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Mr Zhang Zhensheng,
Managing Director of Ghana Manganese Company Ltd.

GHANA MANGANESE COMPANY LIMITED GETS NEW MANAGING DIRECTOR

The Board of Directors of Ghana Manganese Company Ltd. GMC has appointed Mr. Zhang Zhensheng as the new Managing Director (MD) of the company with effect from June 5, 2018.

He takes over from Mr Jürgen Eijgendaal who resigned from the company in January 2018, after working with the mine for Twenty (20) years.

Prior to joining GMC, Zhang was the Deputy Managing Director for Ningxia Tianyuan Manganese Industry Group (TMI) in China where he managed overseas mining projects.

He also worked with Mining Bureau of Shizuishan city in 2002 as the Deputy Director, where he strategically managed project development and foreign investment as well as restructuring and reconciliation of the Coal mine.

Mr Zhensheng joined Shenhua Ning Coal Group Co. Ltd from 2002- April 2017 as the Assistant General

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WORLD ENVIRONMENT DAY MARKED

Ghana Manganese Company Ltd on 5th June, 2018 joined the international community to mark the World Environment Day with a call on all to join hands in dealing with the plastic waste menace, by adopting the right attitudes towards waste management.

Waste is not only a disfigurement to the environment but deadly to living organisms particularly that of ocean habitat. It is estimated that over 8 million tonnes of harmful plastic waste end up in the ocean (United Nations, 2018). According to UN if the trend continues, by 2050 there will be more plastic in ocean than fish.

In a welcome address, Mr Joseph Ampong, the General Mine Manager, stated that, the global community was focusing on plastic waste as the main theme for this year's celebration because of the menace that plastics were causing to humans and marine lives.

He said, the lack of clean drinking water, caused by pollution of most of the rivers and water sources, also exacerbated the problem of the use of plastic or sachet water, since most people depended on sachet water for drinking.

It is in line with this that GMC is committed to BeatPlasticPollution through reduction on litter; we are campaigning for all Workers and Mine

Villagers as well as School Children to Bin their Waste or Take it home.

Representative from Environmental Protection Agency (EPA) said the theme for the celebration was critical since it emphasized on the need to beat plastic out of the environment because the microplastics were being emitted into the environment and causing health implications for the people.

He emphasized that, the United Nation's objective for this year's World Environment Day, is to

▲ Nana Kwasi Atobrah II, President of Esuaso Stool Divisional Council, planting the first tree

encourage people to: Reject single use plastics, and Refuse what you cannot reuse. Go shopping with a paper bag rather than a rubber bag. Use a water bottle rather than taking along with you bottled water; prefer reusable and paper disposables cups instead of a plastic disposable. Avoid plastic food packs, cutlery and straws; instead use your own bowls and cutlery

The occasion was climated with tree planting exercise at the Tarkwa Bansa Resettlement side, led by Nana Kwasi Atobrah II, President of Esuaso Stool Divisional Council.

By: Cynthia Quaidoo, Assistant Communication/ Public relations Officer

GHANA MANGANESE COMPANY LIMITED GETS NEW MANAGING DIRECTOR *cont'd.*

Manager and General Manager of the group business.

He has a master degree in Enterprise management from Department of Industrial Economics of Graduate School of Chinese Academy of Social Sciences.

The Board of Directors of Ghana Manganese Company Ltd expresses confidence in Mr Zhensheng's

ability to bring on board experience in diverse areas that support the company's strategy of running a sustainable mining that creates shared value for its stakeholders.

Together with the Board of Directors, Management and the entire staff, we welcome Zhang Zhensheng as the Managing Director of the company.



MANGANESE LADIES FIGHTS AGAINST BREAST CANCER



GMC TAKE OVER BY TMI

TMI and Consmin are jointly building a multinational conglomerate that will be in a strong position to grow production and processing of GMC.

This comes to bear as China Tian Yuan Manganese Ltd (CTYML), a subsidiary of Niagxia Tianyuan Manganese Industry Co. Ltd (TMI), announced the acquisition of Consolidated Minerals Limited (Consmin), the parent company of Ghana Manganese Company Ltd in May, 2017.

TMI's future plan embraces significant investment in Ghana by developing Ghanaian infrastructure and mining assets, including the upgrade of the Ghana Railway network from Tarkwa to Takoradi; support the new port facilities at Takoradi and; continue with the Pit C-North resettlement plan (ST Helier, Jersey, PR Newswire).

