

# BLACK STARS HOLD FOOTBALL CLINIC FOR EMPLOYEES OF GOLD FIELDS GHANA

Employees of Gold Fields Ghana, Headline Sponsors of the national soccer team The Black Stars, had the rare opportunity to interact with some players of the senior national team, at the company's Tarkwa mine site.

Led by John Mensah, the captain of the Black Stars, the players which included, Dede Ayew, Samuel Inkoom, Yusif Abubakar and the goal-keepers trainer, Eddy Anshah, participated in a football clinic conducted for 100 school children drawn from two Gold Fields' funded schools in Tarkwa and Damang.

The players demonstrated to the school children and employees of Gold Fields, the dribbling skills, accurate ball control, shooting, heading and the act of goal-keeping, which have made them icons in the world of football.

Opening the football clinic, Mr. Alfred Baku, Vice President-Operations of Gold Fields Ghana, thanked the GFA for making it possible for the players, who despite their busy schedules, were able to participate in the clinic.

"As headline sponsor the Black Stars, the gesture makes Gold Fields Ghana justifiably proud and satisfied that over the past 6 years they have fully supported the senior national team.

Since 2005, Gold Fields has injected over \$13million to the team as a sponsorship package and employees of the company are proud that their contribution to the Black Stars has enabled the team to participate in two successive World Cup tournaments", Mr. Baku said.

The football clinic was supervised by Kwesi Appiah, assistant Black Stars coach and Bashiru Hayford, Coach of Tarkwa-based Medeama FC.



Mr. Alfred Baku, Vice President, Operations of Gold Fields Ghana (3rd left) chairs the press conference after the football clinic at Tarkwa



Skipper of the Black Stars, John Mensah signing an autograph on footballs for the children



John Paintsil autographs football to the children during the football clinic at Tarkwa



## GOLD FIELDS West Africa REGIONAL NEWS

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### GOLD FIELDS GHANA DAMANG MINE COMMISSIONS COMMUNITY CLINIC AND NURSES' QUARTERS.

The Gold Fields Ghana Foundation in collaboration with the Ghana Health Service has constructed a community clinic and nurses quarters for the Damang Community to help improve access to health services to the people of Damang and its neighboring communities.

In a ceremony to officially Commission the clinic on Wednesday, 1st February, 2012, Mr. Alfred Baku, Vice-President, Operations of Gold Fields Ghana said, the project received consideration following discussions with the Prestea Huni Valley District Health Directorate. It has also been recommended by the Health Director to upgrade the facility into a Health Centre by adding a Maternity Block and an additional single unit quarters. This will however be implemented this year.

He said a total of GH¢286,234.41 (US\$190,822.94) was invested in these projects via the Gold Fields Ghana Sustainable Community Empowerment and Economic Development Programme, (SEED)

The Western Regional Minister, represented by Mr. Kwaku Osei Poku, Dep. Chief Director said, "I am extremely happy to say that to date, Gold Fields Ghana Foundation has invested an amount of GH¢4.2 Million (US\$2.8 Million) on community development by the Damang Mines since the establishment of the Gold Fields Ghana Foundation in 2005.

Commissioning the Clinic, the Executive Vice President, West Africa Region, Mr. Peet Van Schalkwyk said, "I am particularly delighted to have commissioned in collaboration with the Ghana Health Service a community clinic and nurse's quarters for the Damang community. This will greatly enhance the quality and access to health care services for the people of Damang and its neighbouring communities.

Much of this has been made possible partly due to the encouraging gold price. Despite this, the fiscal



environment here in Ghana has become even more challenging than previously. The government's 2012 budget proposal has raised many concerns for the mining industry, and particularly for Gold Fields Ghana. We will all need to be mindful of the implications of this for our operations going forward.



