

# PUBLIC CONSULTATION & DISCLOSURE PLAN

2<sup>nd</sup> Edition

AMOMA PROJECT  
BRONG AHAFO REGION  
GHANA



  
**NEWMONT**  
Newmont Mining Corporation  
Accra, Ghana

rePlan

February 2009

# **Public Consultation & Disclosure Plan**

## **Amoma Project**

**2nd Edition**

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**February 2009**

## Public Consultation & Disclosure Plan

### Amoma Project

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## 1. Introduction

This Public Consultation & Disclosure Plan (PCDP) outlines and documents Newmont Ghana Gold Limited's (NGGL's) consultation and disclosure practices being implemented for the Amoma Project (Project). The PCDP includes details of public involvement activities with Amoma communities, which will occur:

- During the feasibility assessment stages of the Amoma Pit expansion and resettlement;
- During development of the Project; and,
- Continuing throughout the life of the Project

To ensure proper and appropriate mine developments occur in Ghana, NGGL, as a subsidiary of Newmont Mining Corporation, 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, organisations, and individuals with an interest in the development of the Project.

The PCDP is developed from the Public Consultation & Disclosure Plan developed for Ahafo South Project, by rePlan in August 2005, the Public Consultation & Disclosure Plan (1<sup>st</sup> Edition) developed for Ahafo Project Stage 2 by Golders Associates in November 2006, and the first Edition of this Amoma Public Consultation & Disclosure Plan produced in July 2008.

### 1.1 Goal of the PCDP

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 clear and timely manner, and that these groups are provided sufficient opportunity to voice their concerns and opinions so that they can influence project decisions.**

The approach should also be undertaken in a manner consistent with the local cultural norms of the area and of Ghana as a whole.

Public consultation will occur through a variety of mediums and venues, in order to meet the need to effectively communicate and consult with various stakeholder groups in a culturally appropriate manner.

In all cases, the methodologies employed will be further developed through initial discussions with the stakeholders.

The first edition of the PCDP covered consultation and information disclosure activities up to the end of July 2008. This PCDP covers activities to June 2009, including the negotiations process. The PCDP will continue to be updated and reviewed regularly at key points in the project development.

### 1.2 Objectives of the PCDP

The PCDP is a useful tool for managing communications between NGGL and stakeholders. The PCDP aims to improve and facilitate decision-making and create an atmosphere of understanding

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that actively involves individuals, groups, and organizations that can affect, or be affected by, development of the Project.

Emphasis of the Plan is to allow implementation of a formal program of communication in an objective, simple manner, to focus efforts on improving communications between NGGL and interested parties.

Monitoring and evaluation of program results and behaviour of the respected parties will enable constant development and improvements to the program over time.

### **Objectives of the PCDP**

- Keep stakeholders informed of NGGL activities
- Consult and educate stakeholders on all aspects of the project
- Develop community inputs to project development and design
- Generate and document broad community support for the Project
- Improve communications between interested parties
- Document development of formal public consultation
- Describe formal complaint submittal and resolution mechanisms
- Disclosure of project documents as per IFC Standards

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 the public and stakeholders, ensuring that community workers and staff are aware of NGGL's position regarding the project and are capable of responding to questions/comments appropriately
- Communication to be undertaken in both Twi and English
- Regular meetings and forums documented by NGGL community workers to present Project-related information, answer questions, and address concerns
- Development of the Ahafo South Resettlement Negotiations Committee (RNC), to include additional members acceptable to all parties, to discuss and make decisions regarding specific Project impacts and community concerns
- An open-door policy for interaction with Community Liaison Officers, such that stakeholders feel comfortable approaching them directly to ask questions, discuss matters, and raise concerns
- Management of a responsive grievance and complaints procedure for recording and responding to comments and concerns in a constructive and timely manner

The Consultation Process will develop through four main phases: (i) Initial Consultations (ii) During Negotiations, (iii) Implementation, and (iv) Post-resettlement/ relocation & Monitoring.

### 1.3 Ahafo Project History

NGGL is developing gold reserves at the Ahafo Project in the Brong Ahafo Region of Ghana, West Africa. The Project Area is located approximately 300 km northwest of the capital city, Accra, 107 km northwest of Kumasi, and 55 km south of the regional capital of Sunyani, as shown on Figure 1.1.

The current resource is the result of exploration by various interests, which were consolidated by NGGL following a merger with Normandy Mining Limited and the 2003 purchase of Moydow Mines International interest in Rank Mining Ltd. In December 2003, Newmont formalized its involvement in the Project by signing a foreign investment agreement with the Government of Ghana.



Figure 1.1: Location Map, Ahafo Project

Through these mergers and acquisitions NGGL acquired the right to develop the area covered by permits previously issued by the Ghana Environmental Protection Agency (EPA) for the Ntotroso and Sefwi projects, which were renamed by NGGL as the Ahafo Project. NGGL evaluated these mining leases and determined that development of the Ahafo project would be modified from previous approved plans. As a consequence, NGGL has separated the Ahafo Project into two components: Ahafo Stage 1 and Ahafo Stage 2. The Ahafo Project is part-funded by the International Finance Corporation (IFC) which also part-funds the Ahafo Linkages Program which is a development program designed to improve and support local businesses take advantage of the economic growth created by the project. Newmont is committed to adhere to the IFC's Policy and Performance Standards on Social and Environmental Sustainability for the Ahafo Project.

#### **1.4 Ahafo Stage 1 Project History (South Phase)**

The South Phase Lease Area, which forms Ahafo Stage 1, generally extends from the Amoma 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. The North Phase Lease Area extends from the northern boundary of the Amoma Shelterbelt and Bosumkese Forest reserves north-easterly to the known extent of the Ahafo mineralised zone. The South Phase Lease Area is separated from the North Phase Lease Area by these forest reserves (Figure 1.2).

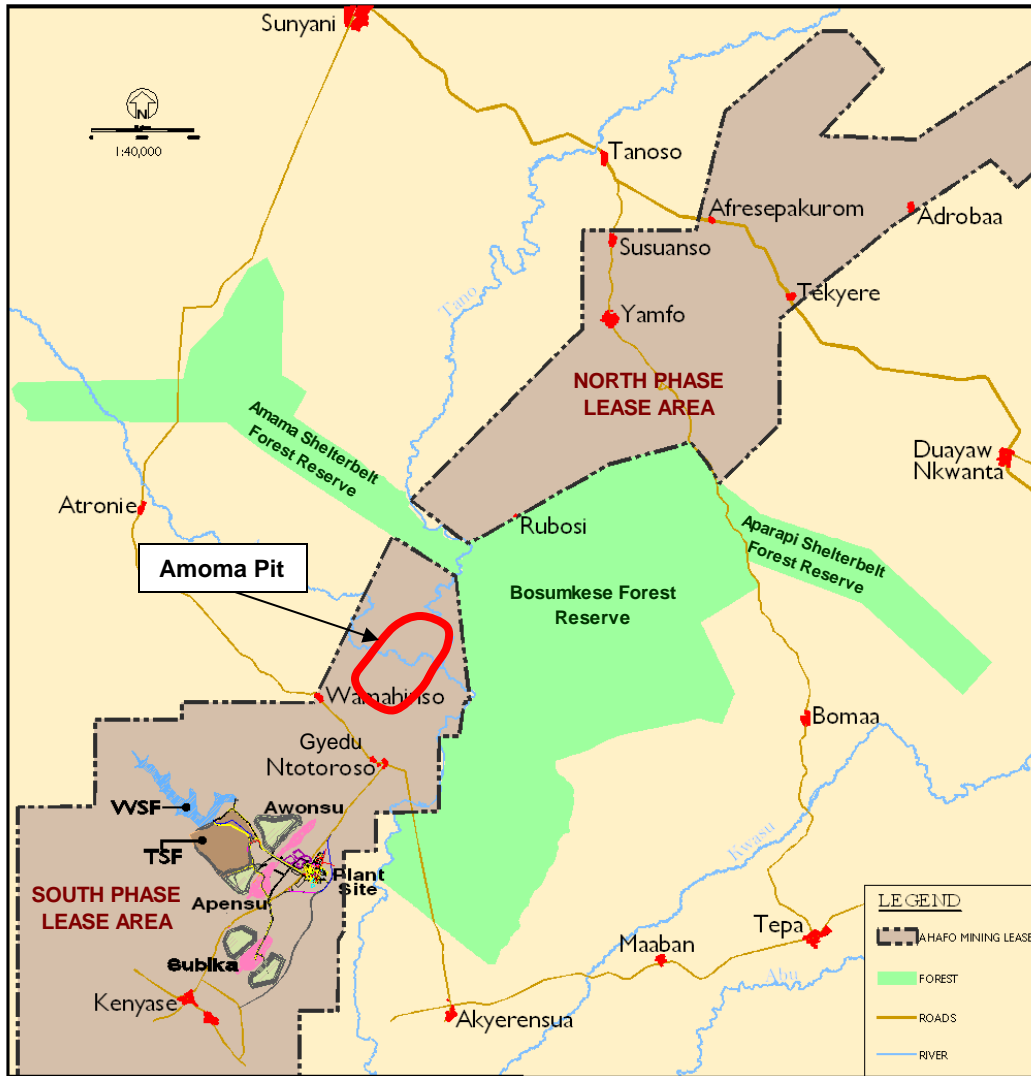
NGGL's life-of-mine plan for the Ahafo Stage 1 Project involves the development of 4 mine pits to produce and process approximately 7 Mt of ore annually over a 15-year period. Current resources are estimated at 105 Mt of ore producing 6.8 million ounces of gold. Initial development in the mine take area (Project area) involves approximately 2,994 hectares (ha) for construction and operation of the following facilities and mine components:

- Four open-cut mine pits (Amoma, 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 storm water and sediment control structures
- Ancillary facilities (buffer zones, resettlement sites, bypass and haul roads, accommodation camps, and mine services)

The Ahafo Stage 1 Project obtained the necessary mining leases and permits from the Ghanaian Government and Environmental Protection Agency (EPA) respectively to proceed with Project development and the majority of the Project has been developed, including construction of the mill facility, tailing storage facility, water storage facility, construction camp, and access roadways. The first gold production was started in July 2006.

To date, Ahafo Project Stage 1 has impacted approximately 1,700 households made up of approximately 9,500 individuals, in that their houses or farms were included in the mine land-take. As described in detail in the Ahafo Project Stage 1 RAP, compensation was paid to Project-affected people according to parameters set by the Resettlement Negotiation Committee on the basis of non-coerced, and informed consent. Compensation included full replacement cost of structures, assistance with moving personal belongings, efforts to improve former living standards and compensation for crops.





**Figure 1.2: Map indicating the location of the lease areas and adjacent forest reserves**

The Company has built 402 houses, with better materials and facilities than had previously been the case, in two planned and permitted resettlement villages. The Company has since been working with these new communities to ensure that the infrastructure of the resettlement villages is maintained. This effort includes the formation and training of Water & Sanitation Committees according to the rules and procedures of Ghanaian regulations, erosion monitoring and control, repairing building defects during the guarantee period, and supporting handover to permanent local government institutions with responsibility for community infrastructure. The objective is to establish sustainable systems managed by the resettlement communities themselves and District Assembly.

