

**Sustainability Report
2019**



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Feedback

We welcome feedback from any of our internal and external stakeholders regarding the contents of our Sustainability Report or the reporting process. Please direct your comments or questions to Frederick Attakumah, Executive Vice-President and Managing Director of Asanko Gold Ghana or Todd Romaine, Executive Vice President, Sustainability via email: sustainability@galianogold.com

Message From the CEO

102-14, 102-15 (partial)

To Our Stakeholders:

Welcome to our first sustainability report produced under our new company name of Galiano Gold. 2019 was a year of transition – culminating in the recent name change from Asanko Gold to better align our business with our new strategy and vision of a sustainable business and long-term value creation for all stakeholders, but also capture the need for the company to have its own identity, separate from the namesake of our flagship asset – the Asanko Gold Mine.

The Galiano board and senior management team was strengthened in 2020 to ensure we have the full range of capabilities we need to drive our business forward. This included adding Todd Romaine, EVP of Sustainability, to incorporate his seasoned experience in the ESG, international relations and development realms. We welcome him to the team and look forward to advancing our sustainability program under his experienced guidance. In addition, we also welcomed Judith Mosely to the role of Chair of the Sustainability Committee and she brings a wealth of experience in the mining and metals banking sector from across the world. Ms. Mosely sits on the board of Women in Mining in the UK, a non-executive director of Blackrock World Mining Trust plc, and a trustee of the Camborne School of Mines Trust. For these reasons – a new Company name, with a new team and fresh sets of eyes on our data and disclosure - we have also ‘re-set’ 2019 as the new baseline for our sustainability reporting efforts. For historical information, the Company’s 2014-2018 CSR reports continue to be available in our report archive on our corporate website.

For the second year in a row, Asanko Gold Ghana Limited has been the recipient of the *Ghana Mining Company of the Year Award*, in recognition of excellence in the categories of Occupational Health and Safety, financial performance, corporate social investment, local content, environmental management and innovation.

Occupational Health and Safety

Our 2019 health and safety performance was once again exemplary, with very few injuries and incidents overall (a TRIFR of 1.26) and only one lost time incident throughout the year (LTIFR of 0.16). In early 2020, we adopted the ICMM International Council for Mining and Metals health and safety injury classification and methodology and have adjusted our

2019 health and safety performance metrics accordingly. This conversion provides for both a more accurate picture of our safety behavior but also aids in benchmarking more directly against our peers for health and safety performance going forward.

We are proud of our accredited, professionally staffed, and well-equipped medical clinics at Obotan and Esaase, and in 2019 several of our catchment communities benefitted from health campaigns relating to malaria, cancer awareness and screening, and general wellness. We are also supporting the development of the new hospital at Esaase which will support a broader community audience in 2020 and beyond.

In March of 2020, we found ourselves facing new challenges stemming from the COVID-19 global pandemic. Our primary concern is the health and safety of our employees and contractors, and the communities, where they live and work. In Ghana, Canada, and South Africa, we followed the guidance of local regulatory authorities and implemented measures to support and protect our people as part of the global efforts to reduce the impact of the pandemic. In an area of the world where Ebola has been a concern, the AGM had the advantage of already having a pre-existing foundation of systems, procedures, and appropriate PPE in place, which allowed us to be incredibly swift to implement a full suite of pandemic guidance and protocols quickly and effectively. For more detail about our comprehensive responses implemented by our corporate and site level teams, please see our COVID-19 response insert in the Health and Safety Section on page xx.

Financial Performance

In 2019, our development philosophy became fully aligned with reality as we shifted away from significant capital expenditures towards free cash flow generation and positive returns for our stakeholders. With 2019 revenue at the AGM (on a 100% basis) of \$341M, operating cash flow of \$120M and free cash flow of \$44M our operational effectiveness and our financial performance represent the economic sustainability of the Company, which enables us to properly resource and support all ESG policies, protocols, and initiatives. In the context of COVID-19, lives and livelihoods have been or will be disrupted; everyone has been impacted

to one degree or another, and companies are all having to navigate new territory, while making strategic and at times difficult decisions to ensure our long-term economic stability.

Stakeholder Engagement & Corporate Social Investment

Our operations currently support a number of socio-economic development programs in our host communities, the majority of which are implemented with local partners. In 2019, just over \$1M USD was invested in the main focal areas of improving living standards (health, water and sanitation, infrastructure, cultural heritage), access to education and training, growing local businesses, and access to finance. In 2020, we will be launching the Social Responsibility Foundation (SRF) which will augment existing community investment programs and add further resources for these programs and partnerships.

Tetrem Resettlement Area

Our resettlement efforts at the village of Tetrem are being handled with great care and we are taking the time to ensure compensation and livelihood restoration is done properly so as to minimize adverse impact to local residents. Constructions efforts commenced in 2019 and the new settlement area is expected to be initially handed over towards the end of 2020.

Local Content

Local employment and local procurement are two areas in which we are proud to say that Galiano continues to perform very well. The strong representation of workers from our local communities to ensure they benefit from the presence of our business activities is in line with our values, and this commitment is also embedded in our policies and agreements with catchment communities. Over 99% of the workforce at the Asanko Gold Mine are Ghanaian, and close to 53% hail from the communities closest to the mine. Similarly, our procurement strategy deliberately works towards ensuring that goods and services that can be obtained in Ghana are purchased from Ghanaian-registered companies. In 2019, we sourced 94% of the AGM goods and services from in-country suppliers and vendors.

MESSAGE FROM THE CEO



2019 was a year of transition – culminating in the recent name change from Asanko Gold to better align our business with our new strategy and vision of a sustainable business and long-term value creation for all stakeholders

MESSAGE FROM THE CEO

Environmental Management

The AGM achieved a 90%+ score on its 2019 annual independent environmental audit through the Ghanaian Minerals Commission (MinCom), reflecting our overarching effective environmental operations management.

One of our most significant environmental achievements was the completion of the Tailings Storage Facility (TSF) Audit and the formation of an independent TSF review panel in the first half of 2020, providing an extra layer of expertise and accountability for this locally and globally sensitive matter.

We consider climate change and its impacts to be one of the most important environmental sustainability management issues of our time. We plan to more fully integrate the potential risks that climate change poses for our operations into our enterprise risk-management processes. Supporting our efforts to achieve continual improvement in energy efficiency, in 2019 we strengthened our knowledge of our energy usage and greenhouse gas emissions through an independent and comprehensive study of our greenhouse gas sources. We are in the process of assessing some of the more realistic and promising recommendations and opportunities to reduce our energy consumption and emissions. As we consider climate change and fossil fuel issues, we also need to examine our reliance on oil and diesel for our operations – particularly in the areas of transportation and trucking. A heavy dependence on oil and diesel translates into greenhouse gas emissions that we must work harder to eliminate/reduce.

While water quantity is not an urgent issue in the Ashanti Region and our specific area of operations at the Asanko Gold Mine, water quality is. There are many activities in the region, including natural mineral leaching and illegal mining, which impact water quality. In 2019, Galiano drilled 18 boreholes which we test and monitor for community drinking water usage (plus an additional 6 in the Tetrem resettlement area). Although we do not discharge any process water into the environment, in the event of an emergency (a 100- year storm event for example), it is important that process water be of a quality that if it were to be released, would not be problematic. We are therefore building a water treatment plant at Esaase to deal with contamination, specifically arsenic, and impurities to meet or exceed regulatory discharge levels.

The bulk of community complaints relating to environmental matters continue to relate to blasting, noise, and dust.

In response, the Company formed a tripartite blast complaint committee, including affected community members, local government and Asanko Gold Mine representatives, to address these concerns and focus on noise management and reduction strategies.

Innovation

Galiano leadership strives to continually seek innovative ways in which we can advance or excel, whether it be in health and safety performance, protection of the environment, or successful engagement with our community members and other key internal and external stakeholders to strengthen our social license to operate. Our top innovation of 2019 related to the implementation of crushing optimization and ore re-handling technology improvements in our Obotan mill, the resulting efficiencies led to an increase of plant throughput to well over 5 million tonnes per annum, and bringing with it, clear positive economic impacts to our bottom line.

Looking Forward

We enter 2020 with an outstanding flagship asset, a strong financial position, and a dedicated and deep pool of talent in all content areas relating to our operational and ESG performance. We are enhancing efficiency and capacity, and we are infusing new energy into strategic planning and future company growth. I give thanks to, and have tremendous confidence in, our people and our collective ability to achieve our shared goals and objectives across the Company. We also maintain a humble approach; we understand we have much work to do. Our systems and processes are constantly developing and evolving, and our continued commitment to building and maintaining a reputation for excellence will require sustained efforts at all levels of the organization. We look forward to sharing these opportunities and challenges with you in our annual sustainability reports.



Greg McCunn
Chief Executive Officer
July 16th 2020



About This Report



This is Galiano Gold Inc.’s (“Galiano” or “the Company”) 1st Sustainability Report under its new Company name (effective April 30th, 2020) and was produced in accordance with the Global Reporting Initiative (GRI) Standards: Core Option. [102-54](#) The Company has a new executive management team and a broader sustainability mandate, which includes additional site level initiatives to further track and align our business with evolving international best practices. As such, we are re-setting 2019 as our new baseline sustainability reporting year [102-49](#) and will consider external assurance on select topics for the 2020 reporting period. [102-56](#) The previous five Asanko Gold Corporate Social Responsibility Reports (2014-2018) are accessible in the report archive on our website.

We are committed to sustainable business conduct while also being keenly aware of the increasing importance our stakeholders place on sustainability topics and responsible mining. We transparently disclose on an annual basis how we seek to meet this commitment, and to demonstrate how we are continuously improving our performance with respect to our most important economic, environmental, and social impacts of our business according to our universe of stakeholders. The reporting process also serves to benchmark our progress against industry peers.

Stakeholder inclusiveness is an important component of our materiality process, and informs us of perceptions about internal and external risks and priorities, as is consideration of topics in an overall sustainability context. Going forward, unless there is a significant change in the Company or its operations, we intend to conduct our materiality assessments every second year.

The performance data contained within this report is almost exclusively from our Asanko Gold Mine (AGM) in Ghana, and also includes certain labour practice indicators regarding employees, health and safety, and training for our Corporate office in Vancouver, country office in Accra, and project office

in Johannesburg, South Africa.

Defining Our Report Content [102-23](#), [102-32](#), [102-46](#), [102-56](#)

This report covers Galiano’s material sustainability issues as defined by the GRI – the topics that reflect our most important economic, environmental, and social impacts, as well as topics identified as being important to or substantively influencing the perceptions of our stakeholders. Materiality, therefore, is the threshold at which these topics become sufficiently important that they are managed, measured, and reported.

Our 2019 materiality assessment was guided by the GRI Standards in the identification of the key sustainability topics that present positive and negative impacts as well as opportunities, challenges, and risks to Galiano. Qualitative and quantitative (response frequency) data was collected and analyzed through surveys distributed to our key internal and external stakeholder groups including: our employees, contract workers, union and non-unionized employees, suppliers, community members, investors, Non-Government Organizations (NGOs), government representatives, and civil agencies.

Other factors which were considered in the identification of material topics included: the Galiano vision, mission, values, and internal business strategy, our corporate policies, procedures, and management systems, regulatory developments and policy trends, and industry and peer publications as well as media coverage to reflect a wider sustainability context. Validation and prioritization of material topics and sub-topics to be included in our Sustainability Report was obtained through workshop consensus at the senior/executive management level.

The Report content was prepared and reviewed by our executive management team and key company content specialists, who make every effort to ensure accuracy and consistency in authentication and data collection methods, and process alignment with our corporate policies and procedures. Our CEO, EVP Sustainability, and Board of Directors formally review and approve our Sustainability Report and ensure that all material aspects have received coverage. This report has not undergone independent, third-party verification

Our Material Topics

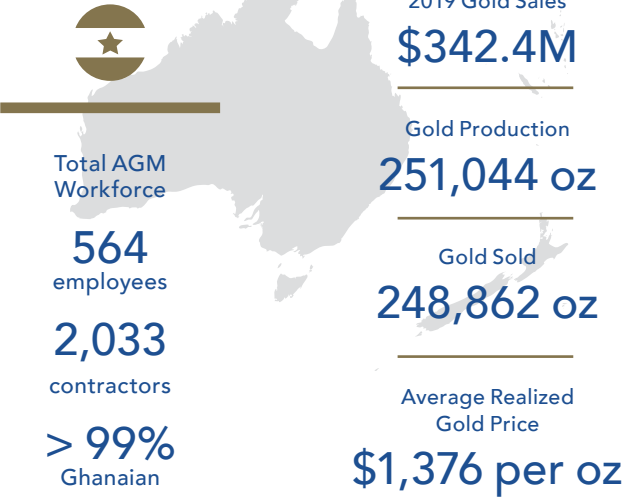
	MATERIAL TOPIC	SUB-TOPICS
	Governance	Management of Sustainability Performance Business Ethics Anti-Corruption/Anti-Bribery Enterprise Risk Management
	Human Rights	Artisanal Small Scale (ASM) & Illegal Mining Grievance Mechanisms
	Stakeholder Engagement	Social License to Operate
	Our People	Employees & Contract Workers Diversity & Equal Opportunity Labour Relations Training & Development
	Health & Safety	Safe & Fair Workplace Safety Performance Health & Safety Training Occupational Illnesses Community Health
	Contributing to Community	Community Relations Economic Contributions Community Investment Local Procurement/Developing Local Economies
	Environmental Stewardship and Compliance	Noise & Dust Waste Management Land Management Biodiversity Mine Closure Planning
	Climate Change Adaptation	Water Management Energy & Emissions

Sustainability
Highlights 102-7



Galiano Gold
Locations

2019
Highlights



SUSTAINABILITY HIGHLIGHTS



2020 Sustainability Goals



	TOPIC AREA	2020* TARGETS
	Governance	<ul style="list-style-type: none"> Update the existing suite of Galiano and AGM corporate governance policies, procedures, and documents to integrate commitments and alignment with the Galiano Human Rights Policy International Cyanide Management Code Certification of the AGM
	Economic	<ul style="list-style-type: none"> Achieve production and cost guidance of 225,000 – 245,000 ounces of gold at all-in sustaining costs of \$1,000-\$1,100/oz Progress on the assessment of operating efficiencies and cost-reduction strategies (reduction of cash costs by \$100 per oz) Replacing depletion of ounces though current mining activity with the advancement of exploration drilling
	Our People	<ul style="list-style-type: none"> Ensure industrial workplace harmony conducive to sustainable production Continued employee engagement and adoption of feedback from engagement surveys Upskilling the workforce in the relevant competencies Continuous improvement in human resource policies and practices Increase MinCom certification score for labour
	Health & Safety	<ul style="list-style-type: none"> Reduction in the following safety performance rates: <ul style="list-style-type: none"> TRIFR target of 1.16 LTIFR target of 0.14 TIFR target of 2.75 Reduction of malaria incident rate by 5% AGM alignment with ICMM Health and Safety Performance Indicators Roll-out of Zero Harm at site

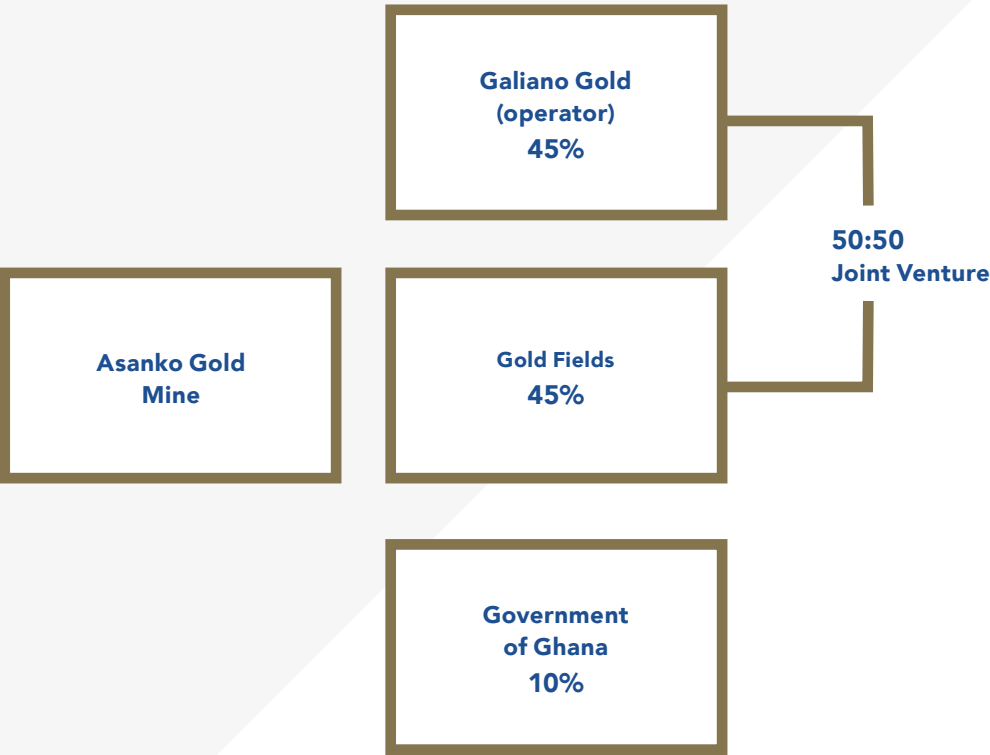
	TOPIC AREA	2020* TARGETS
	Human Rights	<ul style="list-style-type: none"> Promote the Human Rights Policy at all levels of our Company Prioritize human rights training including training of security personnel in the Voluntary Principles of Security and Human Rights Conduct a Human Rights Scoping Study for the Asanko Gold Mine, in preparation for a Human Rights Impact Assessment once travel restrictions are lifted
	Contributing to Community	<ul style="list-style-type: none"> Continue to organize ongoing engagement activities with impacted and interested stakeholder groups, including meaningful participation in local festivals and other cultural heritage activities Operationalize the Obotan Social Responsibility Foundation (SRF) and commence construction of social amenities Literacy Goals: supply primary reading books and tablets, organize a reading competition in the Esaase project area and add 10 Obotan schools to the CODE program Further implementation of the AGM Local Procurement Plan
	Environmental Stewardship & Compliance	<ul style="list-style-type: none"> Commencement of mine site and community plastic waste recycling program Process optimization of composting program Construction of non-mechanized biological wastewater treatment unit
	Climate Change Adaptation	<ul style="list-style-type: none"> To continue to monitor water quality and access for local and regional stakeholders To continue to investigate ways of improving on our energy efficiency at AGM

* Due to COVID-19 and business/global travel uncertainty, some of our 2020 goals may be extended into 2021.

