Mr. Eric Darko to throw more light on issue of compensation for both short term crops and long term ones. According to Mr. Eric Darko, prices from valuation board are increased to about forty percent by his company and majority of the mining companies in the country. This helps to ensure a very cordial relationship between the farmers and the mining companies. Mr. Osei Kuffour asked the Assistant Environmental Officer how the yield of long term crop like cocoa can be determined and who pays compensation to the farmers. The Assistant Environment Officer said the company pays for crops compensation based upon directives from the company's compensation officer after complete assessment and agreement with the owner of the affected crops. The co-ordinator of Y.V.T.C, Peace Kwao-Sarbah wanted to know if farmers are first contacted before destroying their crops. The answer to her question was yes, but there are exceptional instances where farmers are contacted after destruction. In such situations, affected crops are counted and paid for.

Mr. Asare Bediako asked what happens when a particular farmer resists destruction of his crops. Mr. Antwi Prempeh quickly came in. He said mining companies are normally issue a prospecting license from the central government to operate in a particular area with the knowledge of the District Assemblies and the traditional council and no individual has a right to resist their operations. He further stated that, every land is vested in the government and can be compulsory acquire or authorise its occupation and use. According to Mr. Antwi Prempeh, this law or enactment dates back as far as the colonial days. He said the former colonial masters put this act in place to suit their whims and caprices. Mining Companies therefore do not pay compensation on the land per se' but pay compensation for the affected crops. He said the Amanzie Resources Limitd was paying c2500 per cocoa tree affected but now pays c7500. Mr. Antwi Prempeh said his District Assembly sent a petition to the central government through their member of parliament on this issue of land compensation and land ownership and they are still waiting to hear from the government. The next question from Asare Bediako was directed to Mr. Kevin Hughes. He asked Mr. Kevin to brief the house on the size of his company's concession. The Health Safety and Environmental manager said from the feasibility studies conducted so far about 11.5 percent of the total Centenary concession is planned to be utilised fully for the operations of the mining company. He further stated that the towns of Yamfo and Susuanso are situated rightly in the concession whilst Terchire town is particular is outside the concession. Adrobaa and Tanoso projects are under different concession known on the Subenso concession. This was later supported diagrammatically by Mr. William Forson.

According to Mr. Asare Bediako, the Susuan stream at Susuanso is the main source of water for the people in the town. He further stressed that, the operations of the Centenary Gold Mining Company have affected this stream resulting in a water shortage problem in the town. He therefore asked the mining company to do something about this problem. Mr. Kevin Hughes told Mr. Asare Bediako that, the mining company cannot be blamed entirely for this water problem. He said, part of the problem at the Susuan stream fetching point at Susuanso is due to the mud from the unpaved road entering the main stream during the rainy season. He however assured the participants that plans were already underway to consider provision of boreholes for the three communities. He said officials of the C.W.S.D of G.W.S.C have been contacted on this issue.

Mr. Eric Darko told the participants that, people should not lose sight of the fact every company is profit-oriented and as such it is not an obligatory for mining companies to provide these services for the local communities. Most of these services are provided on humanitarian grounds, he added. On the company's future employment, Mr. Asare Bediako asked if the majority of the

youth in these three communities namely Susuanso, Yamfo and Terchire would be employed in the mines. According to Mr. Kevin Hughes, the company will hire the best trained/skilled workers and try as much as possible to strike a balance on employment between these communities by considering those with a requisite technical skills. He further stated that there are better opportunities for technical employment since the area is very close to Technical and Vocational centre at Yamfo, I.T.T.U and a Polytechnic at Sunyani. The next question came from Mr. Boakye Danquah. He asked if the farmers would be allowed to go back and continue with their farming activities and whether the land will still support agriculture or not after the mines. Mr. Eric Darko answered him by saying after reclamation the usufructs based on their usufructuary rights (ie. The right to use the land) can go back and use their lands. Mr. Kevin Hughes also contributed to this question. He said the company will adhere strictly to the post mining rehabilitation as stated in the E.I.A draft reports. On the issue of whether the mine area will support agriculture or not, he stated that, that depends on the nature of the waste material etc. to a large extent.

Mr. Louis Kwamina Bartels was the next to ask question. His question was specifically directed to the Assemblyman of the area. He asked the assemblyman whether hunger is persistent in the area as prevailing in other mining areas. According to the assemblyman, due to influx of job seekers, the cost of living as expected would be very high but if the local people are very industrious, the problem of hunger in the community can be solved. Mr. Osei Kuffour also wanted to know if C.G.M.C.L has finish with it's exploration activities since that involves a lot of farmland destruction. Mr. Kevin Hughes told him that, the company has to undertake further engineering test work and therefore needs to undertake further exploration. According to Lord Duku, he has noticed some pegs with metal tags in one of his farms and asked for their significance. Mr. Kevin Hughes told him that, most of these pegs are for topographical reasons. Some of these pegs are used in determining the contour and the shape of the land. He continued by saying that plans are underway to employ a qualified Agric. Extension officer who will assist the farmers in modern farming technologies to help increase their yield.

He said the Agric officer when employed will assist the farmers in soil conservation, nitrogen, fixing and other modern techniques. He gave an instance where a farmer at Bogoso where he was once working increased his yield remarkably upon advise on modern farming methods. Mr. Eric Darko also advised the teachers to adequately educate the farmers what they have seen and their general impression on mining activities although most farmers are very difficult to accept modern innovations. On the issue of land compensation versus Land ownership, the Assistant Environmental officer charged the teachers to explain the various land Acts to them. Mr. Kumah Issac Sowah also wanted to know if C.G.M.C.L has finished paying for crop and other compensations. According to him, a very of close friend of his has informed him that, he is going to put up a building on his piece of land which is in the concession with the intention of getting compensation when the mining company comes to work in that area. Mr. Eric Darko told the teacher to advise his friend because the company may decide to move away from that particular area. According to Mr. Eric Darko, geologically, a line can be moved 50m away but the same results can be achieved. Mr. Kevin Hughes also contributed to this issue. He gave an instance at Bogoso where some people earnestly started to build houses on one of the mining company's baselines with the intention of being compensated for destruction. According to him, the company also refused to work in that area. Mr. Eric Darko once again contributed to this topic. He also gave an instance where some farmers planted rice ahead of the company operation with the intention of getting compensation but the company never went there. According to him, one of the farmers came to him and asked when the company is coming there to work. He said, he

told the farmer that the company will not go there to work. The farmer also insisted that, once they have planted rice there, the company must come and work there.

This attracted a lot of laughter at the forum. Mr. Asare Bediako was on the floor again. According to him the teachers were going out to educate the farmers on all that they have heard at the meeting. This is a very tedious work, he therefore suggested that, the company should give them some allowance to motivate them convince the farmers. Mr. William Forson quickly came in. He told Mr. Asare Bediako that, the company can not give any allowance because the teachers are not the first group of people sent there. They have already sent Assemblymen, chiefs and farmer representatives on a similar trip. Mr. Eric Darko also said that, this is a sacrificial job. The teachers should only go and spread the good news around, he added.

Miss Esther Toffey was of the view that, with the coming of the mining company, most of the young boys will be employed as garden boys. This will therefore affect the standard of education in the area since there is going to be an increase in the rate of school drop outs. She continued by asking what the company has put in place to check this. Mr. Eric Darko contributed to this. He said the community is now monetised. It is therefore the responsibility of parents to constantly advise their children on the essence of achieving academic laurels. Mr. Antwi Prempeh also advised parents to counsel their children. Mr. Richard Amponsah also contributed to this. According to him, there has been a persistent food shortage in almost all the mining towns. This means that, not only do children stop going to school but farmers also stop farming to work in the mines. There is therefore the need also to educate farmers to continue to work on their farms to alleviate this food shortage problem.

Mr. Eric Darko gave an instance where SSI (a catering service) at Amansie Resources has to go to Kumasi to purchase food items. He further stressed that any serious farmer around can make a very good income. According to Mr. Issac Kumah Sowah he is of the view that apart from relocation and crop compensation, any other service provided by the mining company is purely on humanitarian grounds. Mr. Eric Darko answered him by saying that every mining company pays tax to the District Assembly and also royalties to the central government. Finally, Mr. Richard Amponsah wanted to know the total amount paid as royalties by the Amansie Resources Limited. Mr. Antwi Prempeh gave the figure as 4 billion cedis for a period of one year. He continued by saying that, part of this goes to the central government, the Regional administration, the District Assemblies and the traditional council. Mr. Eric Darko voted for the closure of the forum in absence of any further questions. He was seconded by Mr. Louis Kwamina Bartels. A closing prayer was said by Mr. Asare Bediako. He thanked God for seeing us through in all our deliberations. The forum ended at exactly 3:08 PM.

