



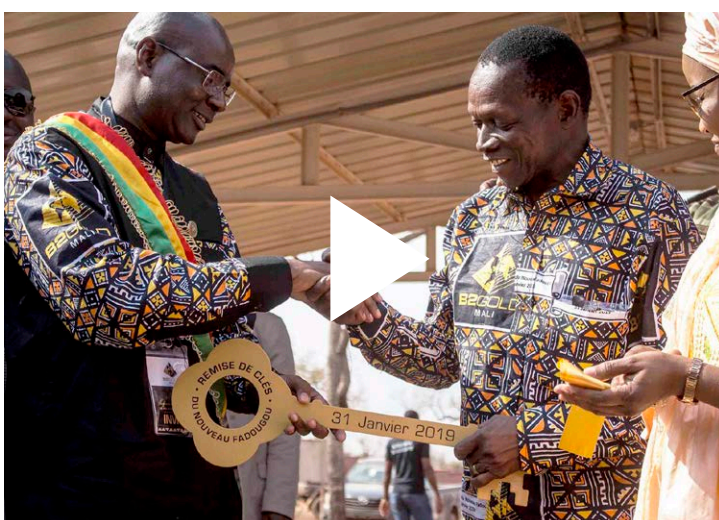
OUR COMMUNITIES: HUMAN RIGHTS

As an extractive company and major employer operating in locales where human rights and social impacts are a primary concern, we are committed to setting high standards of corporate citizenship. Identifying and managing our human rights risks and obligations is essential work that we approach with gravity, but it is only the first piece of the equation. Our mission is not only to avoid and mitigate harm, but also to proactively address existing issues through a concentrated campaign of assessment, awareness and action.

In managing human rights risks and concerns, we consider the whole nature of our impacts, including impacts beyond our own direct operations. Where we have direct control over the activities that can cause an impact, such as resettlement, internal employment practices and private security practices, we manage these activities in line with local and national requirements and international practices. Where there are concerns related to our activities that are outside our direct control, we consider the leverage we have that may allow us to address them. We have had success with this level of active engagement in managing emergent concerns such as labour conditions with off-site suppliers or artisanal mining taking place on our permits without our consent.

Throughout our approach to human rights, we pay particular attention to the potential impacts and risks on minority and vulnerable groups such as ethnic minorities, women and children, including the potential for slavery and human trafficking. Concerns centered around vulnerable populations require special attention and we make it a priority to actively monitor them at all times.

Through diligent engagement, we strive to find the best solutions for managing human rights issues and implement these solutions in consultation with those affected. We believe that it is our responsibility to share benefits and aim to leave a positive legacy with communities that will last beyond the life of our mines.



Mali – New Fadougou Resettlement

When we acquired our Fekola Project in Mali in 2014, the village of Fadougou was located near the perimeter of the proposed open pit. Although relocating the residents was not a condition of the mine permit, it soon became clear that building a new village was an opportunity to invest in the long-term social and economic development of the villagers.

Resettlement can be a disruptive and stressful process, so it was only after extensive engagement with the government and community members that we devised a resettlement plan accounting for risks such as loss of homes, loss of livelihoods, reduced access to land and social disorganization.

The collaborative effort did not end at managing these risks, however. We also helped improve living conditions and diversify the economy in Fadougou by providing resources to enable the development of new services, education, training and infrastructure. The resettlement project employed 400 members of the community during construction and gave traditionally marginalized women a role in the planning and execution of the resettlement. Most importantly, the process positioned the whole region for social and economic growth beyond the life of our Fekola Mine.

Our efforts and success in completing the New Fadougou resettlement was recognized by PDAC, receiving their 2021 Sustainability Award.



The Philippines – Global CSR Conference

In 2019, we launched a global Corporate Social Responsibility (CSR) Conference at our Masbate Mine in the Philippines, bringing together our senior CSR personnel from five operating mines and our Burkina Faso development project for the opportunity to share their learnings and experience. Some of our leading CSR and human rights practices from across our operations were presented with discussions on how they can be adapted to improve practices globally. Among the topics covered were coexistence strategies for artisanal and small-scale mining, sustainable approaches to community investment, resettlement and livelihood restoration best practice, and considerations for social aspects in mine closure.

We believe that every region's unique human rights concerns present an opportunity for us to have a positive impact and also to export learnings to our other operations. Good corporate citizenship in a complex and ever-changing world is a matter of constant vigilance, diligence and conversation. It is a conversation that we are committed to engaging with to the fullest.