About Galiano Gold

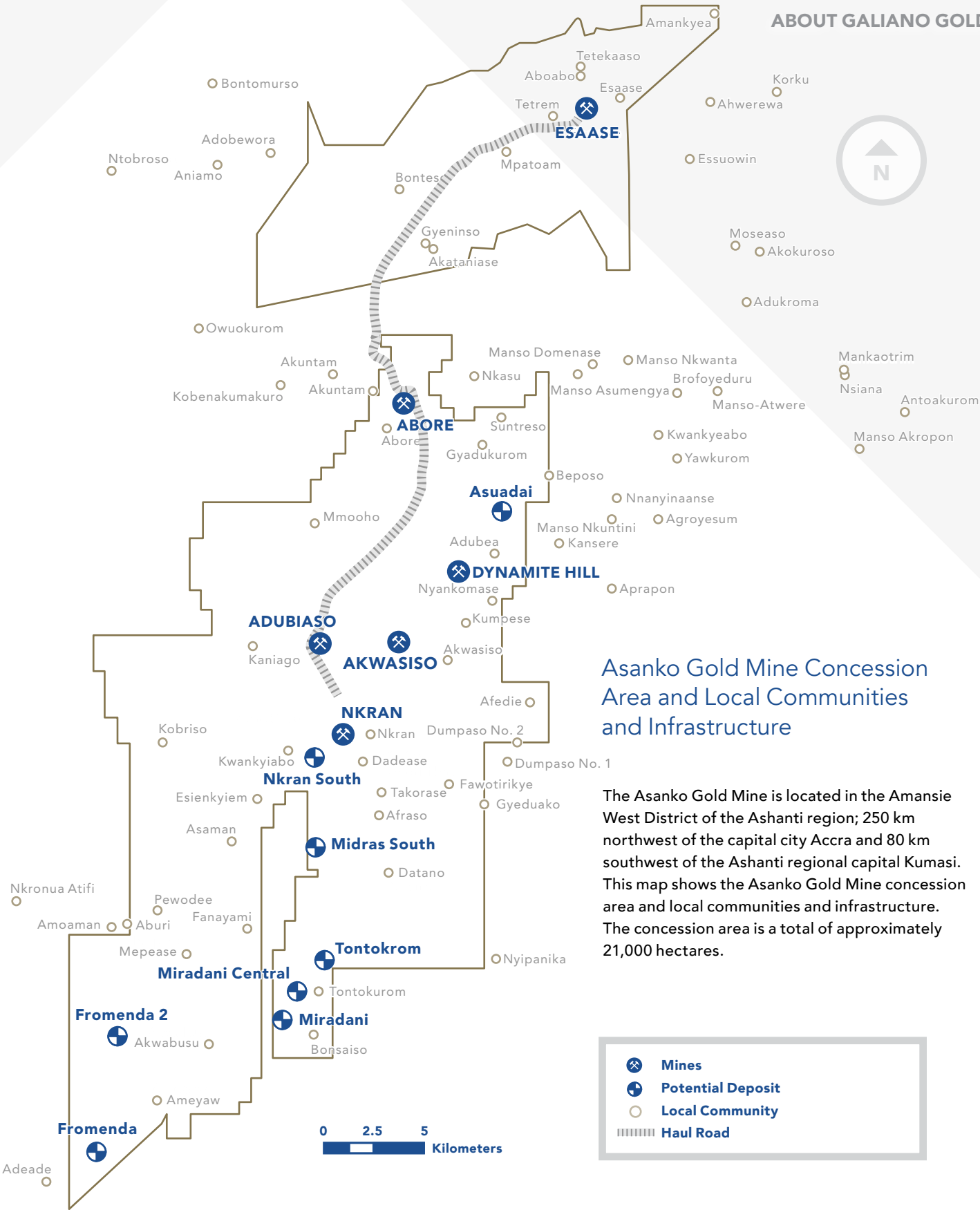
[102-1](#), [102-2](#), [102-3](#), [102-4](#)

Galiano Gold Inc. is a precious metals mining company focused on creating a sustainable business capable of long-term value creation for its stakeholders through organic production growth, exploration and disciplined deployment of its financial resources. The Company’s principal asset is the large-scale, multi-pit Asanko Gold Mine; located in the Ashanti region in Ghana, West Africa. The Asanko Gold Mine produces gold from its Nkran and Essase deposits, and includes multiple satellite deposits and additional regional exploration prospects. Headquartered in Vancouver, BC, Canada the Company also has a project office in Johannesburg, South Africa, and a country office in Accra, Ghana.



The Asanko Gold Mine is owned by Galiano (45%) and Gold Fields (45%) through a 50:50 joint venture, with the Government of Ghana owning a 10% free-carried interest

ABOUT GALIANO GOLD





Our Vision

102-16

Galiano’s vision is to create a sustainable business capable of long-term value creation for our stakeholders.



Our Mission

We are committed to and will achieve our vision through:

- 1 Providing a safe and healthy working environment for all employees
- 2 Developing and implementing the organizational capability required to achieve and sustain our business and growth objectives
- 3 Making responsible, competitive, and efficient use of all our assets
- 4 Fostering cooperation and participation with all stakeholders to achieve our shared goals, with particular emphasis on the environment and our local communities
- 5 Pursuing accretive merger and acquisition opportunities

Our Values

Our corporate culture reflects the following values:

 AKOMA CARING	 OSRAMNE NSOROMA INTEGRITY	 ESE NE TEKYEREMA TEAMWORK
 ANANSE NTONTAN INNOVATION	 ME WARE WO COMMITMENT	 NSAA TRANSPARENCY



ABOUT GALIANO GOLD

Our Customers and Markets [102-6](#)

The Asanko Gold Mine’s revenue is derived from the sales of gold, with smaller amounts of silver by-product. Its doré bars are transported by an international security company to the third-party refinery. Once refined, the gold is sold to the Asanko Gold Mine’s sole customer in accordance with the terms of an existing offtake agreement to Red Kite.

Our Supply Chain [102-9](#)

The Asanko Gold Mine has a comprehensive network of local and international goods and services providers, supplying the products and services required to support the business activities of our mine, our facilities, and the ultimate production and sale of our products. In 2019, Galiano had over 424 local and international suppliers. The largest categories of suppliers across our operations in 2019 included: contract mining, exploration and grade control drilling, catering and camp management, transportation, security, and lab testing.

All Galiano suppliers are also expected to adhere to our *Code of Business Conduct and Ethics* as well as our Tender Procedure for Contracts, which help ensure fairness, transparency, and that we select and work alongside suppliers that share our values and have acceptable standards in place with respect to labour, health and safety, environmental protection, and social/human rights business practices.

See pages 75-79 for more detailed information on our procurement/tender policies and developing local economies through our procurement practices.

About Ghana



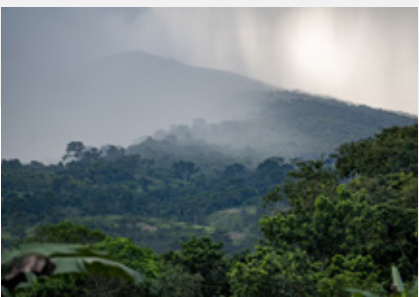
Ghana is currently Africa’s largest gold producer with Southern Ghana being considered one of the world’s most prolific regions for gold discoveries.

The country is equal parts sandy desert, shrubby savannah, and lush rainforest.



The country has many industries agriculture, fishing, forestry, education, quarrying, food processing, horticulture, banking and finance and information technology.

Ghana’s most populous city and the seat of government is in the port city of Accra.



The climate is tropical with two main seasons: the wet season and dry season.



In 1957, Ghana became the first self-governing country on the African continent.





OUR APPROACH

Galiano is committed to the highest standard of corporate governance to support our ethical and responsible business conduct. We consider integrity and transparency as integral to the way we operate and we comply with all applicable laws and regulations in our jurisdictions of operation.

We are committed to providing a safe and healthy workplace, upholding the high standards of environmental management, creating a positive and self-sustaining legacy in our local communities, and sharing the economic benefits amongst all our stakeholders.

These commitments are guided and supported by the following Galiano policy documents: Code of Business Conduct and Ethics (which includes an Anti-Corruption and Anti-Bribery Policy), Whistleblower Policy, Diversity Policy, Disclosure, Confidentiality & Insider Trading Policy, Human Rights Policy, and a Say on Pay Policy, as well as the following supplemental Charters: Corporate Social Responsibility Charter, Occupational Health and Safety Charter, Environment Charter, and Women In Mining Charter.

The Galiano Board of Directors is responsible for the stewardship of our Company and to ensure a strong and effective corporate governance system is in place. The Board’s fundamental objectives are to oversee the management of the Company, and to ensure that we operate in a safe and reliable manner while meeting our obligations on an ongoing basis. At the time of report publication, the Galiano Board was composed of seven members (six male and one female), six of whom are independent, non-executive directors. The Board Chair is also independent.

The Board has formed three committees, including the Audit Committee, Compensation, Nominating and Governance Committee, Safety, Health, Environment, and Corporate Social Responsibility (CSR) Committee (SHEC)*.

Central to the Board’s sustainability oversight is the SHEC, which advises and makes recommendations on areas including, but not limited to, safety, health, environmental risks, corporate compliance on regulatory matters in these areas as well as Galiano’s adoption of best practices in these areas. The SHEC meets formally at least four times a year and currently consists of three Board members; two of whom are independent directors. [GRI 102-18](#)

* The SHEC Committee was renamed the Sustainability Committee in May of 2020.



Material Topic

Why This is Important

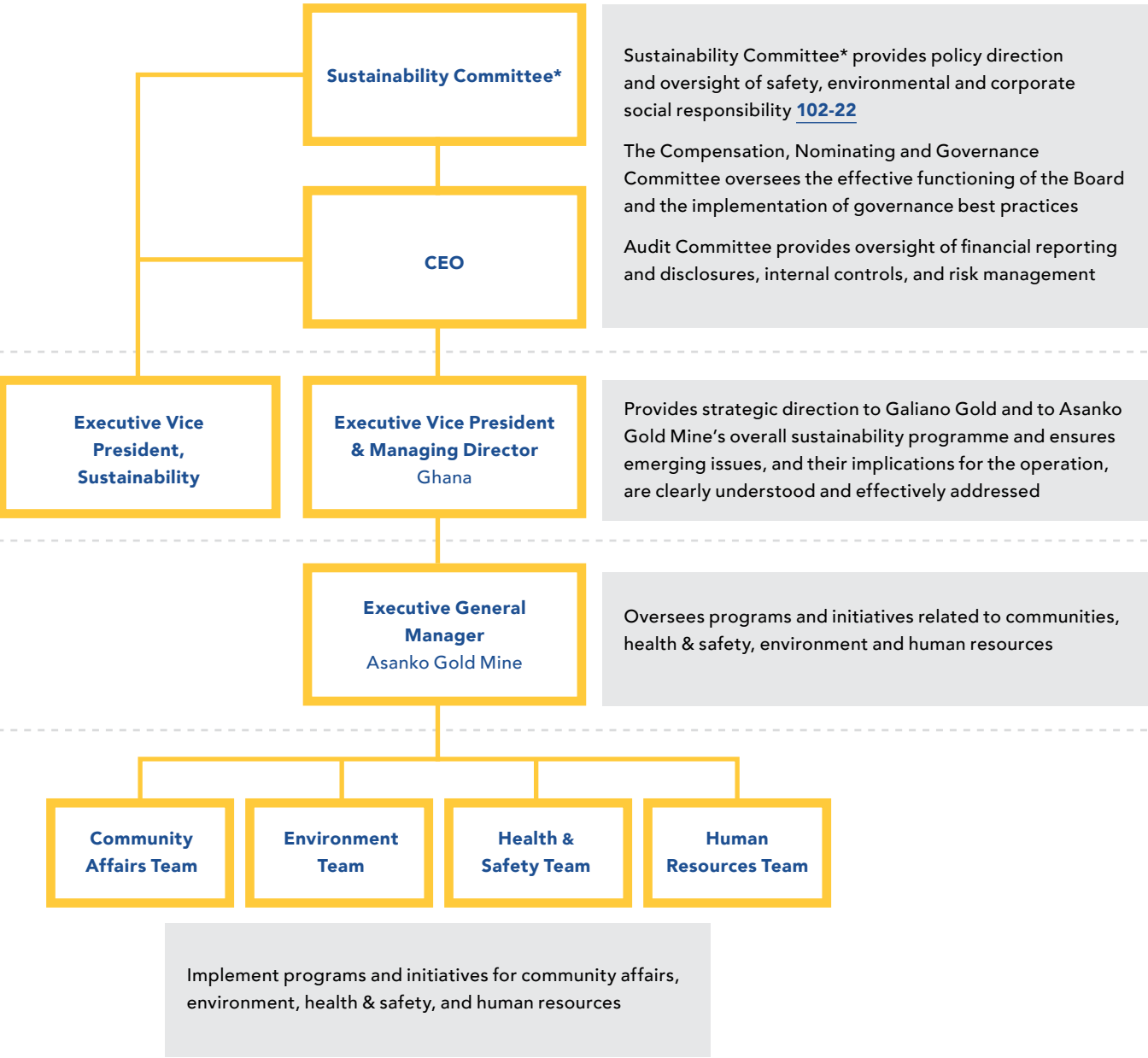
Conducting business in an ethical manner is a high priority for all stakeholders. Galiano aims to conduct its business in accordance with the highest ethical and legal standards.

Who This Impacts

Strong and effective governance and business ethics impacts all of our internal and external stakeholders. Internally, we foster confidence in systems and structures that enable us to be the best we can be and to support our Code of Conduct and Ethics. Externally, we communicate these commitments to enable us to maintain a reputation of integrity based on strong business practices.

SUSTAINABILITY GOVERNANCE STRUCTURE

Governance and oversight of sustainability at Galiano starts at the board level and flows down to our site. The chart below shows the roles that are directly responsible or accountable for our sustainability performance.



* The SHEC Committee was renamed the Sustainability Committee in May of 2020.

OUR PERFORMANCE

MANAGEMENT OF SUSTAINABILITY PERFORMANCE

Galiano's commitment to sustainability performance is most clearly articulated in its CSR Charter which embodies the core principles that guide our operations. It focuses on continuous communication and transparency, community development, strict adherence to regulations, legislation, and industry standards, as well as maintaining and growing our social license to operate.

Galiano is committed to developing and implementing management systems and operating practices which take into consideration and/or align with the following international standards, guidance, or external initiatives: 102-12

- ▲ The Organization for Economic Cooperation and Development (OECD) Guidelines for Multi-National Enterprises
- ▲ The United Nations (UN) Guiding Principles on Business and Human Rights
- ▲ Voluntary Principles on Security and Human Rights
- ▲ Global Reporting Initiative (GRI)
- ▲ The UN Sustainable Development Goals
- ▲ African Mining Vision
- ▲ Extractive Sector Transparency Measures Act (Canada)
- ▲ International Finance Corporation Performance Standards
- ▲ World Health Organization Guidelines for Drinking-water Quality
- ▲ International Cyanide Management Code
- ▲ ISO 14001
- ▲ OHSAS 18001
- ▲ International Council for Mining and Metals (ICMM) Health and Safety Performance Indicators

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Galiano recognizes that we have a role to play in supporting and progressing the United Nations' Sustainable Development Goals through the focus on the following eight SDGs, where we believe our activities and initiatives are making a positive contribution.

SDG icons will appear throughout our report in topic sections where we feel we can best demonstrate our support for progress on these goals.



AFRICA MINING VISION

The AGM also actively supports the Africa Mining Vision (AMV), which considers how development can be achieved through the creation of local value, driven by the strategic use of mineral resources in Africa and charts a path to sustainable development in Africa for governments, the private sector, and non-governmental organizations. Alongside our productive engagement and collaborative efforts with local, regional, and national institutions, the Asanko Gold Mine contributes to the AMV's objectives through local procurement, hiring practice, and investment in skills development. Similar to the SDGs, an Africa Mining Vision symbol will appear in sections of the report where we believe our activities and initiatives are aligned with or are working towards various AMV objectives.





BUSINESS ETHICS [102-16](#)

Our *Code of Business Conduct and Ethics* (the “Code”) outlines a framework of guiding principles and applies to all employees, contract workers, officers, and directors as they fulfill their various Company roles and responsibilities in an ethical manner. The Code also applies to our suppliers; adherence to which is embedded in procurement contracts.

The Code articulates essential aspects of the way we work, including the respect of and equal opportunity for our workforce, the avoidance of discrimination, harassment, or conflicts of interest, and the protection of health, safety, and the environment. Consistent with our corporate values, Galiano aims to maintain a workplace that supports the ability to achieve full potential through equal opportunity and is free of discrimination of any kind.

New employees and contract workers are instructed in matters of governance as part of their induction training, which includes the personal responsibility to read, understand, and uphold the prescribed ethics and conduct of the Company. Consequences for non-compliance can range from disciplinary action, demotion, or termination to potential legal action in the case of criminal activity. To further reinforce this commitment, Galiano asks each employee and contract worker to review and affirm the Code annually.

CONFLICTS OF INTEREST [102-25](#)

The expectation for our employees, contract workers, officers, and directors to avoid situations where their personal interest could conflict with, or appear to conflict with, the interests of the Company and its stakeholders is embedded in our *Code of Business Conduct and Ethics*. Guidance is provided for how to handle specific situations which may present the greatest potential for conflict including: (a) Speculation in Company Securities and Use of Inside Information; (b) Personal Financial Interest; (c) Outside Activities; and (d) Protection and Proper Use of Company Assets.

Concerns relating to a probable or existing conflict of interest, or even a potentially confusing situation, are to be communicated to an immediate supervisor or to the Company CFO.

WHISTLEBLOWER POLICY [102-17](#)

Galiano has a Whistleblower Policy in place that establishes procedures and lines of communication for the confidential or anonymous reporting for any employee, contractor or member of the public who becomes aware of behavior or course of action which may be a violation of the Code of Business Conduct and Ethics, other internal policies or codes, or the violation of any law or regulation.

Everyone working for the Company is expected to promptly raise - with an immediate supervisor or manager - any situation, regardless of its magnitude, in which the Code, its underlying policies, or the law may have been breached. Alternatively, concerns can be raised with the appropriate department manager in human resources, legal, corporate affairs, or senior management. Employees and contractors are advised as to their duty to raise concerns through induction training and consequences for failure to report.

Suspected Code violations may also be submitted directly to the Chair of the Galiano Audit Committee, or through a Whistleblower Hotline, which is accessible by telephone (in Canada, Ghana, and South Africa), confidential email, or via web portal through an independent third party, Whistle Blowers (Pty) Ltd.

The Company welcomes the courage and honesty of those who voice concern over a particular behavior or course of action that they believe to be unlawful or harmful. Any attempts to intimidate, threaten, harass or retaliate against any individual who has made a report based upon good faith is strictly prohibited.

ANTI-CORRUPTION & ANTI-BRIBERY [205-1, 205-2, 205-3, 415-1](#)

Galiano has a firm, zero-tolerance policy with respect to bribery and corruption in all forms. In compliance with Canada’s Corruption of Foreign Public Officials Act and the United States’ Foreign Corrupt Practices Act, no employee, contractor, director, or officer is permitted to offer or provide money or anything of value for the personal benefit of any public official or any political party. Our Policy to Prevent the Corruption of Public Officials is

embedded in our Code. Our induction and regular training programs include anti-corruption, anti-bribery, and money laundering content as contained within our Code as well as detailed potential scenarios and ‘red flags’, Company prohibitions, and reporting mechanisms in this regard.

Our Enterprise-Wide Risk Assessment process includes a review of business units and positions interacting with public officials as well as financial controls over aspects of areas of operations that could be affected by bribery, corruption, or money-laundering, and the adequacy and effectiveness of our controls. There were no reported incidents of corruption in 2019.

ENTERPRISE-WIDE RISK MANAGEMENT [102-11, 102-15, 102-30, 102-33](#)

There are many risks and uncertainties which have the potential to significantly impact our business, including competitive, economic, political, legal, regulatory, social, and financial risk. Galiano works to reduce its exposure to certain risks in the achievement of our business objectives by adhering to a systematic approach to identify, assess, mitigate, review, and manage these material business risks. Our Enterprise-Wide Risk Assessment methodology includes a matrix of both real and hypothetical risks, a heat map of the ongoing top 15 risks, ranking scales of likelihood and potential consequence, as well as an incident classification system by gross and net (after implementation of controls to measure effectiveness) impacts, and appropriate risk responses. We also assign risk owners (departments and/or executive positions) for direct responsibility and accountability.

Operational, health & safety, environmental, and social risks considered to be significant are consolidated into a corporate risk register, which is updated regularly and used to support continuous review, improvement, and planning processes. Consideration of all risks are integrated into our regular planning and decision-making processes and are reported to senior management and the Board of Directors on an annual basis. Critical concerns are communicated to risk owners and the Board as soon as practicable.



OUR APPROACH

As a globally responsible mining company, Galiano respects human rights as articulated within the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, the *International Covenant on Economic, Social, and Cultural Rights*, and the *ILO Declaration on Fundamental Principles and Rights at Work* and the *UN Guiding Principles on Business and Human Rights*.

