



CHIFENG
GOLD

GOLDEN STAR



Corporate
Responsibility
Performance
Report
—
2021

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1. Introduction

This report provides an opportunity for us to demonstrate our corporate responsibility, as our business develops and grows.





About this report

The scope, boundaries, and performance data of this report cover Golden Star Resources' operating activities in Ghana and, unless otherwise indicated, do not consider the company's exploration, development, and closed properties. The report provides disclosures for key environmental, social and governance (ESG) topics relevant to our business and stakeholders and details our performance and many of our teams' achievements over the past year.

Except where indicated otherwise (including with respect to certain initiatives advanced by the company in early 2022 described herein), all information and performance data in the report are current as of 31 December 2021. Unless noted otherwise, all currency amounts are stated in U.S. dollars.

Following the completion of the sale of Golden Star Resources to Chifeng Gold Limited in January 2022, the performance data provided for 2021 shows the performance for the continuing business of Golden Star, unless indicated otherwise. The report focuses on material issues identified through the detailed materiality assessment which we carried out in 2021.

We are developing our plans for annual corporate responsibility reporting to take account of Golden Star now being part of the Chifeng Group. We plan to update our materiality assessment, and hence our presentation of key risks and opportunities, and to confirm our approach to future disclosures. We will aim to meet the needs of various stakeholders through our reporting, considering frameworks such as the Global Reporting Initiative (GRI), the UN Sustainable Development Goals (the SDGs), the Task Force on Climate-Related Financial Disclosures (TCFD) and other sector-specific disclosure initiatives. The intention of this current report, therefore, is to provide a concise overview of our management approach and to focus on key performance information covering 2021, with the aim to expand our qualitative and quantitative disclosures in the years ahead.

Golden Star Resources remains steadfast in its commitment to the UN Global Compact. We have been longstanding supporters of the initiative, and this report represents our continued commitment to UN Global Compact Communication on Progress.

We welcome feedback on this report and on the approach we are taking to reporting in general. Please direct any feedback to info@gsr.com.



Our organisation

Golden Star owns and operates the Wassa underground mine in Ghana, West Africa. It forms part of the Chifeng Gold Mining group, a joint stock company listed on the Shanghai Stock Exchange class A share main board, mainly engaged in the mining and refinery of gold, copper and non-ferrous metals, and is one of the key gold producers in China.

By the end of 2021, the gold mines in China had about 52.57 tons of gold resources, and the processing capacity of the processing plant was 1.2 million tons/year each at two of the mines, and a production rate of 200kg of gold per annum at the third mine; Sepon Mine of Lane Xane Mining (Laos) had about 158 tons of gold resources, and the processing capacity of the processing plant was 3 million tons/year; Golden Star (Wassa) had about 364.8 tons of gold resources, and the processing capacity of the processing plant was 3 million tons/year.¹

The core value of the company is 'To benefit more people through the development of Chifeng Gold'. We also focus on implementing corporate governance, operations with international standards, a social benefits programme, an ecological environment plan and maintaining the well-being of community and employees while improving economic benefits and rewarding investors with high performance. All of the company's operations in China have been recognised as green mines at the national/provincial (autonomous region) level in China.

¹ Resource estimates have been made under Chinese resource classification standards.



Introductory message from the Chairman and CEO of Chifeng Gold

As the Chairman and CEO of Chifeng Gold Group, I would like to extend a warm welcome to our stakeholders and friends and share the first corporate responsibility report for Golden Star Resources as part of the Chifeng Gold Group.



The past year was exciting for our company's growth and development. We initiated and completed our negotiations with Golden Star Resources and transitioned to acquiring our first mine in Ghana. The strategic investment will help expedite the exploration and expansion programmes at Wassa and Ghana and help secure the company's platform for growth in Africa.

This acquisition is a key strength of the company, and I am privileged to inherit a talented and dedicated team. One of my key priorities is to ensure that Wassa mine continues to develop and that we remain a trusted and valued partner for all our stakeholders.

