



GOLD FIELDS
GHANA FOUNDATION

Celebrating **20** *years*

of impact in our
communities and beyond



WHAT'S INSIDE...

INTRO

Message From Senior VP & MD

Message From Executive Secretary Gold Fields Ghana Foundation

HOW WE STARTED

About Gold Fields Ghana Foundation

REFLECTIONS

20years Anniversary Reflections by Tim Buchanan

OUR TIMELINE

The journey so far.

A PERSONAL JOURNEY

Gold Feilds Ghana Foundation by Gwendolyn Wellmann

IMPACT STORIES

Education

From Promise to reality

Reading Ghana

IMPACT STORIES

Health

Innovative Paths to Wellness

IMPACT STORIES

Infrastructure

TNA Stadium

Tarkwa Damang 33km road

IMPACT STORIES

Water & Sanitation

New Atuabo small town water system

IMPACT STORIES

Agriculture

Cocoa Farmers Support Programme

IMPACT STORIES

Enterprise Development
Promprom Co-operative Credit Union

The YouHoP Programme

LOOKING AHEAD

5-Year Dev. plan

Gallery
...over the years



Scan here for more videos



MESSAGE FROM SENIOR VICE PRESIDENT & MANAGING DIRECTOR

Elliot Twum

Over the years, the Gold Fields Ghana Foundation has done a wonderful job of investing in people and our communities. It has been 20 years of impactful solutions and initiatives leading to social and economic impact.

The Foundation has been the main vehicle for funding community projects and programmes for growth and development, and collaboration with our host communities has been second to none. We are determined to continue operating sustainably and responsibly, as we tie our fortunes to that of our host communities through the Foundation. We value the wellbeing of our host commu-

nities and as such, we will continue to invest in the core areas of health, education, infrastructure, water & sanitation and agriculture, as enterprise development, to improve living standards. This is the mainstay of our purpose of creating enduring value beyond mining, which is

holds dear – safety, integrity, respect, responsibility, innovation and collaborative delivery. These core values have a sharp bearing on, and shape, how we do our work here at Gold Fields and how we engage with all our stakeholders.

It is important to us that we build and sustain trust with our shareholders and stakeholders, particularly our communities. We understand that our operations are not just about mining gold but an opportunity to give back. That is why two decades ago the setting up of the Foundation was seen as an innovative and industry-leading approach to incorporating sustainable development principles into Gold Fields' business activities in Ghana. This is what we are about, and we have not deviated from our mission over the years but strengthened it to ensure true impact, with a legacy-driven focus.

I am sure you will enjoy reading the stories from some of our Foundation pioneers, Tim and Gwendoline, and of how the Foundation was birthed and their own personal reflections. You will also see how much the Foundation has invested in projects, programmes and initiatives totalling over

US\$104MILLION

I wish to thank all those who have helped to sustain, over the years, the vision with which the Gold Fields Ghana Foundation was set up, the board of trustees, including the members of parliament, our people, and most of all the communities we operate in, for their support and hard work.

**Here's to many more decades of
impactful and sustainable mining and
investment!**





MESSAGE FROM THE EXECUTIVE SECRETARY OF THE GOLD FIELDS GHANA FOUNDATION

Abdel-Razak Yakubu

Celebrating 20 years of the Gold Fields Ghana Foundation

A Journey of Commitment, Partnership, and Impact

Twenty years ago, the vision of making a tangible difference in the lives of people in our host communities took form through the establishment of the Gold Fields Ghana Foundation (GFGF). As we mark two decades of committed service to development, empowerment, and transformation, we pause to reflect, celebrate, and renew our pledge to be a responsible partner in Ghana's socio-economic progress with emphasis on the host communities of Gold Fields.

Since its inception in 2004, the Foundation has grown to become an industry example of sustainable development, investing over US\$104 million in impactful projects and initiatives that span education, health, water and sanitation, infrastructure, agribusiness, skills and enterprise development, and sports. This milestone is not just a measure of time—it is a testament to the lives touched, the futures shaped, and the communities strengthened through collective stakeholder efforts.

Education: No Community Person Left Behind

Education has always been a cornerstone of our work. From constructing and renovating school blocks to providing scholarships to brilliant but underprivileged students, our interventions have enabled thousands of children and young adults to pursue secondary, vocational and tertiary education.