Mr. Peet Van Schalkwyk (middle), Nana Amoakwa III (2nd Right); Hon. Adu-Blay Koffie; (extreme right); Mr. Alfred Baku (2nd left) and Christo Viljoen, General Manager of Abosso Gold Fields Ltd, cut the tape to commission the Clinic.



Damang School children showing appreciation to Gold Fields Ghana for the Community Clinic (behind) during the official commissioning

Government has proposed a windfall profit tax of 10% for mining companies, corporate tax is to increase from 25% to 35% capital allowance has been reduced to only 20% in a year when we plan to commence the Greater Damang Project and the Tarkwa Expansion Project Phase 6. Further guidelines on transfer pricing are to be introduced. Distinguished Ladies and Gentlemen, clearly if these measures are instituted, it will

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# MINISTER OF ENVIRONMENT, SCIENCE AND TECHNOLOGY VISITS ABOSSO GOLDFIELDS LTD.

The Minister of Environment, Science and Technology, Hon Sherry Ayittey, has paid a working visit to Aboosso Goldfields Ltd., at Damang in the Western Region. The visit was to give the Minister a good understanding of the Damang operations.

Accompanied by the Board Chairman and Directors of EPA, The Hon. Minister and her team were first taken to the East Tailings Storage Facility of the mine, which is where the residue from the gold processing plant is stored. She then visited an 18ha oil palm plantation located on a reclaimed Tailings Storage Facility (TSF). The plantation is being managed by a Women's Group from Kyekyewere, one of the stakeholder communities of the mine.

Hon. Shirley Ayittey commended Aboosso Goldfields Ltd for the good environmental practice and called on other mining companies to emulate their shining example. The Environment, Science and Technology Minister advised the Kyekyewere women group to manage the 18ha oil palm plantation donated to them by Aboosso Goldfields Ltd carefully to sustain their livelihood. She pleaded with the management to purchase a vehicle and oil palm processing machine to the women's group to enable them add value to the raw material.

The Environmental Manager of the Mine, Mr. Francis Nyame, said that as a leader in sustainable gold mining, the company will do all it can to ensure that measures are put in place to curb any environmental effects of its activities.

The Minister then paid a courtesy visit to the Chief of Damang, Nana Amoakwa III and his elders at the chief's palace.

Aboosso Goldfields Ltd., achieved a Blue rating at the 2011 Akoben Audit which is an assessment of the environmental compliance of companies instituted by the Environmental Protection Agency. Currently, the Damang Mine is one of the safest mines in Ghana.

*Hon. Shirley Ayittey interacting with the Kyekyewere women group at the oil palm plantation site.*



## MINISTER OF LANDS AND NATURAL RESOURCES VISITS TARKWA MINES

The Minister of Lands & Natural Resources, Hon. Mike Hammah paid a working visit to the Tarkwa Mine on 12<sup>th</sup> March, 2012.

The purpose of the Minister's visit was to familiarize with the operations of the mine and also interact with the Management and community leaders.

Alfred Baku, the Vice-President, Operations of Gold Fields Ghana welcomed the minister and presentation to the minister on the implications of the New Tax Regime after which the Tarkwa team also presented their community development projects and programmes to the Minister.

Following the mine visit, the Minister

met the Omanhene of Tarkwa, Osagyefo Nana Kwamina Enimil VI to discuss issues relating to community development. The Omanhene thanked the management of Tarkwa mine for sustaining the very cordial relationship between the community and Gold

Fields Ghana. He was particularly thankful for the variety of development projects that were all impacting positively on the community; Nana even chipped in a word for Gold Fields Ghana on the biting effects of the New Tax Regime on proposed projects.

At the Municipal Assembly, the minister commended Gold Fields Ghana for its social development work in the community. He informed



*Hon. Mike Hammah addressing employees at the Tarkwa mine site during his visit.*

stakeholders.

including the Municipal Chief Executive and Municipal Directors that the current mining legislation and regulations are being reviewed by the government. The Minister stated that the new legislation will ensure that communities play a more interactive role in their development strategies.

