

PUBLIC CONSULTATION AND DISCLOSURE PLAN

AKYEM PROJECT EASTERN REGION GHANA



Public Consultation & Disclosure Plan

Akyem Project

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Glossary of Terms

Caretaker: Is an employee of a Farmer, who manages the farming activities. The person has no ownership or rights to the crops. A caretaker has no sharecropping agreement with the farmer or the landlord.

Community: A group of individuals broader than the household, who identify themselves as a common unit due to recognized social, religious, economic or traditional government ties, or through a shared locality.

Compensation: Payment in cash or in kind for an asset or a resource that is acquired or affected by a project at the time the asset needs to be replaced.

Crop Survey: A survey which was undertaken of all Eligible Crops within the Moratorium Area following the declaration of the Entitlement Cut-Off Date.

Entitlement Cut-off Date: The date established by the Project as the deadline for entitlement to compensation, also known as the Moratorium Date. Persons occupying the Project Area after the Entitlement Cut-Off Date are not eligible for compensation and/or resettlement assistance. Similarly, fixed assets (such as built structures, crops, fruit trees, and woodlots) established after the Entitlement Cut-Off Date (Moratorium Date) will not be compensated.

Environmental and Social Impact Assessment (ESIA): The ESIA developed for the Akyem Project. The ESIA is an integrated study examining how the biophysical, social and health environments are likely to be impacted by the Project.

Farmer: A person who has acquired the right to use a piece of land for farming activities, either for cash generation or home consumption, and is engaged in such activities at the time of the Entitlement Cut-Off Date.

Full Built Asset Survey: A detailed survey of all Buildings within the Moratorium Area following the Entitlement Cut-Off Date, recording ownership, constructional details, internal and external measurements, photographs and GPS positioning.

Host Community: People living in or around areas to which people physically displaced by a project will be resettled to, who in turn may be affected by the resettlement.

Household: A person, or group of persons living together, in an individual house or Compound, who share cooking and eating facilities, and form a basic socio-economic and decision-making unit.

IFC: International Finance Corporation, a division of the World Bank Group, which provides investment and advisory services to private sector projects in developing countries, with the goal of ensuring everyone benefits from economic growth.

Involuntary Resettlement: Resettlement is involuntary when it occurs without the informed consent of the displaced persons or if they give their consent without having the power to refuse resettlement.

Landlord: Is a person who has customary control over a piece of land on which a farm is located. The Landlord may or may not own buildings and structures on the farm.

Land Survey: All Eligible Land is recorded in a survey of the Moratorium Area following the declaration of the Entitlement Cut-off Date.

Livelihood Programs: Programs intended to replace or restore quality of life indicators (education, health, nutrition, water and sanitation, income) and maintain or improve economic security for Project-Affected People through provision of economic and income-generating opportunities, including, but not limited to, activities such as training, agricultural production and processing and small and medium enterprises.

Mining Area: The area declared by a mining entity and approved by the Minerals Commission of Ghana for mining operations, under the Minerals and Mining Act 2006.

Moratorium Area: The Area within the Mining Area identified by the Project, which is required as a zone for mining activities. All eligible buildings, crops and land within this area at the time of the Entitlement Cut-Off Date will be eligible for compensation, according to the terms of this RAP.

Moratorium Date: Another term for the Entitlement Cut-Off Date, being the date established by the Project as the deadline for entitlement to compensation. Persons moving into the Project Area after the Entitlement Cut-Off Date are not eligible for compensation and/or resettlement assistance. Similarly, fixed assets (such as built structures, crops, fruit trees, and woodlots) established after the Entitlement Cut-Off Date will not be compensated.

Newmont: Newmont Mining Corporation, one of the World's leading gold companies.

NGRL: Newmont Golden Ridge Limited, a Ghanaian subsidiary of Newmont Mining Corporation, developing the Akyem Mine in the Eastern region of Ghana.

Performance Standard 5: The International Finance Corporation's (IFC) Performance Standard on Involuntary Resettlement, which embodies the basic principles and procedures that underlie the IFC's approach to involuntary resettlement associated with its investment projects, and stands as the benchmark against which resettlements are measured.

Physical Displacement: Loss of shelter and assets resulting from the acquisition of land associated with a project that requires the affected person(s) to move to another location.

Project: The Akyem Project, to construct and operate an open pit mine to develop gold deposits.

Project-affected Household: All members of a household, whether related or not, operating as a single socio-economic and decision-making unit, who are affected by a project.

Project-affected Person: Any person who, as a result of the implementation of a project, loses the right to own, use, or otherwise benefit from a built structure, land, annual or perennial crops and trees, or any other fixed or moveable asset, either in full or in part, permanently or temporarily.

Project Area: The Akyem Project Area as covered by the Moratorium Declaration which included primarily the pit, waste dump, tailings, plant site and haul road areas, together with required safety and environmental buffer zones.

Physically-displaced Household: Households who normally live in the Project Area and who will lose access to shelter and assets resulting from the acquisition of land associated with the Project that requires them to move to another location.

Rapid Asset Survey: An initial asset survey of all buildings within the Moratorium Area at the Entitlement Cut-Off Date, recording basic information such as external measurements, photographs and GPS positions, with the aim of recording all buildings as rapidly as possible and minimizing post-moratorium speculation.

Relocation: A process through which physically displaced households are provided with a one-time lump sum compensation payment for their existing residential structures and move from the Project Area.

Resettlement: A process through which physically displaced households are provided with replacement plots and residential structures at a designated site. Resettlement includes initiatives to restore and improve the living standards of those being resettled.

Resettlement Action Plan (RAP): The document in which a project proponent specifies the procedures that it will follow and the actions that it will take to mitigate adverse effects, compensate losses, and provide development benefits to persons and communities affected by a project.

Resident Household: A household (or individual) that is occupying a house in the Moratorium Area, built on or before the Entitlement Cut-off Date, as their primary or sole residence.

Sharecropper: A person who enters into an agreement with a landowner to farm a specified area of land for an agreed period, and pays a proportion of the income accrued to the landlord as payment.

Social License to Operate: The concept of a Social License to Operate exists when a mining project is seen as having the approval and broad acceptance of society to conduct its activities. It is not a license provided by civil authorities, or a product of an internal corporate process such as an audit of company practices. It comes from the acceptance of mine development and activities by neighboring communities.

Speculation: The erection of buildings or structures, or planting of crops within the Moratorium Area, with the sole aim of claiming compensation from the project proponent. Speculation may be pre-moratorium; occurring before the Entitlement Cut-Off Date has been declared, or post-moratorium; occurring after the Entitlement Cut-Off Date.

Stakeholders: Any and all individuals, groups, organizations, and institutions interested in and potentially affected by a project or having the ability to influence a project.

Stool: A chieftom, in which traditional leaders are responsible for land allocation, along with broader responsibilities of ensuring order and spiritual continuity across generations.

Tenant: A person who lives in a structure belonging to another, regardless of whether they pay rent or not.

Tenant Farmer: A person who manages a farm on behalf of the landlord, for a specified fee or income.

Vulnerable Persons: People who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by resettlement than others and who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

List of Abbreviations

CNC:	Compensation Negotiation Committee
ESIA:	Environmental and Social Impact Assessment
FBAS:	Full Built Asset Survey
IFC:	International Finance Corporation
IMS:	Information Management System
LVD:	Land Valuation Division (of Ghana)
Newmont:	Newmont Mining Corporation
NGRL:	Newmont Golden Ridge Limited
NGO:	Non-Governmental Organization
PAP:	Project-Affected Person
PCDP:	Public Consultation & Disclosure Plan
RAP:	Resettlement Action Plan
RAS:	Rapid Asset Survey
SIA:	Social Impact Assessment
SRF:	Social Responsibility Forum

1 Introduction

This Public Consultation and Disclosure Plan (PCDP) outlines and documents Newmont Golden Ridge Limited's (NGRL's) consultation and disclosure practices being implemented for the Akyem Project (Project). The PCDP includes details of public involvement activities with Project-affected communities, which will occur:

- During the data gathering and land access phases of the Akyem Project;
- During development of the Project; and,
- Continuing throughout the life of the Project

To ensure proper and appropriate mine developments occur in Ghana, NGRL, 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.

NGRL 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 previous consultation documents developed in preparation for the Akyem Project, as well as reference to Newmont's Public Consultation & Disclosure Plans developed for the Ahafo Project, and International Best Practice Guidelines, particularly the IFC's guidelines on public consultation and stakeholder engagement.

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.

This first edition of the PCDP covers consultation and information disclosure activities up to the end of the current Negotiations Period. The PCDP will 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 NGRL and stakeholders. The PCDP aims to improve and facilitate decision-making and create an atmosphere of understanding that actively involves individuals, groups, and organizations that can affect, or be affected by, development of the Project.

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

Key aspects of the consultation and disclosure process include:

- Regular release of Project-related information, including NGRL 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 NGRL's position regarding the project and are capable of responding to questions/comments appropriately
- Communication to be undertaken through the local language
- Regular meetings and forums documented by NGRL community workers to present Project-related information, answer questions, and address concerns
- Development of the Akyem Compensation Negotiations Committee (CNC), to include members representative of all stakeholders and 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/compensation

1.3 Akyem Project Background

The Akyem Project is located in the Eastern Region of Ghana, approximately 180 kilometers northwest of the capital city Accra, 133 km west of Koforidua, the regional administrative center, and 3 km west of the district capital, New Abirem (Figure 1.1).

In 1997, La Source SAS, Gencor, and Kenbert Mines formed Golden Ridge Resources Limited. La Source subsequently acquired Gencor's interest, increasing its holding in the Company to 80%. In 1999, La Source transferred its share in the Company to Normandy Ghana Gold Ltd. In 2002, Newmont acquired Normandy and an additional 5% of Kenbert Mines Limited share to increase its holding in the Company to 85%. In late 2005 Newmont moved to 100% ownership when it acquired the remaining Kenbert share. In 2008, the name of the company was changed to Newmont Golden Ridge Limited (the Company).

Figure 1.1: Location Map, Akyem Project



The Company has continued an extensive exploration program for gold on its Golden Ridge and Kenbert concessions in the Birim North District of the Eastern Region of Ghana since 2002. The Company obtained a mining lease from the Ghanaian government in January 2010.

Development of the Project involves excavation of an open pit mine and construction of waste rock disposal facilities, a tailings storage facility, ore processing plant, water storage facility and water transmission pipeline, sediment control structures and diversion channels, haul and access roads and support facilities. It is proposed that a portion of the waste rock in the disposal facilities would be placed into the mine pit during the closure and decommissioning phase of the project.

Construction of the Project would necessitate realignment of a 2.75 kilometer section of the New Abirem to Ahausena road. The design and construction of this new road would be coordinated through the Ghana Highway Authority. The project also requires upgrading the power line from Nkawkaw to site. Design and construction would be coordinated with the Ghana power generation and transmission authorities.

1,907 hectares are included in the Mining Area which includes areas required for both mine development and safety and environmental buffer zones. Of this amount, approximately 1,465 hectares would actually be disturbed during the Project. Approximately 74 hectares of the surface disturbance associated with the Project would occur in the Ajenjua Bepo Forest Reserve.

Table 1.1: Akyem Project Area

Mine Component	Hectares
Mine Pit	139
Waste Rock Disposal Facility	306
Tailing Storage Facility	419
Water Storage Facility	56
Water Pipeline Corridor from Pra River	17
Sediment Control Ditches and Environmental Control Dams	35
Process Plant, Mill, Administrative Offices, Mine Service Facilities	85
Haul and Access Roads	21
ROM Pad	5
Storage Yards, Topsoil Stockpile, and Powerline Corridors	382
Buffer Zones	442
Total	1907

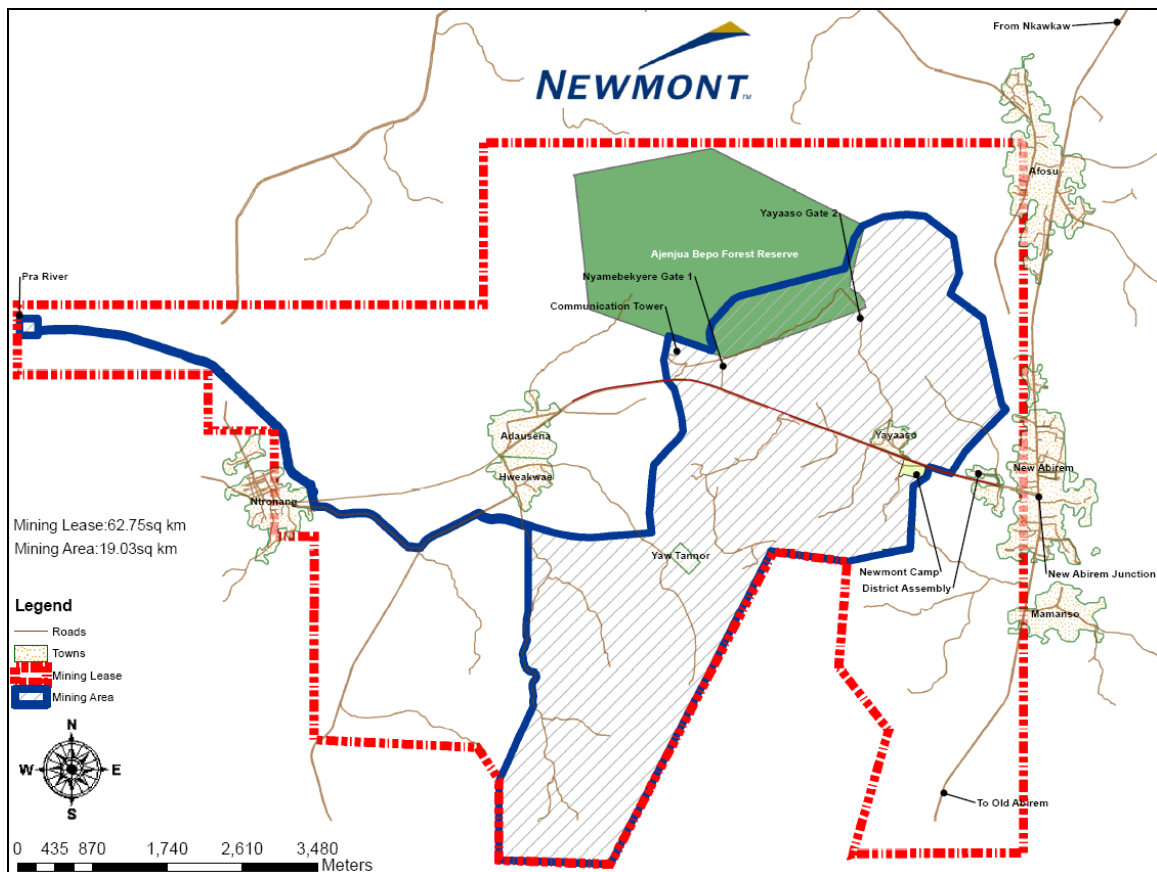
The Project would involve relocation and resettlement of one settlement (Yayaaso), eight hamlets (Nyamebekyere, Kerenkeren, Kwasi Kporfor, Badu, Kofi Aklo, Ayesu Zigah, Yaw Tano, and Metemano) and a number of individual residences. In total, approximately 1,700 households would be directly impacted through loss of structures or farmland.

