



## SINGLE MINE ORIGIN – RESPONSIBLE MINING QUESTIONNAIRE

### COMPANY: HUMMINGBIRD RESOURCES PLC MINE: YANFOLILA, MALI

Questionnaire basis documents:

- IFC Performance Standards on Environmental & Social Sustainability
- World Gold Council Responsible Gold Mining Principles (Draft)

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<p><b>1. Good Corporate Governance</b></p> <p>a) Does the company operate in compliance with the appropriate national mining codes?</p> <p>b) Does the company provide commentary on environmental and social issues in its reporting to shareholders or other stakeholders? Please provide details.</p> <p>c) Has an ESIA study been completed? Which consultants were used and was the study completed to local or international standards?</p> <p>d) Is the company listed on a recognised public exchange?</p> <p>e) Has there been any investment in your company by local investors, or has your company listed on a local exchange?</p> <p>f) Is the company compliant with the Bribery Act (2010) and Modern Slavery Act (2015)?</p>	<p>a) Yes. Full compliance with Malian Mining Code, with government being a major stakeholder in the project</p> <p>b) The Annual Report includes an integrated section on the environmental and social activities and performance of the company. The Annual Report for 2017 can be downloaded from the company website.</p> <p>c) Scoping Study and ESIA completed when Gold Fields owned Project. Environmental permit issued in April 2013. ERM conducted Scoping Study to IFC standards. ESIA completed to national standards. HUM conducted GAP analysis and subsequent studies to build and improve upon ESIA for input into DFS documentation.</p> <p>d) Company was listed on AIM in London in December 2010</p> <p>e) There are minority holdings in some Malian subsidiaries held by Malian Companies. The Malian Government is also a stakeholder.</p> <p>f) Yes</p>
<p><b>2. Appropriate Employment Practices</b></p> <p>a) Is there a large local workforce? Please provide details of the split between local, national &amp; international positions</p> <p>b) Is there discrimination in working conditions?</p> <p>c) Where contractors are utilised, how are labour</p>	<p>a) No. HUM employs many local people from the surrounding areas including from traditional local villages. HUM, through its Malian subsidiary Glencar Mali SARL, has signed a “protocole d’accord” on 6th June 2015 with the local Malian authorities aiming for at least</p>



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<p>conditions managed for contracted staff?</p> <p>d) Does the workforce receive fair remuneration relative to relevant national and local norms and regulations?</p> <p>e) Is child labour, forced labour and modern slavery prohibited in all operations?</p> <p>f) How many employees in the company undertook internal or external training for the last 12 months? (Estimate only.)</p> <p>g) What is the total training budget spent on the company on training of employees for the last 12 months? (Estimate only.)</p> <p>h) How many indirect jobs were created as a result of the company's activities (i.e. local suppliers, services industries etc)?</p> <p>i) Has your company made investments in areas considered underserved sectors or regions? Use unemployment rate or poverty rate as an indicator of low development.</p>	<p>80% local-local employment for unskilled positions and all things being equal preference for local labour in semi-skilled and skilled positions. These targets are being met and exceeded. Project wide, with over 1,400 people employed during the construction phase, 90% Malian employment with 35% from local-local (i.e. surrounding villages). Training programs by SMK and AMS (Mining Contractor) have led to skilled positions being occupied by local-local workers.</p> <p>b) No discrimination in working conditions.</p> <p>c) Contractors are required to comply with all HUM standards, policies and procedures. Contractors are provided with relevant management plans and procedures, and are contractually required to comply with these provisions. HUM conducts pre-tender screening of main contractors reviewing their policies, procedures and historic performance across all SHEC and HR facets. Regular reporting and inspection is required by contractors to HUM on performance in line with specific management plan requirements. HUM HR and SHEC teams assume primary responsibility for oversight on contractor labour and SHEC performance. Each contract has a HUM contract representative, responsible for management of contract terms and conditions.</p> <p>d) Yes. All national employment rights are observed and remuneration levels are above local and national averages</p> <p>e) Yes</p> <p>f) Estimate - 200</p> <p>g) Estimate - \$5,000 / month</p> <p>h) Unknown but significant</p> <p>i) Yanfolila Project is located in Sikasso, Yanfolila Cercle, South-Western Mali. Mali GDP per capita is US\$1,100, making it within the poorest 20 countries in the world. Projects supported by the company include ongoing support to local nurses and teachers; market garden projects in</p>



