Introduction

As a responsible gold mining company, Roxgold aims to create sustainable value for all of our stakeholders. Through incorporating strong environmental, social and governance (ESG) and social responsibility practices into our daily operations, and by caring about our people and the environment, we build the foundation for superior shareholder returns.

We believe that mining done right can create exceptional opportunities for local communities – creating jobs, building capacity, stimulating economies and accelerating community development. We are committed to doing things right and determined to strengthen the communities that host our operations.

About this Report

This is Roxgold’s second annual Sustainability Report, which highlights our 2019 ESG performance. It also provides an overview of the key frameworks we employ, the International Finance Corporation (IFC) Performance Standards and the Equator Principles, as well as insights into the priorities and key initiatives that shaped the year.

Our report covers the activities of all of our operations in the fiscal year ending December 31, 2019. It includes metrics aligned with the UN Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB) Standards (Extractives and Minerals Processing), and indicates Roxgold’s contribution toward specific SDGs. All financial figures are in U.S. dollars.
About Roxgold

Roxgold is a Canadian-based gold mining company with assets located in West Africa. The Company owns and operates the high-grade Yaramoko Mine Complex located on the Houndé greenstone belt in western Burkina Faso, and is advancing the development and exploration of the Séguéla Gold Project in Côte d’Ivoire. Roxgold trades on the TSX under the symbol ROXG and as ROGFF on OTCQX.

The Yaramoko Mine Complex consists of two underground gold mines: the 55 Zone and the Bagassi South. The Yaramoko property covers a surface area of approximately 230 km² and is situated in a pro-mining jurisdiction in the municipality of Bagassi. Roxgold declared commercial production at Yaramoko in October 2016.

The Séguéla Gold Project is an advanced stage development project that is advancing towards a construction decision early next year. Roxgold acquired the high-potential Séguéla Gold Project in April 2019 and has rapidly brought it up the value chain – growing the resource and releasing a Preliminary Economic Assessment on the project in April 2020.
15,327
Trees planted in 2019 reforestation campaign

0
Lost Time Injury Frequency Rate (LTIFR) – no lost time injury recorded since September 2018

$656,022
Investments in community development–related activities

11.6%
Women in workforce – Roxgold and contractors

84.7%
Local employment – from Burkina Faso, including all contractors

$138,837,305
Local procurement (from Burkina Faso) – 95% of total purchases
CEO Message

2019 was a year of growth for Roxgold. We delivered strong results at Yaramoko, acquired our next development project with the Séguéla Gold Project in Côte d’Ivoire and continued to invest in our people and communities, promoting their health and safety and building their capacity to thrive and prosper.

The Yaramoko mine enjoyed robust operational performance – achieving record quarterly gold production of 41,162 ounces in the fourth quarter and producing 142,204 ounces over the year, all without a single lost time injury. Our safety results are a source of pride for all of us and a testament to the tremendous effort that goes into instilling a safety culture.

Our people are the engine of Roxgold’s success, and we want to make sure they have every opportunity to learn, grow and succeed. With 40% of Yaramoko employees coming from nearby towns and villages, the more we can do to provide them with reliable, well-paying jobs and support their development, the better it is for the local communities as well.

In 2019, we enhanced our performance management system to ensure that good performance was being rewarded, and strengthened our skills development plan so that more employees are qualified to be promoted. In all, 20% of the Yaramoko workforce was promoted, reclassified or received a special salary increase in 2019 in recognition of their contributions and commitment to the Roxgold family.

As important as it is to operate safely and responsibly, Roxgold’s success is also linked to maintaining strong community relationships. The theme of this report – Strengthening Communities – was chosen because we firmly believe that by committing to, collaborating with and investing in our host communities, we can make a strong positive difference to people’s lives there. For Roxgold, responsible corporate citizenship is not about simply checking boxes to demonstrate compliance, but about building a lasting legacy of positive social impact and economic viability.