Based on current reserve estimates, the Company proposes to process approximately 8.5 million tons of ore annually to ultimately extract 7.7 million ounces of gold over a

projected 15 year life of mine. The proposed Project would involve mining a total of 116 million tons of ore and 396 million tons of waste rock. The ore would be processed onsite with the gold extracted and waste material (tailings) contained in an engineered facility.

The Akyem Project is permitted by the Ghana Environmental Protection Agency (EPA) under the Environmental Impact Statement: Akyem Gold Mining Project, Final Report, November 2008. Grant of a Mining Lease was obtained from the Government of Ghana in January 2010, and the grant of a Mining Area was also obtained in January 2010.

Figure 1.2: Map indicating the location of the Lease and Mining Areas



1.4 Structure of PCDP

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

Section 2 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 3 outlines previous public consultation & disclosure activities, in particular since Newmont Mining Corporation acquired the Akyem concessions.

Section 4 outlines Public Consultation & Disclosure Activities planned for Akyem, including stakeholder identification, information disclosure and consultation methodology and schedules.

Section 5 discusses implementation, including resources and responsibilities and reporting, evaluation and document disclosure procedures.

Section 6 outlines complaints and grievance procedures in place for the Project.

Section 7 outlines future consultation activities in anticipation of further revisions of this PCDP.

2 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, NGRL 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 Akyem Project.

2.1 Regulations in Ghana

Environmental Assessment Regulations

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.

Minerals and Mining Act (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 (Are these references to the Local government Act, Act 462 of 1993 and the Town and Country Planning Ordinance, CAP 84 of 1945)
- Housing Standards and Building Codes (National Building Regulations of 1996)

2.2 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, NGRL 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. NGRL should consult with such stakeholders throughout project implementation as necessary; to address EIS related issues that affect them.

EIS Summaries and Draft EIS Report: For the initial consultations NGRL should provide summaries of project objectives, descriptions and potential impacts. When the draft EIS is ready NGRL 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, NGRL 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: 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.

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

Ongoing Consultation: 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 has developed a comprehensive Disclosure Policy in recognition of the importance of accountability and transparency in the development process.

2.3 Other International Policies and Standards

International Council on Mining and Metals

Newmont is a founding member of the International Council on Mining and Metals (ICMM). As such, the Akyem 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

International Industry Initiatives

Newmont is a signatory to the International Cyanide Management Code (ICMC) and will comply with ICMC requirements. Newmont'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.

2.4 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 be the most valued and respect mining company 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 Standards

The Newmont Corporate Social Responsibility Standards contain the following principles regarding stakeholder engagement:

- Engagement activity shall be undertaken in an informed and culturally appropriate manner, based on the knowledge gained through conducting stakeholder mapping and social baseline studies
- Newmont personnel shall be trained in basic interpersonal communications skills to ensure that behaviors honor local norms, rules, and systems, and promote active dialogue and listening

- Newmont personnel with direct job responsibilities for stakeholder engagement and conflict management shall receive advanced training in interpersonal communications skills to assist them in instances of conflict and dispute resolution.
- Complaints regarding personnel behavior will be monitored on a regular basis. Managers shall demonstrate and promote good behavior through incentives and constructively correct poor behaviors through informal channels and a formal documented process.
- A documented stakeholder engagement plan shall be developed for each site and region
- Engagement plans shall be informed through collaboration with the stakeholders to be involved in the engagement activity. Local community stakeholders shall be encouraged to play a leadership role in engagement processes, where appropriate
- Necessary and relevant site information shall be made available to stakeholders to ensure an informed engagement process, and in accordance with considerations of the accessibility of the information to diverse audiences
- A set of agreed-upon core messages about site activity shall be developed, to ensure consistency throughout all engagement activity. Such messaging shall be conveyed to all personnel that will be involved in or may potentially affect the engagement activity.
- Stakeholder engagement plans shall be reviewed quarterly to evaluate progress against the measures of success and identify any gaps or underperformance. Where gaps or underperformance are identified, corrective action plans will be developed and implemented. Corrective actions will be captured in the facilities corrective action system
- Where deemed necessary and appropriate, resources shall be made available to external stakeholders to allow them to engage effectively
- Where marginalized and vulnerable groups have been identified, procedures shall be developed and implemented to ensure these groups are engaged
- All formal engagements shall be documented via a process whereby the minutes are shared and approved by the attendees
- Where decisions and/or commitments are made by Newmont during the course of stakeholder engagement, the commitment shall be entered into the site's commitment register and an implementation plan developed to ensure that Newmont responsibilities are fulfilled
- Complaints or grievances voiced by stakeholders shall be documented and managed according to the Complaints and Grievances Management and Resolution Standard

- A knowledge, attitude and perception survey shall be conducted at least annually for stakeholder groups identified in the engagement process to determine the level of satisfaction with the operation, engagement and the level of success achieved.

3 Previous Public Consultation & Disclosure

3.1 Pre-Newmont Consultations

Consultation activities prior to Newmont involvement in the Project were not recorded systematically. Information available suggests that exploration personnel addressed issues informally through face-to-face discussions about the activities occurring at that time.

3.2 Previous Newmont Public Consultation & Disclosure Activities

The Company has undertaken a comprehensive suite of consultation, disclosure activities, and stakeholder engagement exercises since acquiring the Akyem concessions. Project stakeholders – individuals, groups, and organizations with an interest in the Project – have been actively engaged in the consultation process.

This section summarizes the key public consultation processes, outputs and outcomes since Newmont became involved in the Project in 2002.

Stakeholder Identification

At the outset, all stakeholders associated with the Akyem Project that could directly or indirectly, positively or negatively, affect or influence the Project were identified. The primary categories of stakeholders identified for the Akyem Project included:

- Government (national, regional and district level)
- Traditional authorities
- Local communities, including the hamlets
- Farmers and Landlords
- Youth
- Traders and Artisans
- Religious groups
- Educational Institutions
- Media
- Non-governmental organizations (NGOs) and other civil society groups

Stakeholder Identification is discussed in more detail in Section 4 of this PCDP.

3.3 Formation of Advisory Committees

3.3.1 Compensation Negotiations

Early exploration activities from 2002 necessitated the formation of a **Crop Compensation Committee** to discuss and negotiate compensation rates for damage or loss resulting from Project activities. Annual reviews were undertaken with increasing levels of stakeholder participation. This committee evolved into the **Crop Rate Review Committee** in 2006 with similar responsibility as stated above.

The Crop Rate Review Committee then developed into the current **Compensation Negotiation Committee (CNC)** in 2008, as a broader stakeholder forum which is the central medium for discussion on all matters related to compensation, land access and resettlement.

Regular capacity building workshops have been undertaken with all the stakeholder bodies on a variety of issues ranging from negotiations and consultation to aspects of the project process and money management.

The current roles and responsibilities of the CNC are discussed in Section 4 of this PCDP.

3.3.2 Community Consultative Committee (CCC)

A Community Consultative Committee (CCC) was also inaugurated in 2004 with representation from the affected communities, various government agencies, and Newmont. The CCC provided a forum for consultation and feedback on all project related issues. It also evolved into a forum for discussions on community development requests as well.

The CCC has since been dissolved and replaced by both the Compensation Negotiation Committee and a more purposeful forum called the Akyem Social Responsibility Forum (Akyem SRF).

3.3.3 Akyem Social Responsibility Forum (Akyem SRF)

The Akyem Social Responsibility Forum (SRF) is the main deliberative and planning body, where community development plans and agreements will be finalised or confirmed, in consultation and cooperation with stakeholders and development partners. The Forum discusses issues relating to sustainable social investments, community development programmes, capacity-building, employment, and related livelihood enhancement and socio-economic benefits for project affected people and communities in the Akyem Project Area.

3.4 Community Information Centres

In 2006, Community Information Centers were established in each of the Project area communities. The centers were equipped with equipment and communication materials to support participation and consultation with community members, while Community Liaison Officers (CLOs) completed a communication skills training program. Roving CLOs were utilized to provide an information sharing service to the more isolated hamlets.

The range of services and information available at these centers has continued to develop over time to include complaint and grievance registration; Project information dissemination; employment registration and queries; newsletter distribution; resettlement and compensation information; and community health information.

3.5 Akyem Amanie Community Newsletter

In June 2005, the Akyem Project began publishing a community newsletter, "Akyem Amanie" (Akyem News), which reports the Company's activities and programs. The main objectives of the newsletter are to inform, educate, entertain and discuss pertinent Project milestones and activities. It serves as an avenue for the sharing and dissemination of information among all stakeholders, in particular, the Project area communities, Project employees and contractors.

A readership survey was conducted in early 2007 and the results have helped in expanding the readership and circulation in the communities.

3.6 Stakeholder Consultations

The Company has undertaken a comprehensive suite of consultation, disclosure activities, and stakeholder engagement exercises since acquiring the Akyem concessions. Public participation occurred throughout the development of the Environmental and Social Impact Assessment (ESIA), as required by the Ghanaian Environmental Protection Agency mine permitting process. During the years preceding the commencement of the Land Access activities Project stakeholders with an interest in the Project have been actively engaged in the consultation process through a variety of formal and informal consultation methods and activities.

Public consultation formed an integral part of the Social and Environmental Impact Assessments and Project Scoping. The methodologies used included key stakeholder interviews, household interviews, community focus groups, community meetings, workshops and briefings. As part of the Social Impact Assessment, key stakeholder interviews were conducted at district and local levels. Household questionnaires and focus group discussions were conducted in order to collect socio-economic information on which to base informed, interpretive assessments of community conditions and identify concerns of specific interest groups.

The consultation process has frequently made use of traditional Ghanaian communication methods to share information with communities such as the traditional *gong-gong* community announcement system, which uses town criers to inform communities of an impending *durbar* (public meeting) and other events. The local chiefs have played an integral role in communicating with the communities and the Company has maintained a close engagement with them.

Supplementary to the beating of the *gong-gong*, the Company announced events and involvement opportunities on public notice boards erected in the Project area communities. As large parts of the communities are illiterate or only functionally literate, local theater, dance and drama have been used as communication tools to educate and inform a larger section of the communities. As the Company successfully used this method in undertaking dissemination of information about the Project employment process, it was decided to continue using this method of communication. Through the Company local drama troupe participants have been identified and trained. The drama troupes have been used to disseminate Project-related information, and as an avenue to raise awareness and knowledge within the communities about social issues such as adolescent sexual and reproductive health, HIV/AIDS, and child labour.

In addition, a regular schedule of stakeholder workshops and briefings has focused on key stakeholders including government departments and agencies, NGOs, traditional leaders, the media, as well as Project employees and contractors and other stakeholders.

A complete schedule of Stakeholder Engagements undertaken between 2003 and 2009 is attached as Appendix 1.

3.7 Complaints Process / Grievance Procedure

NGRL put in place a Standard Operating Procedure (SOP) in 2006 to manage complaints in a planned and systematic manner. The key aim of the process was to facilitate the speedy resolution of disputes and grievances, and to promote trust and build a positive rapport between NGRL 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.

The latest iteration of the Complaints & Grievance procedure is discussed in detail at Section 6 of this PCDP.

3.8 Monitoring & Evaluation of Previous Public Consultation & Disclosure Processes

The Company has ensured that the consultation and information disclosure processes employed have been regularly assessed for their effectiveness and efficiency. The effectiveness of the consultation strategies have been periodically evaluated through feedback from communities, periodic external review and the Company's own monitoring programs. This is done in a number of ways, including: workshop evaluation feedback forms at the end of some of the formal engagement sessions; an Akyem Amanie readership survey; perception surveys; and as part of the annual Community Relations Management System Assessment.

A key independent evaluation of the Public Consultation & Disclosure processes was undertaken in 2005 by the Corporate Engagement Project (CEP), which is coordinated by the CDA-Collaborative Learning Projects in Cambridge, Massachusetts, USA. Knowledge, Attitude, Perception and Audience Channel Studies were also undertaken in 2006 at the community level to assess existing knowledge, attitudes and perceptions about the project as it develops.

The analyses indicated that a significant majority of the community members were happy about the Project in the area. However, concerns were also highlighted concerning influx of people due to the Project and a potential increase in social vices, as well as fears relating to loss of land.

The Company has used the information gathered from the studies to identify community concerns and to refine appropriate methods for engaging with the communities and addressing their concerns, as well as informing community development, influx management and livelihood programs.

4 2010 Public Consultation and Disclosure Plan for Akyem

4.1 Overview

NGRL believes that public consultation is an ongoing process and plans to continue existing consultation efforts throughout the land access, resettlement, construction, operations, and closure phases of the Project. As the stages of the Akyem Project progresses through these various phases, Newmont's message will change to reflect the issues and concerns of each phase. As such, the PCDP will be continually adapted and updated to reflect this.

The pre-Project public consultation and disclosure discussed at Section 3 focused on imparting key messages about Newmont and their approach to mining, social investment and the Akyem Project, as well as issues concerning environmental matters and permitting, exploration activities and compensation. Current messages will contain more information about the land access and resettlement process, employment and training, safety, mitigation and livelihood programs, environmental monitoring, and influx management.

NGRL is committed to maintaining its ongoing program of consultation and disclosure and will:

- Maintain regular communications with all stakeholders, including the media, per NGRL's Communication Management Plan
- Regularly engage with the Compensation Negotiations Committee concerning all issues concerning land access, compensation and resettlement
- Provide local residents with regular information on project progress and related implications
- Provide local residents with information on employment and training opportunities
- Maintain awareness of safety issues
- Maintain awareness of malaria and HIV/AIDS policies and programs available to local residents through the HIV/AIDS Peer Educators (Newmont and Community Peer Educators).
- Maintain constructive relationships between local residents and NGRL 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 Programs, community development plans, and other social investment programs
- Monitor community attitudes toward NGRL and the Project through perception surveys
- 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
- Continue independent assessments to evaluate the public consultation and disclosure process, as well as the mining operations, resettlement activities, community development plan, and other social investment programs.

NGRL's Environment and Social Responsibility Department is responsible for ongoing implementation of the PCDP, with assistance from the Project Manager, Resettlement and Land Access. The Regional Vice-President of Environment and Social Responsibility and the Regional Director of Corporate and External Affairs are responsible for communicating with international stakeholders and NGOs.

4.2 Identification of Stakeholders for the Akyem Project

The Akyem 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 Akyem Project, stakeholders have been identified since 2003 through a variety of methodologies. This includes:

- Reference to the NGRL 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.

Stakeholders (including PAPs and other interested parties) have been identified by means of networking, referral and advertisement.

Stakeholders in the local communities have also been identified through a comprehensive socio-economic survey, which also gathered concerns and issues surrounding the project development. With the commencement of the land access and resettlement process at Akyem, further socio-economic surveys and focus group discussions will identify all stakeholders affected by the Project.

Stakeholders' contact details are incorporated in the existing NGRL Stakeholder Database.