Gold Fields refused to join the chant that the residents of local communities did not have the required skills and education to work in the company. Instead, Gold Fields, through the Foundation took a bold decision to improve access to education thereby creating a pipeline of trained community persons for employment.

Today, we take pride in the fact that several of our scholars and graduate trainees are professionals contributing meaningfully to society — as teachers, nurses, engineers, and even local entrepreneurs — many of whom return to their communities to inspire the next generation. As Ghana debates the exodus of health professionals to western countries in search of greener pastures, Gold Fields in Ghana has produced 147 medical professionals from the communities where it operates.

...Gold Fields, through the Foundation took a bold decision to improve access to education thereby creating a pipeline of trained community persons for employment.

Health: Our Health! Our Wealth!

Access to quality healthcare has transformed many of our host communities. The Foundation has supported the construction and upgrading of health facilities in Huni Valley, Huniso, Bompieso, Amoanda, Wassa Damang, Aboso and Tarkwa. It has also supplied essential medical equipment, and funded health outreach programmes that have improved maternal and child health, reduced malaria prevalence, and created awareness on several health issues of concern to the communities.

Water and Sanitation: Water is Life

Clean water and proper sanitation are fundamental rights. Over the years, the Foundation has provided mechanized boreholes, small-town water systems, and sanitation facilities across our host communities. These interventions have drastically reduced

waterborne diseases and improved school attendance, particularly for girls.

Empowerment and Livelihoods: Creating Opportunities Beyond Mining

Through skills development programmes, apprenticeship schemes, and support for agribusiness and small enterprises, the Foundation has empowered youth and women to become self-sufficient. Our Youth in Organic Horticulture Production programme and other agribusiness support in livestock, Cocoa and Oil Palm cultivation are shining examples of how local potential can be harnessed to drive long-term economic resilience.

Infrastructure: Opening up our Communities with Roads and other Infrastructure

Our investments in roads, electrification, and community centres have helped bridge infrastructural gaps and enhance the quality of life for residents. Through the efforts of the Foundation travel time from Prestea to Awudua has been reduced from 1 hour 30 minutes to 20 minutes, with the construction of 3 bridges over the Ankobra river.

True to its commitment to being an industry leader in community development, Gold Fields Ghana Foundation invested US\$27m to rehabilitate the 33km Tarkwa to Damang roads.

Sports: Economic Development Through Sports

The Foundation has also invested in sports as a vehicle for youth development and community cohesion. The Tarkwa and Aboso stadium (TnA Stadium), developed with Foundation support, has hosted countless sporting events and nurtured football talent. Today, the people of Tarkwa can boast of a state of the art sport stadium that has enhanced economic activities in the hospitality and

transportation industries locally.

Partnerships: Building Synergies for Greater Impact

Over the past 20 years, the impact the Foundation has made would not have been possible without the unwavering support and collaboration of our stakeholders. To the Traditional Authorities, Municipal Assemblies, Government Agencies, Community Committees, NGOs, Civil Society, and above all, the resilient people of our host communities — we say thank you.

Special mention goes to Opportunities Industrialization Centers International (OICI), CARE International, Global Communities, Project C.U.R.E., and World Vision Ghana.

We extend our deepest gratitude to the Board of Trustees of the Foundation, our parent company Gold Fields Ghana Limited and Abosso Goldfields Limited, and our dedicated employees who contribute not only financially but through volunteerism and advocacy for sustainable development.

Into the Future with Hope:

As we commemorate 20 years of the Foundation, we do not do so with complacency, but with renewed energy to deepen our impact. The next chapter of the the Foundation will be guided by innovation, inclusiveness, sustainability and a renewed resolve to trumpet our impact stories.

We will ensure that our interventions are not only meaningful but enduring.

Let this celebration be a reminder that sharing value beyond mining is not a concept—it is a commitment. One that we at Gold Fields Ghana Foundation will continue to uphold with integrity, humility, and purpose.



The background image is a wide-angle photograph of a large-scale open-pit mine. The mine is characterized by its terraced, stepped levels, which are filled with greyish-brown earth and rocks. In the foreground, several large yellow CAT dump trucks are parked on a dirt road. One truck is in the process of dumping its load into a large pile of material. Another truck is parked nearby, and a third one is visible further back. The sky is a pale, hazy blue, suggesting an overcast day. The overall scene conveys a sense of industrial activity and large-scale earthmoving.