WRITTEN BY
(FRANCIS SEFA).

MINUTES OF THE MEETING HELD WITH CENTENARY
GOLD MINING COMPANY AND TERCHIRE
COMMUNITY LEADERS ON 28TH
APRIL, 1998 AT THE
ASSEMBLY HALL

IN ATTENDANCE

- | | | |
|-----|-------------------------|-----------------------------|
| 1. | Hon. Opoku Atuahene | DCE |
| 2. | " Grace Boachie | - DCE , Chairman |
| 3. | " Owusu Asubonteng | - MP, Tano South |
| 4. | " Gyan Mensah Aborampah | - Assemblyman |
| 5. | Mr. Augustine Dorfour | - " |
| 6. | Hon. Marma Musah | - Observer |
| 7. | Mr. Philip Duku | - Terchire Assemblyman |
| 8. | Mr. J.Y. Manu | - " Gold Committee |
| 9. | Mr. G.K. Manu | - " Gold Committee |
| 10. | Nana Samuel Agyei | - " Gold Committee |
| 11. | Nana Boateng 1 | - Akyeamehene |
| 12. | Hon. George Owusu | - Chief |
| 13. | Madam Adiata Marma | - Assemblyman |
| 14. | Mr. Appiah Boateng | - Market Woman |
| 15. | Mr. James Amoah | - Gold Committee |
| 16. | Mr. Peter Asenso | - Observer |
| 17. | Mr. Augustine Badu | Farmer |
| 18. | Mr. A.K. Kwakye | - Gold Committee |
| 19. | " Kwasi Appiah | - " |
| 20. | " Alix Komamu | - " |
| 21. | " Silas K. Mensah | - " |
| 22. | " Asamoah Kennedy | - Observer |
| 23. | " Kelvin Hughes | - " |
| 24. | " William Forson | - C.G.M.C.L., Yamfo |
| 25. | " George Tetteh | - " |
| 26. | " P. Antwi Boasiako | - Recorder, Dist. Assembly |

01/98/01 OPENING

The meeting was opened at 11.30am with a prayer by Mr. Augustine Badu. The District Chief Executive introduced the MP for Tano South. He apologised for the inability of Hon. Joe Donkor, MP for Tano North to attend the meeting.

The invitees from Terchire and Yamfo in turns introduced themselves.

The District Chief Executive informed all in attendance that the purpose of the meeting was to discuss the resolution presented by the Terchire Community to the President through the District Administration.

/Complaint of

01/98/02 COMPLAINT OF TERCHIRE COMMUNITY

Speaking on behalf of the community, Hon. Marma Mubah explained that the people were against the mining operation because the Terchire Stool Land is very small. He said about 90% of the people are farmers and the taking over of their farmlands by the miners would create unemployment, famine and economic hardship at Terchire.

He said the mining place was so nearer to the town that the fear of environmental hazards like pollutions and associated diseases would affect their health.

Mr. J.Y. Manu disclosed that his observation on the Mining site plan indicated that the miners had not made adequate provision to assist the community.

Mr. Kelvin disclosed that the company had sent a group of people from Yamfo to Amansie Resource Area to observe how the mining activity goes on at the area. He said the Yamfo people were offered the opportunity to question the people, the chiefs and Assembly members of Amansie about the operations of the company. He said the people observed that the miners had provided Amansie with water, boreholes, toilets, hospitals etc.

Mr. Kelvin disclosed further that the Miners at Amansie had paid about \$2.0 billion as tax and royalties to the government and the Stools. He admitted that mining had both positive and negative effects. He said the people of Yamfo had been asked to submit their suggestions to the Company after the trip.

Mr. Kelvin also gave a brief about the Subriso and Bosomkese concessions, which covered ^{Tanoso} Tanoso, Adrobaa and Terchire Stool Lands. He said the Company was developing a considerable package to assist the Terchire community and promised to meet the demand of the people. Mr. Kelvin Hughes thanked the District Assembly and the Administration for expressing concern about their mining activity.

He said the company had ^{Perceived} perceived the complaints of the community and had planned to address them. He gave a brief history about a gold prospecting in the district. He said in 1990, a German geological group came to survey the Terchire and Yamfo areas. He said from their discovery of an existence of gold in the area, a Ghanaian geologist, Dr. Baako got a concession over the area and entered into partnership with Bonsu Gold Holdings for the prospecting. He said because the prospecting started at Yamfo, the concession was named Yamfo Concession. He said Terchire town was not on the Yamfo concession. He said Bonsu Gold Holdings later contacted the Terchire elders and agreed with a french company ^{La source} la source for the prospecting. He said in order to avoid controversy, the company changed its name to

Centenary Gold Mining with ^{Lq Source} ~~Lacorse~~, Bonsu Gold Holdings, Ghana Government and Mines consults as share holders. Mr Kelvin said the company had so far spent about \$6m (Six million dollars) on the prospecting activities on the Yamfo-Terchire area. On environmental protection, Mr. Kelvin said the Environmental Protection Agency had visited the site and the company had agreed to contract the consultants to do feasibility studies on the environmental issue in the area.

Mr. Philip Duku complained that the prospecting had destroyed the water sources in Terchire thus making irrigation work difficult. Mr. Marma Musah also lamented that the granting of the Subriso concession seemed to create a serious problem since it would cover the whole of Terchireland.

Mr. H.Y. Manu also complained that during the prospecting period, the miners destroyed their water sources and promised to construct a well for the farmers but never did. He said such behaviour indicated that the company did not have any better future plans for the community.

Mr. Kelvin answered that a previous meeting at the School for the Deaf in Bechem, it was agreed that the Company would send workers to undertake the construction but the later developments posed a threat on the lives of the workers so they could not go there to build the well as agreed.

Mr. Appiah Boateng stated categorically that the Terchire group at the meeting had been sent by their people to inform the District Chief Executive and the miners that they would never allow the miners to ^{mine} ~~mine~~ on the Terchireland.

The District Chief Executive then expressed his dismay and dissatisfaction about Mr. Boateng's statement that the Terchire delegation to the meeting was so powerful that it could not be called a sent-out-delegation since the Terchirehene and all his elders were at the meeting. He said the issue at the meeting was not about the mining itself but how to address the problems involved in the mining. He said there are rules and regulations governing the operation of the miners and if it became possible the current issue would be ruled by the supreme court.

He then appealed to the Terchire Gold Committee Members and the elders not to make statements that they would not allow the miners to work. He said again that the meeting was meant to share ideas and suggestions to solve the problems since the miners alone could not provide all the solutions.

/The District Chief Executive

The District Chief Executive assured both parties that the Assembly would ensure that proper documentation was ^{drafted} ~~drafted~~ to cover the mining activities and the payment of compensations. He said the top managers of the mining company would be involved in the discussion to address the problems and find solutions to them. He finally appealed to the chiefs and elders to forget about their resistance for the mining and educate their people on the need to address the problems involved.

Mr. Philip Duku appealed to the District Chief Executive to ensure that experts were been consulted to undertake independent feasibility studies on the mining activity in Terchire area and other parts of the district.

The District Chief Executive assured the community that in collaboration with Hon. Joe Donkor some consultants had been contracted to undertake the studies. He said the Terchire issue is unique as the ~~stool~~ land is so small for the people and thus needed peculiar attention.

The District Chief Executive further advised the Ghanaian Senior Officers in the company to guide the whitemen against the traditions of the land. He asked them to advise the company Executives about the interest of the Terchire people. He said though the people and the Assembly needed investment but not at the expense of their lives. He said the Assembly could not sit down to allow any bogus agreement and operation to go on during the term of his Office.

He told the miners not to carry away the impression that the problems had been solved. He advised them to prepare a proper package to compensate the people of Terchire. He said if there is no peace there would be no security in the area.

CLOSING

At 1.45 pm the meeting came to an end after a closing prayer by Mr. Badu.

/mc/

REPORT ON THE MINE FAMILIARISATION TOUR
ORGANISED BY THE ENVIRONMENTAL DIVISION OF
CENTENARY GOLD MINING COMPANY LIMITED FOR
CHIEFS, ASSEMBLYMEN AND FARMERS REPRESENTATIVES
OF SUSUANSO/MINUTES OF THE FORUM AT AMANSIE
RESOURCES LIMITED ON THURSDAY, 2ND APRIL 1998.

As agreed upon at the information workshop held at Bechem on Tuesday, March 10th, 1998 between chiefs, Assemblymen and farmers representatives of the towns of Yamfo, Susuanso and Terchire, a day's mine familiarisation tour was organised for representatives of Susuanso in order to acquaint themselves with modern mining activities and its effect on local communities at Amansie Resources limited at Manso-Nkran in the Ashanti Region. The team which left Susuanso at exactly 7:30 am arrived at Amansie Resources limited at 11:00 am. On arrival, a warm reception was accorded to the team. The familiarisation tour began immediately. The Assistant Environmental officer Mr. Eric Darko took the team round. The first place of visit was the open-pit area. This took us to Manso-Nkran where a primary school funded by Amansie Resources limited was visited. The tailings dam, water dams and the plant site were also visited.