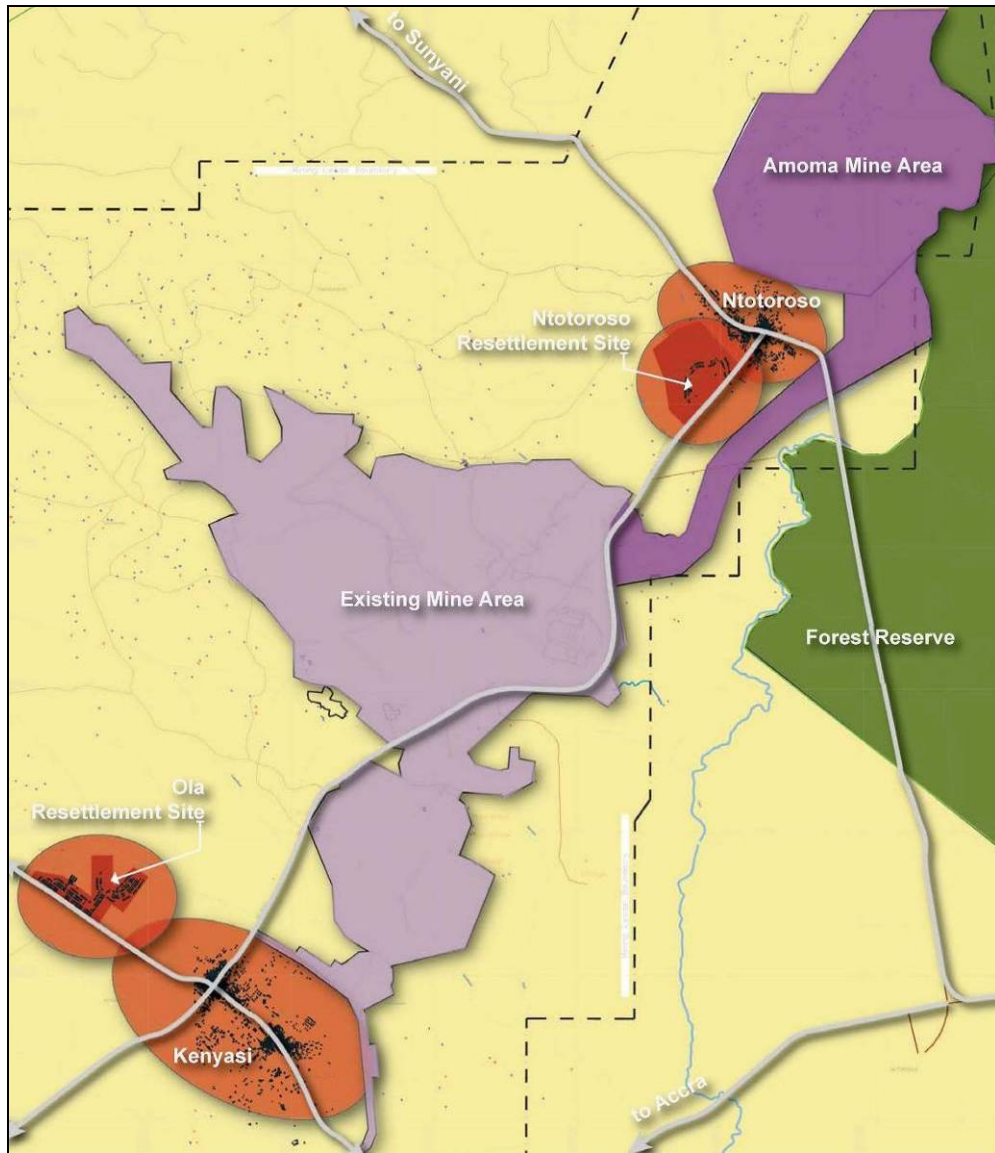
An independent assessment team representing the International Finance Corporation (IFC) reviews the Ahafo RAP and its implementation periodically. The first review was undertaken in August 2005 and there have been seven reviews since, the latest in February 2008. The review reports are publicly available on the IFC and Newmont websites.

## 1.5 The Proposed Amoma Project

Amoma Pit is the fourth and final pit of Ahafo Stage 1. It lies 2 km northeast of Ntotroso, as shown on **Figure 1.3**.

The total land take will be 1,378 acres in the Stool lands of Ntotroso. An estimated 50 Households will be directly affected by loss of access to land they presently occupy, and up to 1500 families will be affected by loss of access to farmland. This will be confirmed by socio-economic, crop and land surveys.

The land take is required for open-cast mining (mine pit, waste dump, ore stock pile and environmental control dams); a haul road to transport ore from the Amoma Pit to the present Ahafo Mine processing facility; and a power line and pipeline along the haul road.



**Figure 1.3:** Location of Amoma Pit Mining Area

The Amoma Pit is permitted by the EPA under the existing Ahafo ESIA. However, a new Resettlement Action Plan (RAP) has been prepared for the Amoma Pit given the scale of the land take, the number of directly affected persons, the need to integrate Newmont's livelihood development and Vulnerables programs into project planning, and to integrate current national and international policy.

## **1.6 Structure of PCDP**

In addition to this Introduction and Project Description, the PCDP contains the following sections:

**Section 2** outlines previous public consultation & disclosure activities, in particular a review and evaluation of the previous PCDP and consultation activities for Ahafo South Stage 1.

**Section 3** outlines current regulations and requirements governing preparation of a PCDP and consultation and disclosure efforts required by international and national law and guidelines concerning resettlement. Newmont Corporate policies concerning consultation and community engagement are also discussed.

**Section 4** outlines public consultation & disclosure activities undertaken to date, ongoing, and planned for Amoma, including stakeholder identification, information disclosure and consultation methodologies and schedules.

**Section 5** discusses implementation, including resources and responsibilities and grievance procedures.

**Section 6** outlines future consultation activities in anticipation of further revisions of this PCDP.

## 2 Previous Public Consultation & Disclosure

The PCDP for Ahafo Stage 1 and the ESIA Public Consultation Comment Response Document provide a summary and evaluation of activities undertaken for the Ahafo South lease area. A communications plan was also compiled for the proposed realignment of the Kenyase-Ntotroso Road.

### 2.1 PCDP for Ahafo Stage 1

The formal outreach efforts focused on specific communities, and established groups and organizations located in and around the Project area. The Public Consultation and Disclosure process began in 2003 and is still continuing.

The PCDP for Ahafo Stage 1 includes details of public involvement activities occurring:

- Before NGGL acquired the Ahafo concession
- During the environmental studies for the revised Ahafo Project design, which integrated two mining leases into one Project
- During public involvement for resettlement and compensation processes and agreements, as well as for resolving issues resulting from implementation of these processes and agreements
- During construction
- Ongoing and proposed to continue throughout the life of the Project.

Key aspects of the consultation and disclosure process included:

- Engagement of project stakeholders, including individuals, groups and organisations with an interest in the project or that may be affected by the project
- The provision of workshops, briefings and educational programmes on the project to local community groups, government agencies (international, national and local), environmental groups, human rights groups, NGOs and media organisations
- Specific engagements involving local stakeholders in the crop and resettlement negotiations process, as well as in public hearings to discuss issues related to the environmental impact assessment
- Release of project-related information at community information centres and notice boards: Information included Newmont policies, project details, answers to frequently asked questions and rights and responsibilities of affected people
- Articulation of messages from key personnel to stakeholders and project affected people, ensuring that community workers were aware of Newmont's position regarding the Project and were capable of responding to questions/comments appropriately
- Consultation in both Twi and English
- Regular meetings and forums by Newmont community workers to present project-related information, answer questions and assuage concerns
- Establishment of multi-stakeholder committees, including Chairpersons / moderators acceptable to all parties, to discuss and make decisions regarding project impacts and community concerns
- Maintaining an open-door policy such that stakeholders felt comfortable approaching community workers directly to ask questions and raise concerns.

### 2.2 PCDP for Realignment of Kenyase-Ntotroso Road

The PCDP outlines the reason for the proposed road realignment and construction, the objectives and target audience for public consultation and disclosure, key messages, anticipated questions and answers, and a list of planned communication activities.

Communication activities included the following:

- Radio discussions on Radio BAR and Nananom FM
- Community meetings in Kenyase 1 & 2, Ntotroso, and the hamlets of Dokyikrom, Manushed, Huhure-Nanase Nkwanta, Yawusukrom, Kokofu, and Atuahenekrom
- Stakeholder meetings with national, district, and local officials
- Meetings with Chiefs and Elders
- Meetings with Project Affected People (including farmers)

### 2.3 Previous PCDPs Resources and Responsibilities

Newmont's External Affairs Department was and is responsible for implementing the existing PCDPs. Human resources for public consultation and disclosure are led by the Newmont Community Relations Manager. The Community Relations Manager is familiar with the project area, and has extensive experience of interacting with communities and stakeholders.

Newmont also appointed the following Communication Specialists to conduct consultation efforts and address community questions:

**StratComm Africa**, an independent Ghanaian communications consulting firm, was contracted in 2003 to provide a range of communications services on behalf of Newmont. These included communications support materials (posters and flip charts in English and Twi); project-related community education activities (such as local theatre to convey information about resettlement and relocation); and facilitation of meetings and focus groups with local Chiefs, NGOs, regulatory agencies and the media.

**Opportunities Industrialization Centre International (OICI)**, an NGO contracted in 2004 to undertake a survey of households that would be directly impacted by the project. The results of the survey were used for resettlement planning and implementation, including livelihood enhancement and community development;

**rePlan** an independent Canadian consulting firm contracted in 2004 to lead the resettlement process, including preparation of the PCDP and Resettlement Action Plan.

**Golders Associates**, an independent international consulting firm contracted in 2006 to develop the consultations process, including the preparation of the PCDP, for the Ahafo Stage 2 Project.

### 2.4 Previous PCDPs Identification of stakeholders

Major stakeholder groups included in the public consultation and disclosure processes were Government and Non Agencies including:

- Ministry of Food and Agriculture (MoFA) ;
- Ministry of Lands, Forestry, and Mines
- Environmental Protection Agency (EPA)
- Regional & District Authorities
- Traditional Authorities, including the Paramount Chieftaincies of Kenyase No. 1 and No. 2, and the Ahafo North Divisional Chieftaincy, which includes Ntotroso, Gyedu and Wamahinso
- Local communities, including up to 35,000 people living in the study area in five settlements and eight hamlets, as well as on individual farms
- Special interest groups, such as farmers and youth groups

- NGOs, including national and international NGOs, some of which were and are highly concerned about the potential impacts of mining

Newmont has built up an extensive electronic list of stakeholders, including those contactable by post and those that have no postal addresses.

## 2.5 Previous PCDPs Disclosure of Information

Newmont announced events and involved communities in culturally appropriate ways, on public notice boards and through the traditional *gong gong* community announcement system in the project area.

Personnel who worked directly with local people were bilingual in Twi and English. StratComm Africa provided communication support specifically to inform and educate residents of the local labour pool that was to be used by construction contractors.

The consultation process made use of traditional Ghanaian communication methods to share information with communities. These included engagement with Chiefs; using traditional town criers to inform communities of an impending event or public meeting (durbar); and use of local theatre, dance and drama as communication tools to educate and inform communities where up to 50 percent were not able to read and/or write. In addition, posters, short information documents and flipcharts were used during meetings. The Resettlement Negotiation Committee (RNC) was developed to disclose project information and updates to communities through their representatives on the Committee.

The primary project documents, including the Resettlement Action Plan (RAP), Environmental and Social Impact Assessment (ESIA) Report, Public Consultation and Disclosure Plan (PCDP) and Independent Assessment of Resettlement Implementation were all officially and ceremoniously presented between 30 August and 15 September 2005, to the Traditional Councils of Kenyase No. 2, Kenyase No. 1, Ntotroso and Wamahinso, as well as the Asutifi District Assembly. All ESIA and RAP documents were also displayed, and are still being displayed, in Newmont Information Centres throughout the South Phase Lease Area.

Video presentations were produced in Twi to explain the Project and Project documents (e.g. the ESIA, RAP, PCDP, and Independent Evaluation), and shown to communities during January 2006.

Key project documents were made available on both Newmont and IFC websites.

## 2.6 Previous PCDPs Stakeholder Consultation

Newmont External Affairs engaged, and continues to engage, with local communities on a daily basis. Such interaction occurs as Newmont representatives are on their daily rounds, meeting with local people, providing informal updates on the progress of the Project and answering questions.

Formal stakeholder consultation included meetings and workshops with traditional and political leaders (including Chiefs, Elders and Queen Mothers of affected communities, as well as Assemblymen), community members, landlords, NGO officials, farmers and youth associations.

A number of committees were established to facilitate consultation with a wide range of stakeholders and neighbours, as summarised in Table 2.1.