Identification of Women & Vulnerable Groups

Particular emphasis has been placed on early identification and involvement of vulnerable groups and potential project opponents. Given that women constitute a significant potentially vulnerable group, NGRL is developing a Gender Mainstreaming Plan for the Akyem Project which will ensure in particular the interests of women are considered in all aspects of the Akyem Project, and special efforts will be 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 make an essential 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 programs.

The Plan consists of four components:

- Building gender strategy into the decision-making of Newmont's Department of External Affairs
- Developing Women's Associations and Groups in the Project-Affected communities, providing a platform for women in the lease area to express themselves freely, to participate in community decision making regarding the Project, and to address specifically those issues particular to women and their roles in society, as well as an opportunity to meet and collaborate on other issues of common interest
- 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 Mainstreaming Plan specifies that the following steps will be taken to promote the equitable and meaningful participation of women:

- Newmont Environment and Social Responsibility 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 Land Access & Resettlement process 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 CNC, SRF, etc) will be developed with the aim of having a reasonable proportion of female members. Women's participation in the leadership and management of these committees will also be promoted
- In its deliberations, the Compensation Negotiation Committee (CNC) will demonstrate that gender considerations were taken into account in all discussions and agreements
- 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

NGRL 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, in particular the CNC, are elected by voting or acclamation during community gatherings and group meetings, and subject to community verification monitoring by the National Commission on Civic Education (NCCE). NGRL 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, NGRL asks groups to confirm that their representatives are genuine advocates of the views of their members. To do so, it issues Appointment of Members of CNC Forms which farm/land owners of each community sign and submit to NGRL.

The Compensation Negotiation Committee (CNC)

A Compensation Negotiation Committee (CNC) was established in 2008, as discussed at Section 3, containing community representatives from all the Project affected communities. The CNC has acted as an ongoing Consultative Committee for issues surrounding the pre-project activities, and will be the chief conduit and representative

body for communities in negotiating on all aspects of the Akyem Land Access & Resettlement. The role of the CNC is discussed further at Section 4.6 below.

4.4 Stakeholder Groups

A list of Stakeholders for the Akyem Project has been developed and is presented in **Appendix 2**. 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 Eastern Region and the Birim North District provide regulation and services to local residents and are responsible for future planning of the area.

Traditional Authorities

The Project area falls under one Paramount Traditional Authority which is the Akyem Kotoku Paramountcy with its traditional headquarters at Oda. The Project area owes allegiance to the Paramountcy through the Gyaase Division.

The Project area falls under five different stool land owners, which are Adausena, Agyenua, Abirem, Afosu and Ntronang. Serving under the stool land owners are other sub chiefs and community headmen. The Sub chiefs or Odikros are Hweakwaae, Mamanso and Yayaaso. The Headmen are Yaw Tanoh, Nyamebekyere and Ayensu Ziga.

The Paramountcy, through the Divisional chiefs, exert control over the stool land owners and the sub-chiefs including the headmen, who represent communities within their respective stools (chiefdoms), and village chiefs, who represent smaller communities.

The Sub chiefs and headmen under the stool land owners do not have direct contact with the Paramountcy or Gyaase Division but through the stool land owners, except Hweakwaae, who traditionally is said to be related to the Omanhene (Paramountcy).

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

There is estimated to be around 250 resident households in the Akyem Mining Area. Up to 1450 families may have fields in the Project Area to which they could lose access. The Akyem 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.

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 both political and communal activities. This is due partly to the nature of the Ghanaian society where men dominate almost every facet of social life.

As discussed above, Women's groups will be consulted as part of NGRL's Gender Plan. This will provide a platform for women to freely express their views about NGRL operations.

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. NGRL actively engages with NGOs within the Project area, as well as within the Region and Nationally.

Newmont Employees & Contractors

There are a number of locals employed at the Akyem project Site, some of whom are from the Mining Area. In addition, many Newmont employees will have contact with project-affected persons over the life of the Project. Regular monthly briefings, by notice, email, and staff meetings, 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.

4.5 Informal Stakeholder Consultations

These interactions will occur as presently happens, when NGRL representatives undertake their daily tasks. Informal consultations may take place with Community Liaison Officers, but also other members of the Project team, such as surveyors and technical personnel.

All NGRL employees and contractors will be regularly updated on the project, to ensure consistent messaging and disclosure of information. All technical personnel working directly on the Project will be briefed on community relations, and accompanied in the field by Community Liaison Officers. 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

Formal Consultation and Information Disclosure on all resettlement related and environmental issues will occur through a variety of processes and activities, as discussed below.

Information and / or Briefings to Key Stakeholders

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

- Member of Parliament
- National Ministries/agencies:
 - Environment
 - Lands, Forestry & Mines
 - Lands Commission
 - Land Valuation Board
 - Local Government and Rural Development
 - Education
- International, national and local environmental and human rights non-governmental organisations

- OLIVES
- WACAM – Wassa Association of Communities Affected by Mining
- Conservation International
- Third World Network
- Oxfam America
- FIAN
- RECA

- International, national, regional and local media

- Regional & District officials and agencies
 - Eastern Region Directorate of Health
 - Eastern Region Coordinating Council
 - Eastern Region Town and Country Planning
 - Eastern Lands Commission
 - Eastern Region Office of the Administrator of Stool Land
 - Eastern Region Office of Land Valuation Board
 - Eastern Region Youth Council
 - Eastern Region Social Welfare Directorate
 - Birim North District Assembly
 - Birim North District Directorate of Health
 - Birim North District Coordinating Council
 - Birim North District Town and Country Planning
 - Birim North District Youth Council
 - Birim North District Social Welfare Directorate
 - Birim North 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 Groups
 - Assembly Members Association

Briefings and stakeholder updates for key stakeholders at the local, regional and national government levels will consist of regular Progress Reports, containing a summary of activities undertaken (consultations, data gathering etc) in the community, and planned activities.

Initial briefings will be through formal meetings with stakeholders at all levels. Briefings will then be given via regular meetings, or through written correspondence, as preferred or appropriate to each stakeholder.

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

As interaction occurs, briefings will also be given to:

- International, national and local environmental and human rights organisations
- International, national, regional and local media

Copies of formal briefings will also be available in the Public Information Centres.

Communication Plans

Communication Plans to guide both internal and external engagement activities through the year will be developed as required, in alignment with commitments in this PCDP, related to key Project milestones, such as declaration of moratorium, the execution of asset surveys, construction labour pool recruiting, and negotiations feedback. The Communication and Community Relations teams will lead development and implementation of the Communication Plans, supported by Management and the Land Access & Resettlement Team as required.

Community *Durbars* / Public Meetings

A series of Public meetings will be held, open to all members of the public, Traditional Authorities, Assemblymen and local opinion leaders.

The purpose of initial public meetings has been to:

- Introduce the resettlement project
- Explain the land access and control process
- Gain trust and support for the process
- Declare moratorium over the Mining Area
- Outline moratorium rights and responsibilities
- Outline surveying procedures

Further meetings will:

- Detail project progress
- Confirm any agreements and consensus reached
- Assist CNC Representatives in providing effective feedback to their communities.

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

Focus Groups

Relevant focus groups will be formed as part of the socio-economic assessment, for open discussion of concerns relevant to the specific groups. The following types of focus group will be consulted with:

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

Interviews with Key Informants

Key influential people identified in the Akyem area will be 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.

Socio-Economic & Asset Surveys

Comprehensive surveys will be undertaken as part of the resettlement planning process, particularly a comprehensive socio-economic survey and immoveable assets survey.

Questionnaire results will inform the information-gathering process, providing detailed individual feedback on stakeholder comments and concerns, outside of the group format.

Information Centres & Noticeboards

The NGR Information Centres within the affected communities will be the central points concerning community interaction on the Akyem Project, and will provide Project Affected Persons ease of access to community liaison officers and Project and Company information, facilitating an open-door approach for information disclosure and consultation.

The Information Centres also provide an access point for logging of complaints and concerns with the NGR 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 also be used to disseminate information and advertise consultation activities, and additional boards have been erected at key locations in the Mining Area.

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

Akyem Amanie Community Newsletter

The community newsletter will continue to report periodically on the Company's activities and programs. The main objectives will continue to be to inform, educate, entertain and discuss pertinent Project milestones and activities.

Media Broadcasts

Messages will be broadcast on local radio stations and community public address systems to inform project affected persons and key stakeholders of planned community meetings and outlining key project activities such as moratorium declaration, surveys, etc, and later to educate and inform on livelihood programs and compensation and resettlement plans.

Compensation Negotiation Committee (CNC)

As referred to above, a Compensation Negotiation Committee (CNC) was established in 2008, containing community representatives from all the Project affected communities. The CNC has acted as an ongoing Consultative Committee for issues surrounding the pre-project activities, and will be the chief conduit and representative body for communities in negotiating on all aspects of the Akyem Land Access & Resettlement.

The CNC consists of designated Representatives as follows:

- Fifty (50) community representatives comprising
 - 46 Representatives of Communities that are physically or economically impacted (including Traditional representatives)
 - Representatives from the adjoining Districts where Newmont is currently undertaking exploration activities. These Districts being:
 - 1) Kwahu West Municipality
 - 2) Kwahu South District
 - 3) Kwabibrim District
 - 4) Asante Akyem South District
 - ii. An independent Community Valuer and Technical Team
 - iii. Representatives of relevant Government Ministries, Departments and Agencies (jointly referred to as MDA's)
 - iv. Newmont Representatives and Technical Team
 - v. Observers

The CNC is overseen by an independent Moderator, who is appointed by agreement with the entire CNC.

The CNC drafted and agreed on Guiding Principles, Rules and Procedures in late 2009 which will guide the land access and resettlement negotiations. In particular, the following Principles were adopted by the Committee:

Informed Participation – All participants in the negotiations and the communities they represent will participate in the Compensation Negotiations process on an informed basis

Fairness – All participants in the Compensation Negotiations process and all project affected people will be treated fairly

Openness – All participants in the Compensation Negotiations and implementation process will undertake their activities in an open and transparent manner

Mutual Respect – All participants in the Compensation Negotiations and implementation process will treat each other with respect

Laws and Standards – All participants in the Compensation Negotiations and implementation process will comply with applicable Ghanaian laws and be guided by International Finance Corporation (IFC) social safeguard policies.

The CNC will meet at least weekly during the land access, compensation and resettlement negotiations, and will deliberate on all key compensation issues, as well as acting as a consultative body for development of appropriate livelihood programs and community development investments. Sub Committees of the CNC form working groups for further deliberation and negotiation on key issues as appropriate, before reporting back to the full CNC for final discussion and agreement.

The CNC is currently overseeing the asset surveys, as well as negotiating crop compensation procedures and rates, and will shortly commence discussions on other key resettlement and compensation issues, including resettlement site, infrastructure

and housing, structure valuations, resettlement eligibility and entitlement, deprivation of use of land compensation, and other related assistance.

Community Task Force

A Community Task Force has been formed for the Project to accompany survey teams in the field, oversee the survey processes, and educate project affected persons regarding building and cropping rights in the mining area, and where they can go for additional information or to address grievances. They will continually educate persons appropriately about their rights, and the procedures for ensuring building and cropping is compliant.

The Teams will support in the issuing of relevant project Information to all project affected persons, in writing and verbally, at key points in the Project process, such as when homeowners and occupiers have their buildings surveyed at the time of the moratorium declaration, preventing unauthorised building, and recording assets within the Mining Area.

The Teams will 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.

Site Visits/Tours

Selected Project-affected people, together with the CNC, will be invited to tour the resettlement sites at Newmont's Ahafo Project, in order to understand the resettlement process and planning, and meet with residents and community leaders there.

4.7 Formal Stakeholder Consultation & Disclosure Schedule

Table 4.1 outlines the schedule for this initial Land Access & Resettlement Consultations Stage only. This stage includes the introduction of the land access and resettlement aspects of the Project, including execution of surveys, negotiations and resettlement planning.

The PCDP will be updated as the project progresses to include the consultation schedule: a) Post Negotiations b) During Implementation and c) Post-Relocation/Resettlement Monitoring.

Table 4.1: Stakeholder Consultation & Disclosure Schedule

Akyem Project 2010: Ongoing Consultation and Disclosure	
Topic	Frequency
Formal Consultations	
Briefing for Regional Minister and Staff	Monthly
Briefing for Local MP	Ad-hoc
Briefing for District Chief Executive	Bi-weekly
Briefing for Regional Ministries, Departments and Agencies	Quarterly
Briefing for District Ministries, Departments and Agencies	Quarterly
Briefing for Unit Committee Members and Assemblymen	Quarterly
Briefing for Paramountcy	Quarterly
Briefing for Stool Land Owners (local chiefs)	Every 40 days
Briefing for Agyenua Chief	Every 40 days
Briefing with Queen mothers	Every 40 days
Briefing for Caretaker Chiefs	Every 40 days
Briefing for the Birim North Chiefs Association	Schedule TBD
Briefing for Local and Regional Media	Quarterly
Briefings for Youth Leaders	Quarterly
Briefing for Religious Leaders	Quarterly
Briefing for Chief Farmers and Community Field Assistants	Quarterly
Briefing for Women Groups and Associations	Schedule TBD
Focus group workshops with Farmers	Bi-weekly
Focus group workshops with Youth groups	Bi-weekly
Focus group workshops for Business and Artisans	Bi-weekly
Community Durbar to report current and upcoming activities	Quarterly
Focus group workshops with special interest groups including Pensioners and the Physically Challenged	Schedule TBD
Civil Society Groups (NGO)	Schedule TBD
Informal Consultation	
Updates to information boards re: employment, training, safety issues	Weekly or as required
Informal sessions with all traditional authorities in the Mining Area	As needed, maybe daily sometimes
Dissemination of Information	
Updates to public notice boards	Weekly or as needed
5 Star Community Relations Annual Assessment Report	Annual
Akyem Now and Beyond Report	Annual
Akyem Project Newsletter	Quarterly
Media Workshops	As needed
Media Visits	Quarterly
Scheduled visits by Community Relations Staff to	Weekly

each community	
Community Information Officers	Daily
Information Van for the announcement of key project activities and milestone	Daily or as needed
Public Consultation & Disclosure Plan	At key project stages: Post Moratorium, post negotiations, and during implementation
Project Progress Reports	Quarterly from date of moratorium, for dissemination to key stakeholders and Newmont Internal Stakeholders
Committees	
Social Responsibility Forum	Bi-Weekly
Compensation Negotiation Committee (CNC)	Tuesday & Friday (or as advised)
Complaint Process	
Grievance and Complaints (Information Centers)	Daily, Mon to Fri, 8am to 3pm
Audit of complaint log to ensure effectiveness of process, screen for outstanding issues, monitor reoccurring issues.	Monthly

5 Implementation of the PCDP

5.1 Resources & Responsibilities

NGRL has overall responsibility for stakeholder consultation and involvement. The NGRL Communication and Community Relations Departments are responsible, with the assistance of the Land Access & Resettlement Project Team, for implementing the PCDP.

The **Newmont General Manager, Environment and Social Responsibility** is responsible for compliance with Ghanaian and Corporate Social Responsibility requirements. This includes general oversight of operational commitments to external stakeholders; development and oversight of procedures and programs for community relations; media relations; local NGO relations; community development; and land access required for the Akyem Project. She reports directly to the Regional Vice President, Environment and Social Responsibility.