Later on, a place which was originally meant for waste dumping and has been rehabilitated by tree planting was visited. At all these places, a very comprehensive explanation was given by the Assistant Environmental officer of Amansie Resources limited. A forum was organised immediately after lunch and in attendance were the following:

1. Mr. Kevin Hughes- Health, Safety and Environmental Manager, Centenary Gold Mining Company (Gencor and La Source).
2. Mr. Francis Sefa - CGM
3. Mr. William Forson - "
4. Victor Owusu (Observer)"
5. Mr. Eric Darko - Amansie Resource Ltd.
6. Nana Adu Gyamfi Koninasehene,- Amansie
7. Mr. Antwi Prempeh - Assemblyman, Manso-Nkran
8. Nana Awuah Boateng - Susuanso hene
9. Nana Kwabena Gyamfi - Krontihene Susuanso
10. Nana D.C. Buahing - Nifahene "
11. Okyeame Kofi Awuah - "
12. Samuel Kofi Mensah - Farmer "
13. Maxwell Adjei - " "
14. Madam Adwoa Baah - " "
15. Collins Obeng-Boahen Assemblyman."

Mr. William Forson welcomed the participants to the forum. He said the essence of organising this tour is to allow the chief and his people to acquaint themselves with modern mining operations. He further introduced the participants. After the introduction, the Assistant Environmental Officer of Amansie Resources Limited, Mr. Eric Darko also welcomed everybody back from the familiarisation tour. He continued by saying that, mining companies do not take

the entire stooland for their mining activities as people think and therefore advised the chiefs and their elders to discard that idea. The Assistant Environmental Officer later, invited questions from the house. The first question for the day, came from Nana Kwabena Gyamfi, Krontihene of Susuanso. His question had something to do with Land Compensation and landownership. Mr. Antwi Prempeh, an assemblyman of Manso- Nkran answered this question. He said, under the P.N.D.C Law 153, and the state lands Act of 1962, every land is vested in the government and can be acquired for development. He further stated that, this dates back as far as the British colonial days. He said mining companies therefore do not pay compensation on land per se' but pay compensation for crops which may be affected as the result of their mining operations companies also pay royalties to the central government.

According to Mr. Antwi prempeh, his District Assembly sent a petition through their member of parliament to the government to amend the laws on Land compensation and they are still waiting to hear from the government. He also asked his fellow assemblymen to send similar petition through their member of parliament to the government on this issue of land compensation. It is therefore not obligatory for mining companies to pay compensation for land, he added. The next question came from Mr. Collins Obeng-Boahen, an assemblyman from Susuanso. He said, during the tour of Manso-Nkran town, he saw a unumber of new buildings and according to the Assistant Environmental Officer, all those houses were built through the monies received from compensation. His question was who paid for those compensations. His answer came from Mr. Eric Darko, he said, those houses were built by some farmers as a result of monies received from crop compensation not land compensation since mining companies do not pay compensation on land. This assertion was also supported by Mr. Antwi Prempeh.

Nana Kwabena Gyamfi again asked the Environment officer how crop compensation is done. According to the Environmental officer, crop compensation prices from valuation board are normally increased by the mining companies. This is done to satisfy the farmers and to ensure a very peaceful and cordial relationship between the mining companies and the farmers. He said when necessary, they invite chamber of mines and the District Assembly to come in. According to the Environmental officer, his company was paying c2000 for a cocoa tree but now pay c7500 per tree. Nana Kwabena Gyamfi asked the Koninasehene to brief the house on his view on mining operation in his area. According to Nana Adu Gyamfi the chief of Koninase, he was initially against this idea of mining in his area and had to rescind that idea after education and advise. He said the mining company has developed his area. They have built a number of K.V.I.P toilets, boreholes, schools etc. ecte. In the area. He is therefore very confident to say that, the mining operations in the area has helped them a lot and can not be over emphasisedn. There was contribution from Mr. Antwi Prempeh, according to him where the open-pit is situated, before the mining company came in was a hill with a tunnel. He said the youth in the area were mining illegally by entering the funnel known in local parlance as "Galamsey". This was for individual gains. The advent of the mining company has developed the entire community. Apart from royalties to the central government, they have built roads, schools, K.V.I.P toilets etc. in the area.

Nana D.C. Buahing, the Nifahene of Susuanso was the next person to ask question. He asked if monies obtained from crop compensation can be paid in parts to the farmers eg. An amount of c60.000 could be paid c5000 monthly over a period of one year. The Environmental officer said no this question. He went on to say that, the company pays the whole amount at a goal to the farmers. He further stated that, most of the time, they advise the farmer to buy treasury bills which can earn them some interest. Mr. Antwi Prempeh also gave an instance where a farmer who received a total of c45 million as crop compensation from Amansie Resources Ltd, used c20 million to build his house, used part of the remaining amount to buy a car and invested the rest in treasury bills. This has been earning him some interest every month. The next question came from Nana Kwabena Gyamfi. He directed his question to the representatives of Centenary Gold Mining Company Limited at the forum. He asked whether only the youth from Yamfo, Susuanso and Terchire would be employed in the mines.

Mr. William Forson was the first to reply this question. He said, youth with a requisite qualification from these areas would be considered in the mines. He therefore advised the people to send their children to school to enable them obtain a suitable academic qualification to earn them a place in the mines. According to Mr. Antwi Prempeh, due to lack of requisite qualifications, only few of the youth in his area have been employed in the Amansie mines. He therefore advised the people of Susuanso to send their children to school. Mr. Eric Darko also insisted on requisite qualification and Technical know-how. Nana Awuah Boateng, Susuansohene was the next person to contribute. He said as chiefs, they hold the allodial or absolute titles to the land. He therefore asked what their fate is going to be like after the government compulsory acquire their lands. Mr. Eric Darko said, Europeans accord great respect to chiefs.

He further stated that, mining companies, apart from paying land revenue to the District assemblies, they also pay huge sums of money as royalties to the central government in which some percentage goes to the custodians of the land. Mr William Forson and Mr. Antwi all spoke on the huge royalties paid by the mining companies. Mr. Antwi Prempeh therefore advised the chiefs to unite for their own betterment. Mr. S.K. Mensah also asked how those living at the downstreams of the tailings dam are faring since their source of drinking water would be polluted. The Assistant Environmental officer of Amansie Resources Limited answered Him by saying, they have provided hand dug wells with buckets. According to him, the tailings dam has wetland filters around to filter the water leaching out to the main stream. He said since the tailings dam is expose to the sun, there is a reduction in the amount of cyanide due to evaporation. In view of these, it is no more harmful for those living at the damstream to drink from the river, he added.

Mr. S.K Mensah, asked Mr. Antwi Prempeh to press on government to expedite action on the petition they sent through their member of Parliament on the issue on Land compensation. Mr. Antwi Prempeh also charged Mr. S.K Mensah also to send a petition to the government through his District Assembly so that the government will see the seriousness associated with this issue on Land compensation. Madam Adwoa Baoh wanted to know when the actual mining is starting. According to her, Mr. William Forson sometime ago came and demarcated her land and also took her photograph with a promise of paying her for the the Land. According to Mr. Forson, the actual mining may start in two years Companies do not pay compensation on the Land per se' but she may be considered at the appropriate time. He also asked her go back to the land and farm until the actual mining starts. Nana D.C Buahing asked Mr. Antwi Premph which of the executive instrument the government used to acquire their land for the mining operations in his area. Mr. Antwi Premph could not give any positive answer to this question. Mr. Francis Sefa

of Centenary Gold Mining Company Limited quickly came in. He said there are basically two Laws or exactments under which the government can make such acquisition. These are the state Lands Act 1962, Act 125 and the Administration of Lands Act 1962, Act 123. He further stated that, under both acts the question of Land acquisition are adequately addressed. Mr. Kevin Hughes also said that, Mining companies pay royalties to the government. He further said, mining companies do not know any thing about the executive instrument government use to acquire lands for mining operations. This is purely governmental affair, he added.

Mr. Kevin assured the participants that, upon negotiations with the management of the company, short term crops may be allowed to be planted on the concessional lands by farmers, but no compensation will be paid again when crops are affected. Mr. Collins Obeng Boahen, an assemblyman from Susuanso expressed his sincere gratitude to Centenary Gold Mining Company especially the Environmental Division for organising the tour. He also thanked the chiefs, the farmers from Susuanso and the Assistant Environmental Officer from Amansie Resources Limited for making the tour successful. He finally thanked the Almighty for seeing us through in all our deliberations at the forum. The last place of visit was the staff housing area. The team left Amansie Resources Limited at exactly 3:00 o' clock. ~~██████████~~.