In 2019, Galiano drafted a stand-alone Human Rights Policy which was approved and adopted in early 2020 in which the Company makes an overarching commitment to:

- ▲ Avoid causing or contributing to adverse human rights impacts through our business activities, and will address such impacts if they occur
- ▲ Seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations
- ▲ Ensure we have and promote accessible mechanisms in place for stakeholders to raise concerns and seek remedy for issues related to human rights

Galiano respects the rights and dignity of its employees and contract workers and is committed to the principles of equal opportunity and fair employment for all. As also embedded in our *Code of Business Conduct and Ethics*, we will not tolerate any type of discrimination or harassment, and we oppose any form of forced, compulsory, or child labour. While we do not have a specific Supplier Code, the AGM Request for Tender documentation effectively acts as one; containing clauses mirroring Galiano’s commitment to human rights and the expectation that suppliers have in place the systems and controls to adopts these same commitments, which include the human rights and labour principles contained within the UN Global Compact.

Galiano respects the rights of freedom of association and the collective bargaining process [407-1](#) and we engage in ongoing and proactive dialogue and negotiations with the labour union at the Asanko Gold Mine.



Material Topic

Why This is Important

Respect for human rights is a fundamental component of our commitment to ethical business conduct and corporate social responsibility.

Who This Impacts

All of our internal and external stakeholders are impacted by our commitment to respect human rights and the confidence that we have policies, procedures, corporate culture, and a trained workplace to meet this commitment



OUR PERFORMANCE

LABOUR

There were no recorded incidents of discrimination or harassment at the Asanko Gold Mine or our three corporate offices during the reporting period. [406-1](#). Galiano's operations are not at risk for incidents of forced or compulsory labour [409-1](#). The Company has strict proof-of-age requirements upon hiring preventing anyone under the legal industrial working age of 18 from obtaining employment and our contractors and supply chain must also adhere to this requirement. While the Asanko Gold Mine is not at risk for child labour, this risk may exist in the region due to the presence of artisanal mining sites. There were no reported incidents of either forced or child labour practices at our operations in 2019. [408-1](#)

SECURITY

We undertake the necessary precautions to protect both our people and our assets in a responsible manner that ensures the rights of our host communities are respected. Our private AGM security personnel are carefully screened and, as per Ghanaian law, are not authorized to carry arms. Risk assessment and security practices are aligned with the Voluntary Principles on Security and Human Rights and we will train our on-site, private security contractors to further understand and meet their responsibility to respect human rights, including risk assessments, incident reporting, and the responsible use of force. Initial training in the Voluntary Principles was planned for delivery in early 2020, however has been delayed until travel and visits to site resume in the context of COVID-19.

ARTISANAL SMALL SCALE (ASM) AND ILLEGAL MINING [MM8](#)

The Asanko Gold Mine is in regional proximity to both artisanal small scale mining (ASM) and illegal mining activities which may lead to environmental issues and could impact relationships with governments and local communities.

Both our community affairs and private security teams engage directly with ASM and illegal miners: the former with individuals and traditional authorities in the communities in an educational and non-confrontational manner regarding safety, risks, and potential damage caused to both the environment and future generations through their activities. The Company does not however, approve of the use of large mechanized equipment such as excavators on AGM mine or exploration concessions, the perimeters of which are patrolled by security personnel. Thus far, the various levels of engagement have been effective and without confrontation.

GRIEVANCE MECHANISMS [103-3](#)

The Galiano Human Rights Policy, Whistleblower Policy, our open-door approach and collective bargaining agreements in the workplace, and the AGM Community Complaint and Grievance Management Procedure all provide a governance foundation from which to ensure our employees, contractors, and host communities all have legitimate and accessible ways in which to express their concerns regarding ethical practices and any social or environmental impacts.

See page 40 for more detailed information on our internal mechanisms, and pages 56-57 for a thorough description of the community grievance process and concerns logged in 2019.



OUR 2020 PRIORITIES

- ▲ Galiano intends to promote the Human Rights Policy at all levels of our Company, and to prioritize human rights training in 2020, including training of security personnel in the Voluntary Principles of Security and Human Rights
- ▲ Galiano to build on existing and update Human Rights due diligence program for the Asanko Gold Mine, in preparation for a more robust Human Rights Impact Assessment once travel restrictions are lifted



OUR APPROACH [102-42, 102-43](#)

We believe that a committed, continuous approach to stakeholder engagement contributes to trust, credibility, and the ability to maintain our long-term social license to operate. It also provides the opportunity to gauge interests, concerns, and perceptions about our activities, seek out common ground, address areas of existing or potential conflict as early as possible, and build a foundation of trust and credibility with local communities.

We regularly engage with our stakeholders and take into consideration their perspectives, concerns, customs and cultural heritage before we act – a commitment embedded in our CSR Charter.

We define the stakeholders with whom we engage most regularly as those persons or groups of persons who are affected (positively or negatively) by the activities of the Company. The Asanko Gold Mine has a stakeholder identification and mapping system, which is guided by our Stakeholder Engagement Procedure, and enables our Ghanaian Community Affairs Team to identify, document, and track our key stakeholders, the type of relationship, and level of interaction we have with them over time.

We customize our engagement methods to suit each specific stakeholder audience; in a culturally sensitive manner, inclusive of any potential marginalized and vulnerable groups, and informed through our stakeholder mapping exercises, social impact and baseline studies as well as perception studies.

More detail regarding our engagement with local communities can be found in the Community Relations section on pages 52-57.



Material Topic

Why This is Important

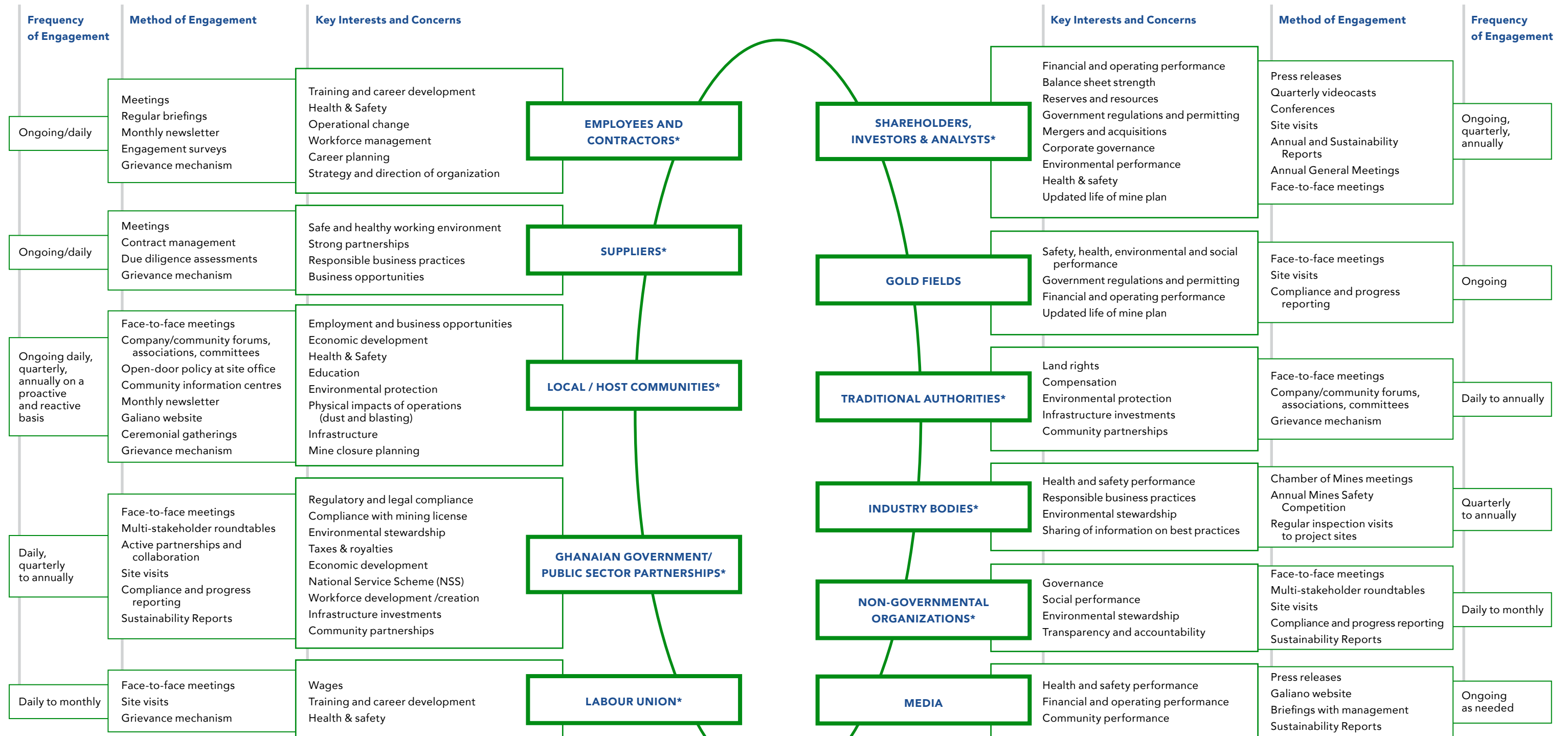
Strong and respectful relationships with our stakeholders are central to the success and sustainability of our business. We prioritize broad, inclusive, and continuous dialogue between the Company and those potentially impacted by our activities.

Who This Impacts

All individuals and/or groups, internal or external to the organization, who may be affected positively or negatively by our business activities.

Our Stakeholder Engagement

The following table represents key stakeholder groups that Galiano engaged with in 2019: [102-40/44 407-1](#)



* These stakeholder groups were engaged with directly in 2019 as part of the Materiality Assessment and Sustainability Report preparation process.

OUR PEOPLE



Human capital is our greatest asset and we recognize the value of our people in the pursuit of our objective to be a top employer and world-class mining company in Ghana.



OUR APPROACH

The successful achievement of our goals is dependent upon the skill, commitment, and dedication of our employees and contractors. It is therefore a top priority to attract, recruit, retain, and motivate our workforce through training, career development opportunities, and competitive remuneration.

Galiano complies fully with Ghanaian Labour Law, and we also align our human resources practices with the International Labour Organization Declaration on Fundamental Principles and Rights at Work. Our commitment to our people is embedded in our Code of Business Ethics and Conduct, CSR Charter, and Human Rights Policy. We are committed to: providing a safe and healthy working environment; respecting and promoting human rights, including; freedom of association and the right to collective bargaining; the cultural diversity of our employees; ensuring equal opportunity without discrimination; prohibiting the direct or indirect use of child or forced labor, and ensuring we have and promote accessible mechanisms in place for stakeholders to raise concerns.

We value offering rewarding working conditions and realizing each employee's individual potential through training and job promotion. All of our contractors are trained in our processes and are expected to adhere to our policies and procedures. Fundamentally, we aim at ensuring that all our employees are equipped with the appropriate capabilities to enable them to contribute meaningfully towards the company's objectives while achieving their highest potential.



Material Topic

Why This is Important

Our success as a responsible mining company is dependent upon the performance of our people as individuals and as part of a greater team. We aim to achieve high standards of workplace performance alongside maximum employee satisfaction.

Who This Impacts

The importance we place on our people and the resources we employ to support their safety and performance directly impacts our employees and contractors. Because the majority of our workforce is from local communities, it also impacts external stakeholders within our communities of influence.

Related SDGs



OUR PERFORMANCE

OUR EMPLOYEES AND CONTRACT WORKERS

At December 31, 2019, Galiano Gold had a total workforce of 2,618 people across its site operations and corporate and regional offices. Galiano's flagship asset - the Asanko Gold Mine - is a major employer in Ghana, with 2,597 employees and contractors at this operation during the reporting period. Fair and competitive wages are a concern of high importance to our internal and local external stakeholders. Remuneration is gender neutral and determined by expertise, experience, and performance. Compensation packages include a performance-based bonus based on the achievement of a set of Key Performance Indicators, which include safety, production, and cost efficiencies as well as specific sustainability metrics for members of management. Our employees receive performance reviews on an annual basis and we also conduct an annual employment engagement survey for our workers to make suggestions and identify areas for improvement. In 2019, 100% of our employees in supervisory positions at the mine received formal performance/career development review (169 male and 24 female), as did 89.8% of mine site employees (419 male and 38 female), and 100% of our supervisory employees at our corporate and project offices (11 male and 4 female). [404-3](#)

Aligned with our goal to be an employer of choice, our employees receive a suite of benefits [401-2](#), which include the following, over and above Ghanaian Labour Law provisions: Medical benefits (employee and registered dependents), accommodation and transportation, an educational subsidy for employee children*, provident fund, retirement benefits, long service awards, interest-free compassionate loans, and an annual Christmas hamper. Additionally, the AGM on-site recreation facilities include

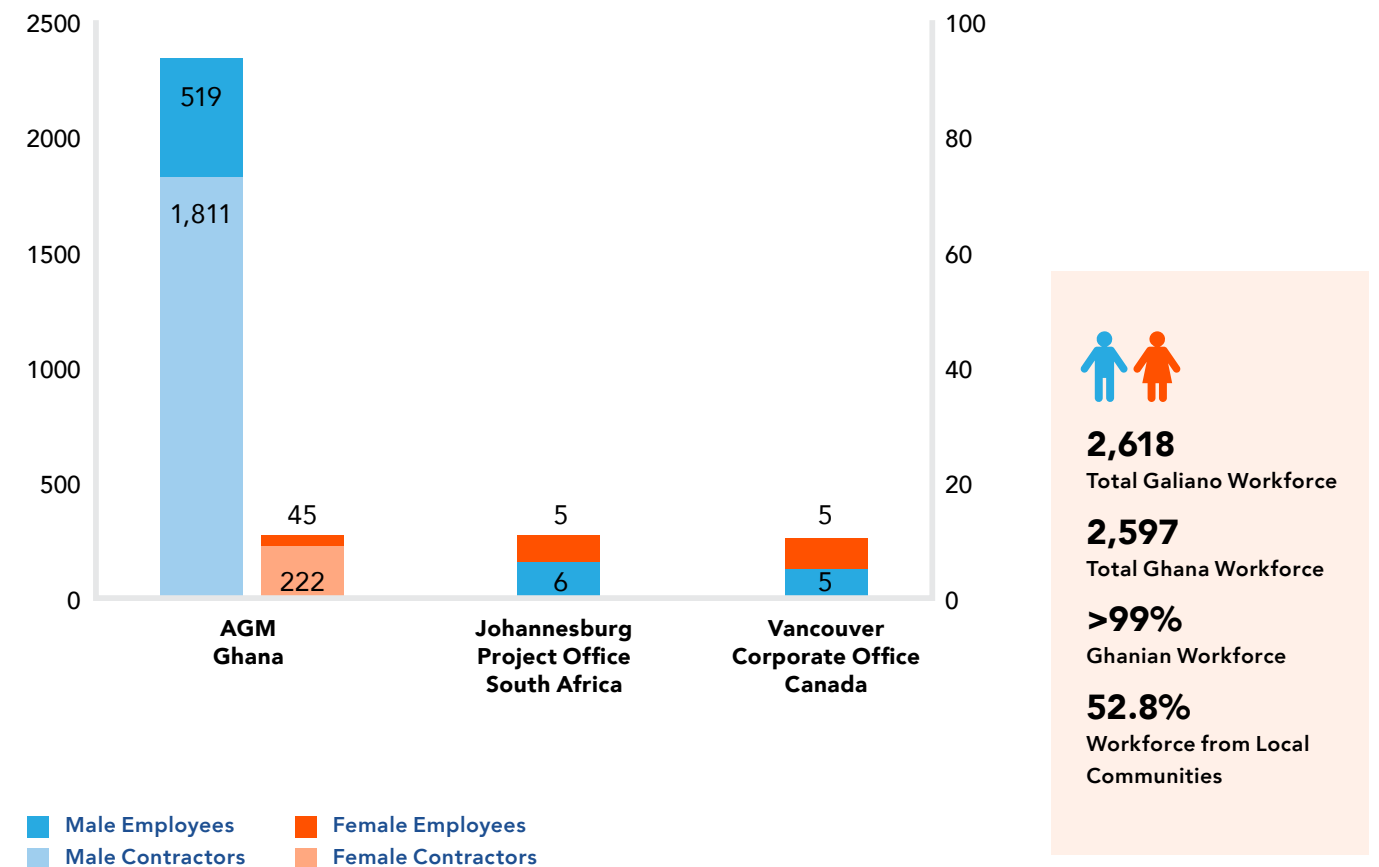


a gym, swimming pool, and tennis court for fitness and well-being, additionally, an ATM machine at the mine site facilitates access to banking services and funds.

During the year, the Asanko Gold Mine hired 18 new employees positions. All new hires were male and from Ghana, and were added to a full range of departments from Health, Safety, & Security to Environment, Engineering, Finance & Administration, Mining, and Processing. The 2019 turnover rate was 5.9% (4.5% for men and 1.4% for women), which was predominantly due to redundancy, retirement, or voluntary departure/resignations. Our absentee rate, which is defined as absent without permission, was very low during the reporting period at 0.02%.

Our female employees are entitled to 16 weeks of full-paid maternity leave (which was upgraded by two weeks in 2019) and is now an additional 4 weeks longer than local labour law, and 2 weeks longer than International Labour Law. Upon returning to work, additional accommodation is provided for the nannies of nursing mothers to enable them stay on site with their babies. Nursing mothers also receive paid nursing breaks. In 2019, 7 female employees went on maternity leave; 5 returned to work (71%), with a 100% retention rate, while 2 were still away at year-end. [401-3](#) While there is no provision for parental leave for males in Ghana, there are up to 8 days of Family Responsibility leave provided for in the Collective Agreements.

Our 2019 Workforce [102-8](#)



LABOUR RELATIONS

Galiano supports the protection and advancement of worker rights, and therefore the right to freedom of association and collective bargaining. [407-1](#) We work openly and sincerely with our employees, contractors, union representatives, and relevant local and national labour departments; engaging with them all regularly with a focus on respectful dialogue and constructive resolution of any concerns.

Our employees, and our two largest mining contractors, are members of the largest union in the Ghana Mining Industry – the Ghana Mineworkers Union, with whom we

enjoy a positive and collaborative relationship. In 2019, 61% of our employees were covered by collective bargaining agreements [102-41](#), which are negotiated annually and in 2019 included an updated salary and benefit proposal, and paid maternity leave increased from 14 to 16 weeks. Positions such as specific technical personnel, administrative, management, and executive positions are not unionized. There were no industrial actions or work stoppages in 2019 at the Asanko Gold Mine as a result of our proactive engagement practices and collaborative work with the Union to ensure the successful alignment of interests and mutual objectives of all parties. [MM4](#)

AMV Africa Mining Vision

Progress towards
gender equity
and the empowerment
of women

LOCAL EMPLOYMENT

Recruitment and selection at the Asanko Gold Mine focuses on skills that can be acquired from the local catchment communities and within the larger Ghanaian labour market. We aim to have strong representation of workers from our local communities to ensure they benefit from the presence of the Asanko Gold Mine. Our CSR Charter affirms our commitment to hiring local community, regional and national residents wherever possible, without compromising quality or efficiency standards. Maximizing local employment remains an ongoing and important topic for our local stakeholders from both an economic and social perspective.

Because of the numerous mining operations in the country and highly trained and experienced sector workforce in Ghana, skilled mining personnel are readily available in the country, and we are year over year, able to meet this commitment, seeking out-of-country personnel on a very limited basis. The Company only makes use of the expertise of expatriate labour for jobs where such competencies are not readily available in Ghana. In 2019 there were two expatriate employees and 14 contractors at the Asanko Gold Mine, comprising less than 1% of our workforce.

There is a Local Employment Agreement in place [MM5](#) between Asanko Gold Ghana Limited and the Asanko Local Community (collectively the 35 catchment communities of the two AGM project sites of Obotan and Esaase); its objective being to provide as much economic benefit to the community and use local employment wherever possible. For contract work, specialized, or skilled labour, the Company may employ any persons irrespective of ethnicity or nationality to ensure requisite qualifications and experience, with preference given to local community members should qualifications be equal. For semi-skilled and unskilled labour, the ultimate target is for 70% of employees to be from catchment communities. In 2019, the Asanko Gold Mine had 52.8% of its workforce (including casual/temporary personnel) hailing from local communities, and ongoing efforts continue as to how to best meet the objectives of the agreement.