The **Newmont Communication & Community Relations Managers** are chiefly responsible for strategic communications and consultations regarding the Akyem Project. Both Managers are familiar with the Project area, and have extensive experience in terms of interacting with communities and all other stakeholders.

The **Newmont Regional Vice President for Environment and Social Responsibility** is responsible for communicating with national and international stakeholders.

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

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 and sophistication can understand and participate in discourse about project-related activities.

Community Liaison Officers and Communication experts 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, working closely with community representatives in feeding back to their communities, and in maintaining the Newmont notice boards.

Communication Officers under the leadership of the Communication Manager will be liaising with all project participants to ensure effective relationships, accuracy in information delivery and consistency in messages from the company. They will be employing myriad of communication tools and techniques to build and sustain the reputation capital and image of the company. They will work maintain ongoing liaison and management of the local and regional media. The schools will be engaged as agents of change to build sustainable trust with communities. Newsletters, factsheets and posters will be developed and produced to support effective communication with communities and other stakeholders.

NGRL 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

A comprehensive approach to the Akyem land access & resettlement planning means there is close cooperation between community-level project stakeholders, communications experts and the Land Access & Resettlement Team's planning and technical team members.

This offers all staff and contractors involved in the Project an appreciation of consultation and disclosure activities in their interactions with project stakeholders, and ensures that community inputs will be incorporated into all aspects of project planning, from inception to completion.

Intersocial Consulting Ltd, a Ghanaian registered Company specializing in land access and resettlement, is responsible for preparing this PCDP, in close cooperation with NGRL Communication Manager and the General Manager for Environmental & Social Responsibility. Intersocial will also prepare a Resettlement Action Plan (RAP) for Akyem with NGRL and oversee the land access and resettlement process.

Savannah Communication Limited, an independent Ghanaian consortium specialized in the art and science of communication have been contracted to ensure that all land access and resettlement programmes including moratorium management and compensation negotiation are conducted based on clear and consistent messaging, community engagement and media management. They will work closely with the NGRL Communication team on a daily basis. They also have a high degree of interaction with community and other key stakeholders.

LandPro, an independent Ghanaian Valuation & Surveying Firm have been contracted to undertake asset surveys and also advise on the key components of compensation and valuation as they relate to the development of a compensation framework, and play a key role in the compensation negotiations process. They therefore have a high degree of interaction with community stakeholders.

Samaward, an independent Ghanaian company specializing in surveying, was contracted by Newmont to conduct baseline inventories of crops to support resettlement and compensation efforts. The surveyors interface regularly with community level stakeholders, particularly the farmers, and are a key point of contact between the Project and the farming community.

Geodata, another Ghanaian surveying firm, has been contracted to determine farm boundaries for determination of land rights and compensation. These surveyors also interface with community stakeholders, chiefly farmers, on a daily basis.

5.2 Reporting & Evaluation

NGRL 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 Newmont Social Responsibility Standard concerning Monitoring & Evaluation
- 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 resettlement activities, implementation of the Livelihood and Community Development Programs, and any other social investment programs.

5.3 Record Keeping

Record keeping will take the following form:

- 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
- Attendance registers completed at all meetings, and taking digital photographs and/or video recordings at meetings as required/possible
- Keeping a comprehensive record for reporting purposes of:
 - All meetings (dates, venues, attendees, objectives, outcomes)
 - 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

The Company is committed to transparency in its relations with stakeholders and will implement a number of Project-document disclosure procedures. NGRL 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 a 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: Public Consultation and Disclosure Plan – Akyem Project, 2010
- Document No. 2: Resettlement Action Plan – Akyem Project, 2010

The Environmental and Social Assessment documents were previously publicly disclosed as part of the approval process for the Environmental Permit and are readily available.

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

Secondary Project Related Documents

- Document No. 3: Summary Resettlement Action Plan – Akyem Project, rePlan, 2010 (translation into *Twi*)

Consultation and Disclosure Implementation

NGRL will maintain an open door policy at both Accra and Akyem 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

Vice President of Social Responsibility and Sustainable Development
Colorado, USA Telephone + (1) 303 – 837 – 5215

Newmont Ghana

Director External Affairs – Europe and Africa

Ghana Telephone + (233) 30 – 7011852

Or by visiting Newmont Accra Office at 825 / 26 Lagos Avenue, East Legon, Accra, Ghana

Newmont Ghana

Communication Manager

Ghana Telephone + (233) 30 – 7011852 Extension 50044

Or by visiting Newmont Ghana Gold Limited Accra Office at 825 / 26 Lagos Avenue, East Legon, Accra, Ghana

Newmont Golden Ridge Limited

General Manager, Environmental & Social Responsibility

Akyem Project

Ghana Telephone + (233) 30 – 7011852 Extension 52035

Or by visiting Newmont Golden Ridge Limited office at Yayaaso, Birim North District of Eastern District

Newmont Golden Ridge Limited

Communication Manager

Akyem Project

Ghana Telephone + (233) 30 – 7011852 Extension 52038

Or by visiting Newmont Golden Ridge Limited office at Yayaaso, Birim North District of Eastern District

A website has been developed to provide information on Newmont projects being developed in Ghana:

http://newmontghana.com/index.php?option=com_content&task=view&id=12&Itemid=35

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:

NGRL.AkyemComments@Newmont.com

6 Grievance Procedure

The Company is committed to facilitating stakeholders' expressions of questions and concerns regarding the land access, resettlement/relocation and compensation process.

According to its public statements the Company;

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

As referred to at Section 3.7, NGRL has put in-place a Standard Operating Procedure (SOP) that seeks to manage complaints and grievances in a planned and systematic manner. The SOP defines the processes that must be followed when complaints and grievances relating to the Akyem Project received from local area stakeholders are handled in a carefully planned manner to facilitate the speedy resolution of these complaints and grievances and to promote confidence and trust and to build rapport between Newmont and local area stakeholders.

This Standard Operating Procedure applies to the Akyem Project and all the communities considered as being impacted by the Project in relation to all manner of complaints and grievances.

Newmont's aim is to work with communities in a respectful manner to maintain, enhance and improve upon its Social License to Operate in the area. The grievance procedure is one way by which the company wants to be held accountable.

For the purpose of the procedure, the Company defines a complaint as something that an individual sees as unfair to him/her, that he/she believes is as a result of the activity of Newmont in the area and to which he/she wants to seek redress. It is an issue that is not related to compensation in any way, whilst a grievance involves either monetary or non-monetary compensation.

All complaints and grievances received from individuals, groups and other stakeholders affected by the project are investigated to arrive at their resolution.

Administration of the Grievance Procedure

The administration of the procedure is a responsibility of the Grievance Office within the Management Systems and Support Unit of the ESR Department.

The roles and responsibilities of all members of staff involved in the administration of the procedure are clearly outlined below.

Community Information Officers

Community Information Officers are responsible for having a preliminary discussion with complainants. This can include providing complainants with information or clarification on any issues of concern. The Information Officers receive verbal complaints and grievances and pass these on to the grievance officer. It is then the role of the grievance

officer to record the complaints in the management system and assign an appropriate resolving officer.

Grievance Officer

The Grievance Officer is responsible for the overall administration of the grievance mechanism. This includes receiving written complaints, recording all grievances and associated documentation into the management system, the upkeep of files, forwarding complaints to resolving officers, regularly following up with resolving officers on outstanding complaints, and following any cases relating to Newmont that are being heard by the Ghanaian Commission on Human Rights and Administrative Justice (CHRAJ) or the courts.

Resolving Officers

Resolving officers are the persons assigned to respond to a grievance or complaint. The resolving officers are persons with the expertise to resolve the complaint/grievance. This is usually the Manager/Supervisor of the department in whose area is the complaint/grievance.

Resolving officers are responsible for communicating with complainants, conducting an investigation into the complaint or grievance, and preparing reports and recommendations for resolution. This is facilitated by the Grievance Office.

The Grievance Office facilitates the resolution of complaints and grievances through arranging meeting times, days for investigation (e.g. farm inspections), transportation of complainants for investigation, with both the complainant and the departments involved in complaints.

Grievances and Complaints Committee

The Committee provides and/or authorizes resolutions in those instances where a complaint or grievance falls outside the scope of authority of the resolving officers. The Committee is also responsible for forwarding cases to senior management where this may be required. The Committee is made up of some members of the ESR management team, including the **CR Superintendent, Community Development Manager, Communications Manager, MSSU Coordinator, Government Relations Manager, Environment Manager** and specialists as required.

Lodging a Complaint or Grievance

Complaints and grievances can be made orally or in writing by members of the communities that are impacted by the project.

The procedure states that all complainants are to be treated respectfully, politely and with sensitivity. The complaint and grievance procedure is publicized through regular public engagement, such as farmers' briefings, youth engagements, and community durbars, meetings with particular stakeholder groups, and regular formal community meetings. Employees are educated about the complaints and grievance procedure at internal stakeholder education programmes and at induction, and are urged to actively encourage community members to access the grievance mechanism when aggrieved with the activities of the company.

Complaints can be lodged in one of two ways:

- With Community Information Officers at the Community Information Offices in the project affected communities
- At the grievance office at the Yayaaso Camp Site.

Complaint/Grievance Resolution Process

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 NGRL responds to written grievances within thirty days. Responses generally include a settlement proposal.

NGRL staff routinely seek advice and, where appropriate, intervention of traditional authorities and members of the CNC, to assist in resolving disputes. Grievances of a legal nature are forwarded to NGRL'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.

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:

- Provide recommendations towards the resolution of complaints and grievances 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
- 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
- Refer all unresolved complaints that are above the precedent and authority level of the Committee to the Senior 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 Superintendent
- Communications Manager
- Community Development Manager
- Government Relations Manager
- Management Systems and Support Coordinator
- Environment Manager
- Grievance Officers
- Senior Grievance Officer

Independent third party organizations/groups such as NGOs, Commission on Human Rights & Administrative Justice (CHRAJ), Traditional Authorities, and the District Assembly shall be called upon as independent bodies to assist in resolving complaints and grievances where applicable.

Third Order Mechanism

At any stage, the complainant has the option of taking their issue to CHRAJ or to court. In this case the Grievance Officer is responsible for communicating with the legal department, following the case, and regularly updating the ESR management about the case.

7 Future Public Consultation Activities

This edition of the Akyem Project PCDP covers consultation and disclosure activities to the end of the Negotiations Period.

NGRL 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 Akyem 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 will focus on imparting key messages about the approach to development of the Akyem Project, 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, employment issues, and health awareness.

NGRL 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 NGRL 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 NGRL 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 programs.

APPENDIX 1

PUBLIC CONSULTATION & DISCLOSURE ACTIVITIES 2003 – 2009

This section details the public consultation processes, outputs and outcomes since Newmont became owners in the Project in 2003, until 2009.

RESOURCES AND RESPONSIBILITIES

Resources and responsibilities have changed during the time since Newmont became involved in the Project. In 2002 there was one dedicated Community Relations Officer on site, supported by two part-time staff based in Accra. Since then, additional staff and resources had been progressively added to meet the increasing requirements for community consultation as the Project has progressed. Key among these appointments has been the Communication Manager in 2003, the General Manager and Community Relations Superintendent in 2004, the Manager Operations Development in January 2005 and the General Manager Environment and Social Responsibility in April 2006.

From 2008, the Social Responsibility team comprised of one expatriate and 40 Ghanaian Officers with 25 recruited from the local communities.

Since 2003, Newmont had been assisted in Community Relations, Communication and Community Development by various sub-contractors including Stratcomm Africa, Maxim Technologies, CIVA, Opportunities Industrialization Centers International (OICI), Samaward, rePlan, Geomatrix and LandPro.

Stratcomm Africa is an independent Ghanaian consulting firm that provided a range of communication services to Newmont Ghana Gold Ltd (Newmont Ghana) from June 2004 to July 2006. StratComm Africa supported Newmont Ghana's engagement process in tandem with Newmont Corporate Communication Policy through a team at the Project site and in Accra. Execution of the Project engagement strategy was supported through community education activities, formal and informal stakeholder engagement exercises, development and initiation of an issues log, stakeholder engagement register, and development of communication support materials such as newsletters, brochures, posters, contact reports, and feedback system. These approaches allowed Newmont to consistently track issues of concern among community constituents including the media, regulatory agencies, government, traditional authorities, youth groups, various social groups, and NGO's.

In August 2006, Newmont personnel took over the services provided by Stratcomm Africa.

Maxim Technologies, an independent engineering and environmental consulting firm in the United States, prepared the 2005 Environmental Impact Statement for submittal to the EPA Ghana.

CIVA, an independent social assessment consulting firm in South Africa, compiled the 2004 Social Impact Assessment and 2005 Social Action Plan.

Opportunities Industrialization Centers International (OICI) is a non-profit, non-governmental organization (NGO) headquartered in the United States. An affiliate, OICI Ghana, currently operates four centers in Ghana at Tamale (Northern Region), Kumasi

(Ashanti Region), Takoradi (Western Region) and Accra (Greater Accra Region). OICI Ghana's current portfolio of programs includes Mining for Sustainable Development, Vocational Skills for Life Training, Financial Management Training, Food Security Training and Outreach Services, Micro Credit and Income Improvement, Cooperative Development and Export Promotion, FarmServe Ghana, HIV/AIDS Prevention Care and Support, and Street Children and Orphans.

Newmont Ghana retained OICI as an NGO-consultant to undertake a census and socio-economic survey of the Project area.

Samaward, an independent Ghanaian company specializing in surveying was contracted by Newmont Ghana to conduct baseline inventories of crops and structures to support resettlement and compensation efforts. The surveyors interfaced regularly with community level stakeholders, particularly the farmers since they are a key point of contact between the company and the farming community.

rePlan, an independent Canadian consulting firm specializing in resettlement planning, was contracted by Newmont Ghana and managed the preparation of the Resettlement Action Plan and the design and construction of the resettlement village. Architects, planners and engineers interfaced regularly with government level stakeholders and ensured understanding and coordination with statutory requirements and with community level stakeholders to ensure planned interventions were appropriate to the local context.

Geomatrix Consultants, Inc., an independent engineering and environmental consulting firm in the United States, has been retained by the Company since 2006 to collect additional environmental and social baseline data and integrate this with existing environmental and social baseline data and impact assessments to support the preparation of the Environmental Impact Statement.

LandPro, an independent Ghanaian consulting firm, specializing in land administration and management has been retained by the Company since mid 2007 provided support and expert advice in its area of expertise.