**REPORT ON THE MINE FAMILIASATION TOUR ORGANISED
BY THE ENVIRONMENTAL DIVISION OF CENTENARY GOLD
MINING COMPANY LIMITED FOR CHIEFS, ASSEMBLYMEN
AND FARMERS REPRESENTATIVES OF YAMFO/MINUTES OF
THE FORUM AT AMANSIE RESOURCES LIMITED ON
THURSDAY, 26TH MARCH 1998.**

As agreed upon at the information workshop held at Bechem on Tuesday, March 10th, 1998 between chiefs, Assemblymen and farmers representatives of the towns of Yamfo, Susuanso and Terchire, a day's mine familiarisation tour was organised for representatives of Yamfo in order to acquaint themselves with modern mining activities and its effect on local communities at Amansie Resources Limited at Manso-Nkran in the Ashanti Region.

The team which left Yamfo at exactly 7:22 am arrived at Amansie Resources Limited at 12:00pm. On arrival, a very warm and cordial reception was accorded to the team. This was followed with refreshment and lunch. Later on, the Environmental officer Mr. Paul Sowley and his assistant Mr. Eric Darko both of Amansie Resources Limited took the team round. The first place of visit was the staff housing area. This took us to a site where a cleared stretch of land has been reclaimed through tree planting. The team also visited the tailing dams and the water dams. The team continued their tour to Manso-Nkran and visited a primary school block which was funded by Amansie Resources Limited. The open-pit and the plant site were also visited. A very comprehensive explanation at each point was given by the environmental officer and his assistant. A forum took place immediately after the tour.

In attendance were the following:

1. Mr. Kevin Hughes - Health, Safety and Environmental Manager, Centenary Gold Mining Company Ltd.
2. Mr. Francis Sefah - Centenary Gold Mining Co. Ltd.
3. Mr. William Forson - " "
4. Mr. Samuel Kobia (observer) - " "
5. Mr. Vincent Opoku " "
6. Miss Grace Aboagye " "
7. Mr. Paul Sowley - Environmental officer, Amansie Resources Limited.
8. Mr. Eric Darko - Assistant Environmental officer, Amansie Resources Ltd.
9. Nana Saa Appiah II - Akwamuhene of Yamfo
10. Nana Owusu-Ansah - Adontenhene " "
11. Nana Baffour Gyau - " "
12. Nana Tweneboah Kodua - " "
13. Op. Gyamfi Kumaning - Chief farmer "
14. Mr. Duah Ahenkan - Assemblyman "
15. Mr. Agyei Peter - " "
16. Mr. Nimons Manhyia - Farmer "
17. Opanin Kwaku Banin - " "
18. Madam Mary Nyantakyiwah farmer " "
19. Nana Adu Gyamfi - Koninasehene
20. Mr. Antwi Prempeh - Assemblyman of Manso-Nkran.

Mr. William Forson introduced all the participants at the forum. Mr. Eric Darko later on, welcomed all the participants back from the familiarisation tour and invited questions from the participants. The first question came from Opain Gyamfi Kumaning, the chief farmer. His question had something to do with Land compensation and how farmers are going to survive after the compulsory acquisition of their lands by the government. Mr. Eric Darko answered him by saying, under the P.N.D.C. Law 153 of 1986, every land is invested in the government and therefore mining companies do not pay compensation on the land per se' but they pay compensation for crops which may be affected as the result of their operations.

Mr. Prempeh an assemblyman of Manso-Nkran also contributed to their question. He said Lands are invested in the government and can acquire the land or authorise it's occupation and use. He further stated that, this dates back as the colonial days. He said, mining companies therefore do not pay land compensation but pay compensation for crops which may be affected as a result of their operations. They also pay royalties to the central government he added.

According to Mr. Antwi- Prempeh, his District Assembly sent a petition through their member of parliament to the government to amend this law on Land compensation and they are still waiting to hear from the government. Mr. Nimons Manhyia, a farmer of Yamfo asked why the mine infrastructures like staff bungalows, offices, clinics etc. are normally handed over to the District Assemblies after the operations of the mining companies, but not the nearby town. This question was answered by Mr. Antwi Prempeh. According to him, the District Assemblies have the highest authority at the district levels and can therefore authorise their use. He said such infrastructures can be converted into either schools or hospitals which will in turn benefit all the communities near the mining centre.

This will prevent any controversy regarding their ownership and use. The next question came from Nana Saa Appiah II of Yamfo. He asked the Assemblyman of the area if they have benefited as the result of the gold mining in the area. The Assemblyman told him that, his area had seen many developments in recent times due to the gold mining operation. He said, these can not be over emphasised. According to him, the Amansie Resources Limited recently donated an amount of c80 million cedis to the district hospital at Agoroyesum to rehabilitate the X- ray and other departments. They also provided building materials for two schools in the area, provided two boreholes and K.V. I. P. Toilets.

He further stated that, the company ie. Amansie Resources Limited gave a total of c20 million to be shared among four communities in the area to be used for developmental projects. The Assemblyman advised the chiefs and people of Yamfo to unite and co-operate amicably with the Centenary Gold Mining Company Limited to ensure similar developments in their area. He also charged his fellow assemblymen of Yamfo to educate their people on mining issues since proper education will prevent any clash between their people and the mining company. Madam Mary Nyantakyiwah, a farmer from Yamfo was the next person to ask question. Her question was on the rate of crop compensation. Mr. Paul Sowley said, they normally increase the rates from Land Valuation Board to about 15 percent in order to satisfy the farmers. He also said that, they always count the number of affected crops and multiply it by the approved rates. The company also increase the rates annually all to satisfy the farmers in the area.

Madam Nyantakyiwah was on the floor again. She said assuming, a farmland is destroyed by a mining company without counting first the crops in it, how will the company be able to compensate the farmer. The Environmental officer of Amansie Resources Ltd answered her by saying, in such a situation, they measure the size of the affected or destroyed portion, measure equal size of unaffected portion of the crops in that portion. This is of multiply by the approved rates as usual. Still on compensation, Mr. Dauh Ahenken, an assemblyman of Yamfo asked Mr. Antwi-Prempeh his assembly normally does in cases relating to crop compensation. According to Mr. Antwi Prempeh, crop compensations are paid by the mining companies with price list from the District Valuation Board and with negotiations with the particular farmer. He said the Assembly only comes in when the mining company refuses to pay.

The next question came from Nana Saa Appiah II. He asked the Assemblyman of the area whether any new disease has been detected as a result of the mining in the area. The Assemblyman answered in the negative. He said the company has put in place a special environmental monitoring devices to check environmental pollution to safeguard the health of the local inhabitants. Opanin Kwaku Banin who is a farm from Yamfo asked why the companies do not give money to the usufructs knowing that their lands have been compulsory acquired by the government. He said many of them are very old and most of the time, find it very difficult to survive.

The Assistant Environmental officer of Amansie Resources Limited said that a petition receive in such situation may be considered on humanitarian grounds. He was seconded by Mr. William Forson. The whole house supported the idea of petition. Mr. Paul Sowley said, every year they pay land revenue to the district assembly. He said for about a period of seven months, his company has paid an amount of c2 billion as royalties to the government. From the District Assemblies, part goes to the traditional council, to the paramount chief and the sub chiefs before the usufructs or the landowners and this normally takes time he added. The debated on landownership and government compulsory acquisition was revisited. Nana Saa Appiah II advised that this topic on compulsory acquisition of land be suspended since this is purely governmental issue.

Mr. Eric Darko later on, appealed to the participants not to think that mining companies normally come to cheat the local people. This wrong idea should be discarded. He therefore asked the people to live in harmony with the mining company. He further advised members not to build or farm very close to the mining area for safety reasons. Mr. William Forson used their opportunity to inform the participants that those developers at the line 10 pit area would be resettled and compensations paid where necessary. He was seconded by Nana Saa Appiah II.

Mr. Duah Ahenkan asked how someone who use to win sand and gravels in a particular area before the mines be compensated, assuming that piece of land is his bonafide property. Mr. Antwi Prempeh answered him. He said under the P.N.D.C Law 153, every natural resource under or upon any land in Ghana, rivers, streams, water courses is the property of the Republic of Ghana. This include sand and gravels. According to him an owner who produces a valid permit will be compensated by the mining company.