We are confident that with the support of the Wassa mine team and all employees, and our stakeholders in Ghana, Chifeng Gold will increase its investment and technological innovation to expand its operations at Wassa and in Ghana.

Chifeng Gold promotes sustainable governance in a friendly manner and grows

together with the community so that more people can benefit from the development of Wassa mine.

In support of this, we will continue to advance our progress in supporting the United Nations Sustainable Development Goals. We will continue with the myriad partnerships that we have established throughout the year to deliver programmes supporting the goals.

The future is exciting for Chifeng Gold and our stakeholders as we continue to advance towards becoming a global leading gold mining company. We look forward to working with all our stakeholders and partners in this next phase of our company's growth.



Mr Wang Jianhua
Chairman and CEO of Chifeng Gold



Key Data: 2021



Zero

reportable environmental incidents



1.06

Total Recordable Injury Frequency Rate



3.77

All Injury Frequency Rate



99%

of full time Ghana-based workforce is Ghanaian



53%

employees and contractors from local communities



Zero

corruption incidents



\$73.6m

million in total government payments



8%

of the total workforce is female



97%

of designated employees completed anti bribery and anti corruption training



<0.2

malaria per capita case rate (once again the lowest in the company's history)



Covid

Minimal impact from COVID-19 due to effective management



\$9.6m

contribution to date to Golden Star Oil Palm Plantation



2.

Sustainable governance

Strong corporate governance is a foundation of delivering long-term value for our stakeholders.





Our approach

Our Board of Directors is the highest corporate governance body. The Board's mandate is to oversee the management of the business and affairs of the company. It delegates responsibility for day-to-day operations to the Chief Executive Officer (CEO) and the management team. This includes the management of environment, social and governance issues.

At operations level, we have teams of specialists on safety, health, environment, community liaison, and security within our business. These teams guide the system and the implementation of our standards, policies and procedures.

Our business operates within a clear framework of policies and procedures. These policies, available on our website www.gsr.com, ensure we operate in line with good corporate governance practice.

This includes a commitment to conducting our business activities with the highest levels of integrity and business ethics. We communicate requirements relating to anti-corruption throughout the organisation, through training and an annual attestation process. We identify risks of conflicts of interest and carry out a survey of directors,

senior management and selected employees to ensure any potential conflicts are identified and managed appropriately. Our Whistleblower policy and hotline provide tools that enable employees to raise any potential violation of our business conduct and ethics policy – which is available on our website at www.gsr.com.

We promote Board and Executive diversity because we believe in the benefits of having a broad range of skills, perspectives and expertise to manage the company effectively.



Zhiyong Chen, Chairman of Golden Star Resources, speaking to employees during the transaction handover ceremony.



Our framework of policies

Our policies related to corporate responsibility and sustainability include:

- Business conduct and code of ethics
- Safety, Health, and Wellbeing
- The Environment
- Human Rights
- Community Development and Support
- Community Relations
- Inclusion and Diversity
- Insider Trading and Reporting
- Supplier Code of Conduct
- Security
- Anti-corruption
- Whistleblowing



Performance

Business ethics and integrity

We continued to strengthen our sustainable governance in 2021 with a new Anti-Corruption Policy and an update to our Standard for Discretionary Payments to incorporate additional requirements, such as the UK Bribery Act 2010.

Anti-corruption

We achieved record levels of participation in anti-corruption training in 2021, including participation from our board members. In 2021, 100% of our directors and management completed the attestation and 96% of Wassa employees in roles required to complete the training did so.

There were zero incidents of corruption affecting our company in 2021, and no employee, contractor, or business partner relationship was terminated for a corruption-related incident.

Conflicts of interest

We also took action on conflicts of interest. Our internal disclosure on Conflict of Interest, initiated in 2020, enables the identification of specific risks, further enhancing our

governance controls. We achieved a 97% response rate from the directors, senior management and selected employees who were asked to complete the survey in 2021. The responses were reviewed by our in-house Legal Counsel and Internal Audit who determined that no further management intervention was required.

Whistleblowing

In 2021, one case was raised on the confidential Whistleblower hotline. This was reported to the Audit Committee of the Board. The Audit Committee found that the case did not relate to activities at Golden Star.