**Table 2.1: Stakeholder Committees and Forums utilised by Newmont for ongoing stakeholder engagement**

Committee Name	Members	Objectives
Resettlement Negotiation Committee (RNC)	Approximately 65 members. Traditional authorities, local community representatives, Government. NGOs as observers but may join discussions if requested by committee members	To negotiate and make recommendations concerning resettlement
Site Selection Committee (SSC)	Subcommittee of the RNC. Members nominated by RNC, consisting of some chiefs, affected landlords, district assembly members, regulatory agencies	Investigating and agreeing on the various sites at which resettlement houses were to be built. Also to approve house designs and decide if people qualify for relocation in lieu of resettlement
Water/ Dam Committee	22 members: 17 residents near the Water Storage Facility (WSF) plus Chiefs representing Ntotroso and Kenyase 2	To deal with issues relating to the dam, e.g. access to fields on the other side of the dam, access to potable water from the dam and safety measures
Water and Sanitation Committees (WATSAN)	In each of the resettlement sites and some larger towns, representation by inhabitants.	To sustainably manage water and sanitation facilities in the resettlement villages, including raising revenue through sale of water to maintain facilities
Vulnerables Committee	2 traditional council representatives from Kenyase 2 and Ntotroso, 5 representatives of NGOs, 2 representatives of the resettlement sites, 2 representatives from the Department of Social Welfare, 1 representative from the District Assembly, 2 Newmont representatives	To verify and approve households as being vulnerable or not. Also, to assist Newmont with the facilitation of education for the vulnerable as part of the implementation of the Livelihoods Enhancement and Empowerment Program (LEEP)

Committee Name	Members	Objectives
Crop Rate Review Committee (CRRC)	Approximately 70 members. Committee has a mandate for one year but are eligible for re-election. Representation by Farmers, Assembly members and Traditional Councils. NGOs and regulatory agencies act as observers and provide advice	To review existing crop compensation rates, suggest adjustment based on economic conditions, negotiate level of adjustment and agree on crop rates acceptable to farmers and Newmont
Land Access Review Committee (LARC)	Each LARC has between 7 and 10 members. There are two LARCs – one in Ntotroso and the other in Kenyase Number 2	To verify and ultimately approve the households that may gain access to land via the Agricultural Improvements and Land Access Program (AILAP).
Social Responsibility Forum (SRF)	Partly a community initiative. The forum itself decided who would be representatives, including Chiefs, MPs, Regional Minister, DCEs, Women’s group members, Farmers, Youth and NGO’s	Negotiated Social Responsibility Agreements covering relationship, employment and formation of a Social Responsibility Foundation with Newmont in regard to distribution of benefits from the Newmont commitment of US\$1 / ounce and 1% of net profit. into a Community Development Fund managed by the Foundation,.
Women’s Consultative Committee (WCC)	Committee established as part of Newmont’s Gender Plan, with over 70 members from across the Lease Area. Moderated by a local woman, native of one of the communities	To act as a platform for women’s voices to be heard

## 2.7 Complaints Process / Grievance Procedure

NGGL has put in-place a Standard Operating Procedure (SOP) that seeks to manage complaints in a planned and systematic manner. This is to facilitate the speedy resolution of disputes and grievances, and also to promote trust and build a positive rapport between NGGL and its external stakeholders.

A Grievance Office and Complaints & Grievances Committee (CGC) forms an integral part of the procedure for resolving all complaints and grievances reported by individuals, groups and other stakeholders who may have been adversely affected by mining activities.

**First Order Mechanism:** The first order mechanism is a face-to-face discussion with a Complaints & Grievance Officer. 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 seek 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. If unable to resolve the complaint in a face-to face discussion the Complaint and Grievance Officer will refer the case to a Resolving Officer. A Resolving Officer is a staff member from the External Affairs or Human Resources department at Ahafo, or from the Legal Department in Accra assigned to respond to a grievance or complaint.

**Second Order Mechanism:** Where complaints and grievances cannot be resolved by Officers, the complaint is referred to the Complaints & Grievances Committee.

The committee is mandated to:

- Take over complaints that Resolving Officers are not able to resolve.
- Manage new complaints that are above the precedent and authority level of Resolving Officers.
- Play an advisory role to the Complaints & Grievance Officers.

The committee is expected to:

- Determine the way forward in resolving complaints considered to be an issue (if the same complaint keeps reoccurring by at least ten [10] complainants) within a period of 1 Month.
- Manage all new complaints considered to be above the precedent and authority levels of Resolving Officers
- Review the resolution procedures adopted by the Resolving Officer(s) in all appealed Complaints, to see its merits and come out with alternative resolution
- Seek to resolve all outstanding unresolved complaints received over a year
- Examine other alternatives to resolve complaints considered to be resolved (by Resolving Officer(s)) of which the complainant(s) refuse to sign the Terms of Resolution because of dissatisfaction with the resolution
- Ensure that decisions or recommendations taken/made in the resolution process conform to NGGL's Complaints & Grievances Standard Operation Procedures and explain deviations
- Refer all unresolved complaints that are above the precedent and authority level of the Committee to the External Affairs Management for review
- Document Committee's resolution procedures to serve as a guide to future resolutions

The composition of the Complaints & Grievances Committee is as follows:

- Community Relations Superintendents
- Senior Communication Officer
- Community Development Superintendent
- Monitoring & Evaluation Unit Manager
- Administrator
- Grievance Officers
- Monitoring & Evaluation Officers responsible for the Complaints & Grievances Domain.

Independent third party organizations/groups such as NGOs, Commission on Human Rights & Administrative Justice (CHRAJ), Traditional Authorities, and the District Assembly shall be involved in the work of the Complaints & Grievances Committee to resolve complaints and grievances where applicable.

The committee meets bi-weekly or less frequently according to demand from the Grievance Officers. The duration for a sitting is a maximum of four (4) hours.

For appealed cases, two-thirds of the Committee members may sit but for new cases any four of the members, in addition to Grievance Officers, may sit.

The Committee shall not spend more than two (2) weeks on any complaint (both appealed and new) that goes before it for resolution. In a situation where an independent third party is involved in the resolution process the case may last for three (3) weeks. All complaints that go before the Committee shall be resolved in a maximum of two sittings.

In instances where the Committee is not able to resolve complaint within the stated sittings, it shall record the reasons for its inability to do so.

### **Third Order Mechanism**

**Court Action:** Ghanaian citizens and legal entities have access to court recourse in conformance with applicable laws.

## **2.8 Evaluation of Previous Public Consultation and Disclosure Processes**

An evaluation of the previous consultation and disclosure activities was undertaken as part of PCDP preparations for Ahafo North. In summary, the schedule for development and construction of Ahafo South was under great time pressure due to practical imperatives and as a result, Newmont dedicated considerable resources to people issues.

A great deal of communication and consultation was achieved under exceptionally difficult circumstances, the focus during the previous ESIA process being mainly on communication with project affected people, especially pertaining to resettlement / relocation and compensation.

Subsequently, Newmont External Affairs personnel systematically broadened the communication and consultation activities to the extent that there is currently around 80 staff dedicated to various external relations activities ensuring there is virtually daily contact with communities in the Lease Area.

Important lessons were learned, which the company is incorporating into planning for further consultation and communications pertaining to the Amoma Project.

### 3 Regulations & Requirements

Specific guidelines and requirements outlining a public participation process to address potential environmental and socio-economic impacts arising from mining development are not clearly defined in current legislation. Rather they have developed through implementation of other requirements or regulations, as well as international, particularly IFC, guidance.

To this end, NGGL has developed a comprehensive Public Consultation & Disclosure Plan that accords to best practice, to address these issues in a way that is culturally sensitive, transparent, provides timely, accurate information to Project-affected people and other stakeholders, and allows sufficient opportunity for stakeholder input and exchange.

This section includes an up to date listing and brief description of relevant Ghanaian and international requirements, as well as Newmont corporate policies that are being applied to the Amoma Project.

#### 3.1 Environmental Regulations in 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 EIAs involving gradual phases depending on 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 approval in order to obtain an Environmental Permit, which allows the Project to proceed on environmental grounds.

If there appears to be significant adverse public reaction to a proposed undertaking, or if the undertaking will involve the dislocation, relocation or resettlement of communities, the EPA will conduct a public hearing for which it will appoint a panel of between three and five persons, at least one-third of which are resident in the geographical area of the proposed undertaking. The panel makes recommendations to the EPA on the basis of submissions received. Following the public hearing, the EPA further reviews the draft EIS. The EPA may then issue an Environmental Permit, which allows the undertaking to proceed on environmental grounds. Alternatively, the EPA may instruct the applicant to revise the EIS or to conduct further studies.

Where resettlement will occur, a Resettlement Action Plan (RAP) in advance of, or accompanying, such a submission is best practice.

#### **Minerals and Mining Act (MMA) (2006)**

The legislative framework for mining in Ghana is stated in the Minerals and Mining Act, 2006 (Act 703).

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 invested 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 licence 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 reconnoitre, 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 co-ordinate 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 upgrade crops in a mining lease, or to erect any building or structure in the case of land covered by a mining area.

A mineral rights holder must compensate for any disturbance to the rights of owners or occupiers and for damage done to the surface of land, buildings, works or improvements, livestock, crops, or trees in the area of mining operations.

According to the Minerals and Mining Act, 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.

The Act states that mineral right holders should affect as little as possible the interest of any lawful occupier of 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 to be held sacred.

Section 111 of the MMA 703, 2006 enables the Lease Holder to declare a “Mining Area” which means the area designated from time to time by the holder of a mining lease with the approval of the Minerals Commission. Section 72 (4) of the MMA (2006) states that “In the case of a mining area, the owner or lawful occupier of the land within the mining area shall not erect a building or a structure without the consent of the holder of the mining lease, or if the consent is unreasonably withheld, without the consent of the Minister”.

Section 72 (6) of the MMA (2006) states that “a lawful occupier of land shall not upgrade to a higher value crop without the written consent of the holder of the mining lease, or if the consent is unreasonably withheld, without the consent of the Minister”.

Therefore, under the MMA (2006) the leaseholder declares a Moratorium Date over the part of the Mining Area to be developed for mining at that time and informs local communities of its rights under the MMA (2006) to control the development of crops and buildings in this defined area from that date. The leaseholder then proceeds to measure the building, crop and land assets in this defined area and negotiate resettlement/relocation and compensation for eligible assets with owners and lawful occupiers.

The Minerals and Mining Act 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 none of the mechanisms are considered satisfactory, the judicial process may also be used.

### **Mining and Environmental Guidelines (1996)**

According to the 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, 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”*

Other legislation and regulations relevant to the Project include:

- Environmental Protection Law
- EPA Act 490 (1994)
- Environmental Assessment Regulations (1999)
- National Development Planning Act (1994)
- Planning Standards for all Settlements in Ghana
- District Assembly and Local Planning Guidelines and Requirements
- Housing Standards and Building Codes

## **3.2 IFC Guidelines**

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

### **IFC Consultation Requirements**

**Consultation with Relevant Stakeholders:** During the EIS process, NGGL should conduct consultations with affected groups, non-governmental organisations (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. NGGL should consult with such stakeholders 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 the 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 consultations NGGL should provide summaries of project objectives, descriptions and potential impacts. When the draft EIS is ready NGGL should present the findings of the EIS to the public. In both cases, the information should be disseminated among the project 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 the public consultation process. A non-technical summary of the document should be made available in the

local language to local stakeholders. The report can be 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
- Clear mechanisms to respond to people's concerns, suggestions and grievances

**Stakeholder Engagement: A Good Practice Handbook for Companies doing Business in Emerging Markets (IFC, 2007)**

The Handbook confirms the shift to a broader, more inclusive and continuous process of engagement between companies and stakeholders, particularly project affected persons, which encompasses a range of approaches, throughout the entire life of the Project.

**IFC Performance Standards**

International best practice for private sector related resettlement is now guided by the IFC's Performance Standards on Social and Environmental Sustainability, and particularly defined by the IFC's Performance Standard 5: Land Acquisition & Involuntary Resettlement. A series of Performance Standards, designed to improve social and environmental outcomes, consist of the following:

- Performance Standard 1: Social and Environmental Assessment and Management System
- Performance Standard 2: Labour and Working Conditions
- Performance Standard 3: Pollution Prevention and Abatement
- Performance Standard 4: Community Health, Safety and Security
- Performance Standard 5: Land Acquisition and Involuntary Resettlement
- Performance Standard 6: Biodiversity Conservation and Sustainable Natural Resource Management
- Performance Standard 7: Indigenous Peoples
- Performance Standard 8: Cultural Heritage

**The Objectives of Performance Standard 5 (PS 5) are:**

- To avoid or at least minimize involuntary resettlement wherever feasible by exploring alternative project designs
- To mitigate adverse social and economic impacts from land acquisition or restrictions on affected persons' use of land by: (i) providing compensation for loss of assets at replacement cost; and (ii) ensuring that resettlement activities are implemented with appropriate disclosure of information, consultation, and the informed participation of those affected
- To improve or at least restore the livelihoods and standards of living of displaced persons
- To improve living conditions among displaced persons through provision of adequate housing with security of tenure at resettlement sites

In particular, PS 5 notes that there should be consultation and informed participation of affected persons and communities in decision-making processes related to resettlement. A grievance mechanism should also be established to receive and address specific concerns about compensation and relocation.

**IFC Disclosure Policy (1998)**

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.

**3.3 International Policies and Standards**

Newmont is a founding member of the International Council on Mining and Metals (ICMM). As such, the Amoma 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
- Implement effective and transparent engagement, communication and independently verified reporting arrangements with stakeholders

Newmont is a signatory to the International Cyanide Management Code (ICMC) and will comply with ICMC requirements. NGGL's Ahafo Mine was the first Mine in Ghana to be certified under the 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.