The significance of the strategic rationale for TMI's acquisition of Consmin:

The move which forms the utmost step in TMI's international strategy of further enhancing the leading position of the world's notable manganese ore supplier has significance strategic rationale:

- TMI's investment plan is again expected to yield direct and indirect job and business creation for the people within and outside GMC's catchment area. Between May 2017 and

2018 alone, the labour strength of GMC has increased from 863 to 902. These far-reaching changes are expected to increase in the years coming.

- It allows TMI to integrate and capture more of the electrolytic manganese metal (EMM) value chain, minimizing exposure to price (in compliance with the transfer pricing legislation in Ghana) and volume volatility.
- In terms of production, the uniqueness of the GMC Carbone ore type is well suited to TMI's EMM production. GMC's immediate expansion potential projected growth from 2Mtpa to 6Mtpa in the Short term and 9Mtpa – 12Mtpa in the medium term (source: ST Helier, Jersey, and PR Newswire).

The acquisition now makes Consmin a key part of TMI's own growth plans. The company is expected to benefit immensely from TMI's plan to invest in the growth of Ghana Manganese Company Ltd, especially in its infrastructure and corporate social responsibility (CSR) initiatives (ST Helier, Jersey, PR Newswire).

By Richmond Sagraza

According to the International Agency for Research on Cancer, Ghana has an incidence rate of 2,260 per 100,000 women and 1percent of cases of breast cancer is in men.

Breast Cancer is the number two cause of death in Ghana and one of the leading causes of death globally.

The fact is, nobody is immune from the effects of breast cancer. And even if you're lucky enough to never experience breast cancer yourself, chances are within your lifetime, you'll know someone who has.

It is in this vein that, Manganese Ladies Association, since its inception in December 2013, has embarked on a breast cancer campaign which was themed, **fight for the cure, one step at a time!** to eradicate breast cancer within the 17 host communities.

The maiden campaign saw 400 community members from Bonsawire being educated and screened. 8 suspected cases were recorded.

In 2015, 400 community members from Domeabra, Teacherkrom and Enyinase benefited from the project, with 10 suspended cases recorded.

The screening exercise was carried out in 2016 at Tarkwa Bansa, where 200 community members were screened for the disease. 9 suspected cases were recorded.

In 2017, the ladies carried out the exercise in Nsuta, where 500 women from Nsuta, Tamso and Bankyim were screened. 12 suspected cases were recorded

By: Cynthia Quaidoo, Assistant Communication/ Public Relations Officer



GMC INVEST GHC323,300.00 IN EDUCATION

Ghana Manganese Company in its quest to promote and ensure quality education for all, has spent a total of GHC323,300.00 in Scholarship and Bursaries within three academic years thus from 2015/2016 to 2017/2018.

The sponsorship was given to Brilliant but needy student within GMC's catchment area who happen to be at various levels of second cycle and Tertiary institutions. Currently 100 beneficiaries are on the scheme.

In 2015/2016 academic year, 63 students benefited from the award scheme: 28 second cycle students were awarded with GHC 500.00 each; 4 professional students (i.e. nurses, teachers, etc.) received GHC 1,400.00 each and; 31 tertiary students were also given GHC 1,800

each. 2016/2017 academic year saw a budgetary allocation of 100,500.00 to sponsor the scheme. 28 second cycle students received GHC 500.00 each, while 42 tertiary students, including professional students were awarded GHC 2,000.00 each. The budget for 2017/2018 academic year was however increased to GHC 140,000.00. This enabled 29 second cycle students to receive GHC 700.00 as bursary while 11 Tertiary students were given GHC 2,800.00 each as sponsorship for the academic year.

▲ *Mr Ben Asare Ankrah, Community Relations Coordinator, presenting a cheque to a beneficiary*

The budget for 2018/2019 is expected to equally increase as well as the numbers of students to be enrolled. 2018 enrollment process begins in July

Criteria for the Selection

Selections of beneficiary are based on high academic performance; needy (based on parental or guardian economic status); prove of residence in any of the catchment communities as well as high performance at the committee interview section. Before selections, engagements are organized to communicate the process to the communities after which forms are released for students to apply through their community leaders.

Background

GMC began its Bursary Award Scheme in 2002, to provide financial subsidies to over 500 students but in 2014 decided to introduce a full scale scholarship scheme alongside the bursary awards due to current high cost of education.

By: Raphael Owusu



THE NEW TARKWA BANSA

▲ Tarkwa Bansa Resettlement project

The Partial Resettlement of Tarkwa Bansa Community is ready for use. The multi-million dollar project will see the community have a face lift and an improved standard of living.