## Gold Fields Ghana Damang Mine Commissions Community Clinic and Nurses' Quarters.

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impact on the level of spend we have at our disposal, and also impact on the creation of new jobs in our communities", the EVP of Gold Fields added.

## Leadership for Conservation in Africa (LCA) Holds Congress in Ghana

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to conserve our forest and natural resources.

The LCA is involved in Burkina Faso, Botswana, Cameroon, Cote d'Ivoire, Ethiopia, Ghana, Liberia, Malawi, Madagascar, Mozambique, Namibia, Republic of Congo, The Gambia, Tanzania and Uganda.

Speeches were given by Chris Marais, Chief Executive of LCA International, Mr. Samuel Afari Dartey, CEO of Forestry Commission of Ghana and other congress members.

The Congress team visited the Shai Hills to see the progress of work there on the 2nd day of congress.

Mr. Van Schalkwyk took the opportunity to congratulate the senior national soccer team the Black Stars of Ghana for their sterling performance at the on-going AFCON tournament at Franceville, Gabon. He charged the team to continue to remain focused, win gold and make Ghana proud. Gold Fields has been the Headline sponsor of the Black Stars for the past seven years.

The Western Regional Director of Health, Dr Linda Vanotoo, commended Gold Fields Ghana for its consistent support for community development. She said, "This facility will greatly enhance the quality of health care delivery within the catchment area of Gold Fields Ghana's operations."

The Chief of Damang, Nana Amoakwa III, who was the chairman of the occasion, thanked Gold Fields Damang Mine for their continuous support in providing sustainable projects in the community.

Other projects implemented last year under The Gold Fields Ghana Foundation include: a small town water supply system at Kyekyewere, a six

classroom Block with staff common room, office and store for Damang R/C School, Bompieso community clinic (Phase 1), borehole fitted with hand pump for Koduakrom, renovation of a 5 unit classroom and two offices for Aboosso Bosomtwe School.

The upgrading of the Nyamebekyere Feeder Road Link road from Damang New Site to Damang Clinic. Other projects are; electricity extension to Damang New Site and Amoanda teacher's quarters, borehole and overhead tanks for Damang Clinic, rehabilitation of Huni-Valley Anglican teachers quarters, six-seater w/c toilet facility for the R/C & D/C schools.

Additionally, the renovation of a 6 unit classroom block in Koduakrom, sustainable livelihood projects in all communities, youth apprenticeship training, scholarships and bursaries for SHS, vocational and tertiary beneficiaries and support for teachers at the Nana Amoakwa Model School.

Other speakers for the colourful ceremony include: The MP for the area, Hon Francis Adu-Blay Koffie, Mrs. Sylvia Wadie, who delivered a speech for the District Chief Executive for Prestea Huni Valley District and Ghana Chamber of Mines representative.

# Gold Fields Ghana Receives Another CSR Award in Takoradi



*Omanhene of Esikado Traditional area, Nana Kwabena Nketsia V (left) giving the award to Mr. Alfred Baku, Vice President, Operations Gold Fields Ghana*

Following the recent GIPC Ghana Club 100 Awards at which Gold Fields Ghana swept numerous awards, the Tarkwa mine has received further recognition for its corporate social responsibility programmes in its stakeholder communities. For the second time The Sekondi-Takoradi Chamber of Commerce and Industry has recognized the company at its 2011 Corporate Social Responsibility Awards night.

The event which was held at the Akroma Plaza Hotel in the oil city of Takoradi was under the theme: "Creativity in CSR to Accelerate Economic Development". In attendance were captains of industry from the corporate world and specifically the oil and mining industry, traditional leaders, academicians and movers and shakers in the western region.