Managing suppliers

Our Supplier Code of Conduct and Security Policies were launched following engagement with stakeholders in 2021. The company undertook consultation and review to align the policies to internationally recognised supply and procurement standards and the World Gold Council's Responsible Gold Mining Principles (the RGMPs). Detailed information on our progress in implementing the RGMPs is provided on page 24.

Diversity: Board of Directors and Executive Management Team diversity

	% Female	% Age <30	% Age 30-50	% Age 50+	Citizenship /nationality
Board of Directors	33	0	11	89	Canadian & UK, British, Canadian & Bulgarian, Canadian & UK, United States, Canadian & US, France & Lebanon, Ghana, Canada & Ireland
Executive Management Team	33	0	33	67	Australia, France, UK

Promoting Board and Executive diversity

The table above summarises the diversity of our Board of Directors and executive management team, in terms of gender, age and nationality.



We are committed to complying with global Corporate Governance rules and exceeding best international practices on diversity and inclusion – on gender, race, religion, ethnicity, family status, physical ability, age and political beliefs.”

Mona Quartey

Local Chair of the Board of Chifeng Golden Star Resources



3.

Our people

We need motivated, well-trained and skilled people to deliver on our goals and objectives, and to make our business a success.





Our approach

Our aim is to build and sustain a culture of success, where individuals can develop their skills and thrive.

We take a range of actions to support this. We provide wide-ranging training and development opportunities for our employees. We encourage openness and engage with our employees to understand their concerns and keep them informed about the direction the business is taking.

We protect everyone’s health, safety and welfare, with our ISO 45001 aligned management system and well-established approaches to risk management. Our approach supports the participation of the workforce, with site-level safety committees, teams of safety and standards champions, and engagement of staff in safe work procedures to identify and manage hazards and risk. We encourage open reporting, including near miss reporting.

We recognise the benefits that a diverse workforce can bring through different viewpoints, experiences and skills. We are working, for example, to increase the percentage of women in the business and have an ambitious target to reach 20% female representation across the workforce by 2025.

We are committed to supporting local employment. In addition to the indirect economic benefits we generate through our supply chain, such as employment opportunities, we help people in our local communities develop their skills and improve their employability, such as through the Golden Star Oil Palm Plantation (GSOPP) business.



107

The GSOPP programme has resulted in the conversion of 107 hectares from formerly mined lands to commercial oil palm plantations.





Performance

Workforce composition

Ninety-nine percent of our Ghana-based employees are Ghanaian, with 53% of them local.

Ghana-based employees (2021)

99%

Ghanaian



1%

Expatriate

53%

Local

Beyond our direct workforce, we support employment diversification through alternative livelihood projects, including our award-winning GSOPP business, which in 2021 employed approximately 460 people in 12 communities.

Diversity

The percentage of women across the workforce is 8%. Thirty-three percent of our Board directors and executive management team are female.

We continue to support the 'Women in Mining' initiative, which promotes the employment, retention and progress of women in the mining industry. As part of this, one-to-one coaching and mentoring has been provided to some of our female engineers and leaders, which has supported their career development.

Training

In 2021, we provided more than 41,000 hours of training, representing approximately 58 hours of annual training per member of our workforce. Focus areas included health and safety, leadership, mining and mine support training.

For example, in relation to safety, we carry out targeted skills, knowledge and behaviour development programmes on subjects that range from safety leadership, risk assessment methods, critical risk standards and controls to emergency response – in addition to general and role-specific training.

Employee engagement

Communication of our vision, mission and values is integral to company-wide participation and engagement in the future of Golden Star. In 2021, we conducted an employee engagement and anti-nepotism survey across

the company. One hundred percent of relevant Wassa employees completed the survey, generating greater transparency about the nature and extent of family relationships in business decision making.

COVID-19 response

In addition to a range of onsite COVID controls, in 2021, our operated assets undertook 143 polymerase chain reaction (PCR) tests of employees whom it was believed may have contracted the COVID-19 virus. In addition to PCR testing before external contractors come to the site, our medical team regularly conducted routine antigen testing to support the early detection of asymptomatic cases onsite.