We are very proud of what we’ve been able to achieve together with the communities near the Yaramoko mine. For example, the Community Investment Program is a highly participatory program in which local committees ultimately decide on the projects that Roxgold will fund each year. Forty unique projects, representing $250,000 of investment, were undertaken in 2019, with a strong emphasis on infrastructure development and building sustainable livelihoods.
Local communities are similarly involved in our environmental programs through participative monitoring and other creative and impactful initiatives. For example, a capacity-building project initiated under the reforestation program involved planting 1,000 tangelo trees and training local people to maintain the farm. A naturally occurring hybrid of tangerine and grapefruit, tangelo has the potential to be a valuable cash crop for the region.

We plan to take the same approach to establishing community relationships and setting up operations in Côte d’Ivoire with the Séguéla Gold Project. We were fortunate when we acquired the project that we enjoyed the added benefit of having an experienced team in place. Already, members of our Yaramoko team have travelled to the project to instill the Roxgold safety culture and work ethic with the new Roxgold family members and with the local community too.

As we grow, we are also evolving our approach to sustainability to address the needs of investors and analysts.

In 2019, we conducted our first materiality assessment to identify key environmental, social and governance (ESG) factors that would help inform our sustainability strategy, targets and reporting. Additionally, we are aligning our reporting metrics with the SASB Standards (Extractives and Minerals Processing). Both the materiality assessment and SASB Standards guide the topics discussed in this report.

I hope you enjoy reading this report. For us, it’s an opportunity to share what we’ve been doing and recognize our employees’ efforts. We look forward to continuing our work in Burkina Faso for many years to come and to establishing new relationships in Côte d’Ivoire.

Sincerely,

John Dorward
President and Chief Executive Officer

COVID-19 Update

While the focus of this report is on Roxgold’s 2019 performance, we feel compelled to touch on our initial response to the COVID-19 pandemic. The start of 2020 has been an unprecedented time in the market and in our lives. While the world continues to adapt and manage the current pandemic, Roxgold’s operating team has faced this adversity with remarkable attentiveness and rigour. Our regional teams have done an impressive job employing the foresight and initiative to introduce comprehensive protocols at all our sites and offices to manage and mitigate the impacts of COVID-19 on our employees, contractors and communities. Although this is an uncertain time, we remain vigilant and ready to respond to the ever-changing circumstances.

Senior Executive Q&A

Julien Baudrand, Roxgold’s Vice President of Health, Safety and Sustainability, interviews Paul Criddle, Chief Operating Officer, about the Company’s 2019 commitments, achievements and practices.

What are some of the steps taken in 2019 to keep health and safety top of mind?

Our health and safety management approach is designed around empowering all our employees to control and minimize risks associated with their own activities and with our operations. In addition to our equipment safety standards, we focus on building employee awareness of – and ensuring compliance with – safety best practices. In 2019, we spent more time than ever training employees and contractors on safe work practices. We conducted 1,080 formal work area inspections and provided daily training to our core emergency response team. These efforts contributed to a record zero lost time injury frequency rate (LTIFR), which represents no lost time injuries over more than three million hours worked since September 2018 to December 2019.

In our workplace and in local communities, we also provided transmissible disease voluntary screenings and awareness programs, and continued our proactive malaria prevention initiatives.

How did Roxgold engage with local Bagassi communities in 2019, and what is planned in the coming year as we advance development in Séguéla?

We consider it essential for our activities to have a lasting positive impact on our people and on local communities. Within a formal participative approach with local leaders and residents near Yaramoko, there were 40 Community Investment Program projects approved in 2019. They included building a library at Bagassi high school, funding a local poultry breeding project, bringing electricity to the Niakongo school, improving local roads and repairing the Sipohin dam irrigation canals. In Séguéla, Roxgold started to support development in the three villages nearby the project, helping to fulfil basic needs such as improving village planning and sanitation.

What are some of the key efforts Roxgold has made to reduce its environmental footprint?