Close to 300 structures have been constructed including houses, religious centers, schools, market, social centers and other social amenities; Nils Anderson (Project Coordinator) indicated.

Touching more on infrastructure he said, the new settlement will among others have streets with concrete lined drains, small village water system for household supply and external electrical installation fed from National Grid and street lights.

Employment

The project boosted local economy of Tarkwa Bansa during the construction season by creating both direct and indirect jobs. A clause in all contracts issued to service providers ensured that all unskilled labour works are left for community members and they apply for these jobs through the Community Affairs Department. Fifteen (15) community members also had the opportunity to undergo training. 10 out of the 15 were trained by RAINCOAT Roofing to acquire skills of roofing which enabled them to undertake roofing works at the site. The remaining 5

were sent to University of Mines and Technology to undergo Survey Technician training.

Safety

Safety has been a core base for the project. Working in line with L.I 2182, there is a resident safety officer on site who ensures the implementation of the regulation. Safety sign posts are visible throughout the site and wearing of PPE's are ensured by all employees and visitors.

On the side of the community, town folks staying closer to project site as well as school children have received education on motor traffic regulations as well as safety precautions in active constructional area.

Standard and Quality of Work

For quality assurance, GMC through its Consultant for the project (M&M Construction) has put in place quality control measures to ensure that all service providers adhere to standards. For instance, depth of excavation and concrete elevation were checked at foundation stages of the building and all sandcrete blocks

for buildings were certified by the Geological department (Geotechnical Lab) of UMAT before use; Project Manager (Mr. Paul Afful) said.

Regulatory Requirements

Pit C North Resettlement has been guided by three key regulations within the mining industry; the LI 1630, 2175 and 2182 that is the National Building Regulations, Minerals and Mining (Compensation and Resettlement) and the Minerals and Mining (Health Safety and Technical) Regulations respectively. The LI 1630 sets the framework for how structures should be built to suit the standards while the LI 2175 governs the entire resettlement project whereas LI 2182 enshrines on Health, Safety and Environment.

Background

In line with the plan to extend the life of the mine, GMC has planned to develop the Pit C North to meet this objective. The 500m buffer/no-activity zone as specified by EPA Regulations of the proposed pit has impacted on a section of the Tarkwa Bansa. GMC is committed to protecting the neighbouring communities, pursuant to regulation 6(1) of L.I 2175 and this has necessitated the need for that section of the community to be resettled.

By: Richmond Sagraza



Ayekoo

To the Staff & Management of **GMC**



**GHANA MANGANESE
COMPANY LIMITED**

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RECOGNITION FOR HIGH JOB PERFORMANCE

GMC GETS NEW OFFICERS

ASSAY & MET DEPARTMENT



Mr Francis Wilson
Job Title: Loader Operator
Employment History:
1989 - GNMC
1998- 2017 - GMC
Motivation: My responsibility towards my family is the ultimate drive for my job performance.



John Adukwaw Amoah
Job Title: Lab supervisor
Employment History:
1982- GNMC
1996- Bayfield
1999- 2017. GMC
Motivation: understanding of the job has been my source of motivation over the years

CARBONATE AND OXIDE PLANT



Francis Allibah
Job Title: Production Supervisor
Employment History:
March 2017- GMC
Motivation: what motivate me to work hard is that, I have been in the mining industry for a long time and I love doing my work.



Paul Adjei
Job Title: Oxide Plant Supervisor
Employment History:
1977- Plant Mechanic
1987- Foreman
Motivation: I want to leave a footprint



Benjamin Atsu Quashie
Position: Chief Operations Officer



Yong Weiguo
Position: Management Consultant



Yan Hu
Position: Deputy logistics Manager

TAKE 3 TO ENTER CAMPAIGN ROLL OUT



Safety Standards and wellbeing of Employees are key instrument within the mining industry. LI 2182 (The Mineral and Mining Regulation) provides applicable laws that is deem fit for all industry players.

It is in this light that Ghana Manganese Company Limited launched the Take 3 To Enter Campaign. The Campaign was to help grow the safety culture of the mine through awareness creation and ensure compliance to specific regulations within the LI (2182); particularly section 104 & 559 which elaborate on the minimum entry requirement for vehicles and people entering any mine site and the need for employees to use appropriate personal protective equipment (APPE) respectively.

Take 3 as affectionately called by most employees has improved the culture regarding appropriate personal protective equipment (APPE) usage by all persons entering the Nsuta Mine specifically employees and ensured same with vehicle entry requirements.