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	<p>collaboration with Agricultural Department; local procurements; safe drinking water. US\$150,000 equivalent invested directly into community development projects over 2017. Local Sustainable Development Plan for 2018 has budget of US\$450,000 focussed on five main areas: water and sanitation, community health, education, food security, local economic development.</p>
<p><b>3. Strong Health &amp; Safety Procedures</b></p> <ul style="list-style-type: none"> <li>a) Please provide Health &amp; Safety policies/procedures</li> <li>b) Please provide key Health &amp; Safety performance statistics</li> <li>c) What access is there to services &amp; facilities</li> <li>d) What impact will the project have on the local community in regards to health and safety?</li> </ul>	<ul style="list-style-type: none"> <li>a) The terms of reference (ToR) for the revised Safety, Health, Environment and Community (SHEC) Committee were approved by the Board on the 19th February 2015. The SHEC Committee meets quarterly and reports to the Board. It is comprised of David Hebditch (Secretary – SHEC Manager); Edward Bickham (Independent E&amp;S Advisor) and Kate Harcourt (Independent E&amp;S Advisor)</li> <p>Attached are the group Health and Safety, and Environment and Community Policies.</p> <li>b) HUM aims to achieve Zero Harm with every employee, contractor and visitor returning home safely. The company monitors its Lost Time Injury Frequency Rate (LTIFR) against a benchmark of the Australian construction industry average of 4.0 per 1,000,000 hours. LTIFR of 3.7 was achieved through construction in 2017, reducing to 1.66 in Q1 2018, with further improvements targeted.</li> <li>c) Employees have access to on-site medical centre, plus provision of healthcare support as part of contract. There is no discrimination in provision of medical care, and this extends out to family members too. The Yanfolila Clinic is operated by a UK registered Dr working for Critical Care International (CCI) and a Malian registered Dr and three nurses employed by HUM’s Malian subsidiary SMK. Employees families are covered by comprehensive medical insurance.</li> <li>d) Negative impacts are minimal due to closed site operation. Significant benefits due to provision</li> </ul>



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	<p>of access to medical care and facilities on site, as well as training in the local community. This has included work on Ebola education and outreach, support to World AIDS/HIV Day, malaria awareness campaigns. Additional specific points for 2017 include:</p> <ul style="list-style-type: none"> <li>i. 638 person hours of teaching to the local community healthcare workers</li> <li>ii. 12 healthcare workers received newborn resuscitation teaching, half of those we sampled later on in the year report they use these skills weekly on a baby who they believe would have otherwise died and the other half use them monthly</li> <li>iii. 1100 children assessed for malnutrition, 159 treated</li> <li>iv. 150 units of blood donated in 4 days to the Malian Transfusion Service, blood bank normally receives 15 volunteer donations a day.</li> <li>v. SMK Partnership with Soutoura - Yanfolila based NGO focussing on sex worker health</li> <li>vi. The medical team have assisted in the care of 26 community patients including motorbike crashes, drowning, artisanal mining pit collapses and complex newborn baby cases.</li> </ul>
<p><b>4. Responsible Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>a) What hazardous substances are utilised and how are they handled?</li> <li>b) Are there contaminated lands within the project area?</li> <li>c) How will solid waste be dealt with?</li> <li>d) Does the company have water quality issues?</li> <li>e) Does the company and/or its employees handle or use toxic materials? Specifically, is mercury utilised in the project and if cyanide is utilised, is this managed in line with the principles of the International Cyanide Management Code?</li> </ul>	<ul style="list-style-type: none"> <li>a) Main hazardous substances currently used are fuel (diesel, gasoline, kerosene), lubricants, Sodium Cyanide (NaCN), Sodium Metabisulphate, Sodium Hydroxide, Caustic Soda, Hydrogen Peroxide, Hydrochloric Acid, Ammonium Nitrate.</li> </ul> <p>Specific procedures for correct handling, proper clean up, and disposal in place – including provision of appropriate spill kits. Training programs in place for emergency response. Appropriate PPE and medical response equipment in place. Materials stored in appropriate containers within designated stores, with appropriate containment</p>