While our waste management and environmental monitoring programs receive most of the attention, I’d like to highlight our biodiversity program. In 2019, we continued several voluntary activities related to biodiversity conservation. The conservation area established within our larger mine site is now home to mature species of native plants. It is also a refuge for native fauna, including flocks of birds, rabbits, bees and some species of snakes, turtles and monkeys. We created biodiversity billboards to help employees and visitors understand the project’s biodiversity resources. The posters also let people know about our efforts to reintroduce a native endangered gazelle species to the conservation area.

Roxgold conducted its first materiality assessment this year. What would you say are the key takeaways from that?

The materiality assessment enabled us to hone in on 14 topics that are most important to our internal and external stakeholders. Additionally, the three main themes identified through the materiality assessment encapsulate what sustainability means for us: prioritizing health and safety, contributing to community development and promoting environmental stewardship. This materiality assessment will help shape the way we do business while also supporting our growth.
Our Approach

Roxgold’s mission is to be a responsible gold miner creating sustainable value for our stakeholders while delivering superior shareholder returns. This mission aligns with our vision – to develop and operate high margin gold mines and create strong relationships with stakeholders – all the while maintaining an emphasis on our core values of integrity, excellence, teamwork, commitment, responsibility and caring.
**Governance and Conduct**

Roxgold’s Code of Business Conduct and Ethics serves as our ethical foundation, underpinning every decision and action. We ensure that each person working on behalf of the Company understands our expectations for exemplary business conduct and commits to upholding them.

The Health, Safety, Sustainability and Technical (HSST) Committee of the Roxgold Board oversees the Company’s practices and behaviours, prioritizing how we affect our host communities, the natural environments where we operate, and the health and safety of our people. With a specific responsibility to review and monitor community, environmental, and health and safety policies on behalf of the Board, the HSST Committee ensures compliance with Roxgold’s legal obligations and develops policies, programs and procedures to protect employee health and safety as well as the environment.

We’ve put in place anti-corruption guidelines and adhere to Canadian anti-corruption laws such as the *Corruption of Foreign Public Officials Act* (CFPOA). Our Whistleblower Policy provides confidential and anonymous avenues so that employees, partners or other persons can feel secure in reporting corruption or other concerns about our operations.

In the interest of transparency, Roxgold commits to global transparency frameworks such as the Extractive Industries Transparency Initiative (EITI), and provides governments and local authorities with semi-annual environmental and social management reports.

Our Environmental and Social Management System (ESMS) is a set of policies, plans, programs, procedures and tools based on International Finance Corporation (IFC) Performance Standards and the Equator Principles that helps us monitor our status and progress in upholding our many legal, social and environmental responsibilities. The ESMS incorporates a “Plan, Do, Check, Act” process, thereby encouraging continuous improvement in sustainability management, and is based on the ISO 14001 environmental standard and the ISO 45001 occupational health and safety standard. Our key health, safety, environment and community policies are posted on our website.

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**Sustainable Development Goals**

Roxgold’s sustainability action plans are founded on our commitments to stakeholders as well as formal agreements relating to our operations. In addition, we aim to align with globally shared frameworks like the UN Sustainable Development Goals (SDGs), which are a universal call to action to end poverty, protect the planet and ensure that all people are able to enjoy peace and prosperity. Of the 17 SDGs, we've identified five where we can make our greatest impact:

- **Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss**
  
  See “Bringing Back the Forests” Case Study on pg. 19

- **Ensure access to water and sanitation for all**
  
  See content on pg. 18

- **Achieve gender equality and empower all women and girls**
  
  See “Empowering Women” Case Study on pg. 16

- **Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**
  
  See “Onward and Upward” Case Study on pg. 13

- **Ensure healthy lives and promote well-being for all at all ages**

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*See Roxgold 2019 Sustainability Report*
Our Priorities

In 2019, we conducted a materiality assessment to help us identify the sustainability topics that matter most to our business and stakeholders. Facilitated by a qualified third-party organization, our process was aligned with the Global Reporting Initiative (GRI) approach to identifying, prioritizing and validating materiality topics. It included:

- Review of peer and industry practices to identify potential material topics, including a review of topics from the GRI and SASB Standards
- Surveys and interviews with internal and external stakeholders to prioritize topics and understand areas where Roxgold can continue to strengthen its policies, practices and engagement
- An executive workshop to discuss the research findings, validate our sustainability topics and consider immediate and mid-term priorities

From this process, we identified 14 priority topics, which relate to three main themes: prioritizing health and safety, contributing to community development and promoting environmental stewardship.