How we started

ABOUT THE GOLD FIELDS GHANA FOUNDATION

How we started

In 2002, Gold Fields Ghana established the Com-munity Development Fund to help finance devel-opment initiatives, projects and programmes in the host communities of the Tarkwa and Damang as the Gold Fields Ghana Foundation. It is the first foundation to be set up by a mining company in Ghana. The Foundation focuses on five key areas namely: Education, Health, Water and Sanitation, Agriculture and Infrastructure.

GOVERNANCE

The Foundation has a 7-member Board of Trust-ees made up of the General Managers of the Tarkwa and Damang mines, the CEO of the Ghana Chamber of Mines, a representative of the Gold Fields Board, Members of Parliament for the Tarkwa - Nsuaem and Prestea Huni - Valley

constituencies, and the Senior Vice President & Managing Director, Ghana, who is the chair of the Board. The Board meets every quarter to review projects and programmes, as well as approve the Foundation's expenditure. In 2023, the Board approved the restructuring of the Foundation, establishing a secretariat to manage its operations and activities, which were previously handled by the Community Affairs Managers of the company's Tarkwa and Damang mines. Headed by the Executive Secretary, the secretariat now oversees all activities of the Foundation. It ensures that all approved development and livelihood enhancement programmes and projects for stakeholder communities are delivered promptly and are of an approved stan-dard.

FUNDING

Funding for the Foundation is primarily through contributions from the Tarkwa and Damang mines, based on their production profitability. For every ounce of gold produced by the mines, one US dollar is donated to the Foundation, in addition to 1.5% of the mines' profits before tax (US\$1/oz plus 1.5% of pre-tax profit). This is an agreed funding formula that ensures that the developmental fortunes of the host communities are directly tied to those of the mines. The Foundation has invested over US\$104 million in development projects and programmes since 2004. The accounts of the Foundation are audited annually by an independent financial auditor.

Sharing the *value of gold* in Ghana



**We have invested
US\$104million
in projects,
programmes and
initiatives.**



20 YEAR ANNIVERSARY REFLECTIONS

Tim Buchanan

At the time of its establishment in September 2004, the Gold Fields Ghana Foundation was an innovative and industry-leading approach to incorporating sustainable development principles into Gold Fields' business activities in Ghana. I truly feel privileged to have been involved in its launching and operations during my tenure with Gold Fields. The Chief Executive Officer of Gold Fields Ghana at the time, Mr. Brendan Walker, was the driving force in establishing the Foundation and empowering the sustainable development program that I led to design and implement impactful socio-economic

development programs with Foundation support that would improve the quality of life for residents of our stakeholder communities. Mr. Walker had a deep commitment to ensuring that our stakeholders in Ghana valued Gold Fields as a good neighbour and an exemplary corporate citizen, and believed that the Foundation should be managed in a manner which would provide support for these communities far into the future and beyond the life of Gold Fields' mining operations.

Strong support for establishment of the Foundation was also provided by the Chief Executive Officer of Gold Fields in South Africa at the time, Mr. Ian Cockerill, and his two Executive Vice Presidents, Mr. Terence Goodlace and Mr. John Munro. This support at the corporate level was critical in establishing and properly funding the on-going operations of the Foundation. The Managing Trustees of the Foundation when it was established included Mr. Walker as chairperson, the Executive Director of Goldfields Ghana, two members of the Parliament of Ghana, the Chief Executive Officer of the Ghana Chamber of Mines, and the General Managers of both the Tarkwa and Damang mines. All of the Trustees were enthusiastic about the Foundation and its potential to improve the lives of Ghanaians. I acted as the operational director at that time, preparing specific development project proposals and budgets for review, discussion and approval by the Managing Trustees and overseeing implementation of those projects on the ground.

While preparations for establishing the Foundation were underway in 2004, I undertook extensive consultation with development agencies and non-governmental organizations in Ghana





to better understand the methods that could be used to determine the developmental needs in our stakeholder communities and the types of programs that could be employed to effectively address those needs. This included visiting development project sites throughout Ghana to speak with community members about the programs being implemented on their behalf. This consultation made it very clear that experienced and expert socio-economic development partners must be utilized in program design and implementation if the goals of the Foundation were to be achieved. Our aspiration was to integrate the best practices utilized by the global development community into all aspects of the Foundation's operations.