The Company is also a participant in and financial supporter of the Mining, Minerals and Sustainable Development (MMSD) North America initiative, a member of Business Action for Sustainable Development (BASD), and was an active participant in the World Summit on Sustainable Development (WSSD).

### **Equator Principles**

The Equator Principles (EPs) represent an approach by 60 of the world's leading financial institutions to determine, assess and manage environmental and social risk in project financing. 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 projects located in middle and low-income countries such as Ghana, relevant World Bank Safeguard Policies, including IFC Standards, is a pre-requisite. Public consultation and disclosure requirements are also stipulated in the Principles.

The Principles were revised in June 2006 to reflect current implementation experience including introduction of a public reporting requirement, as well as changes made by the International Finance Corporation (IFC) to its environmental and social standards. They continue to evolve as more sophisticated funding is undertaken. In 2007, of the US\$74.6 billion total debt tracked in emerging markets, US\$52.9 billion was subject to the EPs, representing about 71 per cent of total project finance debt in emerging market economies.

## **3.4 Newmont Corporate Policies**

Newmont acknowledges that the Company's long-term success depends on creating value within communities and for shareholders. The Company's success is tied to the ability to develop, operate and close mines in a manner that improves the lives of the people in the surrounding communities, in a safe and environmentally responsible manner.

By maintaining high standards for protecting human health and the environment, and working in cooperation with our host communities, Newmont endeavours to create sustainable, long-term economic and social opportunities.

Newmont's vision is to become the Gold Company of Choice through industry leading performance. The Company is aware that support from the communities in which they operate is essential to long-term success. Throughout the mine life cycle, from the earliest exploration activity through to mine closure, Newmont strives to engage and consult with host communities and governments with respect and transparency.

Newmont's Environmental and Social Responsibility Committee is currently conducting a global review and evaluation of policies and practices relating to existing and future relationships with local communities, including aspects of potential conflict and opposition, in order to further improve relationships with host communities.

Newmont is now listed on the DOW Jones Sustainability Index. Launched in 1999, the Dow Jones Sustainability Indexes are the first global indexes tracking the financial performance of the leading sustainability-driven companies worldwide.



### **Newmont Corporate Social Responsibility Policy**

The Newmont Corporate Social Responsibility Policy contains the following principles regarding stakeholder engagement:

- Partnering with stakeholders in appropriate community development programmes
- Consultation with stakeholders in matters that affect them
- Accurate, transparent and timely communication with regard to performance
- Understanding 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
- Implementing the 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 a project operates.

### **Integrated Management System – Discipline Specific Standards**

Newmont's in-house Integrated Management System with discipline specific standards, based on ISO 14001 principles, evaluates performance in the areas of Health, Safety, Loss Prevention and Environmental and Social Responsibility. The *Community and External Relations Standard* includes a number of standards that make explicit mention of public consultation and disclosure.

The Five Star Standards also includes (as Standard IMS 008) a set of criteria that are specifically focused on *External Stakeholder Engagement and Reporting*. Specific standards are highlighted below:

#### Identification of Stakeholders and Risks/Opportunities

Newmont facilities shall develop and implement a process to identify and document external stakeholders.

This shall include:

- An up-to-date stakeholder database that is periodically reviewed, but no less than annually
- A formal stakeholder mapping exercise that is kept current to ensure stakeholders and their relationships with each other are captured.
- Issues and impacts of each stakeholder

Newmont facilities shall utilize risk management processes (Risk & Opportunity Management Guidelines) to identify actual or potential stakeholder issues that could create community outrage and thereby pose risks to the facility.

#### Cultural and Social Knowledge of Stakeholders

Newmont facilities shall develop and implement a process for achieving a comprehensive understanding of the culture(s) and social structure(s) of impacted communities to ensure respectful and effective engagement.

Facilities shall utilize appropriately trained personnel to gain an understanding of the cultural norms, and identify and document existing local structures and positions within the local community.

#### Proactive Engagement with Stakeholders

Newmont managed facilities shall develop, implement and maintain an external stakeholder engagement process to reduce the potential for "outrage" identified through the risk assessment process, including:

- Methods to ensure community awareness of the operation’s activities and risks/opportunities
- Methods for ensuring that the facility knows and understands external stakeholders’ issues and concerns
- Methods for proactively engaging stakeholders to build relationships
- Methods for anticipating and proactively addressing stakeholder issues and concerns
- Involving stakeholders in the decision-making process on issues that impact them
- Dispute resolution and grievance mechanisms

Facilities shall formally communicate to external stakeholders the following:

- Actual or potential stakeholder issues that could create community outrage and thereby pose risks to the facility
- Emergency information (in accordance with Rapid Response Program)

#### Stakeholder Engagement Documentation and Records

Facilities shall document their Stakeholder Engagement process that incorporates the following:

- Stakeholder engagement plans or procedures that are approved by facility management
- Descriptions of methods used for identifying stakeholder issues and concerns
- Description of methods used for ensuring that the community and other stakeholders are aware of the operations’ activities
- Written materials available to stakeholders
- Clear allocation of responsibilities for ensuring that agreed tasks are undertaken
- Risk assessment outcomes documented in the facility risk register
- Records of engagements with stakeholders
- Controls to mitigate the risk to/by stakeholders

#### Monitoring, Review and Update

Facilities shall monitor the above processes, and review and update the plan no less than annually.

### **Newmont SIA Best Practice Guidelines**

Newmont is developing a set of management procedures to deal with the social issues around their mines. A component of these management procedures is a set of guidelines to undertake a social Impact Assessment (SIA) at a particular mine site. These guidelines include a number of principles pertaining to public consultation and disclosure.

For example, it is stated that:

- Public consultation should adhere to the principles of flexibility (in terms of being adaptive to changing conditions), inclusiveness (in terms of effectively engaging the entire spectrum of stakeholders), and a thorough understanding of social, cultural and political dynamics
- A broad definition of “community” should be adopted, incorporating not only communities based on location, but also social and cultural communities, communities around politics, economic communities and communities of issues
- One of the initial steps in preparation of an SIA and a public consultation process is a *social scan*, which involves identifying stakeholders, building the first “picture” of the social setting and identifying aspects that will influence subsequent public consultation.

All stakeholders should have the opportunity to access the project information, ask questions about the project and provide the project team with the key issues facing the project and the community.

## **4 Public Consultation and Disclosure Plan for Amoma**

### **4.1 Ongoing Public Consultation for Ahafo South**

NGGL believes that public consultation is an ongoing process and plans to continue existing consultation efforts throughout the construction, operations, and closure phases of the Project. As the first stages of the Ahafo South 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. Current messages contain more information about employment and training, safety, mitigation and livelihood programs, 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 and effectiveness of mitigation measures such as Livelihood Enhancement and Community Empowerment Program (LEEP), Agriculture Improvement and Land Access Program (AILAP), community development plans, 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
- Continue independent assessments to evaluate the public consultation and disclosure process, as well as the mining operations, resettlement activities, AILAP, LEEP, community development plan, and other social investment programs.

NGGL's External Affairs Department is responsible for ongoing implementation of existing PCDPs, with assistance from the rePlan team and the Resettlement Project Manager. The Regional Vice-President of Environment and Social Responsibility and the Director Corporate and External Affairs of NGGL are responsible for communicating with international stakeholders and NGOs. The Ahafo Communication Department will also be responsible for communicating with local and regional media.

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

- Project updates
- Opportunities to discuss / address Community concerns

- Information about general Project operations
- Information on monitoring and management of Project impacts
- Progress reports on resettlement and handover
- Status of and ongoing development of LEEP & Other Programmes (Agricultural Improvement and Land Access Program (AILAP), Vulnerables)
- Information on and discussion about Community Investment initiatives, including the Ahafo Social Responsibility Forum and Newmont Ahafo Development Foundation (NADeF)

It is envisaged that as the Resettlement Negotiation Committee concludes work regarding outstanding aspects of Ahafo South (including Amoma negotiations), a Community Consultative Committee (CCC) will then be formed with broader stakeholder representation to provide a structured and sustainable consultation mechanism for the life of the Project. The CCC will be extended to cover all communities in the Study area and will be responsible for addressing all issues that may arise.

## 4.2 Identification of Stakeholders for Amoma Project

The Amoma Project has a wide variety of stakeholders, people, agencies, and organisations 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 differ between various stakeholder groups.

For the Amoma Project, stakeholders have been identified through a variety of methodologies. This included:

- Reference to the NGGL Stakeholder Database
- Formal discussions with Traditional Leaders and government agencies
- Community meetings and forums
- Focus groups with key groups such as Traditional leaders, landowners, women, youth, religious, and farmers

The IFC Guidance Notes define stakeholder identification as the process of:

- Identifying individuals, groups or local communities that may be affected by the project, positively or negatively, and directly or indirectly, making special effort to identify those who are directly affected, including the disadvantaged or vulnerable (Project Affected Persons (PAPs))
- Identifying broader stakeholders who may be able to influence the outcome of the project because of their knowledge about the affected communities or political influence over them
- Identifying legitimate stakeholder representatives, including elected officials, non-elected community leaders, leaders of informal or traditional community institutions, and elders within the affected community.

This process corresponds with the stakeholder identification referred to in the Newmont SIA Best Practice Guidelines (see Section 3.4). Stakeholders (including PAPs and other interested parties) have been identified by means of networking, referral and advertisement, starting with the existing Newmont database.

Stakeholders in the local communities will continue to be identified through a comprehensive socio-economic survey, which is also gathering concerns and issues surrounding the project development.

Additional stakeholders will continue to be added to the register as they are identified or identify themselves.

Stakeholders' contact details will be incorporated in the existing NGGL Stakeholder Database.

### **Identification of Women & Vulnerable Groups**

Particular emphasis has been placed in early identification and involvement of vulnerable groups and potential project opponents. Given that women constitute a significant vulnerable group, Newmont has developed a Gender Plan to promote and protect the interests of women in relation to the Ahafo project, and special efforts are being made for consultation with women.

Women face a number of disadvantages in terms of public consultation:

- Because of the disproportionate amount of work that women undertake in carrying out their responsibilities of feeding their families, they may have limited time at their disposal to attend consultative events
- The limited economic means often available to women also imposes obstacles to participation, for instance by preventing women from accessing transport to public meetings
- The frequent disadvantages suffered by women in terms of educational opportunities and skills acquisition tend to limit their ability to participate meaningfully
- The limited status of women reduces their confidence (and even willingness) to participate in consultative forums, and increases the probability that their contribution will be disregarded or denigrated by male participants
- Outsiders may find it uncomfortable to be fully inclusive of women if there is opposition from male community members who draw on traditional cultural references to exclude women

Nevertheless, women can make an important contribution to a public consultation process. Because of their intimate knowledge regarding issues such as land management, water resources, etc., they can provide valuable information of relevance to specialist studies. They are also frequently in a good position to identify community needs and priorities that can be taken up in social development programmes.

The Plan consists of four components:

- Building gender strategy into the decision-making of Newmont's Department of External Affairs
- Established a Women's Consultative Committee, in place since November 2006, thereby providing a platform for women in the lease area to express themselves freely, to participate in community decision making in matters of the Ahafo Mine, and to address specifically those issues particular to women and their roles in society
- Partnering with NGOs and governmental agencies, to increase women's representation and advancement by providing civic education and sensitisation programs on gender for all adults, women and men, in the mine affected communities
- Providing education designed to increase women's ability to engage in policy and program dialogue

The Gender Plan specifies that the following steps will be taken to promote the equitable and meaningful participation of women, with a schedule and activity plan for rolling out each of these strategic components:

- Newmont External Affairs are committed to filling a balanced number of positions with women
- Consultative events such as meetings will be timed so as to take into account the various demands on women's time (including other work, preparing meals, etc.)
- Baseline social profiles compiled as part of the specialist studies for the ESIA will include an analysis of gender dynamics and disparity between men and women in terms of participation in the local and regional economy. This information will be used as a basis for further planning to involve and meet the needs of female community members
- All consultative committees established in view of ongoing stakeholder and neighbour relations (the RNC, CCC, etc) will be required to have an agreed proportion of female members. Women's participation in the leadership and management of these committees will also be promoted
- Training and awareness-raising workshops will be offered to consultative forums to sensitise participants to the relations between men and women, and to transform traditional relationships that have not allowed women to realise their potential
- Information posted on community notice boards (e.g. information on HIV/AIDS) will be presented in a gender-sensitive manner
- When monitoring the effects of ongoing community consultation, data will be collected and recorded in a gender-disaggregated manner so as to provide insight into the differential impacts of the Project on women and men

### **4.3 Community Representation**

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 various stakeholder committees are elected by acclamation during community gatherings and group meetings, and subject to community verification. NGGL observes these meetings to ensure election of representatives are fair and transparent, and the election process has 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.