Mr Joseph Ampong, General Mine Manager believes Safety is Non-negotiable; therefore all employees, third party contractors, and other social partners should embrace the new development as a renewed commitment to the culture of Safe Work, Safe Employees, and Happy People. "I believe we are capable of achieving 100% Compliance on minimum safety requirements; he said during the campaign launch. This is possible if all take full responsibility in ensuring that Take 3 becomes a house hold activity in GMC.

The HSE Manager shares a similar believe that 'TAKE 3 TO ENTER' is a springboard in achieving greater height. In pursuit of achieving vision 2020 (a model mine for regulatory requirement), there is the need

to conform to minimum entry requirements and Occupational health and safety as a whole to ensure success for year 2020.

DETAILS of TAKE 3 TO ENTER CAMPAIGN

The Three Months Campaign which run for the last quarter of 2017 adopted various communication tactics to educate the workforce to comply with the stated minimum requirements and the dangers involved if they do not do so.

According to the LI 2182, minimum mine entry requirement are: For Human; high visible clothe, Safety glass and Safety Boots. For Vehicles; Seat Belt, Buggy whip and Revolving light (visibility).

In setting new standards employees are advised to be mindful of existing standards such "Take 3 to Enter" and encouraged to conform and apply themselves to it. We should all remember what It Takes to Enter the Mine.

By: Richmond Sagraza

GMC HOLDS GRADUATION FOR 10 COMMUNITY MEMBERS



FATIGUE MANAGEMENT A WORKER'S GUIDE

By: Edem K. Galley, Senior HSE Officer

What is fatigue?

Fatigue is more than feeling tired and drowsy. In a work context, fatigue is a state of mental and/or physical exhaustion that reduces a person's ability to perform work safely and effectively. It can occur because of prolonged or intense mental or physical activity, sleep loss and/or disruption of the internal body clock.

What causes fatigue?

Fatigue can be caused by work related or non-work related factors or a combination of both. Work related causes of fatigue include excessively long shifts, not enough time to recover between shifts and blocks of shifts, very strenuous jobs and long commuting times. An example of non-work related fatigue would be poor quality sleep due to street noise or family demands.

What is the circadian rhythm (the body clock)?

Most people are day-orientated meaning they are most alert and productive in the daytime and sleep at night, with most of the body's basic functions showing maximum activity by day and minimum activity by night. The body clock causes regular variations in individual body and mental functions repeated approximately every 24 hours. These rhythms regulate sleeping patterns, body temperature, heart rate, hormone levels, digestion and many other functions, as well as job performance and quality of sleep. The body rhythms also affect the behaviour, alertness, reaction times and mental capacity of people to varying degrees.

... to be continued in
the next edition



▲ Mr Sauty Omar Timtey, Community Affairs Unit Manager (right) presenting certificate to one of the trainees.

GMC promises to support catchment areas through sustainable alternative livelihood support programmes. In a speech read on behalf of the HR Manager, The Head of Community Affairs Unit (Sauty Omar Timtey) said, the company believes in sustainable livelihood development hence it's continuous effort to support catchment communities in various skills acquisition in order to develop the living standards of their stakeholders.

He made this statement at a graduation ceremony organized for 10 community members of Tarkwa Bansa who had undergone training in roofing systems. The graduation which took place at the Nana Tiekue Center of Excellence saw 10 trainees receive certificates of competence from Raincoat Roofing Systems the organisers of the programme.

History

According to Mr Timtey, the training was necessitated by the ongoing resettlement project at Tarkwa Bansa. "Management through the Resettlement Monitoring Committee

sponsored the community members to learn the skill at Raincoat Roofing to enable them be the leading hand in roofing of all buildings at the resettlement site". He added that with the help of Raincoat officials the trainees were able to achieve the set objective by roofing all the 300 structures without any difficulty before and after installation.

Encouragement

At the end of the event, the graduates together with the Assembly Member of Tarkwa Bansa, Hon. Daniel Amoah extended their heartfelt appreciation to GMC for the support offered to the community. They promised to put the acquired skill in good use.

Mr Stephen Pieu (Co-opted Member of RMC) advised the graduates to put their certificate in good use by rendering quality services at all times in order to survive in the business and also maintain the reputation made by their trainers thus Raincoat Roofing System. The CEO of Raincoat Mr. Charles Hatchful thanked GMC for the collaboration and promised to render more quality services any time they are engaged.