“ I commissioned an initial assessment of the developmental needs at the community and household levels in the sixteen primary stakeholder communities around the Tarkwa and Damang mines and it was completed in late 2004 by Dr. Gwendolyn Wellmann, a highly respected social scientist who was very experienced in community development. ”



Her comprehensive report provided the basis for the Foundation's first major investments through the holistic Sustainable Community Empowerment and Economic Development Program (SEED). Opportunities Industrialization Centers International (OICI), a U.S. based non-profit community development organization working in Ghana, was selected as our primary partner to lead in development of the components of the SEED program and to provide the resources necessary to implement and manage these programs for the benefit of 30,000 residents in our stakeholder communities.

SEED was officially launched in November of 2005, and was guided by comprehensive 5-year community development plans developed jointly with OICI and through extensive consultation with the communities. Other partners in various SEED programs included the Government of Ghana and its relevant ministries, the Western Regional Administration,





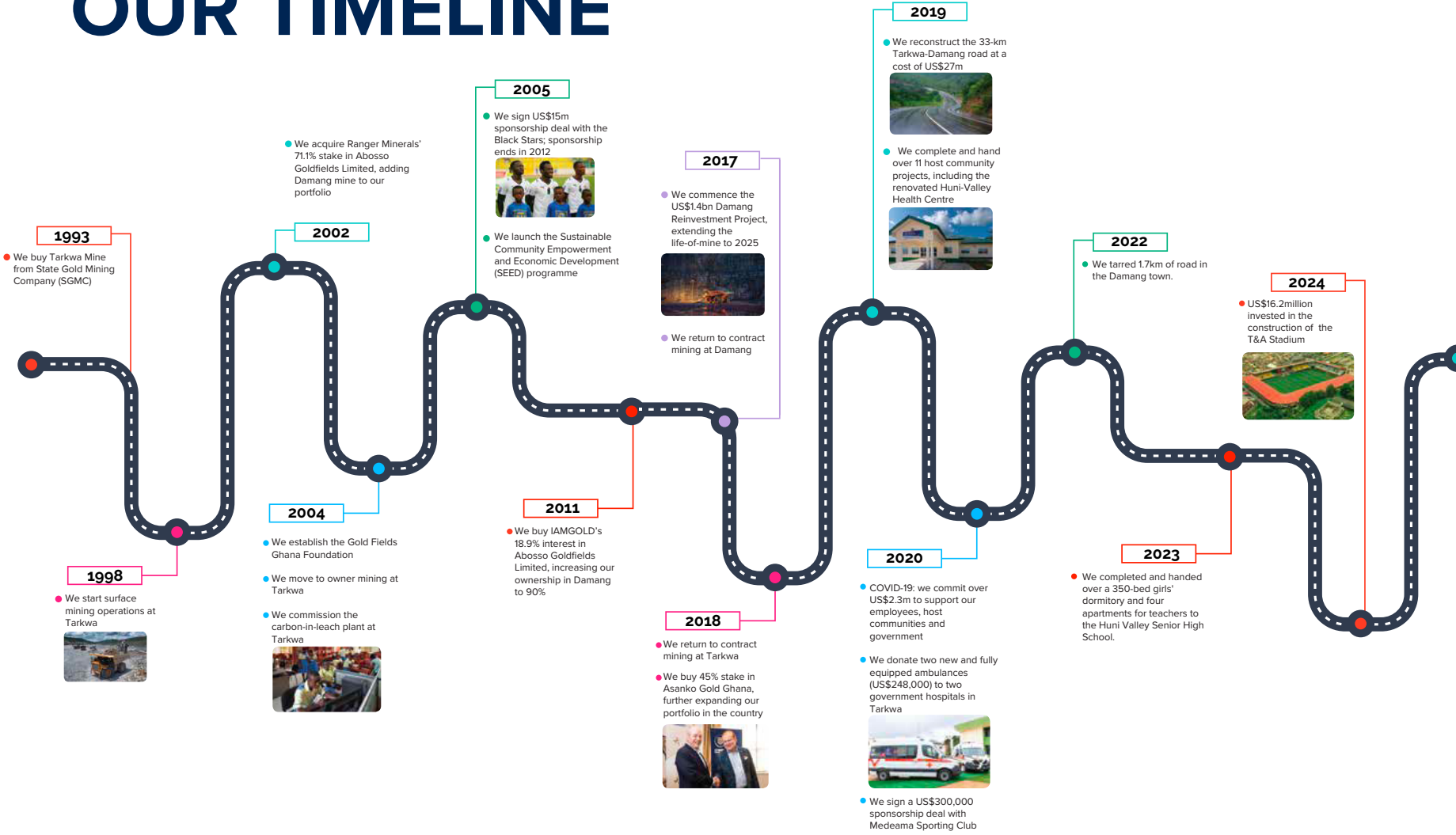
community leaders in all of the stakeholder communities, the U.S. Agency for International Development, the United Kingdom's Department for International Development, the United Nations' World Health Organization and Food and Agriculture Organization, TechnoServe, and Heifer International. Community development plans incorporated intensive programs for each community focused on health and sanitation, education, economic development and alternative livelihoods, and basic infrastructure.

