

Stakeholder engagement - ensuring a continuous dialogue

We aim to maintain open and positive dialogue with all our stakeholders, considering their key interests and communicating with them on a regular basis. This helps us build trust and respect and make choices as a business that help shape the way we operate.

	Investors	Suppliers	Media
Why we engage	We want investors to have an in-depth understanding of our strategy and our operational and financial performance so they can more accurately assess the value of our shares and future financing opportunities.	Our suppliers and agencies are experts and by working with them, can improve our collective impact, ensuring sustainable supply chains, reducing our environmental impact and make a positive contribution to how we operate.	We want the media to understand our operations, challenges and wins so they can accurately capture this in their stories and news. We work hard to build relationships on mutual respect and trust.
Interests and concerns	<ul style="list-style-type: none"> - Strategic priorities - Financial performance - Corporate governance - Leadership credentials, experience, succession - Executive remuneration policy - Shareholder returns - Environmental and social commitments and progress 	<ul style="list-style-type: none"> - Developing strong, mutually beneficial partnerships - Collaborating to realise innovation - Fair contract and payment terms - Consistent performance measurement - Joint risk assessment and mitigation 	<ul style="list-style-type: none"> - Financial capacity - Transparency and disclosure - Sustaining jobs - Compliance - Human rights & Community Development - Comparative analysis of social performance of mining companies
How we engage	<ul style="list-style-type: none"> - Filings, forms and announcements - Quarterly investor reports - Annual Investor meetings and roadshows - Sustainability and Responsibility reports - Shareholder information 	<ul style="list-style-type: none"> - One-on-one meetings - Website and social media - Reports and publications - Correspondence - 	<ul style="list-style-type: none"> - Media workshops - Press releases and publications - Mine/site visits and educational tours - Focus group discussions - Website and social media
	Our employees	Communities	Government and regulators
Why we engage	Our employees drive our sustainability agenda, developing and driving initiatives while living the values that make us stand out as a preferred mining partner. We are investing in them and equipping them with the knowledge and skills that will make them industry leaders in sustainability and create an environment that ensures each employee returns home to the family, safely, every day.	We tie our success as a business to the fortunes of our communities, to guarantee that they benefit from our presence, but also make sure that they are protected from our eventual exit. We plan for the future of our communities by providing them with the skills and self-sustaining livelihoods that will make them economically independent.	The government and regulatory environment is critical to the success of our operation. We believe it is important that those who can influence policy, laws and regulation at a local, regional and nation level understand our views. We also want to share information and perspectives on areas that can impact our operation in the interest of all our stakeholders.
Interests and concerns	<ul style="list-style-type: none"> - Prioritisation of health, safety and wellbeing - Investment in learning and development opportunities - Ways of working/culture - Benefits programme - Job security - Future Investment in the operation - Involvement in decision making 	<ul style="list-style-type: none"> - Resettlement and water issues - Dumasi, - Fortunes tied to BPM operations and success, - Land for small scale mining activities - Community employment contracts and projects - Mutual benefit 	<ul style="list-style-type: none"> - Safe operations and responsible business practices - Regulatory and legal compliance - Compliance with mining licenses, permitting, taxes and royalties - Jobs and Infrastructure - Socio-economic development priorities - Environmental stewardship
How we respond	<ul style="list-style-type: none"> - Employee meetings and Management updates - Departmental briefings - Onsite toolbox meetings - Internal digital platforms - Social media - Notice boards/posters - Emails and Memos - Newsletters 	<ul style="list-style-type: none"> - Meetings (CCCs and CMCCs) - Mine/community games - Social events attendance - Special occasion visits - Community leadership mine visits 	<ul style="list-style-type: none"> - One-on-one meetings - Site visits/inspections - Website and social media - Reports (Annual Reports, EGS Reports, etc.) - Publications and correspondence