1. Employee Engagement
2. Health and Safety
3. Training and Development
4. Community Engagement
5. Community Investment
6. Economic Performance
7. Fostering Skills Development
8. Local Procurement
9. Materials and Waste Management
10. Tailings Management
11. Water Stewardship
12. Closure Planning
13. Human Rights
14. Transparency
Engaging with Stakeholders

Building effective, trust-based relationships with stakeholder groups is essential to achieving our business goals. However, we believe that stakeholder engagement is not a one-size-fits-all model. We work towards gauging each stakeholder’s needs, understanding their varied perspectives and making sure that our communications are effective. Guided by Roxgold’s principles of inclusivity, transparency, opportunity, information sharing, mutual learning and relationship development, our stakeholder engagement activity is annually reviewed and re-evaluated for effectiveness. Here are examples of how we engaged in 2019:

Local Governments
We meet frequently with administrative officials, including the Governor, High Commissioner, Prefect, Mayor and regional department heads. In 2019, prefects of the Balé province and Bagassi municipal councillors visited our mine to deepen their understanding of the differences between a modern industrialized mine and artisanal mining so they could better explain the risks and benefits to their community members.

Employees
Management and employee representatives conduct monthly meetings. Topics in 2019 included salary increases, promotions, camp accommodations, an improved performance management system and a new skills development plan.

Local Suppliers
The majority of the materials Roxgold uses comes from local suppliers. Our goods and services expenditures in Burkina Faso (i.e., national level) exceeded $138 million in 2019. This represents 95% of total expenditures, which is a 24% increase over 2018 at $111 million.
Our People

We are committed to having an enduring positive impact on our people and on the communities near our operations. This commitment is tied to the conviction that our presence in host communities should provide employees and neighbours with opportunities for growth and development.

Most of our people, including employees and contractors, are Burkinabe. Local employment is a strong expectation of nearby communities and a significant component of our social license to operate. A job at Roxgold gives households stability and the opportunity to prosper in the long term.

Our workplace is characterized by a relentless focus on health and safety, and a commitment to continued learning and skills development.
Safety Is Our Top Priority

Recognizing the occupational risks inherent in mining, safety is our top priority. We continually work to instill a safety culture and improve performance. All Roxgold personnel and contractors are expected to be leaders in health and safety through safe and responsible behaviour, identification of hazards, and the elimination and control of risks.

We equip them to live up to these expectations through ongoing training and communications on relevant topics such as hand safety, hazard identification and risk assessment, lock-out/tag-out procedures, working in confined spaces, fire and hazardous chemical safety, first aid, ergonomics, and back care. We also prioritize planned workplace inspections and audits to help identify and correct potential hazards – before accidents happen. To assist in this regard, all health and safety personnel completed ISO 45001 lead auditor training in 2019.

From September 2018 to December 2019, Roxgold recorded zero lost time injuries (LTI) over 3,249,214 hours worked. This result is a strong indicator of our company-wide commitment to building a safety leadership culture. Formal work area inspections, including contractor inspections, played a key role in this accomplishment, with 1,080 inspections conducted over the year.

Focus on Health

For our operations to run efficiently, we need our people to stay healthy. Investments in health programs, like the malaria vector control program or the hepatitis B disease campaign, benefit employees and extend to their communities. Yaramoko’s on-site medical staff organizes departmental meetings every two weeks to discuss health topics with employees. They also go out into the community to provide free medical consultations and patient counselling as part of the Roxgold Community Health Management Plan.

In 2019, the hepatitis B voluntary screening and vaccination campaign at our Ouagadougou office and the mine site saw 310 vaccines administered. Employees who tested positive for hepatitis B were counselled and referred to further specialized medical care.