Throughout my time with Gold Fields, visits to Tarkwa and Damang by Mr. Walker and corporate executives from South Africa typically included visits to development project sites in our stakeholder communities and often meetings with community leaders. Monitoring the progress of the work being supported by the Foundation was of great importance to the leadership of Gold Fields. Sadly, Brendan Walker lost his life in a vehicular accident on December 30 2006. His untimely death prevented him from seeing the fruit that the Foundation has yielded over the past 20 years for so many people. He would be very proud of his legacy.

The Ghanaian Government on more than one occasion advised representatives of other major mining companies who were considering acquiring mining concessions in Ghana to visit Gold Fields to learn how to properly engage and share benefits with communities.

“ While I left Gold Fields in early 2007 to return to my home in the United States, I can honestly say that there is no other period in my career that I am prouder of, or enjoyed more! ”

OUR TIMELINE





THE GOLD FIELDS GHANA FOUNDATION - A PERSONAL JOURNEY

Gwendolyn Wellmann

My arrival at Tarkwa Mine in early 2002 was not only my first time in Ghana but also my first close-up contact with mining and its negative consequences. I had spent most of the previous decade working in Namibia and South Africa, dealing with governance and community development, whether it was socio-economic research, implementing community development projects, monitoring governance, or evaluating projects. But none of it related to mining.

When I was appointed in 2004 to gather socio-economic data for the Gold Fields Ghana

mines' affected communities in order to allow for the Sustainable Community Empowerment and Economic Development (SEED) programme to be developed, I viewed it as just another work assignment, but in reality, that assignment changed my whole career. For the first time in my career, I was part of the process (albeit on the periphery of some aspects) from identifying the mistakes made by the company in their early attempts at community development, to gathering the information required to inform future community development project decisions, and to the appointment of experienced and knowledgeable community development implementers. I found the whole process very rewarding and whilst I became acutely aware of the negative impacts mining can have on the poorest of the poor, I also saw that mining companies have both the influence and the ability to positively change the fortunes of those they impact the most.

Monitoring and evaluation of projects is fundamental, and I was grateful that Gold Fields Ghana embraced this for the SEED projects, which were implemented as from late 2005. In 2009, I was asked to conduct the mid-term evaluation of the programme.



Although I had worked in Ghana for other mining companies and the EU government in the interim years, I only really made contact with the Gold Fields Ghana Foundation again in early 2011, when I was asked to review the final evaluation of the SEED programme. At the same time, Gold Fields had appointed me to oversee some of the social impact aspects at the Yanfolila exploration project in Mali, and during the second half of 2011, I found myself back in Ghana for Gold Fields Ghana. In my new role, I was also appointed as a board member of the Gold Fields Ghana Foundation. I was grateful to see that the Foundation continued to monitor and evaluate projects and that

there was movement towards looking at the long-term impact of the Foundation's work, especially around scholarships. It was also at that time, that I was introduced to the Ghana chapter of the Leadership for Conservation in Africa (LCA Ghana).