Source: News Desk Report



THE REVAMP OF KETEKE BUSINESS

In the early 1970s through 1990s Railways (Ghana Railways Company) as affectionately called had developed into the most preferred choice of transport through its network route which resembles a large capital "A" with 3 components thus "Western Division" from Secondi/Takoradi to Kumasi an "Eastern Division" from Accra to Kumasi, and a "Central Division" from Huni Valley to Kotoku.

It was one of the lucrative government institutions in those times. To the extent those employees and their relatives had a sense of pride over non beneficiaries of the Ghana Railway Goodies.

Socio-economic activities were huge along the "Train Line" (Towns and villages en-route); getting food stuff to major cities and towns were much easier and less costly. Farmers could enjoy the full fruit of their labour because of readily available market for their produce. Ghana Manganese Company, Bauxite Mine @Awaso and numerous Timber companies all enjoyed the benefits with cheap and faster freight of the raw materials to the Takoradi Harbour.

The recent effort by government to revamp the Railway sector and even extend the rail network far north is a step in the right direction which demands more private sector participation to achieve the said promise.

Ghana Manganese Company with the goal of promoting and sustaining economic development has signed an agreement with the Ghana Railway Company Limited (GRCL), to rehabilitate part of the western rail lines from Kojokrom to Tarkwa. The agreement will see Ghana Manganese Company paying a freight advance of \$10 million to the GRCL, for the rehabilitation project. The amount will then be deducted from freight fees over a period of three years and five months, following a seven month moratorium during which the rehabilitation will be completed.

Mr Joe Ghartey, Minister of Railway Development, speaking at a press briefing explained that \$5.1 million of the amount will be used for Capital Expenditure while the remaining \$4.9 million will be used for operational expenditure. "Government of Ghana is matching those funds," he assured.

Mr Oleg V. Sheyko, Chief Executive Officer of Consolidated Minerals Limited, noted that, while Ghana was rich in natural resources, infrastructure was a problem in some parts of the country. Ghana Manganese, he said, wanted to increase production but was not able to do so due to infrastructural challenges in Ghana thus the agreement to rehabilitate the line. This, he explained will remove some of the bottlenecks and help the company increase its production.

The Ghana Railway Company Ltd (GRCL) has a great stake in GMC's operations. Hauling of manganese for shipment has always been undertaken by GRCL until recent when we adopted road transport as an alternative route due to Railway's inefficacy to transport the quantities produced. This decision has affected not only the mine but the roads we use and an increase in incidence on the roads. Our single most important priority is to see a revamp in Rail sector thus our support to government' initiative by investing \$ 10million into Railway development to ensure the Tarkwa Kojokrom lines are rehabilitated. This will increase rail transport of Manganese to about 40%.

Source : News Desk Report

BUILDING SUSTAINABLE PARTNERSHIP FOR COMMUNITY DEVELOPMENT



Ghana Manganese Company Ltd (GMC) has in 2017 alone, invested USD\$ 1.3 Million in Corporate Social Responsibility initiatives with the aim of building a sustainable partnership with its 17 host communities and development.

GMC's community relations programs have centered around three thematic areas, namely scholarships/bursaries, infrastructure projects and sustainable alternative livelihoods.

In 2017, total spend on education and related initiatives was USD\$ 33,270.00. The scholarship awards and bursaries were given to brilliant but needy tertiary students who are indigenes of the area. Second cycle students also benefitted from the program. The program recorded its 100th beneficiary.

Regarding infrastructural development, a total of USD\$ 726,946.47 was spent on the rehabilitation of existing community roads. This included the 2.9km Nsuta -Tamso, Akyem, and the Tarkwa-Bonsawire-Esuaso roads.

Also invested in infrastructural development was USD\$ 181,582.7 towards improving various social amenities carried out on a need basis. Aside from roads, a Six-Unit Classroom block was constructed for the vocational training school. The company also constructed two separate 3-Unit Classroom Blocks (3 Unit) with ancillaries for Jerusalem and Akyempim, both are suburbs of Tarkwa including two others that were refurbished at the cost of USD\$ 345,008.77.

As part of efforts to empower the local community, and ensure economic growth, the company organized skill acquisition programmes in Survey Technician and Roofing systems for 15 community members at a cost of USD\$ 25,000.

By: Sauty Omar Timtey, Community Affairs Unit Manager

***Building Sustainable
Partnerships for Community
Development***



USD \$1.3 Million

invested in Corporate Social Responsibility in 2017 alone

USD \$16.9 Million Statutory payments

(Royalties and Taxes) to the government in 2017 alone



GHANA MANGANESE
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