Investing in Our People

Community training programs help us build a pipeline of people qualified to take on jobs at our site, while also developing capacity in the community. Once hired, employees continue their learning through formal training and on-the-job experience. To develop the next generation of miners, we created a leadership program that focuses on Roxgold’s culture of excellence, teamwork and responsibility. In 2019, we enhanced the Yaramoko technical skills development plan to improve employees’ performance and prepare them to take on greater responsibilities.

We are especially proud of a program which saw local people with no prior mining skills or experience participate in intensive 6- to 12-month training on how to run and maintain the Yaramoko process plant. Their efforts paid off, and today more than 70% of plant employees come from the closest community.
Social Responsibility

As Roxgold grows, so do our efforts to work for the benefit of society at large. Our commitment to social responsibility and community well-being leads us to build meaningful relationships with the communities in and around our operations. Through ongoing engagement, we learn about what’s most important to them and how we can best help meet their needs.

We make commitments – both formal and informal – to strengthen these communities by investing in the local workforce, supporting local businesses, financing infrastructure development, promoting health and well-being, and helping preserve their cultural heritage. Following through on our promises is crucial for maintaining our social license to operate.

Roxgold received the Medal of Honor of Local Communities from the highest national authorities in Dédougou, the capital of the Mouhoun Region in Burkina Faso, for our commitment to fostering socio-economic development and engaging with the local stakeholders in a transparent and trustworthy manner.

$656,022
invested in community development activities
Community Investment Program

Our Community Investment Program took on 40 unique projects in 2019, with a 100% completion rate by March 2020. We employ a highly participative approach with the local communities to decide on which projects will receive company funding.

Funding requests are submitted directly by community representatives such as local organizations and youth associations. After a first screening by Roxgold’s sustainability department, projects are selected and approved by local and provincial project monitoring committees. These committees are comprised of local authorities, government technical agencies, traditional leaders, landowners, and youth and women’s groups, which ensures our decision-making is widely representative of community stakeholders.

Major projects in 2019 included constructing a library and an administration office at Bagassi high school, refurbishing three classrooms, manufacturing tables and benches for schools, repairing Sipohin dam irrigation canals, and bringing electricity to the Mana health centre and Niakongo and Kaho schools. Where possible, local suppliers were hired to work on these projects.

Other funded projects focused on building capacity to sustain traditional livelihoods; for example, helping people improve their animal husbandry skills through initiatives such as poultry and goat breeding, and supporting programs for sheep, fish and poultry farming.

Livelihood Opportunities

While bringing jobs and opportunity to the region, developing the Yaramoko mine and subsequent Bagassi South extension project did result in displacing some people within the mine vicinity.

Roxgold created two resettlement action plans (RAPs) to mitigate the impact of these necessary resettlements and to establish dependable, prosperous livelihoods for those affected. The RAPs included monetary compensation as well as support in creating sustainable agricultural opportunities.

In 2019, our Livelihood Restoration Programs introduced new cash crop opportunities, including white maize, yellow maize, cowpea and sorghum. We also supplied livestock and infrastructure for poultry and pig farming.

Ongoing support for the program includes training and instruction in sustainable agriculture techniques and monitoring crop yields and viability. Looking to the future, our goal is to ensure that our neighbours enjoy long-term benefits from our presence and the work we are doing today.
Supporting Youth Capacity Building

We believe that education is key to improving overall quality of life and securing a successful future. Since 2015, we’ve invested in opportunities for local young people to learn and develop their skills.

Roxgold collaborates with the Bagassi Vocational Training Centre to offer courses tailored to local needs for youth-based job opportunities outside of mining. In 2019, 30 trainees received a Certificate of Completion for a variety of vocational courses as well as installation kits that would help them establish their own plumbing, vulcanizing, or electrical service and repair businesses.

In 2019, we also supported training in ore processing and operating heavy machinery for 22 young adults, and partnered with the Universal Institutes Mining Management training institute in Ouagadougou and Job Booster Burkina Faso to provide hands-on training in heavy vehicle operations, mining administration, blasting and drilling, maintenance and other fields for 16 young people.