The LCA initiative was founded in August 2006 in South Africa and Gold Fields was one of the founding sponsors. The LCA sought to combine the very best of business expertise and knowledge in partnership with local, regional and national government bodies, to initiate deliverable and sustainable conservation-led, socio-economic development projects in Africa. During the same year, Gold Fields Ghana established the LCA Ghana chapter in collaboration with the Forestry Commission of Ghana, Ministry of Lands and Natural Resources and other corporate organisations. LCA Ghana projects identified included the Shai Hills Resources Reserve, the Mole National Park and the Cape Three Points Forest Reserve. Unfortunately only the Shai Hills Project was accomplished.



In December 2011, the LCA held its congress in Accra in an effort to create awareness and understanding amongst stakeholders so that they may buy into LCA Ghana's vision and commit individual and organisational resources to it. During my year with Gold Fields Ghana (2011-2012) I was also on the board of the LCA Ghana and in that capacity, a visit to the Okyenhene, Osagyefuo Amoatia Ofori Panin, a renowned environmentalist, was undertaken to solicit his support for the



LCA Ghana's projects; a cocktail function and a fundraising dinner were held to raise funds and awareness; and in order to create awareness of environmental conservation amongst the youth, a song, "She's my planet", was recorded by Samini and Chris Chameleon.

I left Gold Fields Ghana in August 2012, but returned in early 2014 to take over the management of the LCA Ghana chapter, which at that time was sponsored 100% by Gold Fields Ghana, with a significant portion of that sum coming from the Gold Fields

When I think of the rich history of the Gold Fields Ghana Foundation, I am grateful for my part in it, and I carry the lessons I learned from it to the broader Gold Fields company...”

Ghana Foundation. During my 16-month absence, luxury tents, sponsored by the Gold Fields Ghana Foundation, were erected at Shai Hills and between 2014 and April 2016, we worked towards completing the project in order to hand it over to the Forestry Commission, which was done in March 2016. In April 2016 we concluded the work of the LCA Ghana and closed the country chapter.

Every time I visit Ghana, I make sure to visit Shai Hills and I am happy to report that the tents are in use and that they are a valued gift from the communities who form part of the Gold Fields Ghana Foundation to the broader Ghana community and the country's environment.

When I think of the rich history of the Gold Fields Ghana Foundation, I am grateful for my part in it, and I carry the lessons I learned from it to the broader Gold Fields company, as well as to other mining companies. The main lessons are: empirical research to inform any community development project development and implementation is of paramount importance; monitoring and evaluation is essential; and one can always do better. There is no excuse for a company not to invest in the future of the people it impacts.





FOUNDATION SPEND

US\$104MILLION



ENTERPRISE DEVELOPMENT
US\$7 MILLION



CONSERVATION AND ENVIRONMENT
US\$1 MILLION

INFRASTRUCTURE INVESTMENT
US\$71.4 MILLION



ARTS AND CULTURE
US\$0.1 MILLION



EDUCATION
US\$10.1 MILLION



HEALTH AND WELLBEING
US\$6.2 MILLION

CHARITABLE GIVING AND GIFTS IN - KIND
US\$2.4 MILLION



SPORT
US\$1.6 MILLION



TRAINING
US\$4.1 MILLION

Impact Stories

Education

Securing bright futures for young people in our host communities is crucial. That is why the Gold Fields Ghana Foundation invests in scholarships, classroom blocks, libraries and ICT centres, early childhood development centres, teaching and learning materials, as well as accommodation for teachers and the education directorate.

SDG 04
QUALITY
EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

QUICK FACTS

208 Beneficiaries of apprenticeship training



2,736 Beneficiaries of scholarships and bursaries



1 Smart lab and innovation centre



53 Schools constructed and rehabilitated



4 ICT centres constructed



202 Beneficiaries of heavy duty mining equipment training



136 Teachers supported through the Teachers' Top Up scheme



37 Other educational facilities (early childhood development centres, teachers' quarters, libraries)



From Promise to Reality:

How the Gold Fields Scholarship shaped my educational journey

SDG 04
QUALITY
EDUCATION



When I was about nine years old, in Class 4, my sister had just completed Junior High School and was preparing to attend Senior High School. My parents went to collect the school prospectus, and when they returned, I overheard their conversation. They were discussing how they could possibly afford all the items required and raise money for the school fees. Though I was young, I could sense their concern, and the worry in their voices was unmistakable. Despite my age and limited understanding, I approached my parents and said, "Mum and Dad, I know you're worried about how to pay the fees and buy all these things, but I promise you, when it's my turn to go to Senior High School, you won't have to pay anything." At the time, I had no idea what I was talking about-let alone an understanding of scholarships-but looking back now, I believe that God was speaking through me.