From April 2021, we began onsite vaccination at our operations in Accra and Wassa. As a result, as of 31 December 2021, we had enabled more than 1,200 employees and contractors to receive their first vaccine dose and more than 1,000 had been fully vaccinated, representing over 83% success for the company's vaccination programme.

Health and safety

We are pleased to report another year with no fatalities. However, the number of total recordable injuries and the injury frequency rate both increased, which has increased our desire to make further improvements to deliver safer performance.

Total Injuries

	Fatalities			All injuries			Total recordable injuries		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
GSWL	0	0	0	24	15	25	2	4	7

Total recordable injury frequency rate (TRIFR) and All injury frequency rate (AIFR)*

	Fatalities			AIFR			TRIFR		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
GSWL	0	0	0	4.23	2.57	3.77	0.53	0.51	1.06

* Rolling 12 months, combined employees and contractors, per million hours worked.



4.

Social excellence

Building good relationships with our host community, based on mutual respect and recognition of each other's rights, is a central part of our business strategy.





Our approach

Our Policy on Community Relations sets the framework for ensuring that sound community relations are part of operations and performance management.

We recognise the value and importance of working in partnership with development organizations, local and international NGOs, government agencies, and international development bodies – in the spirit of UN SDG 17 – Partnerships for Development.

We seek to ensure that respect for human rights, including our policy on human rights, and support for the World Gold Council's Conflict-Free Gold Standard, is an integral part of our operations, performance and contract management systems. This includes respecting the social, economic and cultural rights of indigenous people.

We carry out social impact assessments for major projects. Results are included in Environmental management plans, updated every three years. More broadly, we seek to be transparent and report publicly on community relations matters.

We work to enhance trust and maintain good working relationships with our host communities, encouraging dialogue and

developing stakeholder engagement plans, including Community Consultative teams and a Community Mine Consultative Committee. The grievance management system and procedures we have in place aim to give communities the opportunity to raise their concerns and have them addressed.

We have a Development Foundation, supporting the local community. The Foundation makes financial contributions to the communities where we operate – providing \$1 for every ounce of gold we produce plus 0.1% of pre-tax profit. We also run community development programmes,

led by non-governmental organisations that specialise in development.

We support economic and capacity building initiatives, such as sustainable livelihoods projects that promote diversification beyond mining. Our GSOPP initiative supports wealth creation for participating farmers and opens access to banking services, savings, financial planning and health insurance.

Our approach encourages local procurement. We were one of the first companies to report against the Local Procurement Reporting Mechanism (LPRM), a publicly available transparency framework created by the

Mining Shared Value initiative of Engineers Without Borders Canada in partnership with the German development agency GIZ.

Adopting this local procurement reporting standard has guided the company to improve various procurement processes to support local businesses. We communicate procurement opportunities to local suppliers through established consultation mechanisms.

For the third year in a row, we will report in accordance with the LPRM, making a separate index for Wassa available to all our stakeholders through our website and other communications channels.



\$2.6m

Golden Star Wassa has contributed almost \$2.6 million from the Wassa operation to the Golden Star Development Foundation.



Performance

Sustainable community development

In 2021, we continued to support effective engagement and governance with our host communities.

For example, we set up working committees, building on the landmark memoranda of understanding we agreed in late 2019.

These provided the framework for regular communication, constructive relationships, enhanced employment opportunities, and fair and transparent use of Development Foundation resources.

Golden Star Wassa contributed more than \$0.15 million to the Golden Star Development Foundation in 2021 and has contributed almost \$2.6 million from the Wassa operation since inception.

Local procurement and value creation

Golden Star has shown what partnering with civil society organizations, experts and official development assistance programmes can accomplish.

In its current partnership with GIZ, 'Leveraging Leading Practices in Mining Local Procurement as a Foundation for Enhanced Sustainable



\$2.0m

\$79.3m was spent in-country and \$2.0m was spent in the local community.