Contributing to the Formal Economy

Our operations add value to Burkina Faso’s formal economy by providing contracts and stable jobs for local people and by helping to expand the revenue base of our host government through income taxation, national social security system contributions and the royalties we pay every time we ship gold. The Burkina Faso government retains a 10% carried interest in Roxgold SANU S.A., which owns the Yaramoko exploitation permit, including the Bagassi South expansion.

Our Local Procurement Management Plan (LPMP) helps ensure our mining activities benefit suppliers in communities near our operations. On March 29, 2019, Roxgold helped five local suppliers, including women’s associations, take part in a conference on “The Local Supply of Goods and Services to Mines: opportunities and challenges for the mining zones of western Burkina Faso.” Held in Bobo Dioulasso, the conference provided an opportunity for Roxgold mine suppliers to raise their profiles and share experiences. In 2019, $1,584,626 went to local suppliers, including our main contractors ATS and AUMS, a 43.5% increase over 2018.

In Côte d’Ivoire, to determine where future support for the community may be needed, Roxgold did a first study of local capacity to participate in the construction and operation of a mine.

Empowering Women

Roxgold is strongly committed to advancing the interests of women in our communities. Since 2014, our initiatives have helped empower local women to improve their economic standing. In 2019, we continued to support women’s associations, providing sewing training for young women from Yaro village, helping establish an operation in Boromo for making a West African condiment called soumbala and contributing to the creation of a small-scale processing unit for shea butter.
Environmental Stewardship

By its nature, mining has impacts on the natural environment. Roxgold works to not only mitigate them but, through our efforts, to ensure that our long-term impact is beneficial – we want to leave things better than we found them.

Guided by our environmental policy, we continually monitor environmental conditions in the areas near our operations to evaluate the impacts of our activities and define strategies and plans to address them. We apply best practices to prevent pollution and manage waste based on the principles of usage reduction, reutilization, recycling and elimination.

All of our steps are taken in the knowledge that our mine will close one day, and that consideration also informs our environmental planning and objectives.

198 environmental inspections conducted

0 significant adverse environmental impacts or non-compliance incidents registered since the Yaramoko mine’s inception
Minimizing Our Footprint

Across our operations, we support a wide range of environmental initiatives that embody our commitment to protect and preserve the local environment.

Water is a highly valuable resource in our region, so water stewardship is especially important. The Yaramoko process plant is designed to ensure zero discharge into the environment and 40% of the water consumption is from recycled water from the tailings facility.

As part of the ESMS, nearly 40 water-monitoring points inside and outside the mining area are analyzed against national and international standards, including those of the International Cyanide Management Code. We sample tailings water quality every week and have never exceeded the Cyanide Code limit for wildlife protection.

Following environmental studies, government authorities and local communities approved a project to supply water for the mine from a major dam in the area. This initiative will help sustain mining operations in case of a dryer than expected rainy season; it also contributes to developing local communities’ capacity to manage the dam and rehabilitate the dam embankment.

In 2019, we commissioned a secondary system to improve the quality of domestic wastewater from our mining camp. The system includes a sand filtration component planted with reeds, and a lined water storage and evaporation pond. Where possible, treated domestic wastewater is reused for camp landscaping.

In addition to water, we monitor dust emissions and noise and vibration levels. We have a network of six dust collectors and a station to measure air quality at Yaramoko. The 2019 results indicated that dust emissions due to mine activities had no significant effect on local air quality or surrounding communities.