DIVERSITY & EQUAL OPPORTUNITY

Galiano is an equal opportunity employer and welcomes the positive outcomes that diverse backgrounds and perspectives bring to our decision-making and business performance. Supporting the development and advancement of women in the workplace continues to rank high as a topic of concern to our local stakeholders.

We value the roles our female colleagues play at Galiano across all levels of the business. Women are encouraged to apply for a full range of positions, across the various disciplines, and the mine fully supports the Asanko Women In Mining Chapter. The company's Code of Business Conduct & Ethics, as well as Collective Agreements at the Asanko Gold Mine, has specific provisions that protect women from sexual harassment.

Women currently comprise 8.7% of our Ghana employees and 11.4% of our Ghana workforce. [102-8](#) All of our female employees are in skilled or semi-skilled positions ranging from mining and processing, exploration, community affairs, health/safety/security, engineering, and finance and administration.

Case Study



Asanko WIM President,
Eunice Mawunyo Dzokpo,
Asanko Employees at Health Talk Forum
Asanko WIM Members Posing in Pink



Asanko Women in Mining Chapter

The Asanko Women in Mining ("WIM") Chapter is officially affiliated with the national, not-for-profit, Women in Mining Ghana organization, and has as its vision to be an effective advocate for women in mining; promoting gender diversity and the advancement of women within the Asanko Gold Mine and its host communities. Asanko WIM brings together women working at the AGM and from catchment communities to support each other, to act as ambassadors for women in mining, to promote the mining sector as a career choice for women, and to deliver dedicated Corporate Social Responsibility ("CSR") projects that support women and female youth through its member-created Botae Pa Initiative. Botae Pa literally means 'good purpose', and was launched in 2018 to complement Asanko's existing CSR programs through education, health, access to finance and business, and mentoring and networking programs.

In 2019, \$6,285 was spent on two major projects in the community catchment area: a blood donation campaign and a cancer awareness program. In collaboration with the Asanko

Medical Services Unit, Asanko WIM donated approximately 100 pints of blood to St. Martins Hospital, Agroyesum - the only referral health facility within the area of operation. Reports from the facility indicated that, the intervention made a great impact as it helped to save lives of expectant mothers, children with acute anemia, and supported other patients who were faced with life-threatening conditions that could lead to death.

During cancer awareness month in October, a capacity-building workshop was organized in partnership with the Amansie West and South Health Directorates for 20 health professionals on how to conduct breast and cervical cancer screening exercises in their facilities. This was to encourage breast screening at the community level and to promote flexible visits to facilities by women and young girls in the communities. The medical team from Komfo Anokye Teaching Hospital, Kumasi gave a health talk and conducted breast and cervical cancer screening for women: 64 onsite and 492 were screened in the communities. Men (210) were also screened onsite for prostate cancer and educated as to how to seek early treatment.



EMPLOYEE CONCERNS AND GRIEVANCES

Galiano has an open-door policy with respect to the communication of workplace concerns or complaints. **103-2** All employees can express their concerns or make a complaint with their direct supervisors, the General Mine Manager, or to executive positions in the Company’s project or corporate offices. The most frequent channel unionized workers use to express their concerns is through their respective union representatives, who then engage directly with the Company. Employees and contractors are also made aware of and encouraged to use our 3rd party Whistleblower Hotline for the confidential reporting of any questionable conduct or fraudulent practices.

There were no formal discrimination or harassment grievances filed in 2019. There was one labour grievance filed with the National Labour Commission relating to the dismissal of an employee. The Commission concluded that the Asanko Gold Mine followed due process and this complaint is considered resolved.

TRAINING & DEVELOPMENT

Aligned with our corporate values of teamwork and innovation, and in support of the African Mining Vision and capacity-building objectives, we constantly seek new and better ways of conducting our tasks, fulfilling our roles, and improving the capacity and performance of our workforce.

In 2019, a total of 26,214 hours of program content was delivered to our Ghanaian employees and contractors, which focused on in-house training modules, workshops and conferences relating to health & safety, leadership, business management, certification, and other skill-based trainings (specific machinery operation).

AMV

Africa Mining Vision

Capacity building

2019 Training 404-1

EMPLOYEES*	TOTAL HOURS	AVERAGE PER PERSON
Male	8,865	18.98
Female	1,570	37.78
CONTRACTORS		
Male	15,187	8.7
Female	592	2.7

* Includes Ghana operations, Corporate Office in Vancouver, Canada and Project Office in Johannesburg, South Africa.

Galiano also supports the training and practical work experience for students in the creation of the next generation of mining sector workforce applicants:

- ▲ In 2019, we provided 45 student graduates (25 males and 20 females) with valuable work experience associated with Ghana’s statutory national service program offered by all employers.
- ▲ We also provided 136 (97 males and 39 females) students with three-month internship training positions. This is an annual program whereby students who are in Universities/ Polytechnics/ Professional Institutions receive work experience (including lodging and a small stipend) at the AGM.

2019 Training Programs and Skills Upgrading 404-2

Induction Training

Health & Safety
Corporate Governance (Policies and Standards)
Operating Procedures

Technical training

Geotechnical Engineering Design Process
Intermediate Exploration
Bulk Leach Extractable Gold (BLEG)
Quality Assurance / Quality Control
Wall Control in Open Pit Mine
Kinetic Column Leach Training
Survey Drone Training and Application

Management Training

Asset and Facilities Management
Train the Trainer Program
Purchasing and Procurement Management
Business Tax Management

Certification Training

OHSMS ISO 45001:2018
Lead Auditor Certification
Human Resource Certification (IHRMP)
Environmental Certification
Minerals Comission Certification

Health and Lifestyle

Planning Your Retirement – Life After Paid Work
HIV / AIDS Peer Educators

OUR 2020 PRIORITIES

- Ongoing focus on the following objectives:
- ▲ Ensuring industrial harmony at the workplace conducive for year-round, sustainable production
 - ▲ Continued employee engagement and adoption of feedback from employee engagement surveys
 - ▲ Upskilling the workforce in the relevant competencies
 - ▲ Continuous improvement in human resource policies and practices
 - ▲ Increase MinCom certification score for labour (79% certification compliance in 2019)





Our people are at the heart of our safety culture, and safety is our first consideration at work. Providing our workforce with a safe and healthy work environment free of accidents, injuries, or occupational illnesses is a top priority.



OUR APPROACH

The Galiano vision and mission prioritize a safe and healthy working environment and our *Occupational Health and Safety Charter* provides the foundation for the Company’s commitment to health and safety performance. We will:

- ▲ Meet or exceed the laws and regulations of our host countries
- ▲ Develop and implement policies, systems and procedures for managing Occupational Health & Safety (OH&S)
- ▲ Communicate to all our workforce the importance of working in a safe and healthy manner
- ▲ Identify risks and hazards associated with our activities and ensure that they are effectively managed
- ▲ Ensure our employees have the necessary skills, training and equipment to safely undertake their work
- ▲ Require all contractors to conduct their activities in a manner consistent with this Charter
- ▲ Routinely set and review targets for OH&S performance within a framework of continuous improvement



Material Topic

Why This is Important

A healthy workforce is fundamental to our vision, mission, and values and is essential to our commitment to our people, our communities and to the successful operation of our business. Ensuring worker health and safety was the most important social topic to our stakeholders in 2019.

Who This Impacts

How we implement our Health and Safety Management System directly impacts our employees, contract workers, local communities, and suppliers.

AMV

Africa Mining Vision

Promote Safe and Responsible Mining

The *Occupational Health and Safety Charter* outlines our commitment to the health, safety, and wellbeing of our workforce and communities and is embedded in our daily operations: included in all safety induction training, communicated to all personnel and visitors to site, and is posted to all notice boards at the mine.

In particular, the Charter provides a basis for developing, implementing, and maintaining the standards of excellence and functional elements of the Asanko Fihankra Safety Management System (FSMS) model, which also incorporates Ghanaian legal requirements and is aligned with OHSAS 18001. This applies to all personnel, including contractors, visitors and suppliers of the mine and provides the framework from which we effectively manage our occupational health and safety risk which, if not managed, has the potential to cause harm to people, damage to property or the environment, or the reputation of our Company.



Fihankra

SAFETY MANAGEMENT SYSTEM

A Ghanaian word meaning safety and security and the symbol from which we focus our intentions and derive our Safety Management System principles

The Asanko Health & Safety department measurement, results, analysis and feedback is based upon a culture of performance management, self-assessment, and continual improvement. Safety meetings are held at the beginning of each shift, and routine safety inspections are conducted across the site with any nonconformances reported through the safety management system. Weekly inspections by the safety department are conducted at all key and critical areas. Formal and proactive systems and processes are in place for the identification of hazards, the assessment of risks, and the implementation of appropriate control measures to ensure risks are managed or mitigated.

The Asanko Gold Mine conducts quarterly Inter-departmental Safety Audits for all departments and major contractors to determine the level of implementation of operational safety standards and key environmental and social performance indicators according to Ghana's Environmental Protection Agency (EPA) criteria. Audit programs include safety management system audits, emergency preparedness and response, behavioural audits, departmental audits, appropriate technical safety audits, as well as contractor and third-party audits.

Related SDGs

OUR PERFORMANCE

2019 was a year of significant improvement in health and safety performance as well as safety culture at the Asanko Gold Mine. Engagement and participation were our key areas of focus; empowering workers to identify hazards and encouraging them to speak-up to correct unsafe conditions and practices. There was an increased drive to identify and ensure critical controls were in place and monitored with respect to major hazards, and to ensure supervisors and managers were interacting with employees and documenting trends in behaviours.

2019 SAFETY PERFORMANCE 403-2

Galiano adopted the International Council on Mining and Metals (ICMM) occupational health and safety injury rate definitions and applied this and the calculation methodology to the 2019 reporting period. This has resulted in the corresponding additional adoption of the Total Recordable Injury Frequency Rate ('TRIFR'), which includes:

- ▲ Total number of fatalities
- ▲ Lost-time injuries
- ▲ Medically treated injuries
- ▲ Restricted work injuries

The TRIFR is considered a more useful measure of safety performance than the Lost-Time Injury Frequency Rate ('LTIFR') alone, which includes only injuries that result in one or more lost shifts. Furthermore, the TRIFR is the most commonly used metric amongst mining sector peers, assisting the benchmarking of our performance against the wider sector. Therefore, 2019 has formed a new benchmark year for safety performance.

In 2019, the Total Recordable Injury Frequency Rate (TRIFR) rate for the Asanko Gold Mine workforce (including employees and contractors) was 1.26 per million hours worked. These injuries resulted in a Lost Time Injury Frequency Rate (LTIFR) of 0.16 per million hours worked.

SAFETY PERFORMANCE	2019
Total Recordable Injury Frequency Rate (TRIFR)	1.26
Lost Time Injury Frequency Rate (LTIFR)	0.16
Total Injury Frequency Rate (TIFR)	2.75
Fatalities	0

NOTES: Multiplication factor = per 1,000,000 workforce hours based on 6,366,445 hours worked

There were 12 minor injuries, 7 medically treated injuries, one of which was a lost time injury at the Asanko Gold Mine in 2019. Types of injuries involved included a laceration, a contusion, and a fracture, the latter of which resulted in lost time.

Employees and contractors are required to report all near misses, hazards and incidents, which are fed into the mine's Corrective and Preventive Action Process (CAPA) system to identify areas for improvement, trends and implement corrective actions. Remedial actions are monitored through CAPA and addressed during the monthly safety meetings. Sources of hazards and responses are included in the safety training and safety inductions.



SAFEGUARDING OUR PEOPLE IN RESPONSE TO COVID-19

In response to COVID-19 and the public health and social measures taken by government authorities to prevent the spread of this global pandemic, Galiano focussed its initial corporate efforts on two main priorities: first and foremost - the health and safety of our personnel and community residents around our sites, followed by the safe and stable operations of our core business activities. These efforts included:

- ▲ The Vancouver, Johannesburg, and Accra offices were closed with employees instructed to work from home and observe local physical distance regulations;
- ▲ Support for the efficient and effective transit of one ex-patriate employee wishing to return to their home country during the crisis;
- ▲ Suspension of all corporate travel and all but essential travel to and from the AGM site
- ▲ Increased company-wide internal communications reinforcing hygiene practices, additional PPE requirements, and physical distancing protocols
- ▲ The AGM continued to operate with strict hygiene, monitoring, and physical distancing protocols in place in accordance with the Ghanaian Ministry of Health Guidelines, and also developed and implemented its own suite of comprehensive response procedures, including:
 - ▲ Asanko Gold Mine COVID-19 Preparedness Plan: covering decision points, enhanced surveillance, infection prevention and control and early case detection, an outbreak response team, active case confirmation and contact tracing, and case management
 - ▲ 14-day mandatory quarantining of all essential rotational employees/visitors to the mine and associated Self-Quarantine Guide
 - ▲ Travelers Advisory and daily monitoring charts
 - ▲ Daily temperature monitoring

- ▲ Procurement of adequate PPE and hand sanitizers. Installation of additional fixed and mobile hand-wash basins
- ▲ Mine-wide training in COVID-19 awareness, identification and management
- ▲ The AGM Medical Services Unit established new protocols within existing lines of communication with regional health authorities for the handling of any potential COVID-19 cases
- ▲ Community awareness programs to date have included: hygiene practices and support to public health facilities
- ▲ Galiano established a COVID-19 supply chain management working group to liaise with key vendors and our JV partner to maintain the AGM's current inventory levels for the foreseeable future
- ▲ The AGM proactively secured key supplies including reagents, consumables, critical spare parts, and diesel
- ▲ Preparation for the possibility of temporary suspension of mining activities (creation of an Emergency Lockdown Procedure)

Operations continue at the AGM with strict hygiene, deep cleaning, restriction of personnel movement, ongoing monitoring, and physical distancing protocols in place in accordance with the Ghanaian Ministry of Health Guidelines, which have transitioned to "Living with COVID-19" while still taking the necessary steps to prevent the spread of the disease.

The AGM had originally established protocols and procedures to manage any confirmed positive cases of COVID-19 and has since developed a new procedure "Integrated Approach to Living with COVID-19 at Asanko Gold Mine" to inform actions under the Living With COVID-19 guidance covering enhanced hygiene, temperature monitoring and social distancing protocols, targeted testing, contact tracing, isolation and treatment, management of at-risk employees, employee health and wellness interventions. The Company's offices in Vancouver, Johannesburg, and Accra are open and observing local regulations.

OCCUPATIONAL ILLNESSES

We take a preventative approach to occupational health based on a thorough understanding of potential issues and assessing and responding to risks. We strictly adhere to a hierarchy of hazard controls to reduce (and eliminate where possible) occupational exposures that could result in the development of occupational diseases. The most common occupational diseases in the mining sector include those that result from exposure to noise, dust, chemicals, and fatigue from hot work.

All employees and contractors must receive a pre-employment baseline medical examination to assess fitness to work prior to hiring – employees at the Asanko Clinic and contractors have the option to use the clinic or other third-party testing facility. Medical exams are conducted annually thereafter, combined with a comprehensive risk-based medical surveillance program and biological monitoring to diagnose any early onset of occupational diseases. Monitoring includes blood and urine analysis, audiometry, spirometry, chest x-ray, visual assessment, physical exams and typhoid screening (for food services workers). Exit examinations are also conducted.

In 2019, there were five (5) cases of noise-induced hearing related issues at the mine. [403-2](#) The Asanko Hearing Conservation Program commenced in 2019 and includes conducting baseline and annual subsequent audiometric testing, identifying and conducting 6-month hearing screening for at-risk employees for exposure to loud noise in the workplace, and providing additional training on the importance of - and additional options for - PPE usage. Job reassignments for employees developing reduced hearing thresholds are provided. The AGM has no other workers involved in activities with a high incidence or which would be considered high-risk for specific illnesses. [403-3](#)

2019 OCCUPATIONAL ILLNESSES*	NUMBER OF CASES
Noise Induced Hearing Loss	5
Total	5
Occupational Illness Rate	0.71

* These figures represent employees only and not include contractors. Multiplication factor of 200,000 on the basis of 1,401,032 hours

2019 WORKPLACE HEALTH AWARENESS CAMPAIGNS

- 1 HIV/Hepatitis B Awareness Campaign (Including voluntary counselling and testing)
- 2 Malaria Prevention Program
- 3 Occupational Diseases Awareness Campaign (Hearing Loss and Respiratory Diseases)
- 4 Cancer Awareness Month with Screening (Breast, Cervical, and Prostate Cancer)
- 5 Nutrition and Lifestyle (dietitian counselling and education)

Our workers and community members are also exposed to malaria and other diseases, including dengue and chikungunya, which present an ongoing threat to maintaining a healthy workforce and is a major healthcare challenge in the country, region, and at the Asanko Gold Mine. Malaria is a key health risk to both our workforce and our local communities due to its high prevalence in the region, complicated by a mobile workforce (see Case Study on page x for our full malaria prevention efforts). Another regional health risk is HIV, for which we have an ongoing awareness programs in place to continually educate employees on the prevention of communicable diseases, including sexually transmitted diseases.

The on-site Asanko medical clinic is accredited by the Health Facilities Regulatory Agency (HEFRA) and is staffed with a medical doctor, nurses (including an occupational health nurse), a health care assistant, a paramedic, and two advanced emergency medical technicians. The facility runs a full out-patient clinic with complete laboratory, including x-ray, and ultrasound diagnostics, and has a well-equipped emergency room with the ability to provide advanced life-support care; referrals are usually only necessary for specialized or surgical care.

There are two clinics run by the Asanko medical services team, one in Obotan and the other in Esaase. The medical services team consist of:

- ▲ 2 medical doctors
- ▲ 5 nurses
- ▲ 1 occupational health nurse
- ▲ 1 laboratory scientist
- ▲ 1 radiographer
- ▲ 3 advanced emergency medical technicians
- ▲ 3 ambulance drivers
- ▲ 1 dispensary technician

In 2019, there were 10,577 visits to mine clinics by AGM workers seeking health or medical attention. The most prominent reasons for attendance included musculoskeletal pain, gastrointestinal disorders, respiratory tract infections, cardiovascular disorders, malaria, and symptoms associated with hypertension/high blood pressure.

2019 COMMUNITY HEALTH CAMPAIGNS

- ▲ Malaria campaign at Tetrem Village
- ▲ Malaria campaigns at 3 secondary schools in the district
- ▲ Donation of mosquito nets to Manso Adubia High School
- ▲ Cancer awareness and screening in all Asanko Gold Mine catchment communities (see Asanko WIM/Botae Pa Case Study on page xx)

The Asanko Clinic conducted a community outreach program in 2019 on World Malaria Day, which included free medical screening and treatment to 566 members of the Tetrem area, a catchment community of Esaase.

Case Study



Asanko Malaria Control Program

February 2018 – September 2019
Partner: Malaria Prevention Project, John’s Hopkins University Center for Communications

In collaboration with the John’s Hopkins University Center for Communications Malaria Prevention Project, the 18-month Asanko Malaria Control Program completed baseline scientific prevalence and entomological studies while adopting an integrated approach to combating malaria using larviciding on-site, net and repellent distribution, and mass education.

The program was originally launched with 40 Safe Mine Champions trained to drive the malaria campaign in their respective departments and influence malaria safe behaviours amongst employees and contractors, including the distribution of insecticide and mosquito nets, larviciding of mosquito infested areas on-site, and repellent provided to employees on night duties. The program expanded in 2019 to include an additional 20 community Malaria Champions to implement malaria prevention initiatives, education, and awareness in local communities.

This award-winning malaria prevention program at the Asanko Gold Mine has successfully reduced the employee malaria incidence rate year over year: by 10% from 2017 to 2018 and an additional 6% reduction in 2019. The biggest challenge to achieving the employee malaria incident rate reduction target is cases of those employees who reside off-site/rotational employees returning to site as off-site malaria prevalence is significantly higher and more difficult to mitigate. This is evidenced by a 33% improvement in the on-site employee malaria incident rate from 2017 to 2019 - the area where we have the greatest amount of influence and control. Overall, the malaria infection rate in 2019 was close to 37 new cases per 100 employees.

