

April, 2020

Coronavirus Disease (COVID- 19) Management

Golden Star has proactively implemented controls to reduce risk to people from the COVID-19 pandemic and establish available business continuity measures.

With escalating outbreaks in January 2020, we proactively updated our Epidemic and Pandemic Management Plan and commenced routine management reviews of control implementation. By early March dedicated Emergency and Crisis Management Teams for COVID-19 were activated.

Golden Star's preparedness and prevention controls are outlined briefly:

MANAGEMENT PLANNING AND PREPAREDNESS

- Epidemic and Pandemic Management Plan updated prior to World Health Organization declaration of a Public Health Emergency of International Concern (PHEIC).
- Dedicated Ghana based Emergency Management Team established.
- Dedicated executive committee Crisis Management Team established for oversight.
- Daily situation monitoring supported by International SOS.

EDUCATION AND SENSITIZATION

- All education materials reviewed for factual accuracy.
- Wide spread education to workforce and host communities.
- Open communication with Ghanaian Government and Union leadership.
- Provision and distribution of posters at operations and in key host community locations.
- Fund-raising and support of program extension for host communities.

ACCESS, SCREENING AND TRAVEL RESTRICTIONS

- Site access control and screening protocols in place since February have been effective in preventing access to our mines by people from known outbreak regions.
- Proactively stopped international travel ahead of government travel bans.
- Stopped in-bound travel into Ghana before any cases identified in Ghana.
- Proactively required returning Ghanaian citizens and residents to undertake mandatory self-quarantine, prior to this being implemented as a Government initiative.
- Proactively reduced travel between mine sites and Ghanaian epi-centres ahead of government lock-down of Accra, Kumasi and Kasa.
- Proactive cessation of all non-essential travel and transport by company vehicles.
- Closure of non-essential access points to sites to ensure integrity of controls.
- Thermal screening has been implemented since the first cases identified in Ghana.

HYGIENE AND SANITATION

- Enhanced facilities for hand washing and sanitation implemented for the 2014 and 2018 Ebola outbreaks have been maintained in fully functionality.
- Requiring employees who are ill to stay at home with continuation of straight pay.
- Compulsory hand sanitizing stations at entry points, company buses and clinics.
- Support to community through provision of water tanks and Veronica buckets for hand washing.
- Practicing social distancing by:

- cessation of non-essential meetings, gatherings and training;
- conduct of pre-start meetings outdoors wherever possible;
- provision of additional employee transport buses to reduce bus seating density; and
- provision of additional eating areas and rosters for meal times to allow for greater social distancing during meals.

MEDICAL PREPAREDNESS

- Primary medical preparedness activities implemented ahead of any cases in Ghana.
- Installation of new external triage areas to enable social distancing at company clinics.
- Site isolation holding facilities established for management of suspected cases.
- Implementation of guidelines for self-quarantine and isolation.
- Targeted training and awareness for at-risk personnel (underlying medical conditions) and flexibility to enable them to self-quarantine as applicable.

FLEXIBILITY AND WELLBEING

- Proactively moved London office to virtual working arrangements (work from home) ahead of UK government lock-down.
- Proactively moved Accra office to virtual working arrangements (work from home) ahead of Ghana government lock-down.
- Reduced unnecessary workplace contact to enable people to have sufficient time to support family.
- Encouraged concerned employees to discuss options for flexible working arrangements with leaders.
- Providing employees with the option to work from home and support family.
- Produced employee and leaders' guidance documents to assist employees moving to virtual working arrangements.
- Extending leave for employees already on leave with continuation of straight pay.
- Supporting and providing access to programs for mental wellbeing of people working from home or in voluntary or imposed quarantine including access to a 24/7 Employee Assistance Program.

BUSINESS CONTINUITY

This is an unprecedented time globally and whilst Golden Star would wish to maintain business continuity, the protection of our people is paramount. As a responsible company, Golden Star understand the critical role that the mining industry plays in Ghana, not only in employment but also to rural community viability and economic stimulus. Additionally, in collaboration with NGOs, CSOs and Governments, our industry has proven that we can partner to strengthen national systems and achieve enhanced outcomes for host communities.

To date, Golden Star's proactive actions and rigorous implementation of controls to protect people has ensured that we have not had any COVID-19 cases identified amongst our workforce. Thank you to all our partners and supporters for advice and guidance on controls and for assisting in adherence to these controls.

Together we can make sure we are prepared and not panicked.