Mr. Vincent Opoku of Centenary Gold Mining company asked the final question. He asked Mr Paul Sowly about the positive and the negative aspects as the result of the mining operations in the area. Mr. Antwi - prempah opted to answer this question. He said in every sphere of life, every good thing has also a negative aspect but he can confidently say, the good side of the operation of the mining company in the area, outweighs the bad side. Nana Saa Appiah II, finally gave a vote of thanks to close the forum. He expressed his sincerely gratitude to the Environmental officer of Amansie Resources Limited and his assistant, the chief of Koninase and the Assmbyman for enlighthening them on this all important topic.

**MINUTES OF THE MEETING BETWEEN ASSEMBLYMEN
OF NTOTROSO AND REPRESENTIVES OF CENTENARY
GOLD MINING COMPANY LTD, LA SOURCE
DEVELOPPEMENT AND RANK MINING CO. HELD ON
TUESDAY, MARCH 24TH 1998 AT NTOTROSO**

AGENDA:

1. Review of mode of payments and adequate compensation to affected farmers and landowners.
2. Other matters.

ATTENDANCE:

In attendance were the following:

1. Mr. Kevin Hughes - Health, Safety and Environmental Manager, Centenary Gold Mining Co. Ltd. (Gencor and La Source).
2. Mr. Francis Sefah - Centenary Gold Mining
3. Mr. William Forson " " "
4. Mr. Chick Senaya La Source Development
5. Mr. Cornelius Mireku Antwi - Rank Mining
6. Mr. Alex Afriyie - Assemblyman, Ntotroso
7. Nana Adu - Amankwah - Sanaahene, Ntotroso

OPENING PRAYER:

The meeting was started with a prayer by Mr. Alex Afriyie. He prayed for God's guidance and Protection throughout the meeting. He further asked the Almighty to take absolute control of the proceedings at the meeting.

WELCOME ADDRESS:

Mr. Alex Afriyie on behalf of the unit committee, welcomed all the participants to the meeting and further stated that, a co. Assemblyman could not attend the meeting owing to some circumstances beyond control and sincerely apologised for that. He also apologised for the late beginning of the meeting. He said due to the absence of the other Assemblyman, he has asked Nana Adu-Amankwah to represent him at the meeting.

The first item on the agenda which was Review of mode of payments and adequate compensation to affected farmers and land owners was considered. According to Mr. Alex Afriyie, farmers whose crops were affected as a result of the operations of these mining companies have been complaining bitterly about the mode of payment of compensations and therefore have channelled their grievances through the assemblymen of the town and therefore called for the meeting. He said, the farmers are very eager to know the approved compensational prices of all the farm crops and other trees.

Mr. Kevin Hughes immediately came in. He said, there is a sort of a joint venture agreement between these three companies, namely Centenary Gold Mining Company Ltd, La Source Development and Rank Mining Company. He further stated that, plans were already underway for the management of these three companies to meet and find a standard price for each crop. This will therefore do away with inconsistency in price and prevent any aggravation from the farmers who may feel cheated in other place.

Mr. Alex Afriyie continued by asking the compensational price for cocoa tree. Mr. Kevin Hughes gave the price as c12,000 (Twelve thousand cedis) for a mature cocoa tree by the Centenary/Subenso projects. According to Mr. Cornelius Mireku Antwi of the Rank mining company, his company pays c10,000 (Ten thousand cedis) as a flat payment for either mature, premature or seedlings for cocoa.

Mr. Chick Senaya of La Source Development also gave c 15,000 (fifteen thousand cedis) as the price of a matured cocoa tree and below c 15,000 for premature ones. He further stated that, normally his company takes into consideration the quality of the cocoa tree in question.

Mr. Alex Afriyie said, as an expert with the cocoa industry, a cocoa tree can be on the ground for over a period of 100 years and therefore suggested for an increase in the compensational price of cocoa and also asked the companies to have a standard mode of payments.

Mr. Chick Senaya said people should not lose sight of the fact that, these three companies are all prospecting. This involves investing huge sums of monies and should not be compared with other gold producing companies. They should also take into consideration the falling price of gold on the world market. Mr. Cornelius Mireku Antwi also entreated the assemblymen to advise the people in the area not to do anything which may have a retrogressive effect on the operations of the mining companies but rather encourage them. He said these will create job avenues for the people in the area in the near future.

Mr. William Forson also said that upon negotiations with the various farmers and depending on the quality of the cocoa tree, the company sometimes pays higher compensational price compared to that of the approved prices from the land valuation board and said if there are not very sure, they can go to the office of the land valuation for confirmation.

He said budgetary allocations for 1998 projects did not make room for any increment in the compensational prices. He further stated that, this may be considered in the 1999 budget and therefore advised the farmers to still go by the old prices until next year's budgetary allocations.

Nana Adu-Amankwah who represented the other assemblyman suggested the debate on the compensational prices for the other crops be suspended until next year's budget.

On the issue of landownership/land compensation, Mr. William Forson said, mining companies do not pay compensation for land per se'. He therefore asked the assemblymen educate their people well on this issue. This assertion was supported by all the representatives from the three mining companies.

OTHER MATTERS:

Nana Adu- Amankwah wanted to know whether it is possible for a farmer to go back and farm on already explored site. Mr. Chick Senaya said that, companies normally go back to the area depending on the results of the sample analysis and hence not advisable.

Mr. William Forson also said, companies pay crop compensation once and therefore farmers who go back and farm in these areas do so at their own risk.

Mr. Kevin Hughes also stated that upon consultations with the mining companies by a farmer, short term crops may be allowed but they should keep in mind that, crop compensation is paid once for the same farmland.

Nana Adu-Amankwah also appealed to the management of the companies to provide the town with boreholes since they suffer a lot during dry seasons. This will help solve their perennial water problems. Mr. Kevin Hughes advised that, they should put their request in a form of application to the management since none of us present at the meeting can promise them. An application letter which would be considered at the managerial level will be prudent.

CLOSING REMARKS:

In his closing remarks, Mr. Alex Afriye thanked all the participants for turning up. He later asked the representatives from the mining companies to introduce themselves although, this should have been done at the beginning of the meeting. A self introduction of members was made.

CLOSING PRAYER:

Mr. Cornelius Mireku-Antwi of Rank mining company thanked the Almighty God for seeing us through in all our deliberations. He asked God to lead us safely to our various destinations. The meeting ended at exactly 12:05 pm prompt.

MINUTES OF THE INFORMATION WORKSHOP BETWEEN CHIEFS, ASSEMBLYMEN AND REPRESENTATIVE OF THE TOWNS OF YAMFO, SUSUANSO AND TECHIRE WITH CENTENARY GOLD MINING COMPANY LIMITED HELD ON TUESDAY, MARCH 10TH 1998 AT BECHEM

AGENDA

1. Crop compensation versus "Land" compensation and "Land ownership".
2. Building in areas with safety restrictions due to future planned mining operations.
3. Post mining rehabilitation
4. Area development
 - declining cocoa harvest
 - jobs
 - increase potential for local industry /manufacturing
 - introduction of new technologies.

5. Other matters.

ATTENDANCE

1. Mr. Kraig Grubaugh - Project Engineer Acting GM, Centenary Gold Mining Co Ltd.
2. Mr. Kevin Hughes - Health, Safety and Environmental Manager, Centenary Gold Mining Co Ltd.
3. Mr. Francis Sefah - Centenary Gold Mining Co Ltd.
4. Mr. William Forson - Centenary Gold Mining Co Ltd.
5. Mr. Issac Osei - Regional Director Environmental Protection Agency, Sunyani.
6. Mr. Patrick Amoah, - Deputy Regional land Valuer, Sunyani.
7. Mr. Yeboah Asuamah - Development planning Officer, Tano District Assembly.
8. Mr. M. K. Kyeremeh - Town and Country planning Officer - Bechem.
9. Mr. Fosu Forson - District Budget Analyst, Tano District Assembly.
10. Kate Hammond - Lands Commission Officer.
11. Osaе Kyereme Timothy - Presiding Member, Tano District Assembly.

12. Mr. Marma Musah - Terchire Assemblyman.
13. Mr. C. Obeng Boahen - Susuanso Assemblyman.
14. Mr. Eifah Eric - Ag. Registrar Yamfo Traditional Council.
15. Mr. Adjei Peter - Yamfo Assemblyman.
16. Mr. S.O. Agyeman - Yamfo Assemblyman.
17. Nana Saa Appiah II - Akwamuhene Yamfo.
18. Nana Kyeame Tweneboa Koduah, Yamfo.
19. Nana Kyeame Baffour Gyau - Yamfo.
20. Mr. A. K. Adjei - Susuanso, Tano District Chief Farmer.
21. Op. Gyamfi Kumanini - Yamfo.
22. Nana Ohemeng Adjei - Yamfo
23. Duah Ahenkan - Yamfo Assemblyman.
24. Mr. Nimons Manhyiah Duodu - Yamfo.
25. Nana Baniana - Terchire.
26. Nana Yaw Boateng - Terchire.
27. Mr. Peter Kofi Asenso - Terchire.
28. Mr Augustine Badu - Terchire.
29. Mr. J.Y.Manu - Terchire.
30. Mr. Owusu George - Assemblyman Terchire.
31. Mr. Samuel Kofi Mensah - Farmer Susuanso.
32. Mr. Kwabena Asare-Bediako - Susuanso.
33. Nana D. C. Buahing - Susuanso.
34. Nana Gyamfi Kumaning - Susuanso.
35. Nana Awuah Boateng - Susuanso.
36. Kyeame Kofi Awuah - Susuanso.