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<p>f) What rehabilitation will be required?</p> <p>g) Is there any forestry or wildlife reserves overlaying or adjacent to the project areas?</p> <p>h) Are there water bodies in the vicinity of the project?</p> <p>i) Please provide details of any additional environmental projects or initiatives in which the company is engaged</p>	<p>measures. All bunds developed to minimum 110% capacity of largest container. Reputable suppliers and vendors including Zen Petroleum (fuel and lubricants), Orica &amp; Bollore (NaCN), Verhad (reagents), AEL (explosives). Both Orica, Bollore and Vehrad are certified Cyanide Code compliant. Orica for entire supply chain; Bollore and Vehrad for transport in West Africa.</p> <p>A Hazardous Materials Management Plan has been developed along with an Emergency Preparedness and Response Plan and a Cyanide Management Plan by external lead Cyanide Code auditor. In September 2016 HUM and SENET (EPCM contractor) completed a full HAZOP on the Process Plan construction and operation.</p> <p>b) Some potentially contaminated lands within Yanfolila Project area (notably local markets where mercury (Hg) is used to amalgamate artisanal gold.</p> <p>c) Waste is separated and arranged for disposal. Bottles, cans, scrap metal, dirty fuel filters etc are recycled. Biodegradable wastes are composted on site. Used reagent containers are disposed of appropriately. Non-hazardous bulk waste is disposed of in HUM managed landfill.</p> <p>d) Project site has elevated baseline levels of arsenic (As) in some groundwater locations (Komana West deposit).</p> <p>e) Mercury is not utilised. Sodium Cyanide is utilised. HUM contracted Wardell Armstrong International (WAI) to review designs and operating processes related to Cyanide and complete an International Cyanide Management Code (ICMC) compliant Cyanide Management Plan. This was completed in December 2015. Hazardous materials management plan is also in place to cover management of other potentially toxic substances utilised in the Project associated with mineral processing.</p> <p>f) The ESIA and environmental permit stipulates that reforestation activities will encompass 172</p>



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	<p>ha (10% of Gold Fields project footprint). All waste rock dumps are to be graded, stabilised, covered in topsoil layer (nominal 150mm) and revegetated. Likewise the TSF at close of operations. Rehabilitation will be progressive through life of mine to help ensure success / effectiveness of rehabilitation work and spread operational costs. A conceptual closure plan and financial estimate has been completed and included in Life of Mine economic modelling. In line with international best practice an accrual system has been developed to ensure closure costs are financed appropriately.</p> <p>g) There is little forest across the Project area, and recent flora studies have found that this is not an ecologically sensitive area in general. There are no internationally, nationally or regionally important protected areas that would be affected by the project.</p> <p>h) The Sankarani and Diaban rivers are in proximity to the Project. Hydrological, hydrogeological, and biodiversity studies have been conducted, and design of the Project aims to avoid any contamination of these water courses.</p> <p>i) Beyond its commitments to operating in an environmentally sustainable manner through the implementation of its Environmental and Social Management Plans, HUM also founded the Pygmy Hippo Foundation in 2011.</p> <p>The Pygmy Hippo Foundation is a UK registered charity dedicated to improving conservation in Liberia (where HUM’s initial exploration projects were located) through the de-development of the Sapo National Park in partnership with Flora &amp; Fauna International and various conservation initiatives in the surrounding areas. As well as providing funding, HUM also actively engages in external fundraising for the charity, including manufacturing gold coins with gold from the Yanfolila project from the sale of which a premium is donated to the PHF.</p>



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<p><b>5. Responsible Community Engagement</b></p> <ul style="list-style-type: none"> <li>a) How is community engagement conducted?</li> <li>b) Are there any vulnerable groups or artisanal miners in the project area? What procedures are in place in relation to these groups?</li> <li>c) What is the status of land ownership on the projects?</li> <li>d) Has any (or will any) resettlement be required?</li> <li>e) What are the patterns of land use around the project?</li> <li>f) Are there any historical liabilities on the project areas?</li> <li>g) Are there indigenous peoples in the project area (considered as distinct cultural group) and if so, are there any discrimination issues?</li> <li>h) Will there be any impact on cultural heritage from the project?</li> <li>i) Please provide details of any additional community projects or initiatives in which the company is engaged</li> </ul>	<ul style="list-style-type: none"> <li>a) Community engagement is undertaken by the SHEC team in line with requirements of the Project Stakeholder Engagement Plan. There are a number of dedicated community liaison staff, and stakeholder engagement committees have been established in project affected communities. Regular (monthly) engagement is undertaken with these committees, but also more frequently according to Project activities and specific requirements. Engagement with authorities is regularised also through a high-level committee made up of local leaders and authorities. A Project Grievance Mechanism has been established and all staff are briefed on this mechanism.</li> <li>b) Vulnerable groups are identified as part of the ESIA and subsequent study stages, as well as throughout the Project lifecycle through on-going review of impact and baseline conditions. Potentially vulnerable groups include women and youths owing to social structures in place. Disabled groups have been identified. The Bozo people are potentially vulnerable owing to their distinct ethnicity and disengagement from local decision-making forums. Efforts to involve Bozo people continue. <ul style="list-style-type: none"> <li>Artisanal miners are present. A comprehensive monitoring and engagement program is undertaken that seeks to manage the presence of artisanal miners on or around key deposits until the exploitation phase.</li> <li>The Project Stakeholder Engagement Plan(s) require for identification of vulnerable groups and to ensure their engagement in consultation activities and to ensure that they are included in socio-economic development and impact assessment accordingly.</li> </ul> </li> <li>c) Land is owned (customarily) by a small number of local landowners (often village chiefs or direct descendants). A land acquisition plan has been developed by respected national consultants ESDCO following initial work by RePlan (<a href="http://www.replan.ca">www.replan.ca</a>) in 2014. This plan has surveyed and covered all lands required for</li> </ul>