PUBLIC CONSULTATION AND DISCLOSURE ACTIVITIES – 2003

Stakeholder Engagement Program

The Newmont Ghana Communication Department in Accra established a stakeholder engagement program in 2003, which included a comprehensive suite of stakeholder consultation, disclosure activities, engagement exercises, and media interactions. Objectives of the program included:

- Develop a process to identify project information and communication needs;
- Develop a process to ensure timely access to information and identification of communication support required for various activities;
- Provide support to the Newmont Ghana Human Resources Department to ensure effective intra and inter departmental communication;
- Identify issues and information needs of external stakeholders;
- Develop appropriate and consistent messages to support the Company values and activities;
- Train appropriate personnel to convey the Company position on key issues;
- Develop communication support materials for key issues;
- Develop and coordinate appropriate corporate social responsibility policy initiatives with the Community Relations Department;
- Establish and maintain cordial relations with all stakeholders including government, media, traditional authorities, local communities, general public, and employees;
- Evaluate effectiveness of the communication process involved in developing those relations;
- Develop a crises communication manual relevant to Project activities;
- Train personnel in crises communication; and
- Conduct quarterly crisis communication drills.
- Since the site became actively involved management of the stakeholder engagement activities in 2005 key objectives and activities have expanded to include the following;
- Continue to build and sustain trust and support for the project through dialogue and relationship building
- Ensure that effective community and other stakeholder engagement programmes forms an integral part of project design and other key decision making processes

- Ensure that members of the community and all affected stakeholders have opportunities to participate in discussions about project programmes and decisions that may affect them
- Ensure that project proponents are informed about the needs and aspirations of the community and affected stakeholders
- Recognize that better decision-making can be informed by early, open, continuous dialogue in a range of settings and with the broader community and other stakeholders

The objectives of the engagement program formed the basis of all communication activities carried out by the Project.

Advisory Committees

Crop Rate Review Committee (CRRC)

The Crop Rate Review Committee was inaugurated by the Regional Minister on December 12, 2002. The committee was mandated to meet annually to review crop compensation rates that applied to Company exploration and project development activities. The committee met in February 2003 and agreed rates to apply for the year.

Workshops and Briefings

During late 2003, Newmont Ghana, through its Accra office management, organized workshops and briefings to raise an awareness of the project. Consultation strategies adopted centered on informing the affected communities, government agencies and interested parties about the potential of the project and Newmont activities in Ghana and to facilitate their participation in planning, development and implementation of the project. Table 1 provides details.

TABLE 1			
Stakeholder Briefings and Workshops 2003			
Date	Venue	Participants	Issues Discussed
August 2003	Accra	Regulatory Agencies	Newmont Activities in Ghana
September 2003	Accra	Media Reporters	Newmont Operation in Ghana and building cordial relationships with the affected communities and the media
October 2003	Accra	Conservation International	Newmont Operations in Ghana and how to preserve the natural environment
October 27, 2003	Ntronang	Community Members	Introduction of Newmont Akyem project
October 27, 2003	Yayaaso	Community Members	Introduction of Newmont Akyem Project
October 28, 2003	Old Abirem	Community Members	Introduction of Newmont Akyem Project
October 28, 2003	Mamanso	Community Members	Introduction of Newmont Akyem Project
October 29, 2003	Hweakwae	Community Members	Introduction of Newmont Akyem Project
October 29 2003	Adausena	Community Members	Introduction of Newmont Akyem Project
October 30, 2003	New Abirem	Community Members	Introduction of Newmont Akyem Project
October 30, 2003	Afosu	Community Members	Introduction of Newmont Akyem Project

PUBLIC CONSULTATION AND DISCLOSURE ACTIVITIES - 2004

Advisory Committees

Crop Rate Review Committee (CRRC)

The Crop Rate Review Committee held its annual meeting in March 2004 to review and agree crop compensation rates that applied to activities for the year.

Community Consultative Committee (CCC)

The Community Consultative Committee was established to increase community participation in the project. The inaugural meeting of the CCC was held on April 15, 2004, at the Company exploration camp.

The CCC included representatives from the Company, eight of the communities in the exploration area as well as the Paramountcy, Commission for Human Rights and Administrative Justice, Planned Parenthood Association of Ghana, National Commission for Civic Education, and Bureau of National Investigation. Individuals from each community were identified by members of the community to represent them and participation of youth and women was encouraged. The committee was chaired by the District Coordinating Director.

The CCC met once during 2004, the Minutes of the meeting were recorded and distributed to committee members.

The purpose of the CCC was to:

- Serve as a link between the Project and communities; each representative is responsible for representing their respective organization or community
- Ensure communication to and from the communities to avoid misunderstandings and conflicts between the Project and stakeholders
- Submit recommendations concerning issues affecting represented communities
- Ensure appropriate information is available to emphasize well informed decision making
- Provide a forum to address issues before they become disputes thereby promoting productive interactions between parties

Community Mine Site Visits

Two escorted tours were organized to the Resolute Amansie Mine in the Western Region to allow community members to see for themselves the effects of mining and the programs implemented to mitigate impacts and provide improvements. A total of ninety community members attended the one day excursion.

Project Scoping and Social Impact Assessment Compilation Consultation

Public consultation occurred during compilation of the Social Impact Assessment and Project Scoping in a variety of venues involving:

- Gathering available data from departments and institutions operating in the Project area
- Determining the capabilities of government agencies and local institutions potentially affected by the Project
- Identifying existing program development plans and facilitating partnerships in programs that would increase sustainable development in the area beyond the life of the mine
- Documenting perceptions, concerns, and suggestions of local experts in specific fields.

TABLE 2	
Key Scoping Stakeholder Interviews 2004	
District Government Agencies	Other Stakeholders
District Assembly	Mponua Rural Bank
District Education Directorate	Nkawkaw Holy Family Hospital
District Health / New Abirem Clinic	Ghana Oil Palm Development Company (GOPDC)
District Agriculture Development Unit	Adventist Development Relief Agency (ADRA)
Social Welfare and Community Development Unit	Planned Parenthood Association of Ghana (PPAG)
District Forestry Department	Land Valuation Board (LVB)
	Chiefs of area settlements

Key Stakeholder Consultations

In March 2004, Dr. Kwaku Agyemang-Mensah (SGS) and Ms Andy Spitz (CIVA) held introductory meetings with District Department heads and traditional leaders in each of 8 communities identified within a 5 km radius of the proposed project. These meetings were aimed at gaining entry to the communities for future fieldwork and to establish relationships with the communities that will continue through the life of the mine.

In May 2004 a meeting was arranged to brief Mr. Ransford Sekyi, Senior Program Officer of the EPA of the approach being followed by the Project team and to obtain comments on the draft EIS.

In May 2004 Dr. Agyemang-Mensah visited various hamlets in the Study area.

In June 2004, a meeting was held at the District Assembly offices with department heads, representatives of locally active NGOs, and other organizations working in the Project area (see minutes and list of attendees in Appendix V.3 of the Scoping Report and Terms of Reference [SGS 2004] in Appendix B). A meeting was also held with Third World Network in Accra.

Community Meetings

During June, the Company organized “durbars” in Adausena, Afosu, Hweakwae, Mamanso, New Abirem, Ntronang, Old Abirem, and Yayaaso (Table 3). Meetings were also conducted at several hamlets in the area. These meetings varied from 1.5 to 3 hours depending on issues raised. Follow up meetings were held the next day with

smaller special interest groups and to address additional issues that were not raised during the community meeting.

TABLE 3 Community Scoping Durbar Schedule June 2004		
Date	Morning Meetings	Afternoon Meetings
1 June	District Authorities and NGOs	
2 June	Community meeting in Ntronang Community meeting in Old Abirem	
3 June	Community meeting in Hweakwae Community meeting in Mamanso	Small groups in Ntronang Small groups in Old Abirem
4 June	Community meeting in Adausena Community meeting in Afosu	Small groups in Hweakwae Small groups in Mamanso
5 June	Community meeting in Yayaaso	Small groups in Afosu Community meeting in New Abirem
6 June	Community meeting for the Hamlets	Small groups in Yayaaso Small groups in Adausena

Household Interviews

During September, in-depth household-based interviews were conducted with 280 residents of 8 settlements and 10 hamlets in the Project area. The survey was designed to:

- Gather quantitative data to assist in establishing the status quo of the Project area
- Expand the data available at district and local levels (e.g., two year development plans and 2000 population census), and address data gaps that may assist government planning in the area
- Continue the participatory process begun during Scoping that ensures people's opinions and concerns are heard and receive responses
- Answer specific questions raised by the SIA team in response to previous interactions with stakeholders
- Facilitate identification of Project-related impacts and identification of appropriate mitigation measures.

Community Focus Groups

In September, focus groups were organized to:

- Identify and document social infrastructure in affected settlements (including religious institutions and structures, health, education, transportation, communication, bulk services, economic structures and organizations, safety, security, and sanitation)
- Identify and engage special interest groups within communities (e.g., youth and women's groups, co-operatives, and business groups)
- Collect socio-economic information on which to base informed, interpretive assessments of community conditions

- Identify concerns of specific interest groups.

EPA Project Scoping Meeting

On November 2, over 200 local residents attended a scoping meeting hosted by EPA Ghana to obtain formal public comment on the proposed Akyem Project. Issue themes included land; employment; process and communication; perception and expectations; social responsibility; development and infrastructural needs; social change; environment; assessment of alternative development options; legal and policy.

Workshops and Briefings

During 2004 Newmont Ghana, through both its Accra and Akyem Officers, provided workshops and briefings on the Project to selected government agencies, NGOs as well as the project-affected community. Consultation during this period focused on the project development and building good relationship with stakeholders. Table 4 below provides the details:

TABLE 4			
Stakeholder Workshops and Briefings - 2004			
Date	Venue	Participants	Issues Discussed
May 2004	Project-affected communities	Project -affected people	Community Education on the Akyem Project
May 2004	Accra	NGOs and Environmental Journalists	Newmont Operation in Ghana and Newmont values
June 2004	Accra	Regulatory Agencies	Newmont Investment Agreement Policy
June 2004	Akyem-GRRL Camp	NGO's operating in Birim North District	Strengthening Relationship and Building a New Mines
June 2004	Project-affected communities	Project-affected people	Livelihood Survey Exercise
November 2004	Accra	Media Reporters	Newmont Operations in Ghana.
November 2004	Koforidua	Region Media Reporters	Newmont Activities in New Abirem and Strengthening Relationship with the Affected Communities.
November 2004	Akyem-GRRL Camp	Environmental Journalist	Strengthening Relationships and Building a New Mine
November 2004	Yayaaso	Public Forum	Environmental Protection Agency Public Forum for the Project.
December 2004	Akyem-GRRL Camp	Environmental Journalists	Building New Mine, Strengthening Relationships

PUBLIC CONSULTATION AND DISCLOSURE ACTIVITIES - 2005

Advisory Committees

Crop Rate Review Committee (CRRC)

The Crop Rate Review Committee held its first meeting for the year in April 2005 to review crop compensation rates to apply to the Company exploration and project development activities. For 2005, representatives were authorized to act on behalf of communities with formal signed approval from the communities they represent.

In all, 9 meetings were held during 2005 to reach agreement on rates for the next 12 months with the representatives of 13 of the 14 communities involved in the negotiations signing the agreement on the rates to apply for 12 months from November 2005. Minutes of all meetings were distributed to all members.

Community Consultative Committee (CCC)

The CCC continued to meet on a regular basis. Participation of youth and women was further encouraged however youth participation remained low. Frequency of meetings was increased from quarterly to every 2 months with 4 meetings held during the year.

Community Mine Site Visits

During 2005, an escorted tour was organized to the Damang, Tarkwa and Iduapriem mines in the Western Region, to allow community members to see for themselves the effects of mining and the programs that can be implemented to mitigate impacts and provide improvements. A total of 47 community members, including representatives of Traditional Authority, District Assembly, teachers, youth, women and farmers, attended the 3 day excursion.

Community Newsletter

In June, the Company began publication of a community newsletter, Akyem Amanie (Akyem News), which reports Newmont activities during the period and gathers public comment on Project-related activities. The main objectives of the newsletter are to educate, inform, entertain and discuss pertinent project milestone and activities by serving as an avenue for the sharing and dissemination of information among all stakeholders, and in particular the project affected communities and Akyem Project employees and contractors. By the publication of the newsletter, it was hoped that stakeholders either as employees or community members would share with management the success, challenges and difficulties associated with the development of the project.

Capacity Building

OICI initiated training of groups in organizational, meeting and negotiating skills. The first program was made available to members of the Community Consultative Committee and resulted in 30 attendees, representing 83% of the membership.

Programs were subsequently initiated in project-affected communities, targeted at increasing the ability of communities to engage effectively with the Company. A total of 149 people completed the programs during the year.

Consultation with Traditional Authorities

In 2005 an SOP was initiated to provide a formal framework for the Company engagement strategy with traditional authorities. Those activities are summarized in Table 5.

TABLE 5		
Consultation with Traditional Authorities in 2005		
Date	Traditional Authority	Consultation Strategy / Issues Discussed
March 18, 2005	Stool landowners of Hweakwae, Afosu, Abirem, Adausena and Mamanso	Focus group discussion to raise concern and clarify pertinent issues on the Akyem Project Development.
March 21, 2005	Stool Landowners in the Project Affected-Communities	Focus group discussion on general issues on the Project Development.
August 2, 2005	Stool Landowners in the Project Affected-Communities	Focus group discussion to discuss Social Responsibilities of Newmont.
September 28, 2005	Stool Landowners of Ntronang, Afosu, Abirem and Adausena	Focus group discussion, issues discussed includes: sanitation, water, employment opportunities, education, security issues and crop compensation.
December 19, 2005	Stool Landowners in the Project Affected Communities	Focus group discussion to elaborate issues such as the Communication Tower, Internet Access and Road Diversion.

Consultation with Youth Organizations

In 2005, a comprehensive youth engagement communication strategy was developed to map out the youth groups and to start familiarization with the groups and associations. In all, 39 youth groups and associations were identified most of which were religious based.

After the mapping, the company wrote introductory letters to the groups and associations and requested to sit in their usual meetings. The sit-in meetings were meant for both the company and the youth groups to familiarize themselves with each other.

A briefing session was held for the identifiable youth leaders and executives in the area.

Specific activities held to enhance interactions with members of youth groups are reported in Table 6.

TABLE 6		
Consultation with Youth Organizations in 2005		
Date	Youth Organization	Consultation Strategy
September 20, 2005	Christ Apostolic Church, Ntronang	Focus group discussion to talk about Newmont Operation in the district.
September 23, 2005	Obuoba Fun Club, Old Abirem	Focus group discussion on Newmont's activities in the District.
October 20, 2005	Apostolic Youth Group, Adausena	Focus group discussion on the Project Social responsibilities in the Project-Affected Communities.
October 25, 2005	Church of Pentecost Youth, Afosu	Focus group discussion on the Project activities update.
November 23, 2005	Hweakwae Youth Association, Hweakwae	Focus group discussion to inform the community about the Project activities.
November 25, 2005	Yayaaso Elite Club, Yayaaso	Focus group discussion to sensitize the group on Newmont operation.
November 29, 2005	Mamanso Youth Association, Mamanso	Focus group discussion to talk about Newmont Values.
December 7, 2005	Afosu Youth Association	Focus group discussion to inform the community about the Project activities.
December 12, 2005	Afosu Presbyterian Youth, Afosu	Focus group discussion on who Newmont is and benefits that the communities can derive.
December 16, 2005	New Abirem Methodist Youth, New Abirem	Focus group discussion to talk about Newmont Values.
December 22, 2005	New Abirem Young People's Guild, New Abirem	Focus group discussion to brief on Project update.