#### **The Resettlement Negotiation Committee (RNC)**

A Resettlement Negotiation Committee (RNC) has already been established for the Ahafo South Project containing community representatives from the Ahafo South Area. This RNC currently acts as an ongoing Consultative Committee for issues surrounding the first resettlement and particularly handover issues.

In introducing the Amoma project to the existing RNC, the issue of adequate representation for Amoma residents has been discussed. It was agreed that an expansion of the current Committee was required. Election of representatives at the Amoma area has been conducted and the six elected representatives (three women and three men) were accepted by the RNC. Two impacted representatives from Ntotroso have also been elected and accepted by the RNC. The RNC will be the chief conduit and representative body for communities affected by the Amoma Pit project.

This expanded RNC is negotiating on all aspects of the Amoma resettlement.



Figure 4.1: RNC meeting in session

### **The Land Access Monitoring Taskforce**

Land Access & Control taskforce have been formed for the Project. These teams consist of community workers chosen directly from the affected communities. The roles of the teams are three-fold. Firstly, they ensure ongoing information disclosure regarding the project, and education of project affected persons regarding building and cropping rights in the mining area, and where they can go for additional information or to address grievances. Secondly, they accompany any technical personnel in the project Area, such as survey contractors, to ensure a smooth interface with communities and consistent messages are conveyed regarding project progress and purpose. Thirdly, they monitor for any unauthorised building or crop speculation in the mining area.

## **4.4 Stakeholder Groups**

A list of Stakeholders for the Amoma Project has been developed and is presented as **Appendix 1**. More groups will be identified and consulted with through community meetings and focus groups. Major stakeholder groups are summarised below.

### **Government Agencies**

Departments and Agencies of Ghanaian Government such as Lands Forestry and Mines, and the EPA, influence the Project through a regulatory process of monitoring for compliance, issuing licences and permits. Agencies of Brong Ahafo Region and the Asutifi District provide regulation and services to local residents and are responsible for future planning of the area.

### **Traditional Authorities**

Paramount and Divisional Chieftaincy areas (or Autonomous Chieftaincies) are located within the area of Ahafo Stage 1. These are the Paramount Chieftaincies of Kenyase No. 1 and No. 2 and the Ahafo North Divisional Council, which is made up of the Traditional areas and authorities of Ntotroso, Gyedu and Wamahinso. The Amoma Project area falls completely within the Ahafo Traditional Area of the Ahafo North Divisional Council and more specifically within Ntotroso Stool / Family lands.

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**

The number of resident households in the Amoma Mining Area is estimated to be around 120. Up to 1500 families may have fields in the Project Area to which they could lose access. The Amoma Pit Project will directly impact these people and some will need to be resettled or relocated, while these and others will need alternative access to farmland or livelihoods. These communities include:

- Musahkrom
- Mayeden
- 150
- Davi
- Farmers from Gyedu, Wamahinso, Ntotroso and surrounding communities

### **Special Interest Groups**

Farmers are the primary special interest group in the Project area. Youth groups will be particularly interested in additional employment opportunities.

There is reluctance among Ghanaian women, particularly in rural communities, to involve themselves in political activities. This is due partly to the nature of the Ghanaian society where men dominate almost every facet of social life.

As discussed above, a Women's Consultative Committee (WCC) has been put in place since November 2006, as part of NGGL's Gender Plan. The Committee provides a platform for women to freely express their views about NGGL operations. Two additional representatives from the Amoma area have been elected to the WCC.





Figure 4.2: Meeting of women at Amoma

#### **Non-Governmental Organisations**

Mining projects throughout the world are under increasing scrutiny due to the large scale and potential impacts to mostly rural groups of people. NGGL actively engages with NGOs within the Project area, as well as within the Region and Nationally. The Coalition of NGOs in the District has a representation on the RNC.

#### **Newmont Employees & Contractors**

There are a large number of locals employed at Ahafo Mine, some of whom may be from Amoma Area. In addition, many Newmont employees may have contact with project-affected persons over the life of the Project. Regular monthly briefings, by notice and email, will be given to employees, outlining project progress, and ensuring consistent messages and information disclosure regarding the project, so as to avoid misinformation or any subsequent anxiety caused.

#### **Media**

The Media are key stakeholders and are seen as partners for the successful development of the project. As major stakeholders to the project, the company will constantly engage and brief them on Project activities.

### **4.5 Informal Stakeholder Consultations**

These interactions will occur as presently happens, when NGGL representatives undertake their daily tasks. These informal consultations continue to take place not only by Community Liaison Officers, but also other members of the Project team, such as surveyors and technical personnel.

All NGGL employees and contractors are regularly updated on the project, to ensure consistent messaging and disclosure of information. Any instance of informal consultation where a concern has been raised is recorded and presented to the Community Relations Supervisors for appropriate action.

#### **4.6 Formal Stakeholder Consultations & Information Disclosure from June 2008**

Consultation and Information Disclosure on all resettlement related and environmental issues were undertaken from the outset of the Project with the following stakeholders:

##### **Information and / or Briefings to Key Stakeholders**

Information and / or briefings on the project are provided to the following:

- The Member of Parliament
- International, national and local environmental and human rights non-governmental organisations
  - Opportunities Industrialization Centres International (OICI)
  - Livelihood & Environment Ghana (LEG)
  - Guards of the Earth and the Vulnerable (GEV)
  - Conservation International
- Regional and local media
- Regional & District 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 Administrator 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 Town and Country Planning Department
  - Asutifi District Youth Council
  - Asutifi District Social Welfare and Community Development Department
  - Asutifi District Education Service
  - District Commission of Human Right and Administrative Justice (CHRAJ)
- Local Leaders & Groups
  - Chiefs and elders, including authorities on traditional religion
  - Chief Farmers
  - Farmers Associations
  - Youth Associations
  - Women's Consultative Committee
  - Assembly Members

The section below provides information about the activities undertaken since the launch of the Amoma Project. Reflecting the various project stages, much of the early engagements with key stakeholders and community groups have been regarding education on legal issues, Moratorium and Control Area Concepts, baseline surveys and the status of the project, with more recent consultation concerning resettlement negotiations and planning.

## **Progress Reports & Briefings**

NGGL have devised a regular Progress Report for key stakeholders at the local, regional and national government levels.

These briefings consist of a summary of activities undertaken (consultations, data gathering etc) in the community and planned activities. Briefings have been undertaken via formal meetings and the provision of progress reports to stakeholders at all levels.

This approach aims to ensure key government stakeholders feel well informed and involved in the project development, and more inclined towards closer cooperation.

As the Project develops, briefings will also be given to international, national and local environmental and human rights organizations and media as required.

## **Public Meetings**

A series of Public meetings have been held, open to all members of the public, Traditional Authorities, Assembly members and local opinion leaders.

The purpose of initial public meetings has been to:

- Introduce the resettlement project and key personnel
- Explain the land access and control process
- Gain trust and support for the process
- Outline the moratorium and surveying procedures

Further meetings have:

- Detailed project progress
- Confirmed any agreements and consensus reached
- Obtained feedback to inform resettlement negotiations

Broad concerns and comments of stakeholders are also gathered in these meetings, but not as a substitute for more focused stakeholder consultation methods.

Two major public meetings were held at the outset of the Project: On 17<sup>th</sup> June, 2008, a community durbar was organised for the community members from Ntotroso, Gyedu and Wamahinso. The purpose of this public meeting was a general discussion of the new mining law. The discussion was led by a resource person from the Law Faculty of the University of Ghana. It was open to all members of the public and there were about 850 community members in attendance. The second public meeting was held with landowners and farmers from the Amoma project area to resolve their concerns on the 27<sup>th</sup> June, 2008. There were 800 community members in attendance. There have been a series of ongoing public meetings since; notable ones include the official opening of the new Ntotroso Community Information Centre.



**Figure 4.3: Public Meeting at Gyedu**

### **Information Disclosure with various stakeholder groups**

Focus group sessions have taken place for open discussion of concerns relevant to specific groups, as well as Committees including the RNC and WCC. The following types of focus group have been identified:

- Key Informants/Opinion Leaders
- Traditional Authorities
- Religious leaders
- Women
- Youth (men and women)
- Farmers
- Landowners

In particular, extensive education and discussions has been undertaken with various stakeholder groups on the concept of moratorium and control areas, and declaration of moratorium date.

Many focus group discussions are currently being conducted as part of the socio-economic baseline studies to understand impacted persons perceptions and opinions about the livelihood profiles in the area and how projects impacts on them could be mitigated and monitored.

Table 4.1 outlines public consultation activities, including meetings, focus group sessions, and public meetings, held up to February, 2009.

**Table 4.1: Public Consultation Activities (June 2008 – February 2009)**

<b>Date</b>	<b>Subject</b>	<b>Format</b>	<b>Categories of stakeholder</b>	<b>Attendance</b>
17/06/08	General discussion on the new mining law	Public Meeting	Community members from Ntotroso, Gyedu, Wamahinso	850
18/06/08 to 19/06/09	Information regarding moratorium notice and cut-off date, discussion on Control Area concept	RNC Meeting	RNC Members	101
19/06/08	Field visits and education on moratorium	Site Visit	RNC Members visiting Amoma Area villages, discussion with residents and farmers	48
20/06/08	Discussion on moratorium notice with Community Relations staff (NGGL)	Meeting	Community Relations Staff	31
20/06/08	Education on moratorium and discussion on the control area concept	Meeting	Youth Association Taskforce of Ntotroso, Gyedu , Wamahinso	52
19/06/08 to 30/07/08	Notice of moratorium at Amoma	Notice board	Farmers and speculators at Amoma area	N/A
23/06/08	Education on moratorium and control area	Public Meeting	Land owners of Amoma area	113
24/06/08	Education on moratorium and control area	Meeting	Crop Rate Review Committee	125
25/06/08	Discussion of matters arising out of the moratorium declaration	RNC Meeting	RNC Members	68
26/06/08	Meeting with youth representatives over Amoma project (farmers concerns)	Meeting	Community Relations Team –Ahafo Community Relations Team – Akyem	33
27/06/08	Meeting with landowners and farmers on Amoma project to resolve farmers concerns	Meeting	Nananom, youth, farmers, landowners and CRRC members of Ntotroso, Gyedu, Wamahinso Journalist	800
30/07/08	Engagement with concerned farmers who invaded the Amoma haul road	Meeting	RNC	89
04/07/08	Amoma Project community education on moratorium/control area	Meeting	Women’s Consultative Committee (WCC)	115
04/07/08 to 6/07/06	Amoma Project community education on moratorium/control area	Meeting	Religious leaders and groups in Ntotroso, Gyedu & Wamahinso	404
08/07/08 to 15/07/09	Amoma Project community education on moratorium/control area	Meeting	Wamahinso, Gyedu and Ntotroso Traditional Council	61

5/07/08 11/07/08	Amoma Project community education on moratorium/control area	Meeting	Wamahinso and Ntotroso local Government UYMAC, WCC - Gyedu,	100
22/7/08	Clearing and erection of Posters on Moratorium Boundaries	Posters	Farmers and land owners of Amoma,	General public
22/7/08	Pro-active education against Speculative Building by Community Task Force Team	Peer education	Speculative builders and community members	
25/07/08	Amoma Project community education on moratorium/control area	Meeting	Ntotroso Youth	415
29/07/08	Briefing on the status of Amoma Project and CRRC	Meeting	Regional Minister and Regional Coordinating Director	2
29/07/08	Briefing on the status of Amoma Project and CRRC	Meeting	Dist. Chief Executive /District Coordinating Director- Asutifi District	3
30/07/08	Briefing on the status of Amoma Project and CRRC	Meeting	Nananom from 5 Communities – Ahafo North	60
30/07/08	Discussions on the way forward for Amoma Project	Meeting	RNC Members Landowners	128
31/07/08	Briefing on the status of Amoma Project and CRRC	Meeting	DCE/DCD – Tano North	2
01/08/08	Briefing on the status of Amoma Project and CRRC	Meeting	ASRA Forum Members	72
06/08/08	Discussions on the way forward for Amoma Project	RNC Meeting	RNC Members	61
13/08/08	Discussions on the way forward for Amoma Project	RNC Meeting	RNC Members	62
19/08/08	Meeting with EPA on Amoma Project	Meeting	EPA	4
20/08/08	Sensitization of farmers undergoing financial management training with OICI	Workshop	Farmers OICI staff	45
22/08/08	Sensitization of farmers undergoing financial management training with OICI- 2 <sup>nd</sup> batch of trainees	Workshop	Farmers OICI staff	45
27/08/08	Resettlement Negotiation meeting- Update on Amoma project	RNC Meeting	RNC Members and Apensu Speculators/Demonstrators	76
10/09/08	Pre-crop compensation payment education	Public Meeting	Farmers from the Amoma Pit area	48
10/09/08	Resettlement Negotiation meeting- Update on Amoma project	RNC Meeting	RNC Members and Apensu Speculators / Demonstrators	57
12/09/08	Meeting with Amoma Line Cutters to discuss their concerns	Meeting	Line Cutters	18

