



Success Through Exploration

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COVID-19 Preparedness (as at January 1, 2021)

Introduction

The Company regards the health and safety of its employees and the communities in proximity to our properties as its highest priority while ensuring the continuity of business during these rapidly evolving times. Fortunately, the Company's activities remain materially unaffected to date with the exception of access to Dome West as a result of Newmont's surface access restrictions which inhibit access to the property.

The COVID19 pandemic has impacted the world over in every aspect of everyday life; resulted in widespread illness and nearly two million deaths, and significantly impacted business globally.

The import and strategy of our response measure is to educate, sensitize, manage and protect our employees, and in turn their families and communities, and the workplace; Provide protective gear and facilitate a safe environment through social distancing and increased cleaning and hygiene measures, and where possible assist with the situation should a team member become infected.

Our COVID19 protocol is highly prevention focused and proactive. Significant effort has gone into maintaining business continuity in the face of this global challenge and the Company has continued to operate its exploration programs and continue with its corporate strategy.

Understanding the risk to your workplace:

- Be alert and cautious, not alarmed!
- Monitor regional health agency recommendations and restrictions and relay updates and information to the team.
- Follow recommendations on travel advisories, restrictions as well as quarantine and self-isolation requirements.
- Continuous improvement to workplace hygiene to reduce germs and minimize potential transmissions.
- Provide and maintain, so far as is reasonably practicable, a working environment that is safe and without risks to the health of employees.
- Management continues to monitor the situation and seeks to identify and minimize risks to health or safety associated with potential exposure to COVID19 and takes measures to eliminate ofcontrol these risks.

Pre-emptive Action

Non-essential workers work from home

Cancel Mass Gatherings: No non-essential, organized gatherings in workplaces.

Separate sick employees: If staff feel unwell, have a fever or chills and any respiratory illness symptoms (i.e. cough, shortness of breath) they should be separated from co-workers and sent home right away.

Advise to cover their noses and mouths if they have to cough or sneeze using a tissue or their elbow or shoulder. Use posters to demonstrate proper etiquette and provide tissues and no-touch receptacles for discarding used tissues.

Social Distancing:

Social distancing must be practiced and applied in the workplace indoor and outdoor; Maintaining a two-meter distance and wearing a mask is recommended. Social distancing in the workplace includes:

- Stop handshaking and personal contact
- Hold meetings via phone calls
- Hold essential meetings outside in the open air (if possible and phone call not suitable)
- Promote good hand and sneeze/cough hygiene and provide hand sanitizers for all staff and workers
- Take lunch outside rather than in the Canteen room
- Clean and disinfect high touch surfaces regularly
- Open windows and avoid or adjusting air conditioning for more ventilation
- Avoid non-essential business travel
- Providing adequate facilities to enable good hygiene practices (e.g. soap, hand sanitizer, signage and reminders)
- Monitor official advice and updates and insist personnel adhere to WHO and government and health agency recommended quarantine and self-isolation measures and periods.
- Continuously review policies and measures for infection control, including educating workers on the evolving best practices.
- Provide clear advice to workers about actions they should take if they become unwell or think they may have the symptoms of COVID-19.
- Allow non-essential employees to work from home.
- Introduce flexibility into sick/vacation leave policies

RESPONSE Actions

Hand Hygiene: Encourage employees to use hand hygiene at all workplace entrances and workstations. Provide hygiene dispensers at work entry as well as elevators, conference and lunchrooms. Instruct employees to wash their hands often either with alcohol-based hand sanitizer with 60-95% alcohol, or soap and running water for at least 20 seconds.

Wearing of PPE: Management is providing and encouraging employees to wear face masks, hand gloves and any other material provided for the effective prevention of COVID19.

Keep the workspace clean: Perform routine environmental cleaning, including all workstations, countertops, and doorknobs using cleaning agents that remove viruses. As well, provide employees with disposable wipes so they can wipe down surfaces before using common equipment or working in shared areas.

Keep Vehicles Clean: Perform routine disinfecting the dashboard, gear lever and steering wheel with an alcohol base sanitizer and where applicable fumigate the vehicle twice daily. Also, all vehicles should henceforth take only thirty percent (30%) of the required passengers.

Tool Box Meeting: Update and educate employees at the beginning of every job about the current local COVID19 situation and remind them of distancing and protection and prevention measures.

Outlook

- Assess your essential functions so you can identify ways you can ensure you're essential and necessary to be in the workplace.

- Continue to evaluate how to meet business needs, including supply chain, labour force and productivity.
- Cross-train personnel to be multi-skilled.
- Look at ways to streamline business practices in order to operate more effectively with reduced staff such as looking at alternative suppliers, customer prioritization and what, if any operations might be suspended if the need arises.
- Current situation analysis and communication of senior management – ongoing.

The Company's corporate office in Toronto is only accessed when absolutely required. All staff and contractors are working remotely from home.

In Ghana, the Company has implemented additional controls and safety protocols at our operations and regional office to protect the health and safety of our people, contractors and communities.