Project Environmental Impact Assessment Consultation

Public consultation occurred during review of the Environmental Impact Study at different venues during 2005 including durbars in Adausena, Afosu, Hweakwae, Mamanso, New Abirem, Ntronang, Old Abirem, and Yayaaso (Table 7). Meetings were also conducted at several hamlets in the area. These meetings varied from 1.5 to 3 hours depending on issues raised.

TABLE 7		
Community Durbar Schedule		
June 2005		
Date	Morning Meetings	Afternoon Meetings
2 June	Community Meeting in Ntronang	
3 June	Community Meeting in Hweakwae	
7 June	Community Meeting in Yaw Tano	
9 June	Community Meeting in Mamanso	
10 June	Community Meeting in Afosu	
13 June	Community Meeting in Yayaaso	
14 June	Community Meeting in Adausena	Community Meeting in New Abirem

EPA EIS Review Public Hearing

On June 28, EPA Ghana held a second public meeting in Yayaaso to summarize the design of the Project and disclose the results of the draft EIS. The Company Senior Community Liaison Officer presented the results of the draft EIS in Twi to enhance public understanding. Over 200 local residents attended this meeting and the traditional

authorities of each settlement in the Project area were asked to address the findings of the draft EIS. Representatives of each settlement were encouraged to state any concerns about the Project before the EPA considered issuing an environmental permit. The Paramount Chief of the Kotoku Traditional Authority based at Akyem Oda also attended and made a statement.

Workshops and Briefings

During 2005, Newmont Ghana, through both its Accra and Akyem officers, provided workshops and briefings on the Project to selected Government Agencies, NGOs, Media House, Project-affected People, as well as the Project employees and contractors. The aim of these workshops and briefings focused on informing stakeholders of the status of the project, specifically Environmental Impact Statement and other pertinent components of the project. The views of these key stakeholders were sought regarding the project development with the aim of establishing an effective and supportive working relationship throughout the project. See Table 8 below for more details:

TABLE 8			
Stakeholder Briefings and Workshops - 2005			
Date	Venue	Participants	Issues Discussed
June 2005	Yayaaso	Community Members	Crop Valuation and Compensation
July 2005	New Abirem	District Regulatory Agencies	Building New Mines – Creating Understanding through Dialogue and Trust
September 2005	Koforidua	Regional Regulatory Agencies	Akyem Mine Project Development.
October 2005	Koforidua	Regional Media Reporters	Akyem Project Development; Creating Understanding through Dialogue and Trust.
October 2005	Koforidua	Regional Media Reporters	Public Hearing on the Environmental Impact Statement
October 2005	Yayaaso	Public Forum	Environmental Impact Statement of the Akyem Project
December 2005	New Abirem	Ghana National Scholarship Beneficiaries Association (GNASBA)	Environmental Sanitation and Education
December 2005	Koforidua	Regional Media Reporters	Environment and Economic issues.
December 2005	Koforidua	Regional Media Reporters	Environmental Protection Agency second public hearing
December 2005	Accra	NGOs and Journalist	Knowledge Attitude Practice study among Environmental NGOs and Journalist on Newmont Akyem Operations

Collaborative for Development Action (CDA)

The Company joined the Corporate Engagement Project (CEP), which is coordinated by CDA-Collaborative Learning Projects in Cambridge, Massachusetts USA. The Corporate Engagement Project (CEP) is a collaborative effort involving multinational corporations that operate in areas of socio-political tension or conflict. Its purpose is to help corporate managers better understand the impacts of corporate activities on the societies in which they operate.

As part of the project, CEP conducted an independent assessment in the period September 9-26, 2005 to speak with a wide range of stakeholders including company staff, NGOs, traditional leaders, local farmers affected by the project, politicians, youth groups and others. The objective of the visit was to gather perceptions on which aspects of the corporate operations have a positive impact on people's lives and which corporate practices should be changed or improved.

The main observations of the CEP team included:

- Newmont operates in a context where the mining industry has established a widely known and negative legacy. NGOs and local communities compare Newmont with other mining projects and expect the company to generate a net positive impact for local stakeholders
- The majority of local stakeholders say they appreciate the transparent, respectful, inclusive approach in which Newmont operates
- The single most apparent root cause for many of the challenges that Newmont is facing originates from a cash-for-land policy rather than a land-for-land policy
- Farmers in the Akyem area mentioned they do not agree with the current compensation rates that Newmont proposes. Discussions with farmers reveal that their position is as much about fear for the future as it is about financial compensation.

PUBLIC CONSULTATION AND DISCLOSURE ACTIVITIES – 2006

The Company believes public consultation is an ongoing process hence it continued to deepen and extend the stakeholder engagement activities throughout 2006. Using activities from previous years as a guide, an engagement schedule was developed for 2006. Table 9 provides the details of the schedule.

TABLE 9	
Akyem Project 2006 Public Consultation and Disclosure Plan	
Topic	Frequency
Formal Consultations	
Briefing for Regional Minister and Staff	Monthly
Briefing for Local MP	Ad-hoc
Briefing for District Chief Executive	Bi-weekly
Briefing for Paramount chiefs	Quarterly
Briefing for Stool Land Owners (local chiefs)	Every 40 days
Briefing for Adjenua Chief	Every 2 months
Briefing for Caretaker Chiefs	Every 40 days
Focus group workshops with Farmers	Weekly
Focus group workshops with Youth groups	Ad-hoc
Focus group workshops with Youth Leaders	Quarterly
Briefing for Regional Media	Quarterly
Briefing for Regional Ministries, Departments and Agencies	Quarterly
Briefing for District Ministries, Departments and Agencies	Quarterly
Briefing for Unit Committee Members and Assemblymen	Quarterly
Briefing for Religious Leaders	Quarterly
Community Durbar to report current and upcoming activities	Quarterly
Community Durbar to report results of external assessments	Annually, at the close of assessment
Informal Consultation	
Updates to information boards re: employment, training, safety issues	Weekly or as required
Informal sessions with all traditional authorities in the Mining Area	As needed, maybe daily sometimes
Dissemination of Information	
Updates to public notice boards	Weekly or as needed
5 Star Community Relations Annual Assessment Report	Annual
Akyem Now and Beyond Report	Annual
Scheduled visits by Community Relations Staff to each community	Weekly
Community Information Officers	Daily
Committees	
Community Consultative Committee	Every 2 months
Crop Compensation Committee	Convene in October to set 2007 rates
Resettlement Negotiating Committee (RNC) and subcommittees	To be established when Mining Lease is granted Weekly during initial activity Fortnightly once established and fully functional

Complaint Process	
Grievance Office at Exploration Camp	Daily, Mon to Fri, 8am to noon
Audit of complaint log to ensure effectiveness of process, screen for outstanding issues, monitor reoccurring issues.	Monthly

The Company led meetings and briefing sessions for the Project-affected people and other stakeholders focusing on providing information on the project up-dates, community development and training programs. During these sessions, stakeholders also participated in the project management by making meaningful contribution to improve the project development and activities. The section below provides information about the activities that transpired in the year 2006.

Advisory Committees

Crop Rate Review Committee (CRRC)

The Crop Compensation Rate Review Committee convened in November to review and set rates for 2007. An important initiative was the active encouragement of community members to involve themselves in the selection of their own representatives to the committee and to permit the communities to determine the appointment method used, which included election and selection/nomination. Membership was also expanded to include senior level government representatives from communities in areas where District Exploration activities are active as observers. The negotiations continued into 2007, with agreement made to backdate any changes to the start date of the negotiations.

Community Consultative Committee (CCC)

The CCC continued to meet on a regular basis. Participation of the youth increased and membership expanded to include representatives from key Ministries, Departments and Agencies – namely Town Planning, Commission on Human Rights and Administrative Justices (CHRAJ) and National Commission on Civic Education (NCCE). Meetings were organized on a bi-monthly basis. In addition, two special meetings were organized to discuss employment and livelihood restoration.

Community Mine Site Visits

In January 2006, an escorted tour was organized to the Newmont Ahafo Project site in the Brong Ahafo Region by rePlan for local-local contractors¹. This was organized to help build understanding of the opportunities and pre-requisites for doing business with Newmont and thereby assist the local-local contractors to be able to bid successfully for the numerous construction contracts that may come up during the construction stage of the Project. A total of 24 contractors and Project staff attended the three-day excursion.

Community Newsletter

Akyem Amanie continued to be published on a regular basis. Copies of the Akyem Amanie were widely distributed to Traditional Authorities, opinion leaders, community members, local schools, Ministries, Departments and Agencies and the Media. Copies were also pasted on the communities' notice boards. Copies were also made available for the Project staff. This enabled stakeholders to keep abreast of Project developments.

¹ Local-local contractors are contractors from the Project-affected areas.

Capacity Building

OICI continued their training of groups in organizational, meeting and negotiating skills. In 2006, three training programs were organized on topics such as Financial Management, Group Dynamics and Small and Micro Enterprise, involving 1,424 people in the Project-affected communities. Most people attended more than one of these training programs. The Group Dynamics training was aimed at improving the organizational and negotiation skills of the project-affected people to be able to engage more effectively with the company in areas that were of interest to them.

Training in Agricultural technologies was also organized. This training included: Grasscutter Domestication, Small Ruminants Production, Snail Rearing, Vegetable Production and Soap Making. The training was organized for various farmer associations as well as individual farmers. A total of 256 Project-affected people benefited from the training.

Consultation with Traditional Authorities

Consultation with the Traditional Authorities continued in the same manner as 2005. These consultation meetings were organized as often as possible to discuss Project development issues that were of concern to the Project and the Traditional Leaders. This forms part of the Company's commitment to transparent and honest stakeholder communication by constantly engaging stakeholders on its project activities. Some of the subjects discussed are presented in Table 10.

Date	Traditional Authority	Issues Discussed
February 1, 2006	Stool Landowners in the Project-affected Communities	Communication tower, Internet access, road diversion, bribery and corruption, Information center, grievance procedures
February 2, 2006	Sub-chiefs in the Project-affected Communities	Project up-dates, Construction employment process, creation of Information Offices,
March 8, 2006	Chief and Elders of Adjenua	Recognition of Adjenua as community, Compensation, Employment and galamsey activities within the Project Concession.
March 15, 2006	Stool Landowners in the Project-affected Communities	Communication tower, road diversion, bribery and corruption and denial of access to farm
March 16, 2006	Sub-chiefs and Community Leaders	Construction Employment Process, Information Centers, compensation and relocation, Yaw Tano water pump, EPA permit and Hweakwae School Project , Yayaaso electrification project
April 26, 2006	Stool Landowners in the Project-affected Communities	Project up-dates and community development activities.
April,27, 2006	Sub-chiefs in the Project-affected Communities	Yayaaso toilet facility, Aerial survey, Yaw Tano water pump, Yayaaso electrification, crop compensation, grievance resolution procedures, construction employment process.
May 5, 2006	Chief and Elders of Adjenua	Ownership and compensation issues, employment, transport allowance and galamsey activities.

June 7, 2006	Stool Landowners in the Project-affected Communities	Speculative activities, Provident fund, OICI trainings Crop compensation, Community Investment and construction employment.
June 9, 2006	Sub-chiefs in the Project-affected Communities	Aerial survey, Yaw Tano water pump, communication tower and grievance resolution.
June 22, 2006	Chief and Elders of Adjenua	Crop sharing agreement, payment of royalties, payment for land use and social license to operate.
July 19, 2006	Stool Landowners in the Project-affected Communities	Speculative activities, crop compensation, provident fund and bribery and corruption and denial of access to farms.
July 20, 2006	Sub-chiefs in the Project-affected Communities	Livelihood Restoration Program, rehabilitation of access road to Yaw Tano, galamsey activities, Community Investment and Project update.
August 8, 2006	Chief and Elders of Adausena	Discussion on the baseline health survey, Livelihood Restoration Program and Construction of borehole for Adausena community
August 9, 2006	Omanhene of Akyem Kotoku Traditional Area	Baseline health survey, Livelihood Restoration Program Youth trainings and sharing of royalties.
September 1, 2006	Chief and Elders of Adjenua	EPA permit, speculative activities, Conservation International and Livelihood Restoration Program.
October 17, 2006	Stool Landowners in the Project-affected Communities	Speculative activities, farm visit, Ahafo educational trip, communication tower and Project update (deferral of Akyem Project).
October 18, 2006	Sub-chiefs in the Project-affected Communities	Speculative structures, toilet facility for Mamanso school and galamsey activities (deferral of Akyem Project).
October 24, 2006	Chief and Elders of Adjenua	Project updates, deferral of Akyem Project and speculative activities.

Consultation with Youth Organizations

As part of the effort to improve their ability to engage with and benefit from the Company, OICI organized group dynamics and capacity building trainings for a number of youth groups and encouraged them to organize themselves and establish visions, goals and objectives.

The Company also organized consultative meetings with the youth groups to discuss the project up-date and other development issues that are pertinent for their development and welfare. Table 11 presents the details.

TABLE 11		
Consultation with Youth Organizations in 2006		
	Youth Organization	Issues Discussed
April 9, 2006	Mamanso Youth Association, Mamanso	Project up-date, mining process, capacity building activities and construction employment process.
April 25, 2006	Project-affected Youth Group Leaders	Projects update, construction employment process and crop compensation.
April 27, 2006	Ntronang Youth Association, Ntronang	Project up-dates, construction employment process and community development programs.
August 16, 2006	Yayaaso Elite Club, Yayaaso	Livelihood Restoration Program, capacity building trainings, grievance resolution and community development activities.
August 20, 2006	New Abirem Youth Association	Construction employment process, and capacity building trainings organized by OICI.
September 7, 2006	Project-affected communities Youth Groups Leaders	Project up-date, capacity building trainings, construction employment process, crop compensation, Community Investment and environmental protection measures.
September 14, 2006	Hweakwae Youth Association, Hweakwae	Community health studies, crop compensation, employment, farm validation and Back-filling of the open pits after the Project.
October 19, 2006	Community Youth Leaders	Project updates and theatre troupe formation.

Consultation with Farmers and Landlords

Farmer's engagement programs were intensified in an effort to reach as many farmers as possible before the Mining Lease was approved. Making the effort to engage with the farmers was considered to be one of the key strategies adopted to reduce the risk of serious dissatisfaction and unrest during the project development stage. As of December 2006, 43 farmers' consultation and engagement meetings were organized for 1,115 farmers and Landlords in the Project-affected communities. Various issues discussed during the consultation meetings included crop compensation, construction employment process, farm validation, Livelihood Restoration Programs and group dynamics trainings. A suitable environment was created for farmers to contribute and participate in the discussion and this has strengthened the understanding between the farmers and the Company.

Establishment of Community Information Centers

In an effort to reach out further into the communities and provide easier access to information, Community Information Centers were established in each of the Project-affected communities.

Schools Engagement Program

The aim of the schools engagement program is to generate interest and awareness of students about the presence of Newmont in Akyem, its mission as well as its activities and operations. Fifteen Junior Secondary Schools in the project affected areas were introduced to the concepts of the mining process and also discussed articles published in Akyem Amanie Newsletters. The schools were targeted because it is believed that

when the students understand the processes they will be in a better position to explain to their families what the project development means for them.