16/09/08	Meeting with the Chief of Ntotroso Over Nana Prempeh's refusal to allow surveyors to measure his farm	Meeting	Barima Twereko Ampem III, Nana Kwaku Obour	2
17/09/08	Pre – Compensation payment engagement/education	Workshop	Farmers at Amoma Pit Area	32
22/09/08	Meeting with RNC Members attached to crop and building survey teams	Meeting	Kwadwo Korankye, Nana Atuahene Panin, Anthony Kusi, Alex Agyare, Afia Dufie, Amos Boakye	6
07/10/08	Payment of Crop Compensation	Payment	Amoma Pit Affected Farmers	105
7/10/08	Briefing on Amoma Project land access updates	Public Meeting	Amoma Pit Affected Farmers	105
10/10/08	Meeting with Nananom of Ntotroso over the proposed underpass Location on the Amoma Haul Road	Meeting	Traditional Leaders	14
13/10/08	Official Opening of the Ntotroso Information Office	Community Durbar	Traditional Leaders Community members	400
14/10/08	Meeting with Amoma Project affected Farmers on crop compensation payment	Public Meeting	Farmers, Youth and other Community members	263
14/10/08	Explanation on the delay Crop Compensation Payment	Public Meeting	Amoma Pit Affected Farmers, Youth and other Community members	263
16/10/08	Discussion on Proposed Underpass	Focus Group meeting	Traditional Leaders	6
17/10/08	Meeting with farmers at Ntotroso to brief them on the proposed underpass locations on the Haul Road	Public Meeting	Key farmers and land owners	426
17/10/09	Discussion on Proposed Underpass	Meeting	Key farmers and landowners	426
23/10/08 20/11/08	Pre- compensation payment engagement with farmers	Public Meeting	Amoma Pit Affected Farmers	411
20/1/09 to 2/2/09	Stakeholder engagements on socio-economic studies	Focus Group discussions	Project affected communities	1650
2/2/09 to 10/2/09	RNC Feed-back engagements	Focus Group discussions	Impacted persons	300

### Interviews with Key Informants

Key influential people identified in the Amoma Pit area are interviewed on a regular basis in order to ascertain the support for the Project, and any concerns that may not have been openly raised in other forums. They are also given regular up-date about the Project development.

### Demographic, Socio-Economic & Asset Surveys

Comprehensive surveys are being undertaken as part of the resettlement planning process. The survey results continue to provide detailed individual feedback on stakeholder comments and concerns, outside of the group format.

A **Rapid Built Asset Survey (RAS)** was conducted to record all buildings which were in the Amoma Project Mining Area on the date that the moratorium was declared.

A **Full Built Assets Survey (FBAS)** has also been conducted to collect information such as basic demographic data, detailed building sketches for validation purposes, photographic records, reconfirmation of GPS coordinates and sign-off by relevant owners and witnesses.

#### **Structure Survey Complaints and Grievance Survey**

Affected persons who had issues with the surveys or whose assets were missed during the surveys had the opportunity for redress through the established Complaints and Grievance (C&G) process. A Structure Survey Complaints and Grievance Sub-Committee was constituted at the RNC to address the complaints and grievances received. This committee worked with the survey team to resolve all grievances and complaints.

The **Socio-Economic survey** is currently underway and expected to conclude in March. This survey is gathering detailed data at the household and individual level. The survey is gathering information on current living standards, income, and livelihoods, to identify potential adverse impacts and potentially vulnerable people; refine livelihood supports; and also serve as a baseline to measure effectiveness of resettlement plans and mitigation measures.



Figure 4.4: Amoma Inhabitant being interviewed during the socio-economic survey

#### **Financial Management Training**

OICI continues to build the capacity of affected farmers in managing their crop compensation. Since September 2008, seventeen (17) such sessions covering 1855 affected farmers have been



held. At these sessions, farmers are given training in money and financial management, negotiation skills, as well as business and entrepreneurship training. The purpose of these training is to enable farmers adopt and manage their compensation effectively.



**Figure 4.5: Project Affected persons undergoing Capacity Building Training**

### **Information Centres & Noticeboards**

The NGGL Community Information Centre at Ntotroso is the central point concerning community interaction on the Amoma Pit Project, and provides Project Affected Persons ease access to community liaison officers, Project and Company information, and therefore facilitating an open-door approach for information disclosure and consultation.

The NGGL Community Information Centres also provide access point for logging of complaints and concerns with the NGGL Grievance Procedure, and access to relevant project documents. There will also be public records of EPA and EIA correspondence and reports, and posters informing the community on aspects of the resettlement process.

Company Noticeboards will continue to be used to disseminate information and advertise consultation activities. To this end, four additional notice boards have been mounted at strategic locations in the Amoma area. Samples of public notices displayed during the declaration of moratorium and socio-economic survey are shown in Appendix 2.

As mentioned above, Newmont Employees will also continue to receive regular project information through Company Noticeboards on site.

### **Explanatory Posters**

Posters, brochures and booklets on key project topics and issues will be developed in Twi and English, and made available at information centers and meetings, in order to facilitate written and visual information dissemination.

### **Media Broadcasts**

Messages will continue to be broadcasted on local community information centers and other local available media (Public Address System, Gong-gong etc) to inform project affected persons and key stakeholders of planned community meetings and outlining key project dates such as socio-economic surveys, asset data verification process etc, and later to educate and inform on mitigation programs and resettlement plans.

### **Resettlement Negotiation Committee**

As referred to above, A Resettlement Negotiation Committee (RNC) has already been established for the Ahafo Stage 1 Project, containing community representatives from the Ahafo South Area. This RNC currently acts as an ongoing Consultative Committee for issues surrounding the first resettlement and particularly handover issues.

In introducing the Amoma project to the existing RNC, the issue of adequate representation for Amoma residents has been discussed. It was agreed that an expansion of the current Committee was required. Election of representatives at the Amoma area has been conducted and the six elected representatives (three women and three men) accepted by the RNC. The RNC will be the chief conduit and representative body for communities affected by the Amoma Pit project.

Since the formal declaration of moratorium at Amoma, the RNC has been meeting every week. The initial meetings were centred on building their capacity to effectively negotiate, and on the development of agreed Guiding Principles, Rules and Procedures for the conduct of deliberations. As part of efforts to build the capacity of the expanded RNC to adequately perform its' role, consultants from the Kwame Nkrumah University of Science and Technology (KNUST) were contracted to conduct training on the new Mining Law and Negotiation skills. They have also had Communication Skills training by communication experts. The actual negotiations began in November 2008 and are ongoing.

### **Site Visits**

Selected Project-affected people, together with the RNC, will be invited to tour the existing resettlement site at Ntotroso and the Amoma Project Area, in order to understand the resettlement process and planning, and meet with residents and community leaders there.

One such visit has already been made by the RNC. They visited the Amoma area on 19<sup>th</sup> June to acquaint themselves with the area, view progress of field surveys, and discuss any issues with residents and farmers.



Figure 4.6: RNC members on a site visit to Amoma

### Community Newsletter

The Ahafo Dawuro is a quarterly newsletter, which reports company activities during the period and relays public comments on project-related activities. The main objective of the newsletter is to educate, inform, entertain and discuss pertinent project milestones. This newsletter will continue to be published on a regular basis. Copies are distributed to Ministries, Departments and Agencies, the Media, Traditional Authorities, as well as schools in the District. Copies are also placed at the NGGL Community Information Centres.

## 4.7 Formal Stakeholder Consultation & Disclosure Schedule

Table 4.2 outlines the schedule which has been followed for Initial Consultations Stage. This stage included the introduction of the project, pre and post-moratorium, including execution of surveys and resettlement planning. Table 4.3 outlines planned activities during the Resettlement Negotiations Stage.

The PCDP will be further updated as the project progresses to include the consultation schedule for the Post-Relocation/Resettlement Monitoring stage.

**Table 4.2: Stakeholder Consultation & Disclosure Schedule  
(Initial Consultations Stage: June – December 2008)**

<b>Initial Consultations</b>			
<b>Stakeholder</b>	<b>Format</b>	<b>Dates</b>	<b>Summary</b>
Project-Affected Persons	Public Forums Community	June 2008	Sensitisation and awareness creation regarding New Mineral and Mining Law (2006), mining area and moratorium declaration, and intent to survey.  Presentation to RNC and consideration of expanded Amoma Area membership
Traditional Authorities & Community Leaders	Meetings with key leaders	June 2008	Further consultation with Community Leaders on procedures and project progress. Elders' participation in developing the strategies for engaging the wider community and minimising speculation
Project-Affected Persons (Individuals and Groups)	Land Access & Control Teams	June onwards	Disclosing Information & addressing grievances of community members and groups.
Project-Affected Persons	Focus Groups	July-Aug 2008	Raising awareness & knowledge on resettlement and identifying concerns regarding resettlement planning and project development.
Resettlement Negotiation Committee (RNC)	Meetings	June onwards	Regularised interaction, dissemination of information regarding project, agreement on speculation control.
Women's Committee	Meetings	June Onwards	Examine particular women & Vulnerable issues at Amoma

<b>Initial Consultations</b>			
<b>Stakeholder</b>	<b>Format</b>	<b>Dates</b>	<b>Summary</b>
Project-Affected Persons	Community Notice boards & Info Centres	June onwards	Dissemination of information and increased interaction between Newmont and PAPs. Regular communication among community members on concerns. Contact point for information, including public information files and log book for grievances. Posters and graphics explaining aspects of project in local language
Government Agencies & Departments	Formal Meetings and written documents	June onwards	Regular written updates on progress and activities of the project.
NGOs/Key Stakeholders	Meeting notifications	June onwards	Notification of meetings to allow participation and observation. Specific meetings as and when necessary or requested
Project-Affected persons	Media Broadcasts	June onwards	Messages on local radio and public address systems to inform them of Community meetings and outline key project dates such as surveys, moratorium etc, and later outline mitigation programmes, resettlement plans etc
Project-Affected Persons	Surveys	June- December 2008	Gathering information from community through asset survey and socio-economic survey for project planning, development of targeted mitigation programmes etc.
Newmont Employees	Notice boards & email	June Onwards	Regular project information disclosure to all employees to appraise of progress, avoid misinformation, and ensure consistent messaging

**Table 4.3: Stakeholder Consultation and Disclosure Schedule  
(Resettlement Negotiation Phase: January 2009 onwards)**

Resettlement Negotiations Stage			
Stakeholder	Format	Frequency	Summary
Project-Affected Persons (Individuals and Groups)	Land Teams Monitoring	Daily	Disclosing Information & addressing grievances of community members and groups
Resettlement Negotiation Committee (RNC)	Meetings	Weekly	Regularised interaction, dissemination of information regarding project, and detailed negotiations on resettlement and compensation issues.
Project-Affected Persons	Community Notice boards & Info Centres	Ongoing	Dissemination of information and interaction between Newmont and PAPs, particularly concerning negotiations progress. Regular communication among community members on concerns.. Contact point for information, including public information files and log book for grievances. Posters and graphics explaining aspects of project in local language
Government Agencies & Departments	Formal Meetings and written documents (progress reports)	Monthly (District) & Quarterly (Regional, National)	Regular written updates on progress and activities of the project. Notification of RNC Negotiation meetings as appropriate. Brief new officers on project activities
NGOs/Key Stakeholders	Meeting notifications	As required	Notification of RNC meetings to allow observation. Specific meetings as and when necessary or requested
Project-Affected persons	Media Broadcasts	As required	Messages on local public address systems to inform them of Community meetings and outline key project activities such as negotiations, and later outline mitigation programmes, resettlement plans etc
Project-Affected persons	RNC members feed-back sessions at the community level	Weekly	RNC members expected to engage with their constituents for feed-back on negotiations and deliberations.