Approximately 22% of waste at Yaramoko is either recycled or reused, as a large percentage of the waste generated is wood and metal, which is shipped to local recyclers; the remaining is safely incinerated. Waste rock from the underground mine is stockpiled for future re-use such as backfilling the mine or construction activities.
Bringing Back the Forests

As part of Roxgold’s biodiversity program, we’ve expanded our reforestation efforts. In 2019, we helped plant more than 15,000 trees in the area surrounding the Yaramoko mine, surpassing our initial goal of 10,000. We also fenced and reforested one hectare of land adjacent to Bagassi Secondary School, and distributed 300 fences in an effort to protect trees in particularly vulnerable areas. Our 2019 activities brought the total number of trees planted to more than 100,000 since 2014. Through a partnership between Roxgold and the Provincial Service of Environment, we monitor the success rate of the program, and the last evaluation conducted in December 2019 found that 91% of trees planted had survived.

Promoting Biodiversity

Roxgold’s biodiversity management program is designed to: conserve and promote the viability of plants and wildlife; reduce the impacts of mining activities on biodiversity; progressively rehabilitate land disrupted by mining activity; and, together with the community, create actions aimed at protecting the environment within the mine site.

In 2019, we planted more than 15,000 trees in 17 different sites and commissioned a wildlife water supply system at a conservation zone on our Yaramoko property. This water supply system led to marked improvement in conditions for local wildlife and enabled the reintroduction of several species that had disappeared and been presumed extinct, including turtles, monkeys and the duiker, a small brown antelope long gone from the region.

As part of our reforestation program, we implemented a capacity-building project for local stakeholders, which involves training 14 local nurserymen on grafting and maintaining a 1,000-tree tangelo farm. A naturally occurring hybrid of tangerine and grapefruit, tangelo has the potential to be a valuable cash crop for the region.

Planning for the Long Term

At Roxgold, we plan for the long term. Before we open a site, work begins on a closure plan outlining how we propose to rehabilitate the site once operations cease. This plan is revisited yearly and refined throughout the mine’s life. In 2019, we integrated the closure plan for the Bagassi South location, and added social transition activities to the closure plan to reduce the potential social impacts of the mine closure on local communities.

236,093 m³ of water recycled

0 m³ of waste directed to landfills
## Sustainability Performance

### Priority Topics and Associated Metrics

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<th>Priority Topics and Associated Metrics</th>
<th>Unit</th>
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<td>%</td>
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<tr>
<td>Job safety and environmental analysis (JSEA)</td>
<td>number</td>
<td>114</td>
<td>468</td>
<td>187</td>
<td>EM-MM-320a.1</td>
</tr>
</tbody>
</table>
**Priority Topics and Associated Metrics**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Unit</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
<th>SASB Metric</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal inspections</td>
<td>number</td>
<td>1,080</td>
<td>1,108</td>
<td>958</td>
<td>EM-MM-320a.1</td>
</tr>
<tr>
<td>Medical treatment injuries (MTI)</td>
<td>number</td>
<td>7</td>
<td>6</td>
<td>7</td>
<td>EM-MM-320a.1</td>
</tr>
<tr>
<td>Lost time injuries (LTI)</td>
<td>number</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>EM-MM-320a.1</td>
</tr>
<tr>
<td>Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 hrs worked</td>
<td>rate/hours</td>
<td>0.00</td>
<td>0.39</td>
<td>0.00</td>
<td>EM-MM-320a.1</td>
</tr>
<tr>
<td>Number of fatalities</td>
<td>number</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>EM-MM-320a.1</td>
</tr>
<tr>
<td>Average hours of health, safety and emergency response training for full-time employees</td>
<td>hours</td>
<td>16,678</td>
<td>18,271</td>
<td>18,825</td>
<td>EM-MM-320a.1</td>
</tr>
</tbody>
</table>