Development in Ghana's Western Region', the company is focused on local small and micro-sized enterprise development in the context of its mining operations. The outcomes of this project not only support generic SME development needs but have also validated SME business development models piloted by Golden Star prior to project inception and implementation.

Wassa is a mid-tier mine in Ghana's Western Region but it alone spent \$79.3 million on goods and services in 2021, of which \$2.0m spent in the local community. This demonstrates that small shifts in spending from international to national and local, can result in millions of dollars staying closer to the mine site, supporting local communities.

Grievance management

We maintain robust grievance management systems to ensure the timely receipt and effective resolution of concerns related to our operations, including a grievance management procedure, standardised complaints forms, and grievance registers. There were four reported community grievances in 2021, and all were resolved in the month they were raised.

Security and human rights

The Board reviewed and approved the Golden Star Human Rights policy in 2021. The policy, which applies to all Golden Star activities and representatives without limitation, makes clear our support and respect for the protection of human rights within our sphere of influence.

We support our employees' rights to freedom of association and collective bargaining. About 90% of the staff is covered by Union.

The Human rights policy includes the provision of training to employees and contractors so that they understand our role. Human rights is integrated into our wider induction and values initiatives as well as contract documentation.

There were no legitimate human rights complaints against Golden Star in 2021.

In 2021, we provided training on the Voluntary Principles on Security and Human Rights to Golden Star Wassa security and third-party security personnel in our business to build their capacity and equip them to provide this training amongst the wider workforce.



5.

Protecting the environment

We are committed to environmental stewardship and preventing pollution because it is the right thing to do and is good for our business.





Our approach

Our Policy on the Environment commits us to meeting or surpassing all regulatory requirements on environmental protection in all exploration, development, mining and closure activities. It includes commitments to integrating environmental matters into operational and contractor performance management systems, identifying measurable objective and targets, establishing operating standards, providing training, and implementing effective policies, procedure and management systems.



We remain committed to the UN Global Compact and take a precautionary approach to environmental management.

We recognise that mining operations are energy intensive and that our emissions contribute to climate change. We are continuing to develop our energy management framework, including development of a climate change policy and targets.

Roles and responsibilities are clearly set out in our Environmental Management System, which is aligned with the ISO 14001 framework and overseen by on-site managers and specialists.

We maintain comprehensive environmental monitoring programmes aligned to key regulatory requirements.

We recognise that access to water is a fundamental human right, and a vital shared resource. We assess water-related impacts in various ways including hydrological and hydrogeological investigations. We do not operate in areas of high water stress, but aim to be careful stewards in our water withdrawal, use, and discharges.

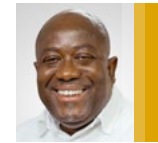
We protect biodiversity through management measures such as studies within our

environmental impact assessments for major projects, and controls such as maintaining IUCN Red List registers – even though the areas in which we operate are characterised as having low biodiversity value.

The management of tailings is an integral part of our environmental management plans, and we design and manage our two tailings storage facilities in line with Ghanaian regulations and due consideration of ICOLD (International Commission on Large Dams) standards and guidelines from the Australian National Commission on Large Dams (ANCOLD), and the Canadian Dam Association (CDA). We carry out monitoring, inspections and audits in line with global industry standards. We also provide detailed information about our tailings storage facilities in our Investor Mining and Tailings Safety Initiative disclosure.

We manage other resources through site-level waste management plans and provide recycled materials to local communities wherever practical.

We plan in advance for mine closure and regularly update our mine closure plans. Our approach is to rehabilitate sites and provide for future productive viable land use.



We are committed to promoting a precautionary approach to environmental issues and undertake initiatives to promote greater environmental responsibility. Chifeng Gold continually strives for sustainable improvements in biodiversity, carbon and energy management, our use of land, water and air, and the beneficial closure of our sites.”

Shadrack Adjetey Sowah
Vice President and Managing Director
at Golden Star Wassa Limited

Performance

In 2021, Golden Star Resources received the inaugural ESG Award for Producers at the Mines and Money Outstanding Achievement Awards. The judging criteria for the award focused on how well we have developed and implemented a long-term sustainable ESG strategy. Our award-winning initiatives include efforts relating to poverty alleviation, sustainable livelihoods and mine closure.