37. Nana Ansah Adu Baah II - Omanhene Yamfo.

38. Nana Bafour Awuah II - Gyasehene Yamfo.

39. Op. Kofi Nsowaah - Farmer, Susuanso.

40. Mr. S. K. Mensah - Farmer, Susuanso.

41. Mr. George Obiri - Farmer, Susuanso.

OPENING PRAYER:- The meeting was started with a prayer by Mr. Duah Ahenkan an Assemblyman of Yamfo. He asked God to take absolute control of the proceedings at the meeting.

WELCOME ADDRESS:- The presiding member of the Tano District Assembly, Mr. Osae Kyeremeh Timothy, on behalf of the Tano District Assembly welcomed all the participants to the meeting. He also apologised for the late beginning of the meeting. The meeting which was scheduled to start at 10 : 00 am. Prompt however started at 10 : 40 a.m. The presiding member later informed the participants that, the District Chief Executive will not be able to attend the meeting due to a call from the Brong - Ahafo Regional minister.

The master of ceremonies, Mr, Marma Musah who is also an Assemblyman from Terchire asked for the commencement of the meeting. A brief introduction of members was made.

The first item on the agenda which was crop compensation versus Land compensation and Land ownership was tackled by the Deputy Regional Land Valuer, Mr, Patrick Amoah. He started by explaining the minerals and mining Law of 1986, P.N.D.C. Law 153 and quoted the section of the law which has something to do with Land acquisition ie "the compulsory acquisition of land which states" Where any land is required to secure the development or utilisation of a mineral resource, the council may acquire the land or authorise its occupation and use under any applicable enactment for the time being in force" on quote.

He stated further that, there are basically two Laws or enactments under which the government can make such acquisition. These are the state Lands Act 1962, 125 and the Administration of Lands 162, Act 123. Under both acts the question of compensation are adequately addressed, he said. He told the house that so far as the minerals and mining Laws of 1986, P.N.D.C Law 153 is concerned, mining companies do not pay compensation for Land per se but rather pay compensation for crops which may be affected as the result of their mining activities. In addition they have to pay royalties and rents to the custodians of the land through the central government and offer drinks to the chiefs as custom demands.

Concerning Land ownership; the Deputy Regional Valuer said that, it is the Chiefs who hold the allodial or absolute titles to the land, but the right to use the land is more often held by the subjects which right is called Usufructuary right.

It is this usufructuary right which is normally lost under such acquisition and therefore it will be prudent for the chiefs not to collect the compensation on the land per se to the detriment of their subjects.

He further advised the chiefs to allow the usufructs to claim compensation on the part of the land they have been occupying over the years.

The Deputy Regional Valuer asked the Chiefs and their elders to exercise restraint and wait patiently for the government to issue the executive instrument backing the Operation of the centenary Gold mining Company Ltd. This will explain the modalities by which the government is acquiring their Lands.

During question time, Nana Saa Appiah II, Akwamuhene of Yamfo wondered how they can ask questions without knowing anything about the type of Executive Instrument the government is using to acquire their lands.

He was immediately seconded by Nana Yaw Boateng of Terchire. The Deputy Regional Land Valuer assured them that, the executive instrument is going to be based on one of the afore-mentioned acts. ie.

The state Lands Act 1962 Act 125 and the Administration of Land Act 1962, Act 123. Nana Terchirehene wanted to know when the legislative instrument is coming out.

The Presiding Member for the Tano District Assembly asked the Deputy Regional Land Valuer which of the acts will benefit the farmers but before his questions could be answered, some of the chiefs and the farmers angrily shouted at him to sit down because that question was irrelevant at that stage.

Mr. Obeng Boahene as Assemblyman of Susuanso wanted to know when the Executive instrument backing the mining company is coming out because they have been reliably informed at a previous meeting that the actual mining is starting in June 1998.

Mr. William Forson of Centenary Gold Mining Company Ltd. Immediately reacted to this statement. He said he remember telling them at a meeting that, feasibility studies end in June and the actual mining may start by the year 2000.

Nana Ansah Adu Baah II, Omanhene of Yamfo traditional area blamed the Tano District Assembly for not making available maps of the Centenary Gold Mining Company Ltd. Concession to the chiefs of Yamfo, Terchire and Susuanso. According to him, they do not know anything about the concessional lands. The presiding member of the Tano District Assembly commended Nana Ansah Adu Baa II for that statement. The presiding member continued by saying that, the Tano District Assembly was ignorant about some of the operations of the mining company and hence called for the meeting.

Nana Terchirehene could not understand why chiefs from Adrobaa, Tanoso and Susuanso were not invited to the meeting. Mr. William Forson answered him by

saying that those areas are under different project and they would be invited when there is the need.

Mr. Marmah Musah Assemblyman from Terchire said that, sometime ago Mr. Willam Forson came and demarcated their lands and also took photographs of the various farmers with the promise of compensating them for their lands. The Deputy Regional Land Valuer quickly came in and said this is not done anywhere and might have been a mistake on the part of Mr. Willam Forson.

The second item on the agenda which was Building in areas with safety restrictions due to future Planned mining operations was tackled. Here also, the Deputy Regional Land Valuer advised the inhabitants not to build houses or plant long term crops like cocoa, oil palm and teak trees in the concession.

He said people who intentionally build houses or farm in these areas for the sake of future compensation will not be compensated. He however said that short term crops like tomatoes, pepper etc. may be allowed.

Nana Terchirehene asked the Tano District Assembly to expedite action on the provision of concession maps to prevent people from encroaching on these lands. Mr. Asare Bediako, a Farmer from Susuanso Suggested that the Tano District Assembly should seriously educate the people in the area because lack of information and education may lead to the encroachment of these lands.

The third item on the agenda was considered. It was the turn of Mr. Kevin Hughes (HSE Manager) of Centenary Gold Mining Company Ltd. He said the company invited comments in a form of letters on the environmental impact of the mining activities and are under consideration.

He also said that Centenary Gold Mining has prepared an Environmental Impact Assessment reports and submitted copy to the Environmental Protection Agency for study. He said there is going to be in place a management plan to address problems which may arise in the course of the mining activities in the area.

The Health Safety and Environmental Manager told the gathering that there is going to be a regular monitoring visits from officials of the Regional Environment Protection Agency and Mining Experts from EPA Accra. He also assured the farmers that most of their land would be reclaimed after the mining. A master rehabilitation plan would be put in place and this would be done in consultation with the various farmers said the HSE manager.

Mr. Kevin Hughes concluded by saying, the mining activities would be monitored closely by officials of the mineral commission and the Environmental Protection Agency to safeguard the environment.

The Regional Director of the Environmental Protection Agency also continued this topic by explaining some of the roles of the Environmental Protection Agency. He said the Environmental Protection Agency role in this area will be:-

1. Closely monitoring the operations of the mining company and making sure they go strictly according to the layouts in their Environmental, Impact Assessment reports.
2. Reclamation of mined lands
3. Decommissioning.

The EPA will also advise the Mining Company on their operations eg Refilling pits, providing Boreholes to the affected areas. The chiefs and people of Terchire and Susuanso used this opportunity to appeal to the management of Centenary Gold Mining Company Ltd. to provide them with Boreholes since their operations have affected their sources of drinking water.

On the area of development which was last item on the agenda, Mr. Kevin Hughes, the HSE manager of the centenary Gold Mining Company Ltd. assured the participants that all problems associated with the mining activities would be tackled in earnest.

He also gave statistics on the cocoa production in the area. He said, there has been a drastic decline in the cocoa production. He said the production fell from 3089 tonnes in the 1990/91 cocoa season to about 1163 tones in 1994/1995 cocoa season and therefore advised the people to embrace the impending mining.

He said this will create job opportunities for the youth in the area and also increase potential for local industry and manufacturing with introduction of new technologies. The HSE manager concluded by saying a tour to one of the mining copanies would be arranged for some of the local people to familiarise themselves with modern mining operations and mining area development.

It was agreed upon that, four people from each of the three communities, namely Yamfo, Susuanso and Terchire will go for this familiarisation tour at a later date which would be communicated to them.