Workshops and Briefings

During 2006, the Project organized workshops and briefings sessions on the Project on a regular basis to Government Ministries, Departments and Agencies as well as Media Houses. The objectives of the briefing sessions focused on informing stakeholders about Project up-dates and elaborate certain components of the project such as Livelihood Restoration Programs, Grievance Resolution Management, and Compensation. The views and suggestions of the stakeholders were sought regarding the various issues to enrich these components of the projects. Table 12 summarizes the discussions.

TABLE 12			
Stakeholder Briefings and Workshops - 2006			
Date	Venue	Participants	Issues Discussed
March 2006	Akyem Camp	District Regulatory Agencies	Project up-date, Community Development, Grievance Resolution
March 2006	Koforidua	Regional Media Reporters	Building New Mines: Strengthening Relationships with our stakeholders
March 2006	Koforidua	Regional Regulatory Agencies	Project up-dates and community development
March 2006	Koforidua	Regional Media Reporters	Project up-date and Community Development
June 2006	Koforidua	Regional Media Reporters	Project up-date and Resettlement planning
August 2006	Koforidua	Regional Regulatory Agencies	Project up-date, Community Development and Resettlement Planning process
September 2006	Koforidua	Regional Regulatory Agencies	Resettlement Negotiation Committee
September 2006	Koforidua	Regional Regulatory Agencies	Resettlement Action Plan
September 2006	Koforidua	Regional Media Reporters	Project up-dates

Knowledge, Behavior, Attitude and Perception Surveys

While it is important to create understanding about the project and its potential impacts, it is just as important to ensure that information is understood and knowledge is gained. In a situation where the project is being designed in a culture quite different from that of the communities in which the operations are being undertaken, attitudes and behaviors can be confusing on both sides leading to situations that can detract from efforts at building good relations.

The Knowledge, Attitude, Perception and Audience Channel Studies was undertaken at the community level to assess existing knowledge, attitudes and perceptions about the project as it develops. The analysis of the survey indicated that a significant majority of the community members were happy about the Gold Mining Project in the area. The majority (77%) of them believed that the Project would create jobs, community development and bring trade and other business opportunities to them. However, a relatively small number (22%) of the community members were concerned about the influx of people that would come into the community due to the Project because this may

increase social vices in the area. They also expressed fears in losing their lands which they see as heritage, passed on from generation to generation.

The information gathered from the studies was used to identify community concerns and to assist the company in better developing appropriate methods for engaging the communities and addressing their concerns.

PUBLIC CONSULTATION AND DISCLOSURE ACTIVITIES - 2007

2007 Engagement Schedule

Using activities from the previous year as a guide, an engagement schedule was developed for 2007. Table 13 below provides the details.

TABLE 13	
Akyem Project 2007 Commitments to Ongoing Consultation and Disclosure	
Topic	Frequency
Formal Consultations	
Briefing for Regional Minister and Staff	Monthly
Briefing for Local MP	Ad-hoc
Briefing for District Chief Executive	Bi-weekly
Briefing for Paramount chiefs	Quarterly
Briefing for Stool Land Owners (local chiefs)	Every 40 days
Briefing for Agyenua Chief	Every 2 months
Briefing for Caretaker Chiefs	Every 40 days
Focus group workshops with Farmers	Bi-weekly
Focus group workshops with Youth groups	Bi-weekly
Focus group workshops with Youth Leaders	Quarterly
Briefing for Regional Media	Quarterly
Briefing for Regional Ministries, Departments and Agencies	Quarterly
Briefing for District Ministries, Departments and Agencies	Quarterly
Briefing for Unit Committee Members and Assemblymen	Quarterly
Briefing for Religious Leaders	Quarterly
Community Durbar to report current and upcoming activities	Quarterly
Community Durbar to report results of external assessments	Annually, at the close of assessment
Informal Consultation	
Updates to information boards re: employment, training, safety issues	Weekly or as required
Informal sessions with all traditional authorities in the Mining Area	As needed, daily sometimes
Dissemination of Information	
Updates to public notice boards	Weekly or as needed
5 Star Community Relations Annual Assessment Report	Annual
Akyem Now and Beyond Report	Annual
Scheduled visits by Community Relations Staff to each community	Weekly
Community Information Officers	Daily
Committees	
Community Consultative Committee	Every 2 months
Crop Rate Review Committee	Set rates for 2007
Resettlement Negotiating Committee (RNC) and subcommittees	To be established when Mining Lease is granted Weekly during initial activity Fortnightly once established and fully functional
Complaint Process	

Grievance Office (Exploration camp to and information centers)	Daily, Mon to Fri, 7am to 3pm
Audit of complaint log to ensure effectiveness of process, screen for outstanding issues, monitor reoccurring issues.	Monthly

The Company led meetings and briefing sessions for the Project-affected people and other stakeholders focusing on providing information on the project up-dates, community development and trainings. During these sessions, stakeholders also participated in the project management by making meaningful contributions to improve the project development and activities. The section below provides information about the activities that transpired in the year 2007.

Advisory Committees

Crop Rate Review Committee (CRRC)

The Crop Rate Review Committee continued sitting to review and set rates for 2006/2007.

The open and transparent process of negotiation started with the determination of the composition of the community committee members. These community representatives were duly elected or selected by members of individual communities in the area.

Rather than moving members straight into negotiation, workshops and seminars aimed at building the knowledge base of committee members on relevant details of the Minerals and Mining Law 2006, committee procedures and crop valuation methods were held.

From there, a subcommittee was formed to deliberate and formulate rules and regulations to guide negotiations. As the negotiations proceeded, other subcommittees were formed for the collation of information on crop rates, valuation processes and the pricing of crops.

The committee made steady progress in understanding the basis for crop valuation and negotiation for a fair and adequate compensation. The committee agreed rates for food crops and minor tree crops. Market comparison was used as the basis for discussion and negotiation.

Community Consultative Committee (CCC)

The CCC continued to meet on a regular basis. Active participation of women was encouraged and membership expanded to include representatives from key Ministries, Departments and Agencies – namely Health, Education, Water and Sanitation and officers of two government initiatives – the National Youth Employment Program and the Rural Enterprise Program . In the 4th quarter the committee participated in a number of workshops focused on sustainable development and wealth creation.

Resettlement Negotiating Committee (RNC)

As a result of the continuing deferral of the project the Resettlement Negotiating Committee was not established.

Community Mine Site Visits

Tours to Ahafo Mines were organized in the year. The first was for members of the CRRC and was followed by Stool Land Owners, sub chiefs and youth representatives. The Akyem communities also received a reciprocal visit from their Ahafo counterparts.

Community Newsletter

Akyem Amanie continued to be published, with three editions for the year. Following the implementation of recommendations from a readership survey conducted in the early part of the year circulation doubled to allow a wider audience to have access.

Capacity Building Programs

OICI continued their training of groups in organizational, and business management, as well as meeting and negotiating skills. Apart from the project affected people who continued to receive training and business advice and counseling, the newly elected District Assembly and Unit Committee members and the Executive Committee of the Akyem Perfect Stars also benefited from these training programs.

Demonstration farms were set up for farmers to share best farming practices and successes with their colleagues. An Open Day for farmers to exhibit their products and exchange experiences and lessons learnt was organized for beneficiaries and the wider communities.

Through these trainings and other capacity building efforts, there has been an appreciable level of positive changes and transformation in the attitude, way of life and perception of the project among community members.

At 2007:

- 1,025 individuals had been trained in financial management (FMT)
- 489 in Small and Micro Enterprise Development
- 234 in Group Dynamics (GDT)
- 127 in soap making
- 53 in improved vegetable production
- 41 in grass cutter production
- 13 in grass and nursery production
- 13 in snail rearing
- in fish farming
- 13 in food crop and animal demonstration farms

Many groups and individuals also benefited from the advisory and counseling services. These included youth groups, business groups, etc, all situated in the project area.

Consultation with Traditional Authorities

Consultation with traditional authorities continued in the same manner as 2006. Details of the engagements are presented in Table 14.

TABLE 14	
Consultation with Traditional Authorities in 2007	
Traditional Authority	Issues Discussed
Stool Landowners in the Project-affected Communities	Communication tower, Internet access, road diversion, bribery and corruption, Information center, grievance procedures
Sub-chiefs in the Project-affected Communities	Project up-dates, Construction employment process, creation of Information Offices,
Chief and Elders of Adjenua	Recognition of Adjenua as community, Compensation, Employment and galamsey activities within the Project Concession.
Stool Landowners in the Project-affected Communities	Communication tower, road diversion, bribery and corruption and denial of access to farm
Sub-chiefs and Community Leaders	Construction Employment Process, Information Centers, compensation and relocation, Yaw Tano water pump, EPA permit and Hweakwae School Project , Yayaaso electrification project
Stool Landowners in the Project-affected Communities	Project up-dates and community development activities.
Sub-chiefs in the Project-affected Communities	Yayaaso toilet facility, Aerial survey, Yaw Tano water pump, Yayaaso electrification, crop compensation, grievance resolution procedures, construction employment process.
Chief and Elders of Adjenua	Ownership and compensation issues, employment, transport allowance and galamsey activities.
Stool Landowners in the Project-affected Communities	Speculative activities, Provident fund, OICI trainings Crop compensation, Community Investment and construction employment.
Sub-chiefs in the Project-affected Communities	Aerial survey, Yaw Tano water pump, communication tower and grievance resolution.
Chief and Elders of Adjenua	Crop sharing agreement, payment of royalties, payment for land use and social license to operate.
Stool Landowners in the Project-affected Communities	Speculative activities, crop compensation, provident fund and bribery and corruption and denial of access to farms.
Sub-chiefs in the Project-affected Communities	Livelihood Restoration Program, rehabilitation of access road to Yaw Tano, galamsey activities, Community Investment and Project update.
Chief and Elders of Adausena	Discussion on the baseline health survey, Livelihood Restoration Program and Construction of borehole for Adausena community
Omanhene of Akyem Kotoku Traditional Area	Baseline health survey, Livelihood Restoration Program Youth trainings and sharing of royalties.
Chief and Elders of Adjenua	EPA permit, speculative activities, Conservation International and Livelihood Restoration Program.
Stool Landowners in the Project-affected Communities	Speculative activities, farm visit, Ahafo educational trip, communication tower and Project update (deferral of Akyem Project).
Sub-chiefs in the Project-affected Communities	Speculative structures, toilet facility for Mamanso school and galamsey activities (deferral of Akyem Project).
Chief and Elders of Adjenua	Project updates, deferral of Akyem Project and speculative activities.

Consultation with Youth

Specific activities and processes for continuing and increasing youth engagement were initiated. As part of the strategies to strengthen youth groups, OICI intensified group dynamics training and encouraged them to organize themselves and establish visions, goals and objectives. As a result of these efforts two new youth organizations were registered with the District Assembly during the year. A two tier program of engagement was implemented, with quarterly briefings for youth leadership and bi-weekly meetings with grassroots informal youth, with the latter programs held in the community information centers. Details of the engagements are presented in Table 15.

TABLE 15	
Consultation with Youth Organizations in 2007	
Youth Organization	Issues Discussed
Mamanso Youth Association, Mamanso	Project up-date, mining process, capacity building activities and construction employment process.
Project-affected Youth Group Leaders	Projects update, construction employment process and crop compensation.
Ntronang Youth Association, Ntronang	Project up-dates, construction employment process and community development programs.
Yayaaso Elite Club, Yayaaso	Livelihood Restoration Program, capacity building trainings, grievance resolution and community development activities.
New Abirem Youth Association	Construction employment process, and capacity building trainings organized by OICI.
Project-affected communities Youth Groups Leaders	Project up-date, capacity building trainings, construction employment process, crop compensation, Community Investment and environmental protection measures.
Hweakwae Youth Association, Hweakwae	Community health studies, crop compensation, employment, farm validation and Back-filling of the open pits after the Project.
Community Youth Leaders	Project updates and theatre troupe formation.

Consultation with Farmers and Landlords

The program of engagement changed from weekly to bi-weekly to ensure bi-weekly youth group meetings as well. Just as with the youth briefings, the farmers/landlords meetings were held at the information centers for easy access. In another move to make it easier for people to take part the meeting dates were moved to coincide with non-farming or “taboo” days.

Consultation with Religious Leadership

The program of quarterly briefing sessions implemented in 2006 continued in 2007. These sessions helped to keep respected community and opinion leaders informed and consulted on project related issues, programmes and activities. Most community members relied on some of these people for pertinent decision making because of the trust and respect they command in the area.

Consultation with Other Focus Groups

The company continued to broaden the range of stakeholder engagement to include local businesses and artisans. The program was run by the Community Liaison Officers in the less formal setting of the Community Information Centers.

Community Durbars

The year also saw the implementation of a coordinated and systematic approach to sharing information with a wide audience through quarterly community durbars in each of the 8 local communities. The durbars presented community members with project information and provided a venue for comment and feedback. The platform was shared at different times with representatives from the Ghana Health Service and Ministry of Food and Agriculture to talk about HIV/AIDS and agricultural improvement programs respectively.

Community Information Centers

The Community Information Centers established in 2006 in the project-affected communities started functioning and were provided with equipment and communication materials to support participation and consultation with community members. Community Information Officers completed a communication skills training program to equip them to effectively discharge their duties. A roving officer provided an information sharing service to the more isolated hamlets.

Schools Engagement Program

The second phase of the schools engagement program intensified at the Junior High Schools in the project-affected communities. The JHS students were included in the Akyem Amanie distribution list. Quarterly editions were distributed and discussions held to assess their comprehension and encourage reading. Various mining words and their meaning were also discussed.

An ‘edutainment’ session aimed at socializing with school children through learning and play was organized to round out schools engagement activities for the year.

OICI extended their work into the JHS schools through their “clean hands” initiative which was undertaken as part of a wider Water and Sanitation improvement program.

Theatre Troupe Formation

The formation of the two theatre troupes in the Newmont Akyem mine area was based on the interest expressed by the communities following the use of a similar troupe by Stratcomm Africa in undertaking education about Newmont employment process in communities in the area and a proposal to Newmont by Stratcomm Africa.

The goal of the project was to identify and train local drama troupes to disseminate information and promote positive attitudes and behaviors towards Newmont – related issues in particular, and mining-related issues in general, as well as about social issues such as Adolescent Sexual and Reproductive Health (ASRH), HIV/AIDS, Good governance, Child Labour, etc, through local drama and Community Participatory Education theatre (CPET).

