

HUMAN RIGHTS AND SECURITY FORCES

Our policies

Randgold operates in remote regions of Africa where human rights may not be fully recognised or respected. In this context we believe it is critical that our company not only upholds the fundamental human rights of any stakeholder impacted by our operations, but that we also proactively use our influence with local communities, suppliers and others to raise awareness of the importance of universal human rights. This is not only the right thing to do, but a material business concern. Respect for human rights leads to improved livelihoods and security and this reduces the risk of Randgold operations being disrupted or damaged.

To help embed the UN Voluntary Principles on Business and Human Rights into all our operations Randgold has a comprehensive (and publicly available) human rights policy covering, but not limited to, the protection of human rights in employment, community resettlement and engagement of private security forces. Other core policies such as our code of conduct, anti-corruption and anti-bribery policy, and conflict free gold policy also include human rights aspects. All staff are trained in these policies both at induction and where relevant through stand-alone training programmes. For example, compulsory training is provided for all security providers in the UN Voluntary Principles on Business and Human Rights.

We proactively encourage respect for human rights by including detailed human rights obligations within all supplier contracts. These put a legal duty on our contractors, large and small, to comply with Randgold's zero tolerance in areas such as bribery, any form of forced or vulnerable labour (including child labour), corporal punishment or infringement of freedom of association. We also undertake due diligence before engaging with new suppliers to ensure they do not have a history of human rights infringements.

To manage human rights risks we track human rights infringements through both our grievance mechanism (see 'Our governance' section of this report) and through the annual reviews of all contractors and suppliers, which include ensuring compliance with human rights-related clauses.

In regards to security forces, it is the company's policy not to arm any security forces at its gold mines and nor does it provide benefits to any armed groups who have committed or been credibly accused of human rights abuses. The crux of our security is the strong bonds and real partnerships that we have built with our host communities. Ultimately it is these relationships that keep our mines secure. Beyond this, Randgold utilises certain private security companies to protect its gold mines and is protected by governmental forces which sign legally binding contracts to uphold the Universal Declaration of Human Rights in all safety, security and policing matters.

SECURING 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; and
- a formal disciplinary procedure is in place should any personnel be subject to credible allegations of serious human rights abuse.

Our performance

Randgold has never been subject to any allegations of serious human rights abuses or breaches of humanitarian law throughout over 20 years of operation, and this remained the case in 2016.

We track any human rights infringements through our grievance mechanism, and none of the 63 grievances registered this year were human rights related. There were also no breaches of human rights clauses in supplier contracts in 2016.

In total we facilitated human rights training for 1 594 people in 2016, including mine security agents and local police and citizens near our Kibali mine in DRC.

RESETTLEMENT

Sometimes the construction or expansion of a mine or its infrastructure means that local communities need to be resettled. Resettlement is one of the most sensitive challenges a mining company can face, and if not well managed can harm local livelihoods, lead to fines from government and ultimately damage relationships with the host community.

Our policies

We are committed to minimising involuntary settlement and only resettle individuals or communities as a last resort when absolutely necessary for our operations.