

ATTACHMENT FOUR

Table ES-1 Summary of Proposed Mitigations Biological Environment Akyem Gold Mining Project	
General Issue or Impact Identified by Public Stakeholder, Government Stakeholder or Company	Proposed Mitigation(s)
<p>Loss of ecological habitat (including portion of Ajenjua Bepo Forest Reserve) and increased pressure on remaining fauna</p>	<ul style="list-style-type: none"> • Implement reforestation programme developed in concert with agencies • Company using Akyem Gold Mining Project as pilot project in evaluating biodiversity offsets in conjunction with non-governmental organisations. • Implement a closure and decommissioning plan that would include provisions for re-establishing habitat throughout disturbed areas. • Implement community education programmes to develop alternative means to secure bushmeat, forums for reducing pressure on fauna and establishing farms to raise bushmeat and snails. • Administrative controls including policies that prohibit employees and contractors from engaging in hunting activities on all mine properties have been implemented.
<p>Loss of integrity of Ajenjua Bepo Forest Reserve</p>	<ul style="list-style-type: none"> • Implement reforestation programme developed in concert with agencies • Company using Akyem Gold Mining Project as pilot project in evaluating biodiversity offsets in conjunction with non-governmental organisations.

	<ul style="list-style-type: none">• Implement a closure and decommissioning plan that would include provisions for re-establishing habitat throughout disturbed areas.
Impacts to forest habitat	<ul style="list-style-type: none">• Implement reforestation programme developed in concert with agencies• Company using Akyem Gold Mining Project as pilot project in evaluating biodiversity offsets in conjunction with non-governmental organisations.• Implement a closure and decommissioning plan that would include provisions for re-establishing habitat throughout disturbed areas.
Protection of endangered species	<ul style="list-style-type: none">• Company to develop and implement a Critical Species Management Plan including avoidance of nesting and brood-rearing periods for raptors and other species of high conservation priority, implement an endemic plant species propagation programme and sponsor educational opportunities for individuals to reduce stress on flora and fauna.

TABLE ES-2 Summary of Proposed Mitigations Physical Environment Akyem Gold Mining Project	
General Issue or Impact Identified by Public, Stakeholder, Government Stakeholder or Company	Proposed Mitigations
<p>Deterioration of air quality from increased dust levels and emissions</p>	<ul style="list-style-type: none"> • Control fugitive dust using water and/or chemical binders (e.g., magnesium or calcium chloride) on roads and control speed of vehicles • Revegetate areas as soon as possible to bind soil. • Control emissions from mining equipment through proper maintenance of exhaust systems and installation of scrubber equipment. • Conduct air quality monitoring routinely to measure particulate and emissions concentrations.
<p>Contamination of surface and/or groundwater resources Impacts to water quantity</p>	<ul style="list-style-type: none"> • Control run-on and run-off water to avoid contamination with mine areas through use of Best Management Practices (BMPs) (e.g., ditch systems designed to divert water around disturbance areas; ditch systems designed to collect and manage water that contacts disturbance areas). • Maintain capacity of sediment control structures through routine maintenance (remove sediment trapped in structure as needed). • Implement plan to control the transport, storage, use and disposal of chemicals and reagents. • Implement spill containment and corrective action plan. • Implement programme to restore water supplies (e.g.,

	<p>installation of new wells; establishment of new or maintenance of existing fetch points) that could be lost as a consequence of mine development.</p> <ul style="list-style-type: none"> • Implement water treatment programmes where necessary. • Implement engineered design for mine facilities to control and manage trace metals associated with waste rock and tailings (e.g., construct facilities with low permeability base; install seepage collection ditch and pond systems; install liner systems for collection of process solutions). • Implement site-wide groundwater and surface water monitoring programme with periodic reports to EPA.
<p>Soil erosion and sedimentation</p>	<ul style="list-style-type: none"> • Implement BMPs to arrest soil movement from disturbance areas (e.g., silt fences, revegetation, rip rap placement, sediment control structures, run-off control ditches). • Maintain sediment control structures to ensure capacity – return sediment to growth medium stockpiles. • Conduct concurrent and final reclamation including establishment of vegetation to bind soil.

TABLE ES-3 Summary of Proposed Mitigations Human Environment Akyem Gold Mining Project	
General Issue or Impact Identified by Public, Stakeholder, Government Stakeholder or Company	Proposed Mitigations
Loss of farm holdings Loss of agricultural land and lifestyles	<ul style="list-style-type: none"> • Implement compensation programme for crops, outbuildings and livestock.. • Develop and implement various programmes including: <ul style="list-style-type: none"> o Alternative Land Access. o Managed/Controlled Farm Lands. o Livelihood Replacement Programme. o Vulnerables Programme.
Resettlement of Yayaaso, multiple hamlets and farmsteads	<ul style="list-style-type: none"> • Implement resettlement/relocation programme. • Compensate for loss of residential and non-residential structures and commercial business. • Develop and implement various programmes including: <ul style="list-style-type: none"> o Alternative Land Access. o Managed/Controlled Farm Lands. o Livelihood Replacement Programme. o Vulnerables Programme. • Implementation of education and training programmes for money management, micro-enterprise development.
Compensation process and procedures	<ul style="list-style-type: none"> • Implement open and transparent interactions. • Establish Resettlement Negotiation Committee.
Increased vibrations from blasting that could damage structures Increased noise levels	<ul style="list-style-type: none"> • Implement noise reduction and blast management measures to reduce effects including maintaining buffer zone.

	<ul style="list-style-type: none"> • Implement structure and foundation assessment programme. • Communicate blasting schedule. • Implement controlled blasting technology. • Implement monitoring programme to ensure compliance.
<p>Disruption of socio-economic conditions Influx of outsiders Changes to the social fabric of local communities</p>	<ul style="list-style-type: none"> • Implement hiring policy emphasizing local labour pool. • Develop local training initiatives. • Conduct open and transparent interactions.
<p>Respect for Traditional Authorities and traditional ways of life</p>	<ul style="list-style-type: none"> • Conduct open and transparent interactions. • Conduct periodic information meetings.
<p>Clear and transparent communication</p>	<ul style="list-style-type: none"> • Conduct open and transparent interactions.
<p>Positive socio-economic impacts such as increased employment, tax, and improved infrastructure</p>	<ul style="list-style-type: none"> • Implement hiring policy emphasizing local labour pool. • Collaborate with local and district governments on infrastructure improvements. • Pay taxes and royalties to provide revenue to the District.
<p>Special employment schemes for youth and women</p>	<ul style="list-style-type: none"> • Implement hiring policy emphasizing local labour pool. • Support business opportunities for women and youth. • Implement contractor hiring and procurement policies.
<p>Success of reclamation with a view to future generations Long-term public safety implications</p>	<ul style="list-style-type: none"> • Implement sustainable development programme. • Collaborate with stakeholders to establish suitable post-mining land uses and use of infrastructure.