Six years later (2012), I completed Junior High School and applied for the Gold Fields Scholarship. To my amazement, I was awarded the scholarship, and the promise I had made to my parents as a child came true. The scholarship covered all my fees for Swedru Senior High School (SWESCO) until I graduated in 2015. The generosity of Gold Fields extended beyond covering my school fees; they also paid for my WASSCE registration fees.

This tremendous support from Gold Fields eased the financial burden on my family, allowing me to focus on my studies without worrying about school fees. As a result, I thrived academically, receiving several awards, including Best Chemistry Student during SWESCO's 55th Speech and Prize Giving Day. Additionally, I was honoured with two other awards; The Students' Role Model award, and The Most Influential Student award. These achievements would not have been possible without the financial assistance of the Gold Fields Foundation Scholarship Scheme. Their support came at a crucial time, and my family was immensely grateful..

TESTIMONIAL



Lorem ipsum dolor sit amet dolor sit amet

“ This tremendous support from Gold Fields eased the financial burden on my family, allowing me to focus on my studies without worrying about school fees. ”



After graduating from SWESCO in 2015, I was admitted to the University of Cape Coast (UCC) to pursue a BSc in Biochemistry. Once again, Gold Fields stepped in and offered me a full scholarship for the entire duration of my undergraduate studies.

The scholarship not only covered my tuition fees but also paid for my accommodation and required textbooks.

With their help, I was even able to purchase my first laptop—a moment that filled me with excitement and motivation to work even harder.

The financial support from Gold Fields lifted a heavy burden from my shoulders, allowing me to fully concentrate on my academics. I graduated with First Class Honours and was later employed as a Teaching Assistant in UCC's Biochemistry department. This milestone in my academic journey would not have been possible without the unwavering support from Gold Fields.

In 2021, I was offered full scholarships by three universities in the United States to pursue my master's degree. After careful consideration, I chose to accept the offer from Wright State University in Dayton, Ohio. While the scholarship covered my tuition and living expenses, my family and I were once again concerned about how to afford the additional costs of processing my U.S. visa, booking my flight, and covering other travel expenses. When I informed Gold Fields about the scholarship I had received, they generously donated nearly 19,000 Ghana Cedis to cover these costs. Thanks to their support, I was able to travel to the U.S. in 2021, where I completed my master's degree with an overall GPA of 4.0 on a 4.0 GPA scale (Distinction). Following my master's programme, my academic performance earned me three highly competitive PhD scholarships from prestigious universities in the United States. One of the offers was from the University of Michigan, Ann Arbor, a public Ivy League institution. I am now in my second year of doctoral studies, where my research focuses on understanding the cellular and molecular basis of aging, lifespan, and health span.

My journey, from witnessing my parents' financial struggles to becoming a PhD candidate with multiple scholarships, has been nothing short of remarkable. From the moment I assured my parents that they wouldn't need to worry about my education, to the day I received my first scholarship from Gold Fields, I can see the hand of providence guiding me. Gold Fields has not only alleviated the financial burden my family faced but also opened doors to countless opportunities that I could never have imagined. Every academic success I have achieved, from being the best chemistry student in high school to graduating with distinction in my master's degree, can be attributed to their unwavering support. The impact of their generosity continues as I pursue my doctoral studies, working towards understanding the science of aging. I am forever grateful for the role that Gold Fields has played in my life, and I hope to one day pay it forward by making a positive impact on others, just as they have done for me.

JOSHUA EDUFUL

Reading Ghana

Western programme (RGW).

SDG 04
QUALITY
EDUCATION



The programme is a 4-year partnership between the Foundation and Canadian Organisation for Development through Education (CODE), an NGO. This programme seeks to help improve reading and speaking skills of learners from basic schools in the host communities of Gold Fields.

The programme has been implemented in 18 communities, namely: Awudua, Samahu, Abekoase, Pepesa, Huniso, Aboso, Bompieso, Amoanda, Huni-Valley, Kyekyewere, Damang, Nyamebekyere, Koduakrom and Mile 10 in the Prestea Huni-valley Municipality (PHM) of Western Region, Ghana.

