

Human rights and security forces

Our policies

In the remote areas of Africa where we work, there is often a need to reinforce knowledge of and respect for human rights. Therefore we take extra care to ensure human rights are protected throughout our value chain.

At policy level, our group wide Human Rights Policy covers the protection of human rights in employment, community resettlement and engagement of private security forces. Our Code of Conduct, anti-corruption and anti-bribery policies, and Conflict Free Gold Policy also make reference to the protection of human rights. These policies form an important part of induction training and we provide specialised standalone training programmes for all security personnel, including compulsory training in the UN Voluntary Principles on Business and Human Rights.

Randgold monitors that security forces implement the company's human rights policy by ensuring that:

- Strict due diligence procedures are in place prior to recruitment, including a requirement to be accredited according to relevant UN agencies.
- Contractual requirements include human rights clauses.
- Compulsory training is provided for all security providers in the UN Voluntary Principles on Business and Human Rights.
- A formal disciplinary procedure is in place should any personnel be subject to credible allegations of serious human rights abuse.

Our policy is not to arm the security forces at our mines, and we do not provide benefits to any armed groups who have committed or been accused of human rights violations. Instead we rely on the strong partnerships we build with our host countries to keep our mines secure. Our mines are also protected by local police and government forces which sign legally binding contracts to uphold the Universal Declaration of Human Rights in all safety, security and policing matters.

Within our supply chain we undertake significant due diligence during the supplier selection and check to make sure any potential supplier does not have a record of human rights infringements. Respect for human rights is further entrenched in our value chain through the inclusion of detailed human rights obligations in all supplier contracts. This ensures that all our contractors have a legal duty to comply with our zero tolerance approach to bribery, forced, bonded and vulnerable labour, corporal punishment and infringements of freedom of association.

Any grievance marked as human rights related received through our community grievance mechanism is marked for immediate attention by management.

Our performance

Randgold has never been subject to any allegations of serious human rights abuses or breaches of humanitarian law, and this remained the case in 2017.

Throughout the year there were no significant incidents resulting in injury to security personnel and all our security personnel active in 2017 have received human rights training. None of the 95 grievances registered in our grievance mechanism in 2017 were human rights related.

Resettlement

The development or expansion of a mine sometimes necessitates the relocation of local communities and people away from their homes, farms and pastures. The act of resettling a community is one of the most sensitive challenges a mining company can face, and if resettlement is not well planned and carefully managed it can result in government fines and cause lasting harm to relationships with local communities.

Our policies

Our policy is to avoid the need for resettlement of people or communities as far as practicably possible. But where resettlement is necessary, we work to ensure that the affected parties are fully engaged and help shape the process, and to ensure their standard of living is improved or at the very least restored.

In line with IFC performance standards for land acquisition and involuntary resettlement, our resettlement policy puts the affected person or community at the centre of the process. The starting point of any resettlement is a Public Participation Process (PPP). The PPP encourages all opinions and grievances to be heard and fed into the compensation process. The results of the PPP are then used to develop a resettlement action plan (RAP) which must be agreed upon by all parties, prior to the occurrence of any resettlement.

We aim to maintain any community structures wherever possible and respect sites of cultural and religious significance. The implementation of our RAPs is always monitored by independent third parties.

Our performance

During 2017 two resettlements took place. The largest of these involved the relocation of 1 500 households from Gorumbwa to Kokiza near our Kibali mine in the DRC, to allow for the development of the Gorumbwa satellite pit. As part of the RAP, the affected households were offered the choice of a new house built by the mine and cash compensation for any lost crops, or a cash settlement to build their own home. 97% of all households opted for cash settlement. Currently, 154 houses are being built by the mine, and the remainder are either being built by the homeowner themselves or an appointed builder of their choice.

In line with IFC performance standards, affected parties also received training, as required in areas such as house construction, financial management, human and civil rights, agriculture and livestock management and environmental training and waste management.

Other infrastructure built as part of the RAP includes seven churches, 21 new classrooms, two health centres, two public toilets and 2 800 desks for schools. 11 boreholes were also drilled to ensure access to potable water. The Gorumbwa RAP had a budget of \$23.9 million.

The second relocation in 2017 was the relocation of 27 households at Domba in Mali to allow for the development of the Domba satellite pit. This was completed without issue.

RESETTLEMENT DATA

| | Projected for 2018 | 2017 | 2016 | 2015 |
|--------------------------------|--------------------|----------------|---------------|---------------|
| Number of households resettled | 986 | 513 | 1 | 25 |
| RAP expenditure | \$2.5 million | \$21.9 million | \$0.8 million | \$1.7 million |