YEAR	ON-SITE RATE	OFF-SITE RATE	COMBINED MALARIA INCIDENT RATE
2017	37.12	46.41	44.36
2018	32.44	41.87	39.90
2019	25.00	41.43	36.77

To increase malaria prevention effectiveness, the AGM must continue to build on this work, with both a budget and strategic interventions planned with new project partners to extend further into local communities in 2020 and beyond.

SAFETY COMMITTEES

In 2019, the Asanko Gold Mine had at total of 140 representatives comprised of personnel from management, employees, and contractors (5.45% of the total workforce) on Health and Safety Committees. These committees cover the occupational health and safety (OH&S) concerns of 100% of our workforce [403-1](#) which also include the specific articles dedicated to health and safety topics contained within collective agreements such as: medical examinations and access to treatment or specialists, general safety and accident prevention, occupational & non-occupational health issues, workers compensation (injured/off work), and training. [403-4](#) Issues arising out of these meetings are logged into an action register to be followed-up and addressed. Additionally, routine safety inspections are conducted across the AGM site with any non-conformances reported through the safety, health & environment management system. Weekly inspections are conducted at mining contractor workshops, fuel depot, process plant, and other external areas as required.

SAFETY CAMPAIGNS 2019

- 1 If It Cannot Be Done Safely - Don't Do It
- 2 Safety - Our Collective Responsibility
- 3 Choose to Save Life
- 4 Our Values, Our Safety
- 5 How Committed Are You to Safety?
- 6 Planned Task Observation
- 7 Be Fit - Stay Alive

HEALTH & SAFETY TRAINING

The company undertakes to ensure that, through instruction, practical example and training, each employee has a proper understanding of the importance of the OH&S policy function and its direct relevance to the safety of our workforce and the success of Asanko Gold Mine. All new employees, contractors, and visitors undergo a safety induction on arrival at site and are supplied with the necessary personal protective equipment (PPE). All personnel are trained in basic first aid and site-specific safety courses regarding work-related hazards such as: lifting and hoisting, working at heights, working in confined spaces, heat exposure, hearing conservation, respiratory conservation, stress management, exposure to radiation, vibrations, lead, and other hazardous substances.

The mine holds daily, weekly, and monthly safety toolbox meetings on a range of topics for all employees and contractors to ensure continuing education and awareness on key health and safety related matters.

Asanko Gold Mine 2019 Emergency Response Team (ERT)

Full Time



Volunteers



In 2019, all Safety personnel on the mine were trained in ISO 45001:2018 Standard for Lead Auditors. Planned Task Observation (PTO), and behavior-based safety training were conducted during the year to enhance skills in identifying and managing unsafe conditions and acts. Cyanide First Aid training was conducted for all process plant personnel. Training on Aeronautic Meteorological Quality Management System was conducted for key personnel on the mine including Emergency Response personnel.

EMERGENCY PREPAREDNESS AND RESPONSE

The Asanko Gold Mine proactively identifies, assesses, and documents all potential emergency and crisis situations and their impacts (including our neighbouring communities and potential off-site emergency and crisis situations) for inclusion in our *Emergency Preparedness and Response Plans*. Appropriate resources are secured, both on and off-site, to ensure the effective implementation of the emergency and crisis situation needs and protocols, including people, organizations, equipment, communication and warning systems necessary for emergency response.

The Asanko Gold Mine has an Emergency Control Centre where all emergency calls are relayed to a dedicated Emergency Response Team (ERT), which is equipped with 2 ambulances, a fire truck, and a rescue van for emergency response on or off-site. Medical emergencies that cannot be attended to at the facility on-site are transported by ambulance to Kumasi or Accra. In 2019, the ERT consisted of a total of 102 members (97 male and 5 female); 11 full-time employees and 93 trained volunteers. In 2019, the ERT received training in basic, mobile equipment, and structural firefighting, confined space and rope rescue, as well as incident management for high voltage electricity, and tailings, sodium cyanide, and other chemical spillage.

The Asanko Gold Mine competes in the National Mines First Aid and Safety Competition, an annual inter-mines safety flagship program designed to showcase skills and foster consciousness of safety in everyday lives, organized by the Ghana Chamber of Mines and the Inspectorate Division of the Minerals Commission (IDMC), with support from the St. John Ambulance Service. In 2019, the Asanko ERT placed 1st in Community Rescue at the zonal level, 3rd place at the National level, and 4th place in Mine Rescue at the zonal level.



OUR 2020 PRIORITIES

- ▲ Reduction in the following safety performance rates:
 - △ TRIFR target of 1.16 per million hours worked
 - △ LTIFR target of 0.14 per million hours worked
 - △ TIFR target of 2.75 per million hours worked
- ▲ Reduction of malaria incident rate by 5%
- ▲ Alignment of AGM Health & Safety management system to the extent possible with the Health & Safety performance expectations of ICMM Principles
- ▲ The roll out of Zero Harm at site which will include more regular leadership visits conducted across the entire operation to increase hazard identification and reinforce positive behaviors to achieve an injury-free workplace

CONTRIBUTING TO COMMUNITY



In this section of our report, we have grouped together the material ways in which Galiano contributes to the community; how we sustain our commitment to foster cooperation and participation of our community stakeholders and leverage the presence of the Asanko Gold Mine for mutual benefit with our host communities.



COMMUNITY RELATIONS

OUR APPROACH [102-43](#)

At Galiano, we believe that a committed, continuous approach to stakeholder engagement contributes to trust, credibility, and the ability to maintain our long-term social license to operate. It also provides the opportunity to gauge interests, concerns, and perceptions about our activities, seek out common ground, address areas of existing or potential conflict as early as possible, and build a foundation of trust and credibility with local communities.

We regularly engage with our stakeholders and take into consideration their perspectives, concerns, customs and cultural heritage before we act – a commitment embedded in our CSR Charter and which is more specifically defined in our Stakeholder Engagement Procedure (SEP).

We define the stakeholders with whom we engage most regularly as those persons or groups of persons who are affected (positively or negatively) by the Company, or those that have the ability to influence perception in relation to our business activities. The Asanko Gold Mine has a stakeholder identification and mapping system, which is conducted annually and is guided by our Stakeholder Engagement Procedure, and enables the Ghanaian Community Affairs Team to identify, document, and track our key stakeholders, the type of relationship, and level of interaction we have with them over time.

We customize our engagement methods to suit each specific stakeholder audience; in a culturally sensitive manner, inclusive of any potential marginalized and vulnerable groups, and informed through our mapping exercises, social impact and baseline studies, and perception studies.



Material Topic

Why This is Important

Maintaining a positive relationship with the communities where we operate is critical to our continuing success.

Who This Impacts

Stakeholders both internally and externally ranked community relations as a high priority issue in our 2019 Materiality Assessment, reflecting the importance of continuing to nurture the development and support of the communities closest to our operations.

OUR PERFORMANCE

413-1, 413-2

We are committed to being a good corporate citizen and neighbour to our host communities. We have an experienced, all-Ghanaian Community Affairs department based at the Asanko Gold Mine who are dedicated to building positive relationships with the local communities. Our Community Affairs department consists of a team of 23; a Community Affairs manager, 3 unit managers, 4 community relations officers, 3 land access & control officers, 2 temporary valuers, an administrator and 9 community liaison officers within our two Community Affairs Offices in Obotan and Esaase, and nine zonal AGM Community Information Offices (five located in the Obotan Project area and four in the Esaase Project area).

AGM stakeholder engagement activities are designed to encompass the main areas of concern to our local community stakeholders, which for 2019 include:

- ▲ The importance of strong community relations and communication
- ▲ Impacts of mining operations, particularly blasting, noise, and dust
- ▲ Minimizing water pollution
- ▲ Maximizing local employment
- ▲ Development of the Esaase mine
- ▲ Land access and compensation
- ▲ Resettlement
- ▲ Exploration activities
- ▲ Community investment projects



In 2019, the Community Affairs department held over 260 formal and informal meetings and gatherings with its universe of stakeholders for the purposes of engagement and information sharing. These activities involved a wide range of groups including, but not limited to: Community Consultative Committee, Traditional Authorities, Community Development Committee, Amansie West District Assembly, Amansie South District Assembly, Compensation Negotiation Committee, Esaase Project Affects Persons (PAP) and Resettlement Negotiation Committee (RNC) members Community Meetings (Youth Groups, Women Groups, Religious Groups, Chief Farmers, etc) Social Responsibility Forum, Obotan Cooperative Credit Union, Amansieman Vocational Institute, assembly members, Obotan Local Employment Committee, Youth Group, host communities, teachers and educational workers, Non-Governmental Organizations, religious leaders, health workers, farmers, the District Security Committee, artisanal miners, and the media.

AMV

Africa Mining Vision

Improve public participation, consultation and information sharing/

Participatory decision making/dispute resolution mechanism)



THE TETREM COMMUNITY RESETTLEMENT MM9

Much of the AGM's 2019 engagement efforts and focus were in relation to the resettlement of the Tetrem Community, areas of which are located within the 500 m buffer zone of the Esaase Pit complex. A Resettlement Action Plan (RAP) was submitted to the Environmental Protection Agency (EPA), which was designed to meet Ghana's regulatory requirements (including the formation of a special negotiation committee for involuntary resettlement of project affected persons) and aligned with World Bank/ IFC Performance Standards and World Bank practices for involuntary resettlement.

It is of prime importance to ensure that the livelihoods, welfare, and socio-economic conditions of local residents are not adversely affected by the project development though the compensation or re-location and livelihood restoration process. There must also be a specific and easily accessible grievance system in place to address concerns and complaints associated with resettlement (see further detail on the Tetrem community grievance mechanism below). The resettlement project itself includes 615 local residents and 274 structures (including community buildings). In 2019, \$2.5million was paid to farmers and property owners in compensation for crops and land acquisition, in addition to the \$2.1 million that was paid in 2018.

In 2019, the Resettlement Negotiation Committee successfully completed deliberations on all the packages for the resettlement which culminated in a signed agreement to guide the implementation process. Significant on-the-ground resettlement-related construction activities conducted in 2019 were initiated using 29 local contracting companies (over 1,035 local workers) including: land acquisition for the new site, design and architectural drawings of new structures, bush clearing and topsoil stripping, construction of access and internal roads, bulk earthworks, and the drilling of 6 water boreholes for community usage.

The new settlement area is expected to be ready for initial hand-over to the community by the end of 2020

AMV

Africa Mining Vision

Dispute resolution mechanism



COMMUNITY CONCERNS AND COMPLAINTS 103-2

The Galiano *Human Rights Policy, Whistleblower Policy, open-door approach and collective bargaining process* in the workplace, and the *AGM Community Complaint and Grievance Management Procedure* all provide the foundation from which to ensure our employees, contractors, and host communities all have legitimate and accessible ways in which to express their concerns or complaints regarding social or environmental impacts.

The AGM has a community grievance procedure in place to ensure a systematic process to address complaints and concerns from Obotan, Esaase, and exploration project area host communities in a fair, transparent, timely, accessible, and culturally appropriate manner. There is also a separate and distinct grievance procedure specifically for the Tetrem resettlement process. The AGM Community Affairs department is responsible for compliance with the community grievance procedure(s) and ensuring adequate resources for its implementation. Grievances are inputted into a Company database on an ongoing basis and are updated regularly. Register summaries are submitted monthly to the Environmental Protection Agency (EPA), which monitors social responsiveness of the Mining and Manufacturing industry in Ghana in addition to environmental performance.

Concerns and complaints from groups or individuals are most commonly received verbally or in writing through the Community Affairs Office in Obotan or Esaase or at any of the 9 zonal AGM Community Information Offices.

During the reporting period, 69 environmental grievances were registered through the main community grievance procedure; all of which were related to blast impacts and perceived affect on building structures. In response, the AGM convened a tripartite blast complaint committee, which includes the local government, affected community members and the Company, to focus specifically on noise management and reduction strategies to address legitimate concerns.

An additional 13 grievances were registered in 2019 through the Tetrem RAP grievance procedure, 9 of which are considered resolved and 4 that were considered outstanding or in progress into 2020. Specific resettlement concerns included delays in commencement/the overall timeline for project completion, levels of ongoing communication and updates, building designs and specific locations for buildings within the RAP area, questions regarding potential environmental impacts, and direct impacts while awaiting the move (most notably noise and use of floodlights in the evenings/overnight from operations while residents are still within the buffer zone).

2019 COMMUNITY CONCERNS AND COMPLAINTS

MECHANISM	COMPLAINTS	RESOLVED	OUTSTANDING OR RESOLUTION IN PROGRESS
AGM Community Grievance Procedure	69	1	68
Tetrem Resettlement Grievance Register	13	9	4
TOTAL	82	10	72



OUR 2020 PRIORITIES

- Continue to organize ongoing engagement activities with impacted and interested stakeholder groups
- Continue to meaningfully participate in local festivals and other cultural heritage activities



ECONOMIC CONTRIBUTIONS

Galiano's business activities contribute to socio-economic development of the jurisdiction in which we operate and specifically the regional districts and communities.

OUR APPROACH

Galiano embraces the principles contained within our Corporate Social Responsibility (CSR) Charter, and thus, aims to be responsible corporate citizens, contribute to the economic and social development of our host countries, and actively identify opportunities to make long-term positive and meaningful contributions to local communities where we operate.

The most direct economic impact we make comes in the form of wages and salaries paid to employees and contractors and the procurement of local goods and services, which further stimulates economic activity. Furthermore, our ongoing training of employees builds capacity for current roles as well as long-term options after mine closure. Taxes and royalties support local and national levels of government in their respective infrastructure and social development priorities. Our community investment initiatives and partnerships create opportunities for increased vocational training, access to education and finance, and support for growing local businesses.



Material Topic

Why This is Important

Galiano Gold, through the Asanko Gold Mine and joint venture with Gold Fields, is an important contributor to the economic growth of our host country Ghana.

Who This Impacts

The management of, and ongoing attention to, our socio-economic contributions impacts a wide range of internal and external stakeholders, most notably our neighboring community members, most of whom are also our employees, contract workers, and suppliers, and also affects the quality of relationships with local, regional, and country levels of government.

AMV

Africa Mining Vision

Development of
Socio-Economic
Infrastructure
Capacity Building

The ways in which we make economic contributions to community supports the Africa Mining Vision as well as many of the Sustainable Development Goals and includes:

- Direct economic benefits (taxes, royalties)
- Local Content
 - Employment
 - Procurement
- Infrastructure investments
- Community development and social investment



OUR PERFORMANCE

Our overall economic strategy focuses on cost efficiencies, optimization and productivity enhancements, to enable the Company to maintain strong production and lower the cash costs. With no debt and a transition away from capital intensive projects to generating free cash flow our goal is to remain sustainable and profitable; provide stability from our current producing asset, achieve or exceed annual production guidance, and generate sustainable cash flow and shareholder returns. This is coupled with our desire to employ profitability to make positive and sustainable contributions and impacts to the countries and jurisdictions we operate in.

Our 2019 economic and sustainable operating strategy revolved around:

- Shifting focus from investing significant capital projects to focusing on generating positive free cash flow
- Examining new technologies and innovation for productivity enhancements, (see Case Study on page 62)

DIRECT ECONOMIC VALUE GENERATED 201-1

As defined by the Global Reporting Initiative, the total economic value generated by Galiano in 2019 was approximately \$343.2 million and total economic value distributed was approximately \$311 million; the breakdown for which is provided on page 61.



	2019 USD '000 100% basis ⁽¹⁾
ECONOMIC VALUE GENERATED ⁽²⁾	
Gold Sales Proceeds	\$ 342,355
Silver Sales Proceeds	832
Total economic value generated	\$ 343,187
ECONOMIC VALUE DISTRIBUTED	
Operating Costs	\$ 177,200
Employee Wages and benefits	\$ 33,015
Payments to Government ⁽³⁾⁽⁴⁾⁽⁵⁾ Ghana	\$ 13,830
Land Use Payments ⁽⁶⁾	\$ 2,060
Payments to Providers of Capital	\$ 16,185
Land and Crop Compensation	\$ 2,506
Infrastructure Investments	\$ 429
Community Investment ⁽⁷⁾	\$ 1,018
Investments in mine development, equipment and working capital ⁽⁸⁾	\$ 64,834
Total Economic Value Distributed	\$ 311,077
TOTAL ECONOMIC VALUE RETAINED	\$ 32,110

(1) Gold Fields holds a 45% interest in the Asanko Gold Mine, the Ghanaian Government holds 10%

(2) Non-GAAP Performance Measures: The Company has included certain non-GAAP performance measures in this report. These non-GAAP performance measures do not have any standardized meaning. Accordingly, these performance measures are intended to provide additional information and should not be considered in isolation or as a substitute for measures of performance prepared in accordance with GAAP. Refer to the Non-GAAP Measures section of Galiano's Management Discussion and Analysis for the year ended December 31, 2019, available under Galiano's corporate profile at www.sedar.com and at www.sec.gov or on its website www.galianogold.com for an explanation of these measures and reconciliations to the Company's reported financial results in accordance with IFRS. All-in Sustaining Costs Per Gold Ounce: The Company has adopted the reporting of AISC as per the World Gold Council's guidance. AISC include total cash costs, corporate overhead expenses, sustaining capital expenditure, capitalized stripping costs and reclamation cost accretion per ounce of gold sold. Free cash flow: The Company believes that in addition to conventional measures prepared in accordance with IFRS, the Company and certain investors and analysts use free cash flow to evaluate the JV's performance with respect to its operating cash flow capacity to meet non-discretionary outflows of cash. The presentation of free cash flow is not meant to be a substitute for the cash flow information presented in accordance with IFRS, but rather should be evaluated in conjunction with such IFRS measures. Free cash flow is calculated as cash flows from operating activities of the JV adjusted for cash flows associated with sustaining and non-sustaining capital expenditures and payments made to mining contractors for leases capitalized under IFRS 16.

(3) Ghana has been a member country of the EITI since 2007

(4) Galiano receives no financial assistance from the government 201-4

(5) All payments to government, including taxes, royalties and other payment types, are also fully reported and publicly disclosed as part of Galiano's annual Extractive Sector Transparency Measures Act Report, which is available on our corporate website.

(6) Land use payments includes payments related to mining licenses, mineral exploration permits and crop compensation.

(7) More detail regarding our community investment programs and partnerships is located on pages 66-72.

(8) Investments in mine development, equipment and working capital includes, but are not limited to, stripping costs incurred with the Asanko Gold Mine's mining contractor(s), as well as development and sustaining capital.



Innovation and New Technology Increases Mill Throughput Optimization of the Obotan SABC Circuit

The Asanko Gold Mine commenced processing ore from its Nkran pit in January 2016 at a production rate of three million tonnes per annum (3 Mt/a). The Obotan circuit - a conventional SAG, ball mill, gravity gold and carbon-in-leach recovery circuit – comfortably achieved and exceeded target production levels within 3 months. It became clear that the circuit could achieve even better performance and higher capacity through further optimisation and improved controls.

‘Project 5 Million’ (P5M) was initiated to address these volume capacity constraints through a series of innovative improvements, and the implementation of an advanced mill performance monitoring technology called ‘MillSlicer’. As a result of adjusting particle size of the crushed feed to the SAG mill the AGM process plant feed tonnage successfully increased from 3 Mt/a to 5 Mt/a in 2019.

Project 5M was an impressive effort in innovation and method to establish the Obotan mill throughput beyond its original full-scale potential.



OUR 2020 PRIORITIES

In 2020, Galiano’s economic focus will be:

- ▲ Achieve production and cost guidance of 225,000 – 245,000 ounces of gold at all-in sustaining costs of \$1,000-\$1,100/oz
- ▲ Progress on the assessment of operating efficiencies and cost-reduction strategies (reduction of cash costs by \$100/oz)
- ▲ Replacing depletion of ounces through current mining activity with the advancement of exploration drilling on known mineralized targets on our existing mining leases





COMMUNITY INVESTMENT

Our commitment to actively identify opportunities to make long-term positive and meaningful contributions to our local communities is embedded in the Galiano Corporate Responsibility (CSR) Charter. The Asanko Gold Mine Corporate Affairs teams engage with and work alongside unified local community committees on an ongoing basis to identify and prioritize development projects that will create positive, self-sustaining legacies and long-lasting livelihood improvements.