With our subcontractor Genser Energy Power, we were recognised by the Ghana Chamber of Mines for our improved environmental footprint in terms of energy efficiency and adjudged among the three best projects for Mine-Supplies-and-Services. Our single-point suspension cable project was shortlisted among the three best projects for Best Performer in Innovation.

In operations, we continued our progress in optimising the Paste Backfill Plant project to enable the continuous improvement of our underground operations. The successful construction and optimisation of the plant were realised in 2021. This was due to detailed planning, excellent workmanship and the ingenuity of the civil engineers and underground team at Wassa, who constructed the plant entirely in-house when the project



engineering company was unable to access the site due to border closures caused by the COVID-19 pandemic.

Environmental monitoring

Our 2021 monitoring results show we achieved 100% conformance with our statutory monitoring programmes. Additionally, the performance adhered to all limits and guidelines for air, water and more than 100% alignment air blast overpressure and to blast-induce ground vibration standards. We did not have any significant or reportable environmental spills or incidents in 2021.

Water

We maintain extensive water monitoring programmes in our catchment areas to help ensure we meet or surpass water quality requirements. In 2021, we maintained 100% compliance with our operations' water sampling and quality requirements. We have set a similar target for 2022.

Water

Water management (Megalitres)	2019	2020	2021
Water withdrawal	3,355	1,555	183
Water consumed	3,355	1,555	183
Water recycled	4,198	4,278	3,865
Water discharged	0	0	0
Water usage	7,554	5,863	4,048

Tailings management

Tailings produced m ³	2019	2020	2021
Wassa	2,768,313	4,452,450	4,997,160

Performance

Climate change and energy

In 2019, GSR committed that in 2020 it would evaluate the potential to align with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) within a three-year timeframe.

Towards this goal, GSR has developed its energy management framework, including climate change policy and targets. As per the 2019 commitment, GSR embarked in 2021 on energy audits to determine a more comprehensive baseline of its consumption and emissions, in addition to realizing potential cost savings. We have sought energy reductions, through power factor corrections.

We have established an internal shadow price for carbon to improve risk understanding and develop mitigation strategies. Based on our scope 1 and 2 emissions, we have set a price of US\$40/t of CO₂. We have also completed energy audits to develop a comprehensive baseline of consumption and emissions and have developed a draft energy and carbon management plan.

A major project for energy in 2021 was to complete the transition to a different energy mix at our Wassa operations to improve our overall energy supply security and provide the potential to flatten our load profile.

Energy consumption (Giga joules)

Source	2019	2020	2021
Diesel	297,632	289,194	378,494
Electricity	280,210	330,818	371,843
Propane (LPG)	Data not available	1,723	2,858
TOTAL	577,842	621,736	753,195

We have consumed most of our electricity from the Ghana National Grid in previous years, primarily to power our processing operations. Regular power outages due to insufficient supply, line disruption, and maintenance issues in Ghana proved to be a risk to business continuity, resulting in mill and underground electric fleet downtime and damage to equipment. In 2021, the secure energy supply resulted in no downtime resulting from interruptions to the power supply.

The new natural gas power plant constructed by Genser Energy Ghana Limited (Genser), a Ghanaian company, continues to provide energy supply security to the Wassa mine. This has enabled us to flatten the load profile for enhanced energy efficiency and undertake further projects to transition to renewable supply. However, total energy consumption has increased, contributing (along with different emission factors) to an increase in greenhouse gas emissions, particularly for scope 2.

Energy intensity (GJ per ounce of gold produced)

Location	2019	2020	2021
Wassa	3.70	3.71	4.85

Greenhouse gas emissions (tonnes CO₂e)

	2019	2020	2021
Scope 1	20,890	20,408	26,820
Scope 2	9,950	12,200	69,770

Golden Star developed an energy and carbon management programme incorporating relevant elements from ISO50001, the energy management system standard. High value and impact projects have been identified and will be implemented in future.