<b>Resettlement Negotiations Stage</b>			
<b>Stakeholder</b>	<b>Format</b>	<b>Frequency</b>	<b>Summary</b>
Traditional Authorities	Briefings	Monthly	To update on RNC Negotiations progress and key community issues and concerns
Farmers	Focus Groups	Monthly	To discuss RNC Negotiations, crop compensation payments etc
Youth and Youth Leaders	Focus Groups	Monthly	To discuss RNC Negotiations, community issues
Religious Leaders	Focus Groups	Monthly	To discuss RNC Negotiations, community issues
Project-Affected persons	Community Durbar	Quarterly	To report project progress, negotiations progress, and upcoming activities, and receive feedback from public
Media	Briefing, press releases, etc	As required	To keep the media informed about the project development
Women Consultative Committee	Meetings	As required	to inform and elicit their views on project development issues
Newmont Employees	Notice Boards, Emails, Quarterly Town Hall meetings	As required	To inform all employees of progress, avoid misinformation, and ensure consistent messaging

## 5 Implementation of the PCDP

### 5.1 Resources & Responsibilities

As Project sponsor NGGL has overall responsibility for stakeholder consultation and involvement. The NGGL External Affairs Department is responsible, with the assistance of the Project Team from rePlan Mining Consultants Ltd, for implementing the PCDP.

The Newmont Community Relations Manager is chiefly responsible for consultations regarding the Amoma Project. The Community Relations Manager is familiar with the project area, and has extensive experience in terms of interacting with communities and stakeholders.

The Newmont Corporate Vice-President for External Affairs is responsible for communicating with international stakeholders.

NGGL's Community Relations Department supported by the Communications Department undertake the formal and informal stakeholder engagement exercises, maintenance of the Grievance Log, stakeholder engagement register, contact reports and feedback systems. NGGL will 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. Also, NGGL employees will be presented with consistent key messages, speaking points, and Frequently Asked Questions on various issues related to Project.

The Ahafo Communication Department will be responsible for communicating with local and regional media.

The teams will employ a variety of innovative communication techniques and tactics for the Project, including interactive use of traditional channels of communication, and local media. These approaches are focused on ensuring that audiences at varying literacy levels can understand and participate in discourse about project-related activities.

Community Liaison Officers (CLOs) will accompany Project team members into the Project area, introduce them to community leaders and members, and assist them to behave in a culturally appropriate way. CLOs in addition will maintain an ongoing liaison in their respective communities, and ensure that Newmont is aware of and can act upon community concerns. They also assist in arranging meetings locally, in presenting project details to their communities, and in maintaining the Newmont notice boards.

#### **NGGL Responsibilities**

- Responding to the concerns and issues expressed during public consultations
- Effective disclosure of information
- Allocating sufficient funds to implement a viable PCDP
- Effective consultation with all stakeholders
- Ensuring that all public consultation and information disclosed is documented
- Incorporating results of consultations in project planning
- Maintaining an effective grievance procedure
- Disclosure of key project documents

**rePlan Mining Consultants Ltd**, an independent Canadian consulting firm specializing in resettlement planning, is responsible for preparing this PCDP in consultation with NGGL. RePlan will also develop the resettlement planning and compensation framework, and prepare and negotiate a Resettlement Action Plan (RAP) for Amoma with NGGL.



rePlan prepared the PCDP and RAP for the Ahafo South, requiring extensive proactive interaction with Project stakeholders, and an intimate knowledge of local socio-economic and cultural issues.

A comprehensive approach to the Amoma resettlement planning means there is close cooperation between community-level project stakeholders, communications experts and rePlan's planning and technical team members. rePlan has overall responsibility for baseline surveys and consultations, right through to resettlement negotiations.

This ensures that community inputs will be incorporated into all aspects of project planning, from inception to completion.

**Opportunities Industrialization Centre International (OICI)** is a non-profit, non-governmental Organization (NGO) headquartered in the United States. An affiliate, OICI Ghana currently operates four centres in Ghana at Tamale (Northern Region), Kumasi (Ashanti Region), Takoradi (Western Region) and Accra (Greater Accra Region). OICI manage the Livelihood Enhancement and Community Empowerment Programme (LEEP) which involves Company-targeted assistance in the near-term for impacted households to ensure the establishment of sustainable livelihoods and in the long-term for households, communities, and traditional councils in the Project Area to establish social programs and infrastructure to improve quality of life and promote community empowerment. OICI also provide support to NGGL's Vulnerables Program.

## 5.2 Reporting & Evaluation

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

The outcome of the public consultation and disclosure plan will be evaluated against the following sets of criteria:

- The Discipline Specific Standards of the Newmont Integrated Management System especially:
  - The Community and External Relations Standards
  - The Discipline Specific Standard on External Stakeholder Engagement and Reporting
- The principles in the SIA Best Practice Guideline that are relevant to public consultation
- Indicators in the IFC Guidance Notes on public consultation and disclosure

Evaluation will be qualitative as well as quantitative, using interviews and focus groups as well as questionnaires and desktop reviews, and will take place on a regular basis as well as at project milestones. Regular evaluations will be undertaken by Newmont's Evaluation and Monitoring Unit (NEAMU) as well as evaluations by external independent evaluators. The results of ongoing evaluation will be made available to stakeholders by various means, and will be used as a basis for revising the PCDP where necessary.

Newmont will employ independent social assessors to conduct monitoring and evaluation. In addition to the public consultation and disclosure programme, monitoring and evaluation will also focus on the LEEP, resettlement activities, implementation of the community development plan and other social investment programmes such as Vulnerable and AILAP.

### 5.3 Record Keeping

Record keeping will take the following form:

- Developing an electronic and hard copy filing system for all external relations activities
- Recording issues raised at meetings and distributing the report to attendees for verification at regular intervals (an IFC requirement as well as a good-practice principle)
- Attendance registers completed at all meetings and as far as possible taking digital photographs and/or video recordings at meetings as required.
- Keeping a comprehensive record for reporting purposes of:
  - All meetings (dates, venues, attendees, objectives, etc.)
  - All events such as launches, open days etc (dates, venues, attendees, objectives, outcomes)
  - All comments, compliments, grievances and responses to these
- Times and content of media advertisements, radio broadcasts

### 5.4 Consultation and Disclosure of Project Documents

NGGL will initiate a specific public consultation and disclosure process for project related documents, in accordance with best practice. The following consultation and disclosure activities are in addition to those previously outlined 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 60 days from initial public notifications.

#### **Documents for Disclosure**

The following documents will be disclosed at the initiation of the 60-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 – Amoma Project, rePlan, 2009
- Document No. 2: Environmental Management Plan (EMP) – Amoma Project (updated), Geomatrix, 2008
- Document No. 3: Public Consultation and Disclosure Plan (2<sup>nd</sup> Edition) – Amoma Project, rePlan, 2009

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 Amoma area. NGGL's intent is to demonstrate transparency, stakeholder engagement, and feedback related to the company's activities.

#### Secondary Project Related Documents

- Document No. 4: Summary Resettlement Action Plan – Amoma Project, rePlan, 2009 (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 60-day period. 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 51758  
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://newmontghana.com>

The focus of the website is to provide information on environmental and social impacts and mitigations and allow visitors to review environmental documents, resettlement planning documents, and livelihood enhancement and community development plans.

Comments and / or questions may be forwarded to: [NGGL.AhafoComments@Newmont.com](mailto:NGGL.AhafoComments@Newmont.com).

## **5.5 Grievance Mechanism**

As referred to at Section 2.7, NGGL has put in-place a Standard Operating Procedure (SOP) that seeks to manage complaints in a planned and systematic manner. This is to facilitate the speedy resolution of disputes and grievances, and also to promote trust and build a positive rapport between NGGL and its external stakeholders.

A Grievance Office and Complaints & Grievances Committee (CGC) forms an integral part of the procedure for resolving all complaints and grievances reported by individuals, groups and other stakeholders who may have been adversely affected by mining activities.

**First Order Mechanism:** The first order mechanism is a face-to-face discussion with a Complaints & Grievance Officer. 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. If unable to resolve the complaint in a face-to face discussion the Complaint and Grievance Officer will refer the case to a Resolving Officer. A Resolving Officer is a staff member from the External Affairs or Human Resources department at Ahafo or from the Legal Department in Accra assigned to respond to a grievance or complaint.

**Second Order Mechanism:** Where complaints and grievances cannot be resolved by Officers, the complaint is referred to the Complaints & Grievances Committee.

The committee is mandated to:

- Take over complaints that Resolving Officers are not able to resolve.
- Manage new complaints that are above the precedent and authority level of Resolving Officers.
- Play an advisory role to the Complaints & Grievance Officers.

The committee is expected to:

- Determine the way forward in resolving complaints considered to be an issue (if the same complaint keeps reoccurring by at least ten [10] complainants) within a period of 1 Month.
- Manage all new complaints considered to be above the precedent and authority levels of Resolving Officers
- Review the resolution procedures adopted by the Resolving Officer(s) in all appealed Complaints, to see its merits and come out with alternative resolution
- Seek to resolve all outstanding unresolved complaints received over a year
- Examine other alternatives to resolve complaints considered to be resolved (by Resolving Officer(s)) of which the complainant(s) refuse to sign the Terms of Resolution because of dissatisfaction with the resolution
- Ensure that decisions or recommendations taken/made in the resolution process conform to NGGL's Complaints & Grievances Standard Operation Procedures and explain deviations
- Refer all unresolved complaints that are above the precedent and authority level of the Committee to the External Affairs Management for review
- Document Committee's resolution procedures to serve as a guide to future resolutions

The composition of the Complaints & Grievances Committee is as follows:

- Community Relations Superintendents
- Senior Communication Officer
- Community Development Superintendent
- Monitoring & Evaluation Unit Manager
- Administrator
- Grievance Officers
- Monitoring & Evaluation Officers responsible for the Complaints & Grievances Domain

Independent third party organizations/groups such as NGOs, Commission on Human Rights & Administrative Justice (CHRAJ), Traditional Authorities, and the District Assembly shall be involved in the work of the Complaints & Grievances Committee to resolve complaints and grievances where applicable.

The committee meets bi-weekly or less frequently according to demand from the Grievance Officers. The duration for a sitting is a maximum of four (4) hours.

For appealed cases, two-thirds of the Committee members may sit but for new cases any four of the members, in addition to Grievance Officers, may sit.

The Committee shall not spend more than two (2) weeks on any complaint (both appealed and new) that goes before it for resolution. In a situation where an independent third party is involved in the resolution process the case may last for three (3) weeks. All complaints that go before the Committee shall be resolved in a maximum of two sittings.

In instances where the Committee is not able to resolve complaint within the stated sittings, it shall record the reasons for its inability to do so.

**Third Order Mechanism**

**Court Action:** Ghanaian citizens and legal entities have access to court recourse in conformance with applicable laws.

## **6 Future Public Consultation Activities**

### **6.1 Future Consultation Activities**

This edition of the Amoma Project PCDP covers consultation and disclosure activities to the end of June 2009.

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 entire project.

This Amoma PCDP will be updated regularly throughout the Project development, to document consultation and disclosure activities and outputs, as well as outlining additional consultation programmes as required.

As the project progresses through its phases, Newmont's message will change to reflect the issues and concerns pertinent to each phase.

Pre-construction public consultation and disclosure is focussing on imparting key messages about the approach to development of the Amoma Pit, the mining area and moratorium, conduct of asset surveys, social investment, negotiation and compensation processes and the Resettlement, as well as gathering concerns regarding the Project for input into the Resettlement Action Plan.

Future key messages will contain more information on safety, community development programs, environmental monitoring, and health awareness.

NGGL is committed to maintaining this ongoing program and will:

- Maintain regular communications with all stakeholders, including the media
- 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 health and safety issues
- Maintain constructive relationships between local residents and NGGL project representatives 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
- Ensure complaints are addressed according to the established process, and that project affected persons are educated on appropriate grievance procedures and application procedures regarding land access and control
- Monitor implementation of mitigation measures for resettlement and compensation programs
- Monitor implementation and effectiveness of community development initiatives, and other social investment programs
- Monitor community attitudes towards NGGL and the Project

- Ensure gender sensitive and culturally appropriate processes are used in communication and interactions
- Employ independent social assessors to evaluate the public consultation and disclosure process, as well as mining operations, community development programs, resettlement activities, and other social investment programmes.

## APPENDIX 1

### LIST OF STAKEHOLDERS

The Amoma Project has a wide variety of Stakeholders, people, agencies or organisations 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 every consultation activity; consultation activities are tailored to specific needs and interests of respective stakeholders.