OUR APPROACH

As a Company, we seek to provide benefits through our community investments that will be sustainable beyond the life of operations and that will include involvement by local communities to foster shared responsibility and commitment to each initiative.

The Community Affairs Department plays a pivotal role in driving sustainable development agenda through partnership programs and CSR initiatives. Our approach is aimed at making positive contributions to the socio-economic development of local communities during and beyond the life of mine.

The Asanko Gold Mine has established criteria to guide the support of community investment and social development projects, which must meet one or more of the following parameters:

- ▲ Initiatives and expenditures must be focused on the subject matters of improving health and sanitation, and supporting education, cultural heritage, and community infrastructure
- ▲ Project outcomes must make a material difference to members of local communities
- ▲ Initiatives must be owned by the community and sustainable after the life of the mine
- ▲ Projects must be designed in such a manner as to maximize community participation and management post-completion
- ▲ Projects must be aligned with District Development Plans and not be duplicated



Material Topic

Why This is Important

At Galiano being a responsible corporate citizen includes contributing to the economic and social development of our host countries.

Who This Impacts

Our 2019 materiality assessment showed investment in community and social development was a topic of significant importance for our employees as well as for community-based stakeholders.

AMV Africa Mining Vision

Capacity Building

Progress towards gender equity and the empowerment of women

Improving public participation



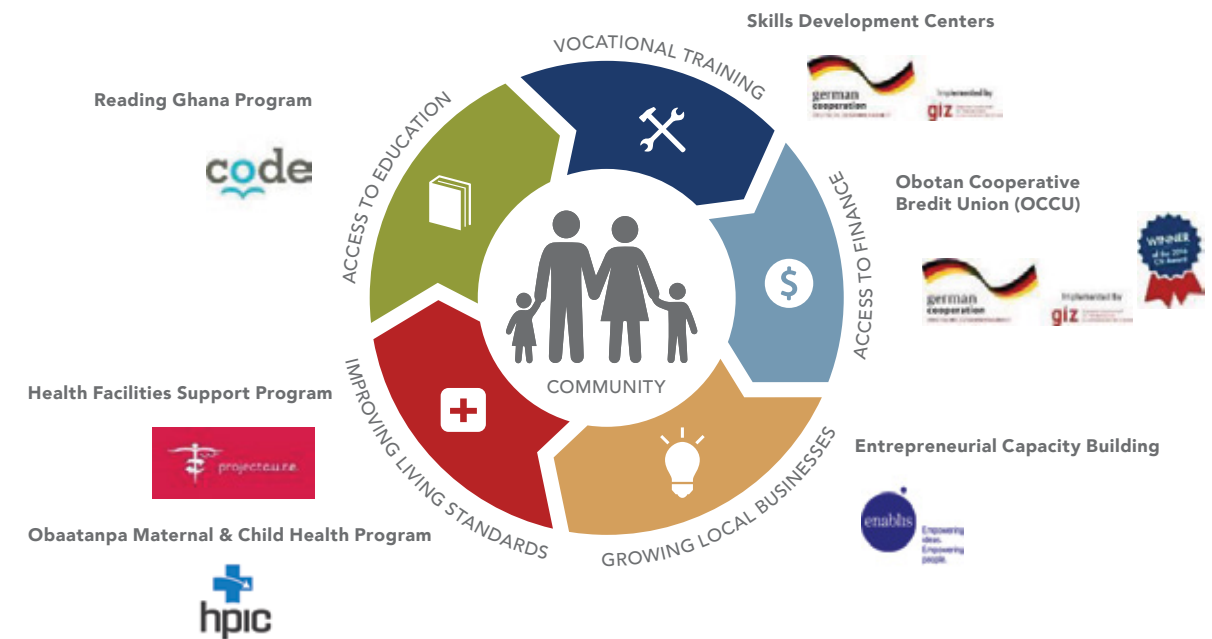
OUR PERFORMANCE

In 2019, the Asanko Gold Mine continued its social development work in collaboration with several partners within the Opportunity Cycle framework in the priorities of vocational training, access to finance, growing local businesses, access to education, and improving overall living standards. During the reporting period, a total of \$1,018,082* was invested in local community development programs, partnerships, and initiatives.

The majority of the funds (approximately 64%) was directed towards the prioritized area of improving living standards and health, predominantly the sponsorship of the Asanko - HPIC Obaatanpa Maternal and Child Health Project. Approximately 23% of the budget was support for education in the form of skills development training for local residents through the AmansVoc Institute, literacy improvement programming, and rehabilitation projects and donations of teaching materials and sports equipment for schools. Growing local businesses/entrepreneurial capacity-building for local vendors through the Nkosui project comprised approximately 11% of the 2019 community investment expenditures. The remainder of the 2019 community investment budget went towards financial literacy and micro loans through the Obotan Cooperative Credit Union, and support for stakeholder engagement events and participation in cultural heritage activities throughout the calendar year.

* An additional \$425,733 in expenditures were made in infrastructure investments, as included in the economic chart on page 61.

THE ASANKO OPPORTUNITY CYCLE



2019 COMMUNITY INVESTMENT EXPENDITURES BY FOCUS AREA



The partnership programs, in addition to other identified community investment initiatives, have enabled host communities to share in the economic benefits of our business, and have served to build and sustain a constructive and mutually beneficial relationship between the Company and its host communities.

SOCIAL RESPONSIBILITY FOUNDATION (SRF)

In 2019, significant progress was also made on the implementation of the Obotan Social Responsibility Foundation (SRF), as per a formal agreement with the local communities and as defined by the affected project catchment area. Foundation funding structures were put in place, and the constitution and orientation of a Board of Trustees as well as initial deployment of allocated funds is expected to commence in 2020.



Access to Finance
Asanko Opportunity Cycle Partnerships & Beneficiaries

Asanko Gold Mine & GIZ Obotan Cooperative Credit Union

SMALL BUSINESS LOAN FACILITY

The Obotan Cooperative Credit Union (OCCU) was established in 2015, borne from the Mine's commitment to improve the livelihood of the people within its catchment communities. The Asanko Gold Mine, in strategic partnership with the German Corporation for International Cooperation (GIZ) provided start-up capital and a combined vision to engender savings, increase access to financial capital and credit, support entrepreneurial skills development, and stimulate economic activities and growth within the area. Credit Union members pool their savings and deposits to finance loans to other members, and benefit from higher returns on savings, lower interest rates, and fewer fees.

At December 31, 2019, the OCCU had 2,093 members (with women comprising approximately 54% of the membership base) and over the course of the year, 233 finance loans were dispersed to 126 male, 104 female, and 3 group/company recipients.

BENEFICIARY

Mr. Collins Kofi Amoah is the proprietor of 'The Wise Academy', one of the private basic schools in Mpatuam community. The School was established in 2013 with a student population of 280. Mr. Amoah encountered numerous financial challenges when he started the school and subsequent stalls with his vision to expand the institution. In 2019, Mr. Amoah was granted a loan facility through the OCCU-Esaase Branch, enabling him to acquire 3 acres of land and build a new unit containing 11 classrooms, an office, and a storeroom. This support has helped to increase enrolment from the previous 280 student population to 390 students and Mr. Amoah attributes the school's success to the support from OCCU through the loan facility benefit.



Vocational Training
Asanko Opportunity Cycle Partnerships & Beneficiaries

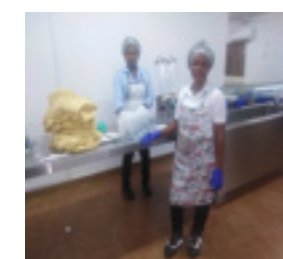
Asanko Gold Mine & GIZ Skills Development Training Program

AMANSIEMAN VOCATIONAL TRAINING INSTITUTE (AMANSVOC)

The AmansVoc Skills Development Program commenced in 2019 as a center of excellence in technical and vocational education with a mandate to train unemployed locals in various vocational trades and provide them with employable skills. AmansVoc runs a seven-month, intensive competency-based skills development training program, which includes a one-month Workplace Experience Learning (WEL) placement. The course format is designed to ensure that trainees who pass through the Institute earn specific skills required by the local job market. The Institute has a staff of 14, which is comprised of two administrative/management staff, 11 instructors, and a driver. At December 31, 2019, the Institute had a student population of 97, consisting of 68 males and 29 females.

BENEFICIARY

Miss Gifty Acheampong, a 26-year old woman and a native of Mpatuam community, was one of the 2019 participants in the Asanko-GIZ Amansieman Vocational Training Institute. She enrolled at the Institute as an inexperienced cook and acquired the culinary skills and catering knowledge to become employed with COFKANS Catering Services, a company that provides meals for the Asanko Gold Mines workforce.





Improving Living Standards
Asanko Opportunity Cycle Partnerships & Beneficiaries

Asanko Gold Mine & Health Partners International of Canada (HPIC)

OBAATANPA MATERNAL AND CHILD HEALTH IMPROVEMENT PROJECT

In its second year, the Obaatanpa Maternal and Child Health Improvement Project and partnership focuses on maternal and child health within the Amansie West and South Districts. Their vision is to improve overall local healthcare delivery and the program has had some notable achievements, including the reduction of maternal and infant mortality as well as provisioning essential medicines and other medical supplies to public health facilities in the vicinity of the Asanko Gold Mine. In addition, the project was able to successfully facilitate a capacity-building training workshop in maternal and infant care for over 50 health professionals (midwives and nurses). This workshop was facilitated by two Canadian specialists (pediatrician and an obstetrician) with two Ghanaian doctors as co-facilitators. Participants were awarded with an international certificate.

BENEFICIARY

Madam Ernestina Serwaah, a native of the Esaase Bontefufuo community, gave birth in November of 2019 at the Mother of God Clinic. She is amongst the many nursing mothers who have benefited from the Asanko-HPIC maternal and child health improvement partnership program. Madam Ernestina recounted the challenges with service delivery at the facility when she visited in times past and was very thankful to Asanko for the advancement in maternal care and items she received from the clinic for herself and newborn baby. She thanks the partners and commended the partnership to continue its meaningful initiative to mothers in the area.



Growing Local Business
Asanko Opportunity Cycle Partnerships & Beneficiaries

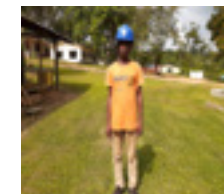
Asanko Gold Mine & Enablis Ghana

NKOSUO PROJECT

In 2019 – the program's inaugural year - twenty local businesses were selected and trained through workshops, peer-to-peer coaching and on-the-job work experience/training, in the areas of budgeting, financial management, and business ethics. The vision of the Asanko-Enablis Nkosuo Project is to build capacity in local business owners and position them to take advantage of opportunities in both the mining industry and the rest of the Ghanaian economy, and more specifically to have graduates eligible to submit bids as a vendor and start doing business with the Asanko Gold Mine. In 2019, twenty (20) community-based vendors participated in this entrepreneurial development program.

BENEFICIARY

Mr. Kwadwo Fordjour, a 45-year-old native of Mpatuam Community, is a beneficiary of the Asanko-Enablis Nkosuo Project which was implemented to build entrepreneurial capacity among members of the community. As the Manager of local G-Stella Company Limited – a grounds maintenance contractor at the Asanko Gold Mine - Mr. Kwadwo feels the knowledge he acquired from the Enablis Nkosuo Project training has helped him both integrate more fully into the Asanko Gold Mine working environment, as well as better manage specific aspects of the financial management of his company; a function he previously relied on other people to do for him.





Access to Education
Opportunity Cycle Partnerships & Beneficiaries

Asanko Gold Mine & CODE Literacy Improvement Project

In 2019, Asanko Gold Ghana expanded the Literacy Improvement Program in partnership with the Canadian Organization for Development through Education (CODE) and the Ghana Book Trust (GBT). The first phase of this project covered twenty-six (26) basic schools and the second phase was launched during the year under review to upscale the original program to include an additional eight (8) beneficiary schools selected within the Esaase Gold Project Area. A reading competition was also organized during the year to evaluate the progress and positive impacts of the reading and comprehension abilities of pupils in our host communities.

BENEFICIARY Kaniago District Authority Primary School



OUR 2020 PRIORITIES

- ▲ Infrastructure
 - △ Operationalize the Obotan Social Responsibility Foundation (SRF)
 - △ Commence construction of social amenities (community center, electrical supply, teacher's quarters etc.)
- ▲ Literacy
 - △ Supply primary reading books and tablets
 - △ Organize a reading competition in the Esaase project area
 - △ Inclusion of 10 additional schools from Obotan in the CODE program



LOCAL PROCUREMENT / DEVELOPING LOCAL ECONOMIES

At Galiano, we believe our Company, our subsidiaries, and our network of business partners have both an ethical and a business imperative to be responsible corporate citizens and we wish to do business with suppliers that share these values and commitment.

OUR APPROACH

Galiano's commitment to make positive and sustainable socio-economic contributions in our host communities and countries is supported by a procurement strategy that deliberately works towards ensuring that goods and services that can be obtained in Ghana are purchased from Ghanaian-registered companies. Within the framework of quality, price and continued improvement of supply chains in the country, the strategy also includes the identification of gaps that may exist in terms of the Asanko Gold Mine's requirements compared to the scope of supply available locally, and to assist local entrepreneurs with addressing these gaps wherever possible – thus converting international suppliers to in-country suppliers.

As a major business in Ghana, the AGM engages with a large number of contractors and specialized small and medium enterprises. The Logistics & Procurement Unit (LPU) and the Materials Management Unit, (MMU) oversee and orchestrate the various aspects of the Asanko Gold Mine supply chain: the LPU procures all goods and services and ensures their delivery to site, while the MMU is responsible for planning the materials requirements of the mine, as well as receiving and distributing goods delivered to the mine.



Material Topic

Why This is Important

Procuring goods and services locally whenever possible helps ensure local and regional communities receive significant socio-economic benefit from our business activities.

Who This Impacts

Local procurement decisions impact our local and national suppliers of goods and services as well as our neighbouring populations, as many business owners also reside in the communities surrounding our operations.

AMV Africa Mining Vision

Prioritize Local Suppliers and Development of Local Manufacturing and Supply Chains



All Galiano suppliers are expected to adhere to our *Code of Business Conduct and Ethics* as well as our *Procurement Policy*, which is embedded in Request for Tender (RFT) documentation and defines the standards of conduct for the suppliers of goods and services to the Asanko Gold Mine. In addition to complying with applicable laws, regulations, and compliance with all relevant health and safety legislation while on location at the AGM, in order to be considered as vendors, suppliers of the AGM's goods and services are expected to show they can meet a series of standards in the areas of:

- ▲ Business Conduct and Ethics (including adherence to Anti-Corruption policies and procedures)
- ▲ Human rights and Labour (including respect for the freedom of association and the right to collective bargaining, and support for the elimination of all forms of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in respect of employment and occupation)
- ▲ Health & Safety (including a series of key performance indicators for which 100% compliance is expected and are monitored by Asanko or an independent third party)
- ▲ Environmental Protection

Suppliers are also required to demonstrate their organizational capacity, measures for the control of risk, and accreditations as required.

The Asanko Gold Mine is required by Ghana Minerals and Mining Regulations to report its local procurement plan and activities to the Minerals Commission (MinCom) on a bi-annual basis (mid-year and year-end). In addition to the MinCom localization agenda, the AGM approach to local procurement is further guided by our *Corporate Social Responsibility Charter*, the Principles of the UN Global Compact, and support for the Africa Mining Vision to promote the prioritization of local suppliers of goods and services and development of local manufacturing and supply chains.



Related SDGs



The Local Procurement Plan (LPP) is supplemented by a *Purchase Requisitioning Policy* and procedures which outline the implementation of a standardized, fair, transparent, and competitive tender and supplier selection process, which includes the use of ring-fencing for certain products that can be obtained regularly in-country (and thus ensuring procurement for these items is done locally).

The LPP also includes the following guidance or strategies in support of local businesses:

- ▲ Encourage the local manufacturing of mining inputs as opposed to use of imported items
- ▲ Provision of upfront payment, in certain instances, to enhance the financial capability of local suppliers as they embark on contracts with the company
- ▲ Provision of logistical support, where necessary, to ensure deliveries are made on time to the mine
- ▲ Capacity-building for local suppliers to enable them to meet the AGMs needs more effectively and also position them to compete more effectively for businesses with other companies

OUR PERFORMANCE [102-9](#)

As Ghana has a long history of mining, the AGM enjoys plentiful access to local goods and services needed for our business activities and a well-developed mining sector supply chain. The percentage of supplies and services that can be sourced within country remains high and relatively stable year-over-year.

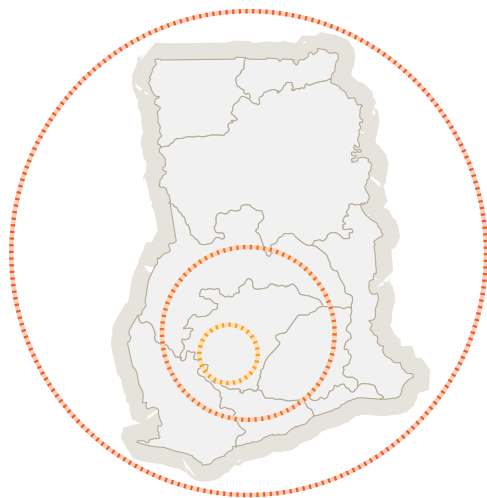
The total value of procurement in 2019 for the AGM was approximately \$259.6M. Of that amount, just over \$243.5M was procured locally* (94%), while the remaining \$16.0M (6%) was sourced from international goods or services providers. Examples of products or services that cannot be procured locally include sodium cyanide, OEM parts, as well as specialized services and inspections. [204-1](#)

Approximately 87% (\$225.9M) of the total 2019 procurement budget was allocated towards services such as contract mining, exploration and grade control drilling, catering and camp management, ore and goods haulage, security, laboratory testing, employee health and other insurance coverage, ports clearing/freight forwarding and legal. The remaining 13% was spent on goods (approximately \$33.7M) comprised of operational products such as grinding media, plant reagents, cables, pipes, fuel and lubricant, explosives, cement, fencing, and personal protective equipment.

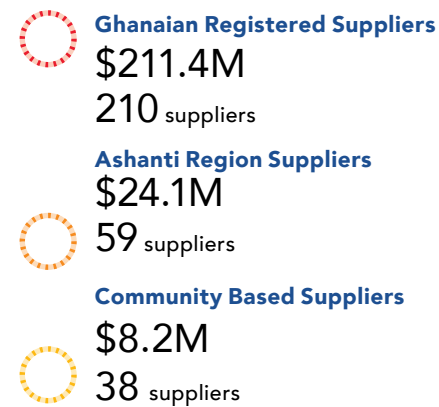
Ghanaian companies and suppliers have been successfully identified for most all of our requirements at the Asanko Gold Mine



2019 Procurement



LOCAL*



INTERNATIONAL

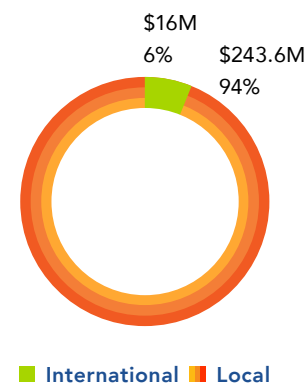
\$16M
117 suppliers

Total 2019 Procurement

\$259.6 M

424

Goods & Services Suppliers



* Local is a specifically defined term within the Ghanaian context and refers to all goods and services sourced from companies registered in Ghana.



Recognizing certain inadequacies in community-based vendors in terms of capacity and capability to supply or perform to the AGMs quality standards and operational requirements and in working to address this gap, 20 local businesses were selected for participation in an entrepreneurial development program called the Nkosuo Project, in partnership with the non-governmental organization, Enablis Ghana. The training program was designed to assist in building the entrepreneurial capacity of the vendors and position them to take advantage of business opportunities in both the mining industry and the rest of the Ghanaian economy (see further detail in the Community Investment section on page 71).

Ongoing local procurement challenges include addressing potential forms of strategic support for local vendors and suppliers to lower the cost of production of locally manufactured goods so that their products compete fairly with imported brands.