Objectives of the project:

- To develop and employ theatre as a tool for communication in the Akyem project area
- To develop the skills of youth in the Akyem Project area
- To provide a vocation for youth in the Akyem Project area
- To use the establishment of theatre troupes as an opportunity in investing in the Akyem community

- To use the establishment and engagement of the theatre troupe for relationship building in the Akyem communities
- To generate goodwill towards the Akyem mine project through continuous engagement of the theatre troupes

Implementation objectives of the Project:

- To anticipate possible issues that could arise with respect to the project and agree on how they can be managed
- To promote community, Newmont, CEDIC partnerships for drama troupe development in the Akyem project area
- To promote among communities ownership of the drama project
- To agree with communities processes for participation in the drama project
- To obtain consensus internally and externally on criteria for selection of members and number of troupes
- To train forty (40) theatre members in theatre related topics
- To sensitize internal stakeholders on how they can incorporate/access the drama troupes into their various programmes

To ensure transparency and support for the troupes, a selection process for members was agreed by internal and external stakeholders. The following agreed process was followed:

- Production and posting of posters in eight communities and two hamlets
- Auditioning was undertaken in eight communities where more than 200 people participated in the selection process.
- Theatre members data forms were developed and about 40 parents were consulted on their children's involvement in the theatre troupe project
- Training venue and logistics were arranged through identified key focal persons in the communities

The training covered a period of three (3) months and was based on a CEDIC training manual tailored to suit the particular needs of this project.

The project achieved both internal and external stakeholder support required. Forty young people were trained in the skills mentioned under training above and various puppets constructed. The troupes continue to support the company's events showcasing engagements and other community communication efforts.

Regional Media Relations

The Company views the media as an important stakeholder and as a partner in the effective dissemination of timely, balanced and factual information about the activities of the Company. The Company seeks to proactively and effectively engage with the media at the local, regional and national level, in relation to achieving balanced media coverage and reporting and in relation to ensuring the transparent and responsive communication of issues.

With this in mind a comprehensive media management plan was developed and implemented in 2007. Engagement efforts included quarterly briefing sessions, quarterly courtesy calls, media coverage of showcasing events, a media tour of the Akyem Project Area and an open door policy which have ensured balanced reportage and trust building.

Government Relations

In 2007 a conscious effort was made to expand and regularize engagement with local government functionaries and to build understanding of where the Company and local Government could work together to influence the socio-economic advancement of the project area and a broad spectrum of government relations processes were undertaken with the aim of achieving this objective.

At the District level, the District Chief Executive, District Coordinating Director and the District Assembly were periodically briefed. These briefings aimed to build understanding the understanding of both parties of the impacts and opportunities that the project could deliver and the benefits that would come from collaborating as partners on development initiatives that would benefit the District. The Company also joined the District Strategic Planning Committee and started the process of aligning Company initiatives with those of the District and, through OICI, collaborating with the government's Rural Enterprise Program which began operation in the District during the year.

OICI undertook group dynamics training with the newly elected Assembly Members and Unit Committee members undertaking the Assembly's business at the community level.

A monthly schedule of engagement with the Regional Minister and the Regional Coordinating Council (RCC) was initiated to keep them regularly updated on programs and activities of the project and for the Regional Minister and the RCC to share their thoughts on the project.

The member of Parliament (MP) for the area who was installed as the Minister of Lands, Forestry and Mines during September was briefed regularly on project activities and shared thoughts and ideas for a more involving project.

At both Regional and District levels, Ministries, Departments and Agencies and other regulatory bodies were engaged through quarterly briefings and informal one on one discussions, and kept updated on project issues.

Monitoring and Evaluation

This was done in a number of ways including spot checks through the use of workshop evaluation feedback forms at the end of some of the formal engagement sessions; an Akyem Amanie readership survey; a second Perceptions Survey similar to the one undertaken in 2006; and as part of the annual Community Relations Management System assessment.

The information gathered was used to identify community concerns and to assist the company in better developing appropriate methods for engaging the communities and addressing their concerns.

PUBLIC CONSULTATION AND DISCLOSURE ACTIVITIES – 2008/09

2008/9 Engagement Schedule

Using activities from 2007 as a guide, and in anticipation of planned project milestones, an engagement schedule was developed for 2008.

TABLE 16	
Akyem Project 2008/9 Commitments to Ongoing Consultation and Disclosure	
Topic	Frequency
Formal Consultations	
Briefing for Regional Minister and Staff	Monthly
Briefing for Local MP	Ad-hoc
Briefing for District Chief Executive	Bi-weekly
Briefing for Regional Ministries, Departments and Agencies	Quarterly
Briefing for District Ministries, Departments and Agencies	Quarterly
Briefing for Unit Committee Members and Assemblymen	Quarterly
Briefing for Paramount chiefs	Quarterly
Briefing for Stool Land Owners (local chiefs)	Every 40 days
Briefing for Agyenua Chief	Every 40 days
Briefing with Queen mothers	Every 40 days
Briefing for Caretaker Chiefs	Every 40 days
Briefing for the Birim North Chiefs Association	Schedule TBD
Briefing for Regional Media	Quarterly
Briefings for Youth Leaders	Quarterly
Briefing for Religious Leaders	Quarterly
Briefing for Chief Farmers and Community Field Assistants	Quarterly
Briefing for Women Groups and Associations	Schedule TBD
Focus group workshops with Farmers	Bi-weekly
Focus group workshops with Youth groups	Bi-weekly
Focus group workshops for Business and Artisans	Bi-weekly
Community Durbar to report current and upcoming activities	Quarterly
Focus group workshops with special interest groups including Pensioners and the Physically Challenged	Schedule TBD
Civil Society Groups (NGO)	Schedule TBD
Informal Consultation	
Updates to information boards re: employment, training, safety issues	Weekly or as required
Informal sessions with all traditional authorities in the Mining Area	As needed, maybe daily sometimes
Dissemination of Information	
Updates to public notice boards	Weekly or as needed
5 Star Community Relations Annual Assessment Report	Annual
Akyem Now and Beyond Report	Annual
Scheduled visits by Community Relations Staff to each community	Weekly
Community Information Officers	Daily
Committees	
Community Consultative Committee (CCC)	Every 2 months

Crop Rate Review Committee (CRRC)	Convene in October to set 2008 rates
Resettlement Negotiating Committee (RNC) and subcommittees	To be established when Mining Lease is granted Weekly during initial activity Fortnightly once established and fully functional
Complaint Process	
Grievance and Complaints (Information Centers)	Daily, Mon to Fri, 8am to 3pm
Audit of complaint log to ensure effectiveness of process, screen for outstanding issues, monitor reoccurring issues.	Monthly

Community Advisory Committees

Compensation Negotiation Committee (CNC)

The previous Crop Rate Review Committee became the Compensation Negotiation Committee (CNC) and continued to meet to finalize the 2007/8 round of negotiations. The committee agreed on rates in February 2008. Following conclusion of the round of negotiations and in preparation for the new round which was scheduled to start in April, a number of working groups, comprising members of the 2006/2007 committee convened and examined unresolved issues and concerns from the 2007 negotiations. The communities selected or elected new representatives to the 2008 committee.

Community Consultative Committee (CCC)

The CCC continued to meet on a regular basis.

Community Mine Site Visits

In 2008/9, Akyem undertook 16 escorted visits to Ahafo by project-affected people including selected key opinion leaders from the communities or households that would be resettled such as Yayaaso, Yaw Tano and the hamlets. In all, a total of 285 people went on the site visits to Ahafo in the period under discussion.

Community Newsletter

The development and the production of Akyem Amanie continued regularly on a quarterly basis. Distribution was expanded to cover the senior and junior high schools in the area. Community distribution also improved to cover more readers. Particular attention was given to the usefulness or relevance of content for stakeholder education and advocacy.

Capacity Building

OICI continued their training of groups in organizational meeting and negotiating skills. Training was targeted at Assemblymen, Unit Committee members, WATSAN committees and business and youth groups in response to specific requests from these groups. The project continued to monitor the implementation of the Livelihood Restoration Program (LRP) pilot project to ensure its effective implementation on a large scale during project construction.

Consultation with Traditional Authorities

The consultation continued in the same manner as in 2007 and was enhanced by a more concerted effort to engage with the Paramountcy through the Queen Mother. The

applicable SOP was reviewed before the end of 2008 as part of an annual review of all Community and External Relations SOPs.

Consultation with Youth

The programs from 2007 continued and opportunities to expand the range and channels of engagement were explored. The bi-weekly youth groups' engagement which started in 2007 continued into 2008/9 at the various Community Information Centers, as did the quarterly briefing sessions with the leaders/executives of youth groups. OICI continued to intensify group dynamics trainings and encouraged the youth to organize themselves and established visions, goals and objectives.

Consultation with Farmers and Landlords

Consultation meetings with farmers and landlords continued to be a priority. Efforts to engage with and inform the farmers are considered to be important to reduce the risk of serious dissatisfaction and unrest during the initial construction activities. The program structure was the same as used in 2007, with bi-weekly meetings at the Community Information Centers but the content continued to evolve to reflect issues and programs associated with the project cycle. A particular focus through the year was in the area of the planned Livelihood Programs and the use of improved farming practices. The intent was to have more farmers/landlords/landlord farmers have the opportunity to participate in more than one workshop before the Mining Lease was granted.

Consultation with Religious Leadership

The program of quarterly briefing sessions implemented in 2007 continued in 2008 and 2009. These sessions helped to keep respected community and opinion leaders informed and consulted on project related issues, programmes and activities. Most community members' relied on some of these people for pertinent decision making because of the trust and respect they command in the area.

Consultation with Other Focus Groups

The program of regular and ad-hoc engagement with a range of community stakeholders continued to expand during 2008/9 and targeted a number of business and other special interest groups – artisans; road transporters; gender specific; the elderly – through pensioner groups; the physically challenged and locally based civil society groups.

Community Durbars

In 2007, the project had implemented a well coordinated and systematic community durbar programs. Similar efforts were undertaken in 2008/9 with continuous improvement as the objective. Quarterly schedules were prepared and followed through in all the communities in the project area.

Community Information Centers

The Community Information Centers established in 2006 in the project-affected communities continued with Community Information Officers assigned to man the information centers. The Officers continued communication skills training to enhance their abilities to effectively discharge their duties.

Schools Engagement Program

The schools engagement program instituted in 2006 proved to be a useful channel for education and sensitization of children in the project area. In 2008/9 a holistic schools' engagement strategy was developed and implemented which covered the senior high,

junior high and primary schools in the project area. The students were taken through the mining process and issues in the Akyem Amanie newsletter as well as articles in the Junior Graphic newspaper. The project had another 'Inter Schools' Edutainment' Session which allowed the students to socialize, learn and play outside the normal academic environment to strengthen familiarization, understanding and trust.

Theatre Group Activities

In 2008/9, Akyem continued to collaborate with the Theatre Troupes in the delivery of community engagement efforts. NGRL engaged the services of the theatre troupes when it came to the various community events showcasing engagement efforts for the year.

NGRL continued capacity building skills and training on HIV/AIDS, Basic Communication and Management Skills, etc for the theatre troupe members.

Regional Media Relations

The Company continued to strengthen relationships with the local media. The media management plan and SOPs developed continued to be systematically implemented in 2008/9 after they were reviewed and updated for use to reflect anticipated project cycle dynamics. A concerted effort was made to ensure programs were implemented in concert with the plans of Accra and Ahafo.

Government Relations

In 2008/9, a more systematic plan to support the continued building of relations with government at the local level was developed and implemented. The plan was geared toward consistent and timely information sharing and consultation and collaboration with a wider range of government stakeholders on pertinent project issues and programs among other activities. The plan was to address relationships with the Regional Minister and the Regional Coordinating Council; the MPs in the area; District Chief Executive, District Coordinating Director and Regional and District Ministry, Department and Agency officers. The briefings with District Assembly Members and Unit Committee Members continued as planned.

In addition to scheduled regular engagements, there was regular interaction with security at the Regional, Divisional District and local levels. Regular meetings were also held with the Management of nearby Exploration affected District Assemblies, namely Kwabirrem, Kwahu South, Kwahu West and Asante Akim South.

Monitoring and Evaluation

While it was important to create understanding about the project and its potential impacts, it was equally important to ensure that information shared and understanding created were regularly assessed for their effectiveness and efficiency. This was done using the same methodology as employed in 2007 including spot checks through the use of workshop evaluation feedback forms at the end of some of the formal engagement sessions; an Akyem Amanie readership survey; a third Perceptions Survey; and as part of the annual Community Relations Management System assessment. In addition, procedures were developed that enabled a more in depth analysis of the wealth of stakeholder engagement documentation available.

The information gathered from the feedback was used to identify community concerns and to assist the company in better developing appropriate methods for engaging the communities and addressing their concerns.

APPENDIX 2

IDENTIFICATION OF STAKEHOLDERS

The Akyem 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 Golden Ridge Ltd

Government of Ghana

Ministry of Agriculture
Ministry of Environment, Science and Technology
 Environmental Protection Agency
 Town & Country Planning Department
Ministry of Lands, Forestry, and Mines
 Lands Commission
 Land Valuation Division
 Stool Lands Administration
 Minerals Commission
 Inspectorate Division of Minerals Commission (Mines Department)
 Survey Department
Ministry of Finance and Economic Planning
 National Development Planning Commission
Ministry of Local Government and Rural Development
 District Assemblies
Ministry of Manpower Development & Social Welfare
Ministry of Health
 Ghana Health Service

University of Ghana

Regional Government of Eastern Region (check on the list again)

Office of the Minister for Eastern Region
Regional Coordinating Council
Regional Ministry of Environment, Science & Technology
 Environmental Protection Agency
 Town and Country Planning
Regional Ministry of Lands and Forests
 Lands Commission
 Land Valuation Board
 Stool Lands Administration
 Survey
 Regional Health Directorate

District Government of Birim North

Birim North District Assembly

Ghana Education Service
District Health Directorate
Ministry of Food and Agriculture
Forest Service Division
Social Welfare Department
Community Development Department
Town and Country Planning Department
Public Works Department
Commission for Human Right and Administrative Justice
Industry and Trade Department

Traditional Leadership in Study Area

Paramountcy
Divisional Wings of the Paramountcy
Stool Land Owners
Sub Chiefs
Community Heads

Settlements

Afosu
New Abirem
Mamanso
Old Abirem
Yayaaso
Adausena
Hweakwae
Ntronang
Yaw Tano and Hamlets – EK Marfo, Bernard, Ayesu Zigah, Hlevi, Kyekyewere, Nyamekye, etc

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 Akyem 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 or farming on resettlement site (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

OICI
OLIVES
RECA
Action Aid
League of Environmental Journalists
Friends of the Earth Ghana
The Ghana Wildlife Society

World Vision Ghana
WACAM – Wassa Association of Communities Affected by Mining
Conservation International Ghana
Center for Active Development
Center for Public Interest Law
Network of Non-Governmental Organizations

International Non-Governmental Organizations

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

Media

Local Radio Stations

- (Obuaba fm, Life fm, Hi fm, Radio BIYAC, Sunrise fm, Eastern fm, K-Poly fm, FAWE fm, Fox fm, Peace fm, Oman fm, Adom fm, Radio Gold, Citi fm, Joy fm and Happy fm
- GNA
- Daily Graphic
- Ghanaian Times
- The Statesman
- Daily Guide
- The Ghanaian Chronicle
- The Moment
- The Heritage
- The Crusading Guide
- Public Agenda
- etc

Ghana Printed Press (GNA, Daily Graphic, Times, Statesman, Daily Guide, Crusading Guide, Pubic Agenda, The Moment, etc)

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