**Environmental Stewardship**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Unit</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
<th>SASB Metric</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental inspections</td>
<td>number</td>
<td>198</td>
<td>207</td>
<td>235</td>
<td></td>
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<tr>
<td>Major non-compliances</td>
<td>number</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Environmental incidents or complaints</td>
<td>number</td>
<td>9</td>
<td>8</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Trees planted</td>
<td>number</td>
<td>15,327</td>
<td>19,000</td>
<td>32,470</td>
<td></td>
</tr>
<tr>
<td>Estimated direct greenhouse gas emissions (gross Scope 1 emissions)</td>
<td>tonnes CO$_2$e</td>
<td>12,001</td>
<td>11,836</td>
<td>7,923</td>
<td>EM-MM-110a.1</td>
</tr>
<tr>
<td>Water recycled</td>
<td>m$^3$</td>
<td>236,093</td>
<td>162,458</td>
<td>149,758</td>
<td>EM-MM-140a.1</td>
</tr>
<tr>
<td>Groundwater withdrawn</td>
<td>m$^3$</td>
<td>40,116</td>
<td>42,603</td>
<td>33,645</td>
<td>EM-MM-140a.1</td>
</tr>
<tr>
<td>Surface water withdrawn</td>
<td>m$^3$</td>
<td>162,554</td>
<td>182,200</td>
<td>151,812</td>
<td>EM-MM-140a.1</td>
</tr>
<tr>
<td>Number of incidents of non-compliance associated with water quality permits, standards and regulations</td>
<td>number</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>EM-MM-140a.2</td>
</tr>
<tr>
<td>Total waste produced</td>
<td>m$^3$</td>
<td>2,492</td>
<td>1,739</td>
<td>1,925</td>
<td></td>
</tr>
<tr>
<td>Waste disposal: landfill</td>
<td>m$^3$</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Waste disposal: incinerated</td>
<td>m$^3$</td>
<td>1,299</td>
<td>719.7</td>
<td>876.6</td>
<td></td>
</tr>
<tr>
<td>Waste disposal: reused or recycled</td>
<td>m$^3$</td>
<td>560</td>
<td>674.3</td>
<td>529.4</td>
<td></td>
</tr>
<tr>
<td>Priority Topics and Associated Metrics</td>
<td>Unit</td>
<td>2019</td>
<td>2018</td>
<td>2017</td>
<td>SASB Metric</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------</td>
<td>------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------------</td>
</tr>
<tr>
<td>Waste disposal: stored</td>
<td>m³</td>
<td>619</td>
<td>439.5</td>
<td>519.4</td>
<td>EM-MM-150a.1</td>
</tr>
<tr>
<td>Total weight of tailings waste</td>
<td>dmt</td>
<td>466,157</td>
<td>307,591</td>
<td>266,599</td>
<td>EM-MM-150a.1</td>
</tr>
<tr>
<td>Percentage of tailings recycled</td>
<td>%</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>EM-MM-150a.1</td>
</tr>
<tr>
<td>Total weight of mineral processing waste</td>
<td>t</td>
<td>617,133</td>
<td>395,901</td>
<td>288,736</td>
<td>EM-MM-150a.2</td>
</tr>
<tr>
<td>Percentage recycled of mineral processing waste</td>
<td>%</td>
<td>74</td>
<td>57</td>
<td>51</td>
<td>EM-MM-150a.2</td>
</tr>
<tr>
<td>Electricity consumption, total energy consumed</td>
<td>MWh</td>
<td>41,690</td>
<td>30,502</td>
<td>26,769</td>
<td>EM-MM-130a.1</td>
</tr>
<tr>
<td>Electricity consumption, percentage grid electricity</td>
<td>%</td>
<td>92</td>
<td>82</td>
<td>88</td>
<td>EM-MM-130a.1</td>
</tr>
<tr>
<td>Diesel consumption</td>
<td>ML</td>
<td>4.4</td>
<td>4</td>
<td>2.95</td>
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<tr>
<td>Percentage of mine sites where acid rock drainage is:</td>
<td>%</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>EM-MM-160a.2</td>
</tr>
<tr>
<td>Predicted to occur</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Actively mitigated</td>
<td>%</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>EM-MM-160a.2</td>
</tr>
<tr>
<td>Under treatment or remediation</td>
<td>%</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>EM-MM-160a.2</td>
</tr>
<tr>
<td>Percentage of (1) proved and (2) probable reserves in or near sites with</td>
<td>%</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>EM-MM-160a.3</td>
</tr>
<tr>
<td>protected conservation status or endangered species habitat</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>