OTHER MATTERS:

The Tano District Chief Farmer humbly appealed to the management of Centenary Gold Mining company Ltd. to rehabilitate the untarred portions of the Tanoso-Yamfo road. Mr. Kevin Hughes assured him that budget plans were already underway to first find out the cost involved. This attracted a lot of applause from the house.

CLOSING REMARKS: The presiding member of Tano District Assembly in his closing remarks said, the meeting has enlightened everybody on issues concerning compensations and land reclamation. He thanked the participants especially the chiefs and their elders for turning up.

CLOSING PRAYER:- A prayer was said by an Assemblyman to close the meeting. He thanked God for seeing us through in all our deliberations. The meeting ended at 2: 45 p.m.

CENTENARY GOLD MINING COMPANY LIMITED

TO: ASUTIFI DISTRICT CHIEF EXECUTIVE
FROM: HSE MANAGER
SUBJECT: COMMUNITY ASSISTANCE PROJECTS – ASUTIFI DISTRICT
DATE: JULY 20, 1999
CC: B.A. REGIONAL MINISTER, M.P. REPRESENTATTIVES, B. MARWOOD M.D.

The following tabulation lists community assistance projects chronologically up to the end of June 1999 that have been carried out by La source Developpement, Bonsu Gold Holdings Ltd., Centenary Gold Mining Company Limited and Rank Mining on their mineral concessions located in the Asutifi District. Centenary Gold Mining Company Limited will become the operating company for both La source Developpement/BRGM and Bonsu Gold Holdings Ltd. concessions with La Source SAS, of France, being Centenary's parent company/owner. The Rank Mining concession is a joint venture with ownership split between La Source SAS, of France and Moydow, of Ireland.

The list below also provides a cost for each project in USD as well as Cedi equivalent @ C2500/1USD.

Community assistance projects completed, or underway by end of June 1999 are as follows:

- 1998-Mar.- bore-hole installation with hand pump for O.L.A. School \$7150/C17,875,000
- 1998-Aug.- repair and maintenance for Ntotroso school \$1000/C2,500,000
- 1998-Oct.- bore-hole installation with hand pump for Gyedu \$7150/C17,875,000
- 1998-Oct.- bore-hole installation with hand pump for Ntotroso \$7150/C17,875,000
- 1998-Oct.- clearing site for proposed Ntotroso Market area \$400/C1,000,000
- 1998-Nov.- reshaping/maintenance of Ntotroso-Subri road \$1750/C4,375,000
- 1999-Feb.- clearing site for Ntotroso Community Center \$650/C1,625,000
- 1999-Apr.-May- construction of 1 bore-hole with hand pump for Gyedu \$6,250/C15,625,000
- 1999-Apr.-May- construction 2 bore-holes with hand pump for Ntotroso \$12,500/C31,250,000
- 1999-June- reshaping/maintenance of Ntotroso/Kenyasi 2 road \$4000/C10,000,000
- 1999-June- support donation for Kenyasi 1&2 EU/town water project \$6400/C16,000,000

Total USD = \$54,400

Total Cedi = C136,000,000

CENTENARY GOLD MINING COMPANY LIMITED

TO: TANO SOUTH DISTRICT CHIEF EXECUTIVE
FROM: K. HUGHES , HSE MANAGER
SUBJECT: COMMUNITY ASSISTANCE PROJECTS – TANO SOUTH DISTRICT
DATE: JULY 20, 1999
CC: B.A. REGIONAL MINISTER, J. DONKOR M.P., B. MARWOOD, MANAGING DIRECTOR.

The following tabulation lists community assistance projects chronologically up to the end of June 1999 that have been carried out by Centenary Gold Mining Company Limited and/or Bonsu Gold Holdings on it's concessions located in the Tano South District. The listing also provides a cost for each project in USD and Cedi equivalent @ C 2500 / 1USD.

Community assistance projects completed to end June 1999 are as follows:

- 1995-1997 – level football field for Yamfo Anglican Secondary School \$1000/C2,500,000
- 1996 - road maintenance assistance for Yamfo \$100/C250,000
- 1996 - donation towards streetlights for Yamfo \$500/C1,250,000
- 1996 –Feb. –roofing sheets for toilet block at Terchire \$140/C350,000
- 1998 – Mar.-repair materials for Yamfo Presbyterian School \$250/C625,000
- 1998 – June-repair and maintenance for Susuanso Presbyterian School \$1000/C2,500,000
- 1998- Aug. –donation of two computers to Yamfo Anglican Sec. School \$800/C2,000,000
- 1998-Oct. – donation of chairs for Yamfo Police Station \$100/C250,000
- 1998- Nov.- supply and installation of 12 streetlights for Terchire \$3750/C9,375,000
- 1998- Nov.- supply and installation of 6 streetlights for Susuanso \$1500/C3,750,000
- 1998-Nov./Dec.-supply, installation & repair of streetlights at Yamfo \$2750/C6,875,000
- 1999-Mar./Apr.-repair/clean bore-hole with new pump for Yamfo Clinic \$2250/C5,625,000
- 1999-Mar./Apr.- construction of toilet block (KVIP) at Yamfo \$3000/C7,500,000
- 1999-Apr./May- disaster assistance- roofing sheets for Yamfo & Susuanso \$2500/C6,250,000
- 1999-Apr./May- construction/repair of 2 wells & 1hand pump at Yamfo \$4000/C10,000,000
- 1999-Apr./May- construction/repair of 2 wells & 1pump at Susuanso \$3000/C7,500,000

Total USD = \$26,640

Total C = C66,600,000

ATTACHMENT 2

Identification of Stakeholders

ATTACHMENT 2

Identification of Stakeholders

The Ahafo South Project has a wide variety of stakeholders, people, agencies, or organizations that could be directly or indirectly affected (positively or negatively) by the Project or that could influence the Project (positively or negatively). Not all stakeholders are represented in each activity; consultation activities are tailored to specific needs and interests of respective stakeholders.

Project Proponents

Newmont Mining Corporation
Newmont Ghana Gold Ltd.

Government of Ghana

Ministry of Agriculture

Ministry of Environment, Science and Technology
Environmental Protection Agency
Town & Country Planning

Ministry of Lands, Forestry, and Mines
Lands Commission
Land Valuation Board
Stool Lands Administration
Minerals Commission
Mines Department

Ministry of Finance and Economic Planning
National Development Planning Commission
Ministry of Local Government and Rural Development
Ministry of Manpower Development & Social Welfare
Ministry of Health
Ghana Health Service

University of Ghana

Regional Government of Brong-Ahafo

Office of the Minister for Brong-Ahafo
Regional Coordinating Council
Regional Ministry of Energy and Mines
Minerals Commission
Mines Department
Regional Ministry of Environment, Science & Technology

Environmental Protection Agency
Town and Country Planning
Regional Ministry of Lands and Forests
Lands Commission
Land Valuation Board
Stool Lands Administration
Regional Ministry of Local Government and Rural Development
Regional Ministry of Manpower Development & Social Welfare
Regional Ministry of Health
Ghana Health Service

District Government of Asutifi

Asutifi District Assembly
District Administration Department
Ghana Education Service
District Health Department
Agriculture Department
Forestry Department
Social Welfare and Community Development Department
Physical Planning Department
Works Department
Commission for Human Right and Administrative Justice
Industry and Trade Department

Traditional Leadership in Study Area

Paramouncy of Kenyase I
Paramouncy of Kenyase II
Divisional Council of Ntotoroso
Wamahinso Stool
Gyedu Stool
Kwakyekrom Headmen
Kodiwohia Headmen
Dokyikrom Headmen

Social Groups and Associations

Kenyase 1 Youth Association
Kenyase 2 Youth Association
Ntotoroso Youth Association
Wamahinso Youth Association
Landlord Farmers' Association
Caretaker Farmers' Association

Settlements

Kenyase I

Kenyase 2
Ntotroso
Gyedu
Wamahinso

Hamlets

Kwakyekrom
Dokyikrom
Manushed
Dormaa
Jamankrom
Kkusikrom
Soussakrom
Kodiwohia

Persons Directly or Indirectly Affected by Resettlement or Relocation Efforts

1. People who have custodial rights to the land, or who own other assets that would be affected by the Ahafo Project including chiefs, traditional and district authorities, house and property owners/users
2. People who don't own lands but are using agricultural lands that would be affected by the project, including settler/tenant farmers
3. People living in potential resettlement sites (i.e., host communities)
4. People who own culturally significant sites and tourist destinations that would be impacted by the Project, including fetish priests and priestesses, tourist operators; and
5. Highly and likely disadvantaged groups, including vulnerable populations of the poor and women.