In his keynote address, the Chairman of the event, the Omanhene of Esikado Traditional area, Nana Kwabena Nketsia V, challenged industry leaders to assist in the development of the communities they operate in. In his

humor filled, but emotionally charged speech, the traditional leader who is also a lecturer at the University of Cape Coast condemned the practice of some multinationals who transfer all their profits outside the country and do very little to develop the communities that host them. He referred to such practice as irresponsible and called on all to assist the state in bringing socio-economic advancement to the people of Ghana and in particular the western region.

Present at the function to receive the Award on behalf of Gold Fields Ghana were, Mr. Alfred Baku – Vice President, Operations; Mr. William Empeh – Acting Human Resources Manager; Mr. Yaw Britwum Opoku – Public Affairs Superintendent; Mr. Samuel Mireku – Unit Manager, Management Accounts; and Mr. Abdel – Razak Yakubu, Community Affairs Officer all of the Tarkwa mine.

Mr. Ato Van-Ess, President of the Sekondi-Takoradi Chamber of Commerce and Industry, emphasized that the criteria for assessment was in

the measurement of the impact that community projects undertaken by companies in the Western region have had in improving the quality of life in their communities.

Gold Fields Ghana received the highest award of the year for its Sustainable Community Empowerment and Economic Development Programme (SEED), which is a five year Community Development Plan for its stakeholder communities. The company was commended for coming out with a comprehensive development plan for its stakeholder communities and for accurately documenting the impact of the plan on these communities.

The Vice President Operations of Gold Fields Ghana, Mr. Alfred Baku, in his acceptance speech informed the gathering that Gold Fields Ghana would be increasing its contribution to the Gold Fields Ghana Foundation in order to carry out more projects in its stakeholder communities. "The Award is not going to make us relax, but instead, it will encourage us to do more for the development of the Western Region" he added.

# LEADERSHIP FOR CONSERVATION IN AFRICA (LCA) HOLDS CONGRESS IN GHANA



*From right: Hon. Henry Ford Kamel, Mr. Alfred Baku, and other dignitaries at the opening ceremony*

Leadership for Conservation in Africa (LCA) is an African based initiative, aiming to project and develop 20 million hectares of conservation of land in Africa by 2020. The plan builds on the LCA mandate to restore and develop land under conservation to the benefit of the environment, local communities and the host government's in mitigation of climate change. The LCA Council also looks at funding options for conservation projects in Africa.

At the Novotel hotel on Friday, December 09, 2011, LCA held its West African Congress to announce the involvement of the LCA in Ghana and the West African region. The LCA was founded in Ghana in collaboration with the Forestry Commission and Gold Fields Ghana Ltd, also supported by Veolia Water Solutions. Together, these groups have taken hands to form a Ghanaian non-profit organization, with the aim of finding ways to enable tourism-related investments for Shai Hills Resource Reserve, Cape Three



*Chairman (Left) and Trustees of the LCA Ghana Foundation*

Points Forest Reserve and Mole National Park, through Public Private Partnerships.

The three-day congress was officially opened by the Deputy Minister for Lands and Natural Resources, Hon. Henry Ford Kamel and Mr. Alfred Baku, Vice President, Operations of Gold Fields Ghana.

In his opening address, the Deputy Minister of Lands and Natural Resources commended Gold Fields Ghana, Veolia Water Solutions and the Forestry Commission for their

involvement and support in helping greening the environment and conservation of the Shai Hills and other areas. He assured the partners of Government's support to make their project a success.

Mr. Alfred Baku, Vice President of Gold Fields, Operations who stood in for Mr. Peet Van Schalkwyk, Executive Vice President of Gold Fields West Africa Region, said, Gold Fields is passionate about conservation of forest and for that matter the company's involvement of the Shai Hills project and other project is a matter of corporate decision

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# GOLD FIELDS GHANA DONATES BUS TO MEDEAMA SC

Gold Fields Ghana has presented a 53- seat Mercedes Benz Bus to Medeama SC, a Premier League club based in Tarkwa.