OUR 2020 PRIORITIES

- Further implementing the Local Procurement Plan and collaborating with local actors to ensure products can be procured reliably and within a competitive cost structure comparative to imported brands.
- Update AGM Request for Tender documentation package to integrate commitments and alignment with the Galiano Human Rights Policy.

ENVIRONMENTAL STEWARDSHIP & COMPLIANCE



Through our extensive engagement processes, we know our stakeholders are highly concerned about our role as corporate responsible citizens with respect to environmental stewardship and compliance. We apply the precautionary principle to minimize environmental risks and integrate the management of environmental, social, cultural, and economic issues into strategic business planning and risk assessment.



OUR APPROACH

Our *Environmental Charter* articulates our commitment to environmental management, and our environmental management system aligns with the regulatory requirements of the Ghanaian Environmental Protection Agency (EPA) and international best practice standards, including:

- ▲ IFC Performance Standards
- ▲ World Bank Environment, Health, and Safety General and Mining Guidelines
- ▲ World Health Organization Guidelines for Drinking-water Quality
- ▲ ISO 14001: 2015
- ▲ International Cyanide Management Code

Additionally, our *Human Rights Policy* outlines the expectation of specific engagement with our host communities with respect to the socio-economic, environmental, and human rights impacts and implications of our business activities in local, regional, and national contexts.



Material Topic

Why This is Important

It is vital to our operations that we act as responsible environmental stewards. We are committed to implementing the highest possible environmental standards.

Who This Impacts

Protecting the environment is important to all Galiano stakeholders. The protective measures we take are a vital part of instilling confidence in our business and maintaining trust with local communities, regulators, and with our ESG investors.

AMV Africa Mining Vision

Promote
Environmental
Stewardship

Optimize
Land Use

The EPA requires Mining companies to submit monthly environmental performance reports and also regularly performs environmental inspection and verification visits. The AGM also conducts internal and external audits to verify compliance with all environmental obligations and risk assessment protocols. In August 2019, permission was received to expand operations at the Nkran pit and Obotan processing facility, and excavate the Adubiaso, Dynamite Hill, and Akwasiso pits. The expansion permit details operational terms which provide the basis for ongoing environmental compliance monitoring.



ASANKO ENVIRONMENTAL CHARTER COMMITMENTS

- ▲ Comply with host country laws and regulations, augmenting these with appropriate international guidelines and best practice environmental management
- ▲ Allocate the necessary resources to ensure we meet our reclamation and environmental obligations
- ▲ Strive to prevent pollution of air, land and water, and will implement appropriate waste management practices
- ▲ Strive to be energy efficient in everything we do
- ▲ Explore opportunities with government agencies and communities to remediate and mitigate historic mining impacts on acquired properties
- ▲ Develop and utilize an Environmental Management System that ensures prioritization, planning, implementation, monitoring, review and transparent reporting
- ▲ Routinely set and review environmental targets and performance for each project and report on progress to our employees, shareholders, government agencies and host communities
- ▲ Communicate its commitment to excellence in environmental performance to our employees, contractors, government agencies and host communities

Related SDGs

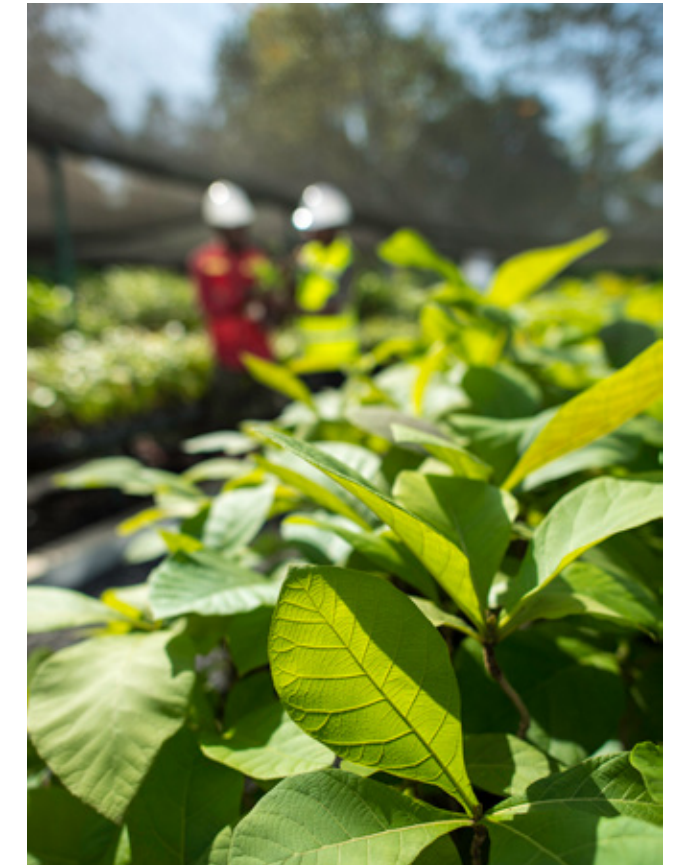


OUR PERFORMANCE

A fundamental part of our approach to environmental management and our ongoing performance is monitoring and reporting on any environmental incidents that may occur on or offsite as a result of our operations.

The AGM achieved a 90% plus score on its 2019 Annual MinCom Environmental Audit, reflecting our overall effective operations management and taking into consideration:

- ▲ A total of 36 environmental incidents (as defined by the Ghanaian EPA) were registered during the reporting period; 24 mining-related and 12 in the process plant and all considered minor
- ▲ Environmental incidents are classified into five different levels of severity; twenty-five (25) of the 2019 incidents were Class I, and the remaining eleven (11) were Class II
- ▲ Of these, minor spills accounted for twelve incidents (11 Class I & 1 Class II, which are defined as minor spills, contained within a bounded area, cleaned-up immediately and having no or minor environmental impact)



The AGM did not experience any major spills (Level III, IV, or V) during the reporting period, [306-3](#) nor were any fines incurred for any environmental non-compliance in 2019 [307-1](#).



NOISE AND DUST

Noise pollution is an issue of prime importance to our local stakeholders, and one we take seriously. In order to manage and minimize the noise generated by our operations, our blasting operations are limited to daylight hours, we educate our neighbouring communities on blasting risks, clearance procedures, and warning systems and we monitor ambient noises on-site and within a number of our neighbouring communities. Over the years, community members have been included in participatory monitoring efforts (e.g., dust and gas monitors in nine communities since 2015, including Obotan, Nkran, Dadease, and blast monitors at Nkran, Dadease, Kwankyeabo and Koninase). In 2019, we added community blast monitoring attendants for the Esaase pit with representatives from three nearby communities.

In 2019, a total of 94 noise monitoring stations were monitored in 4 communities during the night and 39 stations during the day. In line with the baseline findings prior to commencement of mining operations, a number of these

stations regularly exceeded Ghanaian EPA guidance limits for noise. Data analysis has identified many factors that contribute to the high baseline background noise levels such as vehicular traffic and illegal mining operations, community information centres and, sometimes, religious activities.

During the reporting period, 69 environmental grievances related to blast impacts and perceived affect on buildings in the mine vicinity were registered from community members. **103-2** Many of the structures involved in the claims are traditional mud/wattle buildings of uncertain age or structural integrity or outside of the buffer zone. In response to the concerns, the AGM convened a tripartite blast complaint committee, which includes the local government, affected community members and the company and have proposed a ground probing test to establish the link between blast vibrations and observed cracks in these structures. Those individuals reporting impacts have also been directly contacted to coordinate inspection. In 2020 the community affairs team will redouble

its focus on noise management and reduction strategies to address legitimate concerns and drive compliance with EPA guidance.

From the haul road to processing facilities, dust is generated across many parts of mine operations. Baseline environmental studies showed that dust levels during the dry season regularly exceeded the EPA limits in some communities. This was also true in some monitoring stations during the rainy season, specifically at the Nkran Pit: Dadease and Dynamite Pit: Nyankomase and Kumpese. Our approach to dust control, as set out in our Dust Management Plan, consists of frequent water suppression with truck mounted sprinklers, with the overall aim of minimizing dust levels on-site and in nearby communities. Dust levels are regularly monitored on-site and in communities closest to the Nkran and Dynamite pits.

WASTE MANAGEMENT

The Asanko Gold Mine has a comprehensive Waste Management Plan in place with detailed practices to address the different waste types generated at the mine, and includes the identification of opportunities for waste minimization, recycling, and re-use. A brief summary of the AGM waste management practices is included under each waste stream.

Tailings Management

The Asanko Gold Mine has one Tailings Storage Facility (TSF) serving the entire mine operation, designed to store a total of 95 million metric tonnes (MMT) over the life-of-mine, with the ability to expand to 120 MMT. In 2019, 8 MMT of material were deposited in the TSF.

Significant attention has been paid to rigorous safety management: The TSF was constructed and is HDPE lined in accordance with Ghanaian Minerals Commission Grade II Hazardous Waste Standards to ensure surrounding land and groundwater are not at risk of contamination. The TSF is inspected daily for signs of stress or damage and to ensure structural integrity and is audited quarterly by independent third-party consultants in accordance with Ghanaian regulations. Monitoring boreholes around the TSF perimeter are regularly monitored for ground water contamination; zero non-conformities have been recorded.

The TSF plays a key role in the water management cycle: tailings are thickened to remove excess water prior to

discharge and once in the TSF, the tailings settle and water rises to the surface. This water is collected, purified and reinjected into the plant process for reuse.

The AGM tailings contain cyanide and other hazardous chemicals which are discharged to the TSF, where the cyanide degrades via a naturally occurring photo-degradation/oxidation process.

The AGM tailings contain cyanide and the process water is kept in a closed circuit for reuse. In the odd event that the process water has to be discharged, it is treated to bring it into compliance with Ghana EPA's effluent discharge standards. The use, handling, and transport of cyanide is governed both by the requirements of the International Cyanide Management Code (ICMC) and the Ghanaian EPA. All potentially exposed employees and contractors are trained in safe-handling techniques consistent with ICMC Standard practices and guidance and there is a cyanide-specific emergency response plan in place should any incident occur.



Hazardous Waste

The Asanko Gold Mine produces other types of waste which are managed and disposed of in compliance with Ghanaian EPA regulations, which include:

- Used hydrocarbon products (oil and grease, oil-contaminated water, rags, filters, and hose, limesack, toner and batteries) are transported by a licensed contractor to an engineered landfill in Kumasi. Hydrocarbon wastes are temporarily stored onsite prior to transport in specially prepared areas with impermeabilized bases and containment embankments.
- All spills are addressed immediately upon detection and hydrocarbon contaminated soil is treated onsite through bioremediation.
- All medical waste is/has been collected by a licensed operator and incinerated at Agroyesum Hospital, however the 2019 environmental permit renewal includes a requirement for Asanko to install an incinerator to address all combustible and medical waste generated onsite.
- Sewage generated from the mine camp and operational facilities is deep well-injected on site.

Non-Hazardous Waste

Significant quantities of waste rock are generated by mining activities, which must be responsibly and carefully managed over the short and long term. In 2019, mining activities produced approximately 26.5 MMT of waste rock, which was significantly lower than the 39.2 MMT in 2018 and the 29.9 MMT in 2017. The drop is primarily due to the reduced ratio of waste rock to mineralized rock (strip ratio) at both Dynamite Hill and Esaase Main pits in 2019.

AGM waste rock is placed in three waste rock dumps: at the Nkran and Akwasiso pits at Obotan, and at the Esaase Project. The management of our waste rock dumps is overseen by geotechnical engineers and aligns with International Finance Corporation requirements and Ghanaian regulatory guidelines. All potentially acid generating rock is encapsulated to prevent leaching into the environment, and this activity is supervised by a third-party engineering firm. The slopes are carefully contoured for stability to eliminate risk of collapse and are also designed to blend into the natural landscape at the end-of-mine life. The completed rock slopes are planted with native and endemic grasses and shrubs throughout the mine life as part of the concurrent rehabilitation efforts.

Our approach to non-hazardous waste [306-2](#) is to reduce, reuse, recycle, and compost to the greatest extent possible and our waste streams are segregated to maximize appropriate stewardship. All non-hazardous waste that is not composted at Obotan is taken to the inert waste dump for disposal which includes plastic waste, non-compostable food waste, and other wastes which do not have hazardous characteristics according to the Resource Conservation and Recovery Act (RCRA). In 2019, just under 385 tonnes of general and non-hazardous waste were sent to landfill.

A Green Champions program was created at the Manso Adubia Senior High School to encourage composting (see Case Study on page 92) and will be contracting a licensed 3rd party to recycle plastics, set to commence in 2020.

Waste Material

TYPE OF WASTE	2019
Mining Waste (MMT)	
Tailings	8.0
Waste Rock MM3	26.5
TOTAL MINING WASTE	34.5

Non-Hazardous Waste (t) (General +recycled/compost)	409.4
Waste to landfill	385.5
Recycled, reused, composted	23.9
Hazardous Waste (t)*	3,959.7*
Medical waste	0.8
Sewage	3,779.0
Oil rags, Filters, Adsorbent etc.	175.8
Contaminated soil	4.9
TOTAL NON-MINING WASTE* (hazardous and non-hazardous)	4,378.9*

* Note: Figures may not add due to rounding.



LAND MANAGEMENT

Galiano is committed to returning all sites to a high environmental standard at the end of the mine cycle. Our policy of progressive reclamation ensures that we maintain the overall mine footprint as small as practically possible. Concurrent rehabilitation helps minimize and mitigate the impact on local flora and fauna and works towards reducing our total liabilities at eventual mine closure.

We maintain an inventory of our reclamation areas and have a reclamation security agreement with the EPA. Many of our restoration efforts are developed in collaboration with local communities to support positive outcomes including preparing and equipping community members to sustain the ecological programs best suited to their local circumstances.

During 2019, rehabilitation work began on 8.3 hectares of Nkran’s Waste Rock Dump [304-3](#). The activities included re-sloping, erosion control, topsoil recovery and management and tree planting, and will continue through

closure. All work is carried out in accordance with Ghanaian EPA requirements.

Land Use & Rehabilitation: [MM1](#)

Total land owned or leased for operation	22,069.12 ha
2018 opening balance of disturbed land, not yet rehabilitated	679 ha
Total amount of newly disturbed land (2019)	231 ha
Total amount of newly rehabilitated to agreed end use	8.3 ha
2019 Total land disturbed and not yet rehabilitated	902 ha

Case Study



Waste Rock Rehabilitation MAIZE PRODUCTION TRIAL

In 2019, the Asanko Gold Mine launched a field trial to test the viability of producing maize on the reclaimed section of the Nkran Waste Rock Dump. The test is a key step towards fulfilling Asanko’s commitment to re-integrate reclaimed lands into the local agricultural economy. The Obaatanpa maize variety was selected as it represents an important source of food to our local communities.

Prior to planting, the topsoil material applied to the waste dump surface was studied to analyze the soil nutrients and also check for the presence of heavy metals (arsenic, cadmium or chromium, etc.); results showed the soil complied with all limits suitable for agriculture. The maize production achieved during the tests showed positive outcomes with good plant growth and yield, 2.6 tons of maize per hectare; slightly better than the 2.4 tons per hectare achieved by the average Amansie West District farmer under rain fed conditions.

In addition to demonstrating yield capacity, the maize produced was also subjected to nutrient analysis. We were interested in understanding the biochemistry and

functionality of the mature crop. As a food crop, there is more intense scrutiny by the food industry for product development, quality control (QC) and regulatory purposes. The detailed testing results showed that the maize quality was apt for human consumption, with a particularly high protein content.

The positive initial test results indicate that reclaimed land can deliver nutritious food crops. Based on this success, the following will be pursued over the coming years:

- ▲ All disturbed lands previously used for agriculture will be prioritized for detailed discussions with stakeholders.
- ▲ Ongoing dialogue with the EPA and communities will be maintained, on conserving disturbed lands marked for agricultural use.
- ▲ Areas earmarked for restoration via agriculture will be planted with leguminous plants, or some other restorative species mutually agreed upon, until they are officially handed over to the communities.



1 Land preparation 2 maize varieties 3 maize plants 4 pest control
5 examination of physiological changes 6 harvested maize for laboratory screening

Reclamation Programs



Food crops cultivated on the trial plot at the Nkran Waste Rock Dump



Timber species cultivated at the Nkran Waste Rock Dump

Our concurrent reclamation program includes tree species in addition to food crops. The demonstration plots and community projects focus on honing techniques to produce commercially valuable timber products (teak, mahogany, etc.) from reclaimed waste rock facilities.

BIODIVERSITY

Biodiversity is inextricably linked to the livelihoods and well-being of people in the communities surrounding the Asanko Gold Mine operations. As an environmentally conscious company, Galiano is committed to meet or exceed environmental legislation, regulations, industry standards, and wherever possible, to adopt best industry practices to manage our ecological footprint. The Obotan Gold Mine Biodiversity Implementation Plan 2019 – 2021 is aligned with the Convention on Biological Diversity (CBD), the international Aichi Targets, the National Biodiversity Strategy and Action Plan (NBSAP) of Ghana, and the Ghana Environmental Protection Agency (EPA).

Three sites, the Nkran Waste Rock Dump, Dynamite Pit and Akwasiso Pit, are required to maintain specific biodiversity management plans [MM2](#). These are integrated in the overarching AGM Management Plan, which is committed to successfully implementing the Asanko Gold Mine Biodiversity Implementation Plan (AGBIP) through the operational phase and into closure, and consists of the following key objectives and priorities:

- ▲ Education and increased awareness about the importance of biodiversity through effective communication and stakeholder engagements.
- ▲ Restoration, maintenance and enhancement of biodiversity by undertaking effective reclamation of degraded habitats and protecting important habitats within the concession area.
- ▲ Integration of biodiversity into decision-making at the top management levels within the company.
- ▲ Control, prevention and management of alien invasive species.
- ▲ Reformulation of incentives that impact biodiversity in the project area.

Biodiversity monitoring plans, including indicators for measuring impacts, are in development and are scheduled for implementation in 2020.



The Asanko Gold Mine is situated in a moist, semi-deciduous habitat within the high forest zone of Ghana. The mine’s surrounding area is significantly altered and is not considered a protected habitat, nor is it an area of conservation concern [304-1](#).

Nonetheless, a number of species were identified during the environmental impact assessment that are classified under the International Conservation of Nature (IUCN) Red List and/or national Ghana Wildlife Conservation Regulation protection systems and included*:

- ▲ Two bird species under the IUCN classification and twelve under the Ghanaian conservation regulations (see table listing those of highest protection).
- ▲ One snake, the Royal Python, identified as Schedule II under the Wildlife Conservation regulation.
- ▲ Seven mammals, two are classified as near threatened according to the IUCN and one wholly protected and four protected under national law.
- ▲ Seven plant species were listed on the IUCN Red List with six listed as vulnerable

*a complete listing by species is provided on the Galiano Sustainability Microsite



2019 Community Environmental Initiatives & Programs

To promote biodiversity, waste management and environmental health practices, the AGM environment and community relations teams offered the following programs and initiatives with community school children in 2019:

COMMUNITY STAKEHOLDERS	INITIATIVE / PROGRAM FOCUS
Manso Adubia Senior High School & Koninase-Nkran D/A Primary/ Junior High School	Biodiversity and habitat restoration: Students learned planting techniques and ongoing care measures to increase the survivability of saplings
Manso Adubia Senior High School	In the Green Champions Program (see Case Study on page 92) environmental staff trained students on waste management strategies, focused on the fundamentals of preparing compost and learning direct benefits of converting organic waste to soil building material while at the same removing disease vectors
Esaase Senior High School	Environmental Health Program to encourage handwashing and other hygiene practices

Case Study



Green Champions of Adubia Senior High School



Food waste, loss of biodiversity, and loss of nourishment in soils are ongoing issues in the AGM area of operations. Galiano is committed to ensure mine operations make a positive contribution to our communities, and as good corporate citizens we also have a long-term goal to foster partnership with government and non-government agencies to ensure a sustainable future.