Performance

Responsible resource use

In 2021, Golden Star Wassa's collaboration with the local District Assembly to allow them to access our waste rock for use as quarry products was signed. The quarry has been a major supply of aggregates materials in the host communities and the wider catchment area. In the first year of its operations, 180,650 tonnes of aggregates have been crushed and supplied to Golden Star Wassa for road construction and building, and the local communities.



Waste recycling

Waste oil (L)			Metal (t)			Plastic (t)			Wood (pieces)		
2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
81,952	87,601	62,026	399	732	774	14	29	35	120	550	1,350

Waste generation

Waste rock (kt)			Sludges (L)		
2019	2020	2021	2019	2020	2021
363	587	565	1,915,000	2,097,000	2,752,000

Sustainable mine closure

Land disturbance and land rehabilitation (ha)	2019	2020	2021
Total area of mining leases (MLs)	12,128	12,128	12,128
Land disturbance to MLs in current year	4	86	13
Total disturbance to MLs to date	850	936	948
Land rehabilitated in current year	10	1	0.24
Land fully remediated to date	297	298	404

Note: Values are rounded to the nearest hectare.



2021 UPDATE ON PROGRESS AGAINST OUR UN GLOBAL COMPACT GOALS

The United Nations Global Compact is the world’s largest corporate responsibility initiative, with approximately 13,000 private sector signatories in 170 countries worldwide. It consists of ten principles in the four areas of labour, human rights, environment, and anti-corruption. GSR has been a signatory to the Compact since 2009. The table below sets out the progress we made in 2021.

Compact area	Goal	Progress
Human Rights	Undertake a review of the Policy on Human Rights to enhance alignment with internationally recognised human rights standards and the Responsible Gold Mining Principles.	Achieved: Human Rights Policy reviewed and approved by the Board of Directors of Golden Star in February 2021. This has been communicated to Golden Star stakeholders, including our employees, customers, suppliers, shareholders, and the communities. In 2021, Voluntary Principles on Security and Human Rights training was provided to Golden Star Wassa Security and third-party security personnel in our business to build their capacity and equip them to provide this training amongst the wider workforce.
	Complement the 2020 release of the Inclusion and Diversity Policy with targeted training on harassment and discrimination as well as other programmes on inclusion.	Achieved: Golden Star Wassa has developed a female leadership partnership with International Women in Mining (IWIM) through their excellent International Women in Resources Mentorship Programme (IWRMP). Golden Star Wassa continued to participate and support the participation of women in the programme.
	Continue to embed the Golden Star Way and specifically our values of caring, collaboration, respect, fairness and honesty in our relationships.	Achieved: Continue to embed the Golden Star way, specifically our values of caring, collaboration, respect, fairness and honesty in our relationships through regular Human Resources inductions for all new and existing employees and contractors.
	Zero legitimate human rights complaints against the company.	Achieved: Wassa operation received no community complaints or grievances in the year.
	Continue to advance our programmes on local procurement.	Achieved: Golden Star Wassa multi-disciplinary work team continued to advance these objectives and continued its partnership programmes with GIZ to enhance local capacity. As a result, the National Vocational Training Institute (NVTI) has formally certified these artisans in various technical trade areas such as cooking, electrical, carpentry, plumbing, welding, fabrication, and mechanics.