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	<p>phase 1 development of the Project including Komana West and East deposits and waste rock dumps, access and haul roads, Tailings Storage Facility (TSF), processing plant site and accommodation camp. A compensation and livelihood restoration plan has been developed in consultation with project affected persons and local authorities. This plan was formally approved by regional authorities in December 2015. Compensation payments have been completed in Q4 2016 and livelihood restoration measures are currently being implemented. To date over US\$450,000 has been paid in three tranches of cash based compensation to compensate for over 135ha of farmland. Monitoring measures are in place to assess impact of the compensation plan and ongoing livelihoods.</p> <p>d) A Resettlement Policy Framework (RFP) has been developed for the Project, however with the current envisaged mine plan there is no need for physical resettlement. There are a number of communities in relative proximity to Project infrastructure and on-going monitoring will be used to inform any subsequent decision regarding the need for resettlement.</p> <p>e) Land use around the Project area is mostly agrarian. Land based livelihoods centre on agriculture (arable, vegetable, fruit) and pastoral grazing. Artisanal and Small-Scale Mining (ASM) is a prevalent livelihood within the area, taking place all year around, but predominantly in the dry season. Fishing plays a major role for some communities who use the Sankarani river that borders the Project licence area.</p> <p>f) There are no historical liabilities on the project areas.</p> <p>g) N/A</p> <p>h) A chance find procedure has been developed for all HUM Projects. Cultural heritage sites have been mapped as part of the ESIA. No active cultural heritage sites are set to be impacted by the Project. During the</p>





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	<p>construction and development phase no additional sites of cultural heritage have been found. HUM actively participates in local cultural ceremonies ahead of planned disturbance</p> <p>i) HUM’s community development programme aims to create change and boost prosperity by focussing on positive planning for the future around four main pillars:</p> <p>Water &amp; Sanitation:</p> <ul style="list-style-type: none"> <li>• Water supply systems installed in Tiemba &amp; Komana (population approx. 4k)</li> <li>• Extended Bougoudale water system to Leba (population approx. 1k)</li> <li>• Provided 20 people employment in 10 villages to repair and maintain water pumps</li> <li>• Rebuilt 2 old pumps in Donsosso</li> <li>• Installed new borehole in Kona</li> </ul> <p>Education</p> <ul style="list-style-type: none"> <li>• Continued to sponsor 20 teachers and nurses across local area</li> <li>• Over 1000 teaching hours to local nurses and healthcare workers</li> <li>• Donated first aid kit boxes to schools across 5 villages</li> <li>• Donated books to 10 villages</li> <li>• Trained 30 local youths to work for Imagri</li> <li>• Erected fencing to secure the perimeters of schools in Bougoudale and Soloba</li> <li>• Constructed 3 latrine blocks and administrative office at Bougoudale school</li> </ul> <p>Health</p> <ul style="list-style-type: none"> <li>• Worked with CCI to bring specialist professional healthcare to Yanfoliila and the wider region</li> <li>• Built a new health centre for Bougoudale (population approx. 5k)</li> <li>• Far-reaching community health projects including a malnutrition</li> </ul>



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	<p>project to detect and cure severe and moderate malnutrition among children (diagnosed 160 cases of acute malnutrition)</p> <ul style="list-style-type: none"><li>• Life-saving emergency healthcare delivered to employees and locals including patients from traffic accidents and complex labours</li><li>• Blood donation campaigns to contribute to the Mali National Blood Bank</li></ul> <p>Alternative Livelihoods</p> <ul style="list-style-type: none"><li>• Established multiple income generating projects for participants who may otherwise be without employment or engaged in unregulated commerce</li><li>• Soap making business established in conjunction with local NGO where over 300 local women across 10 communities use saponification to produce hard and liquid soap for sale</li><li>• Market gardens established, where over 100 women work throughout the year to harvest fruit and vegetables for sale or consumption</li><li>• Poultry projects established enabling local youths to rear chickens for slaughter</li><li>• Youth training programmes to teach young adults valuable, practical skills, such as welding</li></ul>