In 2019, members of the AGM environmental management teamed with 20 students and 5 teachers at the Manso Adubia Senior High School to inaugurate the Green Champions Program as a catalyst for community compost preparation. This program combines Galiano's high level goals with the AGM permitting requirements to restore any land disturbed by its activities, which will require large quantities of compost to successfully achieve restoration objectives. The Green Champion Program objective is to redirect organic waste from landfills and provide a steady supply of organic material to grow healthy trees and other crops. This new and innovative project supports the AGM Tree Planting and Compost Preparation Program and provides educational training, skills, and job experience to eager young students.

The project commenced with training sessions focused on food waste segregation and composting procedures, followed by demonstration at the compost shed at mine site.

A compost shed is under construction near the school with a production capacity of 10 tons of compost monthly; and will be fully operational by the end of second quarter of 2020.

The Environment Department will continue to provide training on compost preparation and application technology to maximize plant growth (proper use of equipment such as thermometers, moisture meters and other basic tools) throughout 2020, and at the end of the year, the program will be assessed as a basis for scale-up.



Mine Closure Planning [MM10](#)

Galiano takes a responsible approach to mine closure planning with the knowledge that the eventual closure of our operations will have impacts on our workforce, the wider community, the environment, and the local economy. Our environmental focus is not limited to day-to-day operations, but also continues to develop long-term solutions to successful closure and mine reclamation strategies.

The AGM Closure and Reclamation Plan (CRP) is submitted to the EPA and MinCom during concurrent reclamation and updated every 2 years, with MinCom approval required for every update. The CRP includes sections demonstrating compliance with local laws and regulatory requirements, addressing site-specific concerns, and following good industry practice. The main objectives include:

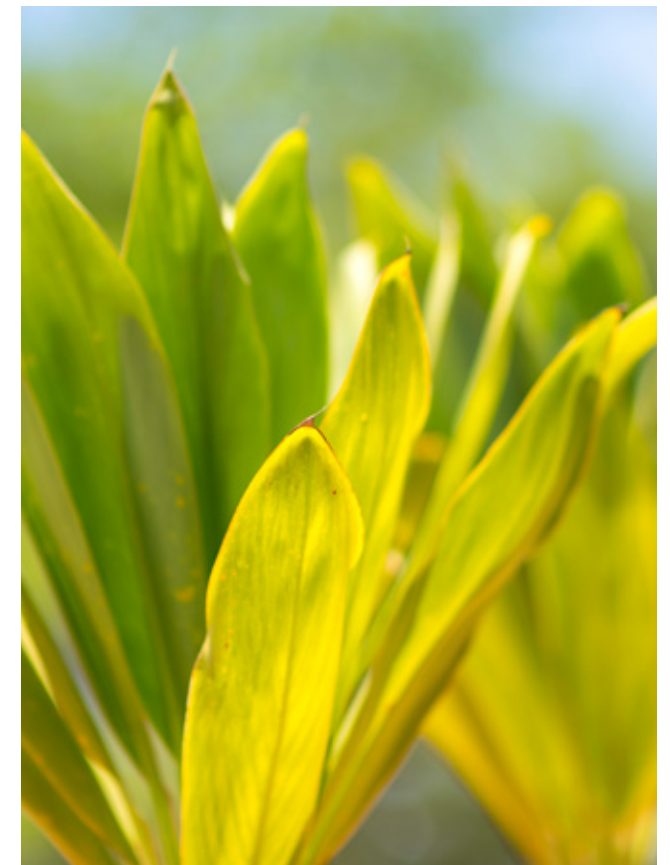
- ▲ Dismantling of all structures;
- ▲ Safely disposing of hazardous material, equipment, and contaminated soils and steel structures;
- ▲ Decontaminating the process plant site;
- ▲ Ensuring the project area is in a safe condition;
- ▲ Rehabilitating disturbed areas to an acceptable end-use whenever possible; and
- ▲ Supporting post-closure socio-economic conditions in the neighbouring communities.

Galiano must ensure adequate financial resources for mine closure are in place; at December 31, 2019 (through the appropriate bonds). Provisional decommissioning and reclamation mine closure costs were updated in 2019 and estimated at \$60.2M.

OUR 2020 PRIORITIES

Key environmental priorities for 2020 include:

- ▲ Certification of the mine to the International Cyanide Management Code for the Manufacture, Transport and Use of Cyanide in the Production of Gold
- ▲ Commencement of mine site and community plastic waste recycling program
- ▲ Process optimization of composting program
- ▲ Construction of non-mechanized biological wastewater treatment unit



CLIMATE CHANGE ADAPTATION



The consequences of climate change are significant: extreme weather phenomena like heatwaves and heavy rainfalls are expected to increase in scale, intensity, and frequency, and every year new temperature records are set across the globe. Water is essential for the mining industry while at the same time being vital to the health and well-being of our neighbouring communities. As a result of climate change, temperature and rainfall patterns have increasingly been changing, creating new water management challenges to which our operations must adapt.



AMV

Africa Mining Vision

Promote
Environmental
Stewardship

OUR APPROACH

Galiano is committed to manage, minimize and mitigate its environmental impacts, including operational aspects related to climate change adaptation. As part of these efforts, the Asanko Gold Mine commissioned a detailed study during the reporting period to investigate opportunities to reduce our contribution to greenhouse gas emissions (GHGs). Galiano is in the process of evaluating the alternatives proposed to transition a significant portion of our energy inputs to non fossil fuel energy sources. In addition, we have plans to mitigate climate risks by ensuring that extreme weather conditions are considered in our emergency response plans; this includes our mine contingency plans and engineering parameters.



Material Topic

Why This is Important

Galiano recognizes the need to take action on climate change and is committed to maximizing our energy efficiency, reducing our contribution to greenhouse gases, and protecting access to clean water.

Who This Impacts

We recognize that water is a shared and finite resource and are conscious of the increasing concerns and potential impacts to local stakeholders and other water users. Climate change impacts all of our stakeholders; our communities, our business, and our environment. Improvements in energy efficiency have an immediate impact to our long-term profitability as well as to reducing our greenhouse gas emissions.

Related SDGs



OUR PERFORMANCE

WATER MANAGEMENT 303-1, 303-2, 303-3, 306-1

The Asanko Gold Mine is located in the Asankrangwa Belt; a location where managing excess water is more of a challenge during the rainy season than one of competing over scarce resources. Nonetheless, access to clean water can be an issue for local communities as nearby illegal and artisanal mining can cause significant impacts to surface and near-surface ground water quality, which significantly affects our neighbouring communities. To ensure access to adequate and safe drinking water to our surrounding communities, the AGM provides separate water wells and monitors the quality of water provided.

The Asanko Water Management Plan details the approach to water use and management and includes a conceptual water balance. In 2019, the AGM contracted an external consultant to develop an active site water balance to ensure sound water management and water use efficiency over the life of mine. This water management tool will be available in 2020.

The Tailings Storage Facility (TSF) provides most of the water needed to support the processing plant; in 2019, the total amount recycled from this source measured 6,697,586 m³. Additional water to supplement plant requirements is provided by the pit dewatering boreholes; the primary purpose of which is to ensure safe pit operations. During 2019, onsite pit dewatering boreholes (raw water) provided a total of 1,969,766 m³ of water to our operations. In addition to providing top-up water for the process plant, the AGM also used a portion of this water for dust suppression and domestic water for the camp and administration blocks.

Monitoring wells located near our operating pits are periodically monitored to provide information on the impact of our dewatering on the groundwater table and the potential impact our operations could have on nearby communities.

Water Discharge and Quality

All process water from operations is managed in a closed-loop system; process water contained in the tailings is discharged to our TSF and recirculated back to the processing facility, and therefore none enters the environment. Any excess water from the pit dewatering boreholes is directly discharged back into the environment. To ensure water quality in the surrounding environment, an independent laboratory is contracted to perform monthly water quality monitoring of surface and groundwater wells located to capture most likely pathways of contamination. The AGM regularly samples four monitoring wells in Nkran and Dadease to monitor potential contamination or changes to water level due to the mine operations.

As part of the Company's CSR efforts, eighteen (18) additional wells were drilled in late 2019 to provide convenient water access to nearby villages. The newly drilled wells will be operated by hand pumps and were initially sampled to determine their suitability as a potable water source. The wells are in the process of being commissioned by the District Assembly and handed over to the communities. These wells will be included in our regular monitoring program performed by the AGM Environment Department, once they are fully commissioned.

**ENERGY AND EMISSIONS 302-1, 302-3, 302-4 & 305-1, 305-2, 305-4**

Responsible mining companies are increasingly looking to ways to reduce their greenhouse gas contribution by increasing energy efficiency and transitioning where possible to renewable resources.

Finding ways to reduce our energy consumption and greenhouse gas emissions through innovation and effective energy management is a key operational and strategic focus to ensure continuous, profitable, and environmentally responsible operations. The following principles guide Galiano's energy management efforts:

- ▲ Ensure a secure and steady supply of electricity for uninterrupted operations.
- ▲ Use energy as efficiently as possible; not only for cost savings, but also to minimize our contribution to climate change.
- ▲ Utilize clean and renewable energy as far as practicably possible; reducing climate risk and long-term costs.

In our efforts to achieve continual improvement in energy efficiency, in 2019 the AGM commissioned an independent greenhouse gases inventory, prepared by Stantec S.p.A. In addition to developing a detailed assessment of our greenhouse gas sources, the study also contributed to our goals by identifying and scoping several promising opportunities to reduce our energy consumption. We are in the process of assessing the feasibility of these recommendations and prioritizing their implementation.

PERFORMANCE

ENERGY

The Asanko Gold Mine depends on diesel fuel and electricity to power its operations with the majority of our energy consumption derived from on-site use of diesel fuel for the extraction and transport of ore and personnel. The Obotan processing facility operates on electricity purchased from the Volta River Authority (VRA). Although the VRA sources a significant portion of its electricity from hydroelectric stations, the government contractually limits the electricity sold to mining enterprises from their thermoelectric power generation.

Our overall energy consumption in 2019 (our base year) was 1,476 TJ, of which 1,054 TJ was derived from diesel and gasoline consumption (Scope 1), [302.1](#), and 423 TJ from purchased electricity (Scope 2). [302.2](#)

This translates into an energy intensity of 0.27 GJ/t of ore milled [302-3](#).

Energy Consumption	GHG Emissions
Direct (Scope 1) 1,054 TJ	Direct (Scope 1) 86 kt CO ₂ eq
Purchased (Scope 2) 423 TJ	Purchased (Scope 2) 62 kt CO ₂ eq
	TOTAL 148 kt CO ₂ eq

EMISSIONS

The detailed, independent Stantec emissions inventory provides an accurate basis for tracking performance going forward, with 2019 providing a solid foundation for our baseline year of greenhouse gas emissions (GHG).

Direct greenhouse gas emissions (Scope 1) are predominantly generated from energy consumed by mobile sources like dozers, dump trucks, light vehicles, contractor buses for transporting workers (94%), with additional emissions generated by onsite generator use (3%) and processing materials (3%). [305-1](#)

Indirect GHG emissions (Scope 2) are associated with the energy purchased from the Ghana electric grid [305-2](#). The contribution from Scope 2 emissions is disproportionately high, reflecting our contractual situation where the AGM is obligated to account for electricity from carbon-based generation sources.

Overall, our total Scope 1 and 2 greenhouse gas emissions in 2019 were 148.3 ktCO₂eq. Aided by our better understanding of greenhouse gas sources and emission reduction opportunities, we intend to strategically implement recommendations to manage our energy consumption.

OUR 2020 PRIORITIES

To continue to investigate ways of improving on our energy efficiency at the AGM



General Disclosures 2019

GRI DISCLOSURE	DESCRIPTION	COMMENTS, LOCATION, OR OMISSION
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	About Galiano Gold: Page 14
102-2	Activities, brands, products, and services	About Galiano Gold: Page 14
102-3	Location of headquarters	About Galiano Gold: Page 14
102-4	Location of operations	About Galiano Gold: Pages 14-15
102-5	Ownership and legal form	2019 AIF: Page 14
102-6	Markets served	About Galiano Gold: Page 18
102-7	Scale of the organization	Highlights: Pages 10-11
102-8	Information on employees and other workers	Highlights: Page 11 Our People: Pages 36-37
102-9	Supply Chain	About Galiano Gold: Page 18 Contributing to Community: Pages 75-79
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary Principle or approach	Governance: Page 25 Environmental Stewardship & Compliance: Page 80
102-12	External initiatives	Governance: Page 23
102-13	Memberships in associations	Ghana Chamber of Mines Canada/Ghana Chamber of Mines
STRATEGY		
102-14	Statement from senior decision-maker	Letter from the CEO: Pages 4-6
102-15	Key impacts, risks, and opportunities	Partial: Pages 4-6
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	About Galiano Gold: Page 17 Governance: Page 24
102-17	Mechanisms for advice and concerns about ethics	Governance: Page 25

GRI DISCLOSURE	DESCRIPTION	COMMENTS, LOCATION, OR OMISSION
GOVERNANCE		
102-18	Governance structure	Governance: Pages 21-22
102-22	Composition of the highest Governance body and its committees	Governance: Page 22 2019 Management Information Circular Pages 29-33
102-23	Chair of the highest Governance body	Governance: Page 21
102-25	Conflicts of interest	Governance: Page 24
102-30	Effectiveness of risk management processes	Governance: Page 25
102-32	Highest governance body's role in sustainability reporting	About this Report: Page 8
102-33	Communicating Critical Concerns	Governance: Page 30
102-35	Remuneration Policies	2019 Management Information Circular Pages 33-61
102-36	Process for determining remuneration	2019 Management Information Circular Pages 33-61
102-37	Stakeholders' involvement in remuneration	2019 Management Information Circular: Appendix G
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholder Engagement: Pages 32-33
102-41	Collective bargaining agreements	Our People: Page 37
102-42	Identifying and selecting stakeholders	Stakeholder Engagement: Page 31 Contributing to Community: Page 53
102-43	Approach to stakeholder engagement	Stakeholder Engagement: Page 31 Contributing to Community: Page 53
102-44	Key topics and concerns raised	Stakeholder Engagement: Pages 32-33

GRI DISCLOSURE	DESCRIPTION	COMMENTS, LOCATION, OR OMISSION
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2019 AIF: Page 15
102-46	Defining report content and topic Boundaries	About this Report: Page 8
102-47	List of material topics	About this Report: Page 9
102-48	Restatements of information	None/Not Applicable
102-49	Changes in reporting	About this Report: Page 4
102-50	Reporting period	Jan 1 - Dec 31, 2019 About this Report
102-51	Date of most recent previous report	May 2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Page 3 sustainability@galianogold.com
102-54	Claims of reporting in accordance with GRI Standards	About this Report: Page 8
102-55	GRI Content Index	Pages 100-106
102-56	External assurance	About this Report: Page 8

Topic Specific Disclosures 2019

GRI DISCLOSURE	DESCRIPTION	COMMENTS, LOCATION, OR OMISSION
ECONOMIC		
103-1/2/3	Management Approach	Contributing to Community: Pages 59 & 65
201-1	Direct economic value generated and distributed	Contributing to Community: Pages 60-61
201-4	Financial assistance received from government	None Contributing to Community: Page 61
204-1	Proportion of spending on local suppliers	Contributing to Community: Pages 77-78
ENVIRONMENT		
103-1/2/3	Management Approach	Environmental Stewardship & Compliance: Pages 80-81 & 94-95
302-1	Energy consumption within the organization	Climate Change Adaptation: Pages 97-98
302-3	Energy intensity	Climate Change Adaptation: Page 98
303-1	Total water withdrawal by source	Climate Change Adaptation: Page 96
303-2	Water sources significantly affected by withdrawal of water	Climate Change Adaptation: Page 96
303-3	Water recycled and reused	Climate Change Adaptation: Page 96
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Stewardship & Compliance: Page 90
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Environmental Stewardship & Compliance: Page 87
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Environmental Stewardship & Compliance: Page 89
304-3	Habitats protected or restored	Environmental Stewardship & Compliance: Page 87
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environmental Stewardship & Compliance: Page 90 Galiano Sustainability Website

GRI DISCLOSURE	DESCRIPTION	COMMENTS, LOCATION, OR OMISSION
305-1	Direct (Scope 1) GHG emissions	Climate Change Adaptation: Pages 97-98
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change Adaptation: Pages 97-98
306-1	Water discharge by quality and destination (partial - full data not available)	Climate Change Adaptation: Pages 96
306-2	Waste by type and disposal method	Environmental Stewardship & Compliance: Page 85-86
MM3	Total amounts of overburden, rock, tailings, sludges and their associated risk	Environmental Stewardship & Compliance: Page 86
306-3	Significant spills	None Environmental Stewardship & Compliance: Page 83
307-1	Non-compliance with environmental laws and regulations	Environmental Stewardship & Compliance: Page 83
103-2	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Environmental Stewardship & Compliance: Pages 84-85 Contributing to Community: Pages 56-57
SOCIAL LABOUR PERFORMANCE AND DECENT WORK INDICATORS		
103-1/2/3	Management Approach	Our People: Pages 34-35 Health & Safety: Pages 42-43
401-1	New employee hires and employee turnover	Our People: Page 36
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People: Page 36
401-3	Parental leave	Our People: Page 37
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	None Our People: Page 37
403-1	Workers representation in formal joint management-worker health and safety committees	Health & Safety: Page 50
403-2	Types and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities	Health & Safety: Page 47
403-3	Workers with high incidence or high risk of diseases related to their occupation	Health & Safety: Page 47
403-4	Health and safety topics covered in formal agreements with trade unions	Health & Safety: Page 50

GRI DISCLOSURE	DESCRIPTION	COMMENTS, LOCATION, OR OMISSION
404-1	Average hours of training per year per employee	Our People: Pages 40-41
404-2	Programs for upgrading skills and transition assistance programs	Our People: Pages 40-41
404-3	Percentage of employees receiving regular performance and career development reviews	Our People: Page 36
103-2	Number of grievances about labour performance filed, addressed, and resolved through formal grievance mechanisms	None Our People: Page 40
HUMAN RIGHTS		
103-1/2/3	Management Approach	Human Rights: Page 27
406-1	Incidents of discrimination and corrective actions taken	None Human Rights: Page 28
407-1	Operations and suppliers in which the right to exercise freedom of association and collective bargaining may be at risk	None Human Rights: Page 27 Our People: Page 37
408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights: Page 28
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None Human Rights: Page 28
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Our People: Page 38
103-2	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	None Community Relations: Pages 56-57

GRI DISCLOSURE	DESCRIPTION	COMMENTS, LOCATION, OR OMISSION
SOCIETY		
103-1/2/3	Management Approach	Contributing to Community: Pages 53, 65 & 75
413-1	Operations with local community engagement, impact assessments, and development programs	Contributing to Community: Pages 53-57
413-2	Operations with significant actual and potential negative impacts on local communities	Contributing to Community: Page 53-57
415-1	Political Contributions	None Governance: Page 25
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Omission - None
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	Omission - Not Applicable
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Human Rights: Page 28
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Contributing to Community: Page 55
MM10	Number and percentage of operations with closure plans	100% Environmental Stewardship & Compliance: Page 93
205-1	Operations assessed for risks related to corruption	Governance: Page 25
205-2	Communication and training on anti-corruption policies and procedures	Governance: Page 25
205-3	Confirmed incidents of corruption and actions taken	None Governance: Page 25
103-2	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Contributing to Community: Pages 56-57

Corporate Information

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Judith Mosely
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Shawn Wallace
Director

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Director and CEO

Fausto Di Trapani
EVP and Chief Financial Officer

Josephat Zvaipa
EVP and Chief Operating Officer

Charles Amoah
Executive General Manager,
Asanko Gold Mine

Frederick Attakumah
EVP and Managing Director

Todd Romaine
EVP, Sustainability

Mike Begg
SVP, Mineral Resources

Markus Felderer
SVP, Corporate Development

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Website

www.galianogold.com

Shares Listed

Toronto Stock Exchange
TSX: GAU

New York Stock Exchange
NYSE American: GAU

Shares Issued

At May 5, 2020
Shares outstanding: 222,390,747
Fully diluted: 233,695,484

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