#### **Project Proponents**

Newmont Mining Corporation  
Newmont Ghana Gold Ltd  
International Finance Corporation

#### **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  
Inspectorate Division of 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**

Regional Coordinating Council  
Environmental Protection Agency  
Regional Town and Country Planning  
Regional Forestry Department  
Lands Commission  
Land Valuation Board  
Stool Lands Administration  
Regional Department of Social Welfare and Community Development  
Regional Youth Council  
Labour Department  
Regional Health Directorate

#### **District Government of Asutifi**

Asutifi District Assembly with Decentralized Departments such as below:  
Central Administration  
Ghana Education Service  
District Health Directorate  
District Agriculture Department Unit  
Forestry Department  
Department of Social Welfare and Community Development



Physical Planning Department  
Works Department  
Commission for Human Right and Administrative Justice  
Department of Co-operative

**Traditional Leadership in Study Area**

Ahafo North Divisional Council made up of the Traditional Authority of Ntotroso, Gyedu and Wamahinso  
Ntotroso Traditional Authority  
Wamahinso Traditional Authority  
Gyedu Traditional Authority

**Social Groups and Associations**

Ntotroso Youth Association  
Wamahinso Youth Association  
Gyedu Youth Association  
Landowners /Farmers' Association  
Women's Consultative Committee  
United Youth of Mine affected Communities (UYMAC)

**Settlements**

Ntotroso  
Gyedu  
Wamahinso  
Village 150 – Amoma area  
Mayeden – Amoma area  
Musahkrom – Amoma area

**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 Amoma 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 resettlement site of Ntotroso (i.e., host community for those being resettled)
4. People who own culturally significant sites.
5. Highly and likely disadvantaged groups, including vulnerable populations of the poor and women
6. People who own businesses that would be impacted by the Project.

**Non-Governmental Organizations**

Opportunities Industrialization Centres International, Ghana  
Conservation International  
Guards of the Earth and Vulnerable (GEV)  
Friends of the Rivers  
Third World Network  
Action Aid  
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  
Livelihood and Environment Ghana (LEG)  
Conservation International Ghana  
Centre for Active Development  
Centre for Public Interest Law  
Network of Non-Governmental Organizations  
Brong Ahafo Network of NGO's

**International Non-Governmental Organizations**

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

**Media**

Local Radio Stations (BAR, Nananom FM, Space FM, etc.)  
Ghana Printed Press (Daily Graphic, Times, etc.)

## APPENDIX 2

### SELECTION OF PUBLIC NOTICES ISSUED

#### = Announcement =

**Newmont as from today 18<sup>th</sup> June, 2008 is declaring its intention to work in Amoma area of the Ahafo South lease area by announcing a MORATORIUM ON THE AREA.**

#### MORATORIUM AREA

**Moratorium Area - In the central Moratorium Area NGGL will take full control of the land and will compensate eligible landowners and lawful occupiers for Crops, buildings, structures and deprivation of use of the land.**

- NGGL is aware that many people have built speculative structures in the area in the hope of getting compensation from the company. NGGL will only compensate those who built before the Moratorium Declaration in the Moratorium Area, and who are found eligible for resettlement, relocation or compensation in accordance with the provisions of the 1992 Constitution of Ghana and the new Minerals and Mining Act (2006) 703.
- We are starting this week to cut the boundaries first of the moratorium area and then for the control area.
- NGGL will undertake aerial photography that will show the status of crops and buildings as at the Moratorium.
- NGGL is embarking on a buildings survey, crop survey and land survey of the Moratorium Area to record existing buildings and crops, and land.
- No one should plant any new crops or construct new buildings or put any development on the land in the Moratorium Area.

#### CONTROL AREA

**Control Area - The outer ring, the Control Area has been designated to allow controlled development of the Area around the Moratorium Area. Landowners and lawful occupiers of the Control Area can continue with their normal farming and other activities but must seek authorisation from NGGL to build structures or upgrade their crops. NGGL will work closely with owners and lawful occupiers of the land in the Control Area to ensure that any impact on them is identified and reviewed for any necessary action. The intention is for normal economic activities to continue in this area.**

- NGGL will survey and record buildings, crops and land ownership in the control area for information and records to be able to work closely with the land owners and lawful occupiers for the future. NGGL is not taking the land in the Control Area and therefore is not paying compensation for that area. Normal farming activities should continue there.
- No one should build a structure or upgrade their crops in the Control Area without the approval of NGGL
- If for some reasons someone wants to construct a building or plant a crop, they must first know if they are in the moratorium area or control area. If you do not know then contact NGGL to determine whether your area falls within the moratorium or control area—this is a requirement of the New Mining Law.
- If your area is in the Control Area then you should proceed to the NGGL Information Center in Ntotroso to complete an application for construction of a building or upgrading of a crop. NGGL will process the application and inform you of whether or not you can proceed or not.
- NGGL has established a Monitoring and Control Team whose purpose is to help educate local communities on NGGL’s land access approach and inform people when they are not complying with the Ghanaian law. These control teams will visit all landowners and occupiers within the Moratorium and Control Areas and provide information, answer questions and take concerns.

## **COMMUNICATION AND FEEDBACK**

- NGGL wants to work constructively with the community to develop the Amoma Pit and also assist in the development of the communities in the Ahafo South Mining Area.
- Please communicate this vital information to your constituents so that they do not waste their money on unproductive activities.
- We hope you will help disseminate the information to your representatives. Newmont personnel will also assist you in your community education
- We shall also be working together with the Youth Association in the affected community to implement our plans

**=ATTENTION =**

**MORATORIUM! MORATORIUM!  
MORATORIUM!**

**WEDNESDAY 18<sup>TH</sup> JUNE, 2008 has officially been  
declared as Moratorium day on the  
Amoma/Bosumkese area**

**THANK YOU**

**=ATTENTION =**

**MORATORIUM! MORATORIUM!  
MORATORIUM!**

**WEDNESDAY 18<sup>TH</sup> JUNE, 2008 has officially been  
declared as Moratorium day on the  
Amoma/Bosumkese area**

**THANK YOU**

# **NOTICE NGGL AMOMA HAUL ROAD CROP SURVEYS**

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JULY 17, 2008

## **CROP SURVEYS**

**TWO SURVEY COMPANIES, SAMAWARD AND AM SURVEYS ARE NOW SURVEYING WHOLE CROPPED FIELDS AT **AMOMA HAUL ROAD MORATORIUM AREA**. THE NGGL COMMUNITY LIAISON OFFICERS WILL BE ANNOUNCING WHERE THE SURVEYORS ARE WORKING ON DIFFERENT DAYS.**

**FARMERS, WHEN CALLED, SHOULD GO TO THEIR FARMS TO WITNESS THE SURVEY OF THEIR CROPS AND GET THEIR PHOTOGRAPHS TAKEN AND THEIR PERSONAL IDENTIFICATION RECORDED.**

**NO FURTHER PLANTING OF CROPS SHOULD TAKE PLACE IN THE **AMOMA HAUL ROAD MORATORIUM AREA**.**


# NOTICE

## NGGL AMOMA RAPID BUILDING SURVEY COMPLETED





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 **NGGL HAS COMPLETED THE RAPID SURVEY TO IDENTIFY BUILDINGS WHICH WERE IN EXISTENCE ON OR BEFORE MORATORIUM DATE OF JUNE 18, 2008 AS AGREED WITH RNC**

 **THE FOLLOWING INFORMATION HAS BEEN TAKEN ON ALL BUILDINGS SURVEYED BY FELIX DZUBEY & Co IN THE PRESENCE OF LVB AND OTHER STAKEHOLDERS;**

- ❖ **Each building has been given a unique identification code. An example is (AM/M2/123/4). The AM is for Amoma, M1, M2, M3, M4, M5, M6, M7 and M8 represent the survey zones followed by the compound and the building number.**
- ❖ **External measurement of each building was taken and a sketch of the building drawn**
- ❖ **Building material used was recorded**
- ❖ **The physical location was taken with GPS (Satellite device)**
- ❖ **Photograph of the building in the located compound taken**

-  **COLOUR OF THE PAINT IS NOT IMPORTANT**
  
-  **WE CAN NOW IDENTIFY AND DEFEND AGAINST BUILDINGS WITH FALSE MARKING**
  
-  **NO MORE BUILDINGS AT AMOMA WILL BE SURVEYED**
  
-  **THE LOCATION OF THE SURVEYED BUILDINGS AND THE SURVEY ZONES ARE MARKED ON THE AMOMA BUILDING SURVEY MAP (SEE ATTACHED MAP)**



# NOTICE

## NGGL AMOMA FULL BUILDING VALUATION SURVEYS

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- ✓ FULL BUILDING VALUATION SURVEY WILL ONLY BE DONE ON BUILDINGS IN THE AMOMA MORATORIUM AREA WITH FELIX DZUDEY & Co BUILDING CODES REGISTERED IN NGGL DATABASE.
- ✓ THE SURVEYORS HAVE NOW STARTED TO UNDERTAKE THE FULL BUILDING VALUATION SURVEY. INTERNAL MEASUREMENTS WILL BE TAKEN TOGETHER WITH THE DETAILS OF THE BUILDINGS OWNERS.
- ✓ ALL OWNERS MUST BE PERSONALLY PRESENT FOR THE FULL BUILDINGS SURVEY TO HAVE THEIR PHOTOGRAPHS TAKEN AND PRESENT THEIR IDENTIFICATION.
- ✓ THE SURVEYORS HAVE ZONED THE AMOMA AREA TO LET PEOPLE KNOW WHERE THE SURVEYS ARE TAKING PLACE EACH DAY. YOUR BUILDING CODE CONTAINS YOUR ZONE NUMBER. FOR EXAMPLE, THE CODE AM/M3/125 MEANS THE BUILDING IS IN ZONE M3.
- ✓ THE NGGL COMMUNITY LIAISON OFFICERS WILL BE ANNOUNCING WHERE THE SURVEYORS ARE WORKING FOR THE WEEK ON DIFFERENT

**DAYS. THE OWNERS SHOULD THEN GO TO THEIR ZONE TO WITNESS THE SURVEY AND GET THEIR PHOTOGRAPHS TAKEN AND THEIR PERSONAL IDENTIFICATION RECORDED.**

- ✓ **NO MORE BUILDING AT AMOMA MORATORIUM AREA WILL BE SURVEYED**

# **NOTICE**

## **NGGL AMOMA CROP SURVEYS**



### **CROP SURVEYS**

**TWO SURVEY COMPANIES, SAMAWARD AND AM SURVEYS ARE NOW SURVEYING WHOLE CROPPED FIELDS AT AMOMA MORATORIUM AREA. THE NGGL COMMUNITY LIAISON OFFICERS WILL BE ANNOUNCING WHERE THE SURVEYORS ARE WORKING FOR THE WEEK ON DIFFERENT DAYS.**

**THE FARMERS SHOULD THEN GO TO THEIR ZONE TO WITNESS THE SURVEY OF THEIR CROPS AND GET THEIR PHOTOGRAPHS TAKEN AND THEIR PERSONAL IDENTIFICATION RECORDED.**

**NO FURTHER PLANTING OF CROPS SHOULD TAKE PLACE IN THE AMOMA MORATORIUM AREA.**

## **FACTSHEET ON RNC, NANANOM, LAND OWNERS MEETING**

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The RNC meeting held on 30<sup>th</sup> July, 2008 at the Asutifi District Assembly Conference Hall agreed to the following, that:-

- **Moratorium for Amoma Pit and Waste Damp area was declared on 18<sup>th</sup> June, 2008**
- **Moratorium for Amoma Haul Road was declared on 16<sup>th</sup> July, 2008**
- **Amoma project should continue**
- **Nananom, Land Owners, Farmers and RNC will be committed to dialogue, good rapport and improved relations**
- **Post moratorium crops on the Hall Road after 16<sup>th</sup> July, 2008 will not be paid for but those on/before the 16<sup>th</sup> July, 2008 will be paid.**
- **The LVB Officers and the Crop Compensation Officers (Forson) could go round to validate the surveyed farms**
- **The compensation process should continue to be followed**



**AMOMA**

## **SOCIO-ECONOMIC SURVEY**



As Part of the Planning and Development of the Amoma Project, Newmont is conducting a sample survey of households with structures and crops in Amoma.

Affected communities will include: *Ntotroso, Musakrom, Mayeden, Davi* and others.

Selected households will be informed in advance by a Community Liaison Officer (CLO).

Duration:

*26<sup>th</sup> January, 2009 to 31<sup>st</sup> March, 2009*

For more information, contact: Newmont Community Liaison Officers (CLOs) or Newmont's Community Information Office in your locality.



**Your maximum cooperation is appreciated!**



## REFERENCES

1. Newmont Ghana Gold Limited, **Public Consultation & Disclosure Plan, Ahafo South Project**, August 2005
2. Newmont Ghana Gold Limited, **Public Consultation & Disclosure Plan, Ahafo Project Stage 2**, 1<sup>st</sup> Edition, November 2006