2021 UPDATE ON PROGRESS AGAINST OUR UN GLOBAL COMPACT GOALS (continued)

Compact area	Goal	Progress
Human Rights	Review supply chain systems and policies to enhance supply chain human rights due diligence.	Achieved: A review of supply chain systems and policies to enhance supply chain human rights due diligence was completed. As a result, we released our Supplier Code of Conduct and Policy in December 2021.
Labour (Employees)	Zero fatalities and sustained reduction in recordable injuries.	Zero fatalities: Recordable injury rates saw an expected increase after implementing programmes to encourage reporting of incidents.
	Maintain diligent adherence to the COVID-19 Pandemic Management Plan and support host communities in preparedness and management activities as appropriate.	Achieved: Continued to enhance medical support to protect our frontline workers and ensure positive management outcomes for those who contracted COVID-19.
	Sustain malaria case rates at less than 6% of clinic attendance and less than 0.30 cases per capita.	Not Achieved: Malaria cases were more than 6.0% (6.6%) of clinic attendance, and case rates remained below 0.3 cases per capita.
	Pursue the implementation of Golden Star Wassa, a Health and Safety strategy.	Achieved: Among other elements, the finalisation of several critical risk audit protocols and draft Health Risk Standards occurred in the year.
	Advance towards 20% female representation within the workforce.	Not achieved: The proportion of females in the mining business units was 8%. GSOPP decreased to 26% female (from 56%) new hires.
Environment	Zero reportable environmental incidents.	Achieved: No incidents or discharges were reportable to the Ghanaian Environmental Protection Agency.
	100% compliance with dust, noise and vibration, and water requirements.	Achieved: 100% regulatory compliance met for all stated categories.
	Zero significant spills.	Achieved: GSWL achieved zero significant spills.



2021 UPDATE ON PROGRESS AGAINST OUR UN GLOBAL COMPACT GOALS (continued)

Compact area	Goal	Progress
Environment	Complete a gap analysis against the Global Industry Standard for Tailings Management and develop an associated improvement action plan.	Achieved: Draft Gap Analysis completed.
	Continue development of an energy management framework for the business, including a climate change policy and targets and provision for energy audits to validate targeted energy opportunities.	Achieved: Audit completed, and drafts reports for Energy and Carbon Management Plan, Energy Baseline and Gaps Analysis Report, design of Golden Star Energy and Carbon Dashboard Tool and Opportunities Registry completed.
Anti-corruption	Develop a stand-alone Anti-Corruption Policy to complement the Policies on Business Conduct and Ethics and other governance systems.	Achieved: We developed and released a stand-alone Anti-Corruption Policy to complement the Policies on Business Conduct and Ethics and other governance systems. Released in February 2021.
	Continue to report payments under the Extractive Industries Transparency Initiative (EITI).	Achieved: Disclosure is integral to the 2021 CR Report. GSWL submitted its EITI report to as required. The EITI data has not been reported in the CR report.
	All leaders to supervisor level undertake anti-corruption training, conflict of interest surveys and ascribe to company policies.	Achieved: Anti-corruption training was conducted in 2021 with 97% participation and signed confirmation. In addition, the superintendents and leading supervisors participated in the training.
	Design an anti-corruption training programme for members of community engagement committees.	Not Achieved: Training delayed. Community engagement committees continue to support voluntary industry initiatives for anti-corruption.



UPDATE ON IMPLEMENTING THE RESPONSIBLE GOLD MINING PRINCIPLES

The Responsible Gold Mining Principles (RGMPs) of the World Gold Council set out clear expectations for consumers, investors, and the downstream gold supply chain as to what constitutes responsible gold mining.

The RGMPs, which were established in 2019, align closely with the frameworks that we have already adopted – but most importantly, those we have carefully selected for beneficial impact, sustainable outcomes and to uphold our values – supporting our vision.

Having published our commitment to the RGMPs in our 2020 Corporate Responsibility report, the implementation process is ongoing. In line with year two requirements, we

engaged an independent assurance provider to assess our processes and performance, considering site and corporate level activity. In 2021, we completed the documentation of an action plan and obtained external assurance – to provide additional confidence to our stakeholders that Golden Star Resource's gold is responsibly mined and sourced.

The assurance covered all the 10 Umbrella Principles and 51 sub-principles in the Golden

Star Resources RGMP Action Plan. The Progress Report demonstrates full compliance for the majority of the 51 Principles and summarises the Assurance process for Year 2. In addition, it provides a status report with guidance on actions for Year 3, which is the final year of the RGMP implementation process. Based on progress to date, indications are that by the end of the Year 3 Assurance Review, Golden Star should be fully in conformance with the RGMPs.

Our land rehabilitation process has helped to transform a former tailings storage area into productive use, now delivering economic benefit as part of the GSOPP plantation (shown below on the right). A cell of our active tailings storage facility is shown on the left.





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