At an estimated investment cost of US\$183,380 the bus was presented to the President of Medeama SC by Mr. Alfred Baku, Vice President, Operations of Gold Fields Ghana at a brief ceremony which heralded the teams premier mid-week league match with Accra Hearts of Oak on Wednesday, 21<sup>st</sup> March 2012 at Tarkwa sports stadium.

Medeama SC was one of the local first division soccer clubs that received seasonal sponsorship support from Gold Fields Ghana. For the past seven years, Gold Fields Ghana has also been the Headline Sponsor of the senior national soccer team, the Black Stars of Ghana.

Presenting the keys of the bus to Medeama SC, Mr. Alfred Baku said, "Gold Fields Ghana is delighted that the company's support has enabled Medeama SC to become a premier league club in the nation. Medeama's status as a premier league club will not only afford the people of Tarkwa and the surrounding communities the opportunity to experience high standards of football, but also generate income for the local municipality and smaller enterprises in the area", Mr. Baku added, " with Medeama SC's promotion to the premier league, Gold Fields Ghana has signed a three year renewable sponsorship agreement with the club. The sponsorship also includes providing technical and human resource support to the team", Mr. Baku concluded.

The new 53 - seat Mercedes Benz bus will substantially reduce the high transportation costs previously incurred by the club, and allow players to travel in comfort to 'away' matches.

The Board Secretary of Medeama SC, Mr. Emmanuel Amoah commended Gold Fields Ghana for the gesture and asked for additional investment to develop the stands for spectators. He said, the bus will ease their transportation problems.

It will be recalled that Gold Fields Ghana has recently renovated the Tarkwa Sports Complex into a first class Premier League stadium.

*Mr. Alfred Baku, Vice President, Operations of Gold Fields Ghana (left) handing over the bus keys to the Board Secretary of Medeama SC, Mr. Emmanuel Amoah.*



*Mr. Alfred Baku, delivering a short speech at the ceremony to hand over the bus (behind). With him include: Mrs. Pamela Djamson-Tettey (left), Corporate Affairs Manager of Gold Fields Ghana and Mubashir T-Dari (2<sup>nd</sup> right), Community Affairs Manager of Tarkwa mines.*



*Nana Esi Kwantsima, Apinto Obaahemaa jointly cuts the tape with Mr. Alfred Baku(right) to officially hand over the bus to Medeama SC.*



# EVP'S QUARTERLY MESSAGE TO EMPLOYEES

Dear Colleagues,

The end of the first quarter of the year is here already! Once again, this gives us all the opportunity to review our performance and to recommit ourselves to our values and objectives.

On the safety front, since the last Lost Time Injury (LTI) which occurred on July 18<sup>th</sup> 2011, Tarkwa mine has worked 239 days LTI free. This achievement was due to the commitment shown by both employees and contractors towards our Health and Safety Program and the ongoing H & S initiatives championed by the Health & Safety team. The challenge now is to achieve 100 injury free man-days. This will only happen if we work as a team and look out for each other. Please take 2 for safety.

At Damang, it is with regret that the good safety run for 394 LTI free days came to an end after a LTI occurred on Friday, 16 March 2012. Gilbert Sam of Drill Masters Africa (DMA) had his left hand middle finger badly broken when it was caught between two drill rods when they were removing the rods.

A source of great pride for me was the commissioning of the secondary crusher at Tarkwa to boost production. I wish to personally commend the entire team for their solid performance: MDM Engineering Group Limited South Africa, Tarkwa Projects, Tarkwa and Gold Fields Shared Services and Tarkwa Metallurgical Department in the final construction and commissioning of the Secondary Crushing Plant. The project was completed on schedule, within budget but more so, without a single lost time injury LTI. Current statistics on the project from kick off date May 1<sup>st</sup> 2011, has recorded 261,785 LTI free shifts). This is certainly a remarkable effort by all involved in the above project and complemented by no MTI's or LTI's recorded at any of the Tarkwa and Damang sustainable project sites for the whole of 2011 and quarter to date, an example we need to sustain with all future project work in the region.