Non-governmental Organizations

Opportunities Industrialization Centers International, Ghana
Conservation International
Friends of the Earth
Friends of the Rivers
Third World Network
Ghana Wildlife Society
Action Aid
Friends of the Vulnerable
League of Environmental Journalists
ISODEC - Integrated Social Development Centre
Friends of the Earth Ghana
The Ghana Wildlife Society
World Vision Ghana
The Living Earth Foundation
WACAM – Wassa Association of Communities Affected by Mining
Conservation International Ghana
Center for Active Development
Action Aid

Center for Public Interest Law
Guardians of the Earth
Network of Non-Governmental Organizations

International Non-governmental Organizations

Oxfam America
International Alert
Conservation International
Fund for Peace
Transparency International
Collaborative Development Action
Global Witness
EarthWorks

Media

ATTACHMENT 3

INDICATIONS OF BROAD COMMUNITY SUPPORT

.

ATTACHMENT 3

DATE	TYPE OF FILE	SUMMARY OF COMMUNITY SUPPORT
15-02-05	❖ Speech by Krontihene of K-2 during LEEP Launch.	<ul style="list-style-type: none"> ➤ I express confidence in the transparent deliberations that has eased people’s anxiety and increased hope for fruitful relationship between Newmont and the Communities. ➤ I see the LEEP as the beginning of Newont Social Development agenda which Traditional Leaders have always asked for. ➤ Now people are benefiting directly or indirectly from the mining project and I advise the youth to follow normal procedures in getting direct employment with Newmont. ➤ I confirm our total support for the LEEP to enhance the livelihood of the people.
25-08-04	❖ Speech by the Youth of Ahafo South on the visit of the Chief Executive of Newmont – Wayne Murdy.	<ul style="list-style-type: none"> ➤ We the Youth of Ahafo together with the Nananom and other stakeholders are proud to have the first ever and the largest mining company coming to operate in Brong Ahafo Region. ➤ We present this gift to you Mr. Wayne for having fulfilled your promise to build the Ahafo Project during your first visit to Ghana to sign the Investment Agreement with Ghana Government
25-08-04	❖ Speech by the Youth of Ahafo North on the visit of the Chief Executive of Newmont – Wayne Murdy.	<ul style="list-style-type: none"> ➤ I commend the Government for giving NGGL the assistance to enable it start operations, which has created job opportunities for the youth in Operational Areas. ➤ In fact the relationship between the company and the communities has been very cordial and decisions are taken in consultation with chiefs and the youth who have attended talks, seminars and workshops to be equipped with NGGL operations and future plans for communities. ➤ NGGL has operated for short time in this area but its achievements in the communities so far show that if the company is allowed to operate for a longer period, benefits to communities will be very enormous. ➤ We the youth have resolved only to dialogue in all our dealings with the company. ➤ We the chief and elders of Sefwi Achiachen have the pleasure to invite you to come and prospect for and work in our area abound in gold.
06-06-05	❖ An invitation to prospect for Gold.	<ul style="list-style-type: none"> ➤ Certificate presented to NGGL by the Youth Associations of Ntotoroso/Gyedu, Kenyase 1, and Kenyase 2 in recognition of the cordial relationship between the company and the Youth and resolved to consolidate that relationship.
25-08-04	❖ Certificate of Recognition	<ul style="list-style-type: none"> ➤ Nananom and the Royals say thank you and may the

		God and the ancestors bless the company.
26-05-05	❖ Letter of Appreciation from Kenyase No.1 Traditional Council.	➤ One objective of the Association is to promote healthy relations with Newmont by assuring the company the necessary peace to carry out their operations.
20-01-05	❖ <i>Kenyase No. 1</i> Youth Development Association Constitution	➤ One objective of the Association is to promote healthy relations with Newmont by assuring the company the necessary peace to carry out their operations.
04-03-05	❖ <i>Kenyase No.2</i> Youth Development Association Constitution.	➤ One objective of the Association is to promote healthy relations with Newmont by assuring the company the necessary peace to carry out their operations.
04-03-05	❖ <i>Gyedu</i> Youth Development Association Constitution.	➤ One objective of the Association is to promote healthy relations with Newmont by assuring the company the necessary peace to carry out their operations.
04-03-05	❖ <i>Ntotoroso</i> Youth Development Association Constitution.	➤ One objective of the Association is to promote healthy relations with Newmont by assuring the company the necessary peace to carry out their operations.
04-03-05	❖ <i>Wamahinso</i> Youth Development Association Constitution.	➤ NGGL application for gold prospecting on Abesim Stool Land should be granted and may God support all efforts by the company to achieve its objective.
22-05-05	❖ <i>Dormaa</i> Traditional Council's letter to the DCE of Sunyani copied Newmont	➤ We the people of <i>Kenyase No.2</i> have democratically elected 3 people to represent us on Newmont's Crop Rate Review Committee.
01-12-03	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Kenyase No.1</i> have democratically elected 4 people to represent us on Newmont's Crop Rate Review Committee.
12-04-05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Obengkrom</i> have democratically elected 2 people to represent us on Newmont's Crop Rate Review Committee.
April 05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Kodiwohia</i> have democratically elected 1 person to represent us on Newmont's Crop Rate Review Committee.
14-04-05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Gyedu</i> have democratically elected 2 people to represent us on Newmont's Crop Rate Review Committee.
April 05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Dokyikrom</i> have democratically elected 1 person to represent us on Newmont's Crop Rate Review Committee.
10-04-05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Terchere</i> have democratically elected 3 people to represent us on Newmont's Crop Rate Review Committee.

April 05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Yamfo</i> have democratically elected 5 people to represent us on Newmont's Crop Rate Review Committee.
April 05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Susuanso</i> have democratically elected 2 people to represent us on Newmont's Crop Rate Review Committee.
April 05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Donkorkrom</i> have democratically elected 1 person to represent us on Newmont's Crop Rate Review Committee.
April 05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Ntotoroso</i> have democratically elected 5 people to represent us on Newmont's Crop Rate Review Committee.
April 05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Bisi</i> have democratically elected 1 person to represent us on Newmont's Crop Rate Review Committee.
April 05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Subinso</i> have democratically elected 1 person to represent us on Newmont's Crop Rate Review Committee.
05-04-05	❖ Authorization for Community Representation in Committee.	➤ We the people of <i>Afirisipa</i> have democratically elected 1 person to represent us on Newmont's Crop Rate Review Committee.
05-04-05	❖ Authorization for Community Representation in Committee.	➤ It is the wish of Nananom that the cordial relationship should remain between Kenyase No.1 Traditional Council and NGGL and may God bless the Company.
05-04-05	❖ <i>Kenyase No.1</i> Traditional Council's second Letter of Appreciation.	➤ We appreciate the smooth transfer of Kwakyekrom L/A Primary School to Ntotoroso St. Lawrence L/A Primary by your outfit and your plans to put up modern structures for the school.
07-06-05	❖ A letter from Ghana Education Service to NGGL.	➤ Community members were happy with the manner the President Special Initiative (PSI) on Oil Palm as against mining activities were explained to their understanding and accepted to hold on, on PSI to make way for mining activities.
23-09-04	❖ Report on PSI/NGGL/ <i>TanoDistrict Assembly</i> meetings with communities in Ahafo North Concession.	➤ It is our prayer that the almighty God should bless and expand your activities in the Ahafo Sub-Region.
12-04-05	❖ Letter of Appreciation from National Service Secretariat of Asunafo District to NGGL.	➤ The rates of compensations being paid by NGGL in 2004/2005 was very attractive to encourage farmers to make farms in the areas earmarked for mine construction.
	❖ Press Statement by the Asutifi	➤ Farmers were clearly aware of upcoming construction of the mine as sufficient information and communication through durbars and many other means have been done.

01-08-05	<p>District Director of Agriculture on Post Moratorium cropping patterns and Food Production in Asutifi District.</p>	<ul style="list-style-type: none"> ➤ I am grateful to NGGL for what they have done throughout the days of our meetings. ➤ We have through this period benefited a lot by acquiring knowledge.
14-07-05	<ul style="list-style-type: none"> ❖ Letter of Appreciation from a Crop Rate Review Committee member to External Affairs Manager. 	<ul style="list-style-type: none"> ➤ There is something beneficial I have observed in you and your men and that is great sense of maturity. ➤ The External Affairs Department has great men, who cannot be compared to any other mining company in Ghana.
25-05-05	<ul style="list-style-type: none"> ❖ Report on NGGL Community members' visit to other comparable Mining Operations in Ghana. 	<ul style="list-style-type: none"> ➤ The trip offered the visitors food for thought and an insight to mining activities, which would go a long way to strengthen NGGL/Community relations. Overall, the perception of the Newmont visitors was that NGGL would bring more blessings than curses, as initially anticipated.
13-07-05		

NOTE: These are extracts from hard copy files, which are available at NGGL Ahafo External Affairs Department