At Tarkwa, ore reserves increased from December 2010 at 9.249Moz to 10.345Moz in December 2011. At Damang, mineral reserves

as at December 2011 were 61.7 Mt at 1.7g/t for 3.4Moz. This equates to a 63% increase in ounces year on year.

On the Sustainability front we can also be very proud of our achievements during the quarter under review. As part of projects implemented in 2011 under the Gold Fields Foundation sponsored SEED Program, the Foundation in collaboration with the Ghana Health Service has constructed a community clinic and nurses quarters for the



*Mr. Peet van Schalkwyk, EVP Gold Fields West Africa Region*

Damang community. This will promote improved access to healthcare in Damang and its neighboring communities. A total of Ghc286,234,41 (US\$190,822.94) was invested in these two projects.

We have also been very busy on the government relations agenda. Gold Fields Ghana played host to two government ministers during the quarter. Hon Sherry Aryeetey, Minister for Environment Science and Technology spent two days at the Damang Mine. She toured the operations, and then visited the oil palm plantation and interacted with the women's group, followed by a visit to the Omanhene's palace. The visit was crowned with a celebratory dinner at which she congratulated Gold Fields Ghana for the sterling management practices at Damang. She charged other mining companies in Ghana to emulate Gold Fields fine example. Just last month Tarkwa also hosted a key government minister. Our sector minister, Hon. Mike Hammah paid a day's working visit to the Tarkwa mine. Once again, as has become the practice, he congratulated the Tarkwa mine for their sound management and operations.

Both ministers were given detailed updates on how the new fiscal regime will impact very harshly on our operations.

Admittedly we have experienced some challenges too during this quarter. Given the fact that the new fiscal regime is now taking effect, we will need to intensify the BPR agenda.

Tarkwa mine has set a target of US\$45.5M in savings from BPR for C2012 and the "banked benefit" for January (US\$5.5M) is the second highest run rate since October 2012. Going forward, Tarkwa will be focusing on various detailed objectives such as : intensifying the weekly departmental pipeline

reviews to drive and manage improvement, Results Action Reviews (RAR), weekly BI manager " meet and greet sessions", and the promotion of BI skills transfer.

Quite often it is through business challenges that we see immense growth and maturity in our teams. During the quarter under review, Damang Mine experienced serious challenges at the processing plant. I would wish to personally commend the team for responding well under the circumstances. I would additionally wish to extend my appreciation to Tim Rowland and his technical team for their consistent support during this difficult time.

In February Africa was once again on show with the Africa Cup of Nations Football Tournament, held at Gabon and Equatorial Guinea. Our Black Stars participated and although we all felt that the trophy would be homebound, it was not the case.

Management has taken the decision that the time has come for other institutions and companies in Ghana to be given the opportunity to also support the national soccer team. Consequently, Gold Fields Ghana will not be renewing the sponsorship agreement with the Ghana Football Association as Headline Sponsor of the Black Stars. We take this opportunity to wish the Black Stars every success in the years ahead, and we are proud of the contribution that we have made towards this success.

As I have said previously, our people are the core of our business, and we will continue to enhance aspects of our corporate culture and values. In Living the Values across both operations action plans to address issues raised in the 2011 Benchmark Engagement Quotient have been completed and the issues are being addressed. The 2012 BEQ is to take place in the first week of April 2012.

Management is currently reviewing the Memorandum of Understanding relating to rental advance and will communicate the outcomes in due course.

We also congratulate our team on a 100% SOX compliance achievement and clean external audit for last year.

In concluding, I would wish to thank you all for the hard work that you have all demonstrated in delivering our numbers for the quarter. We will continue to ensure that our business will continue to thrive, and that we will continue to add value for the benefit of all stakeholders.

I wish you all a Happy and Peaceful Easter.

Yours in Safety,  
Peet van Schalkwyk.