Others are New Atuabo, Akoon, Brahabobom and Wangarakrom in the Tarkwa Nsuaem Municipality

(TNM) of Western Region, Ghana. 37 schools from these communities are taking part in the programme.

In a baseline assessment, a simple random sample survey was conducted in 12 intervention and 6 non-intervention school in the mine's host community schools using the Annual Status of Education Report (ASER) framework revealing that pupils' ability to read - a fundamental skill to academic excellence was deficient. The reading ability of the pupils fell short of the national average.

The Foundation therefore collaborated with CODE to develop and implement a strategic plan. This includes.



- Building the capacity of District Teacher Support Teams (DTSTs) and School Improve Support Officers (SISOs) to provide training and coaching to teachers,
- Building the capacity of all headteachers and primary school teachers,
- Distributing over 34, 000 age appropriate and culturally relevant supplementary readers,
- Distributing teaching and learning materials (TLMs) to grade 1-6 classes,
- Forming reading clubs,
- Coaching and mentoring,
- Strengthening stakeholder engagement between the schools and the communities in all the 37-host community public basic schools.



Other groups who are benefitting from the initiative are The Tarkwa Nsuaem and Prestea Huni-valley Municipality.

- 264 Host community schoolteachers and 37 head teachers
- District Teacher Support Teams (DTSTs)
- School Improve Support Officers (SISOs) and
- Ghana Education Service (GES) directorates in PHM and TNM

Since its inception in 2021, \$366,664.00 has been invested in the initiative. A mid-line study was conducted in the same schools of the baseline using the Annual Status of Education Report (ASER) framework between June and July of 2024.

The study showed that 22 out of the 37 intervention schools have met the satisfactory pedagogical approach standards helping to significantly improve on the overall reading ability of students in the schools.

The reading and comprehension levels of students showed notable improvements from the baseline to the mid-line assessment. In the intervention school, the percentage of students at the reading comprehension level increased from 16.02% to 30.61%, nearly doubling. Similarly, the story recognition level improved from 8.84% to 15.65% with paragraph recognition also showing a positive shift, rising from 14.92% to 17.69%. This suggests that the intervention had a meaningful impact on literacy development.

The municipal education directorate of the Ghana Education Service (GES) will implement effective monitoring and supervision of intervention schools after the end of the programme to ensure sustained development of students' reading skills for a long-term impact.

The initiative is aligned with SDG 4. Commitment to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Health

Enhancing quality of life, preserving human dignity and adding value to life – these have become possible through increased access to quality health and maternal care in our host communities.

SDG 03
GOOD HEALTH
& WELL-BEING



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

QUICK FACTS

- 10** Clinics and maternity blocks constructed



Frequent medical outreach and weekly health education programmes on radio in host communities



- 12** Doctors' and nurses' quarters constructed



Innovative Paths to Wellness

Together for Health: Empowering Communities, One Step at a Time

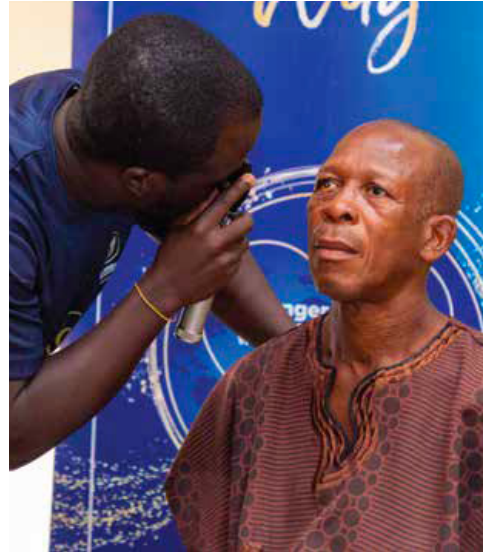
The Gold Fields Ghana Foundation's healthcare initiatives have made a significant impact on the lives of individuals and communities, offering essential health services, improving health outcomes, and saving lives. The Foundation's unwavering commitment to community health continues to inspire and enhance the well-being of the people in its host communities, providing better access to medical care and increasing awareness about critical health issues.

Community Medical Outreach Programme (CMOP)

The Community Medical Outreach Programme (CMOP) is organized every quarter, bringing healthcare services directly to the doorsteps of community members. During these medical outreach programmes, individuals receive **free health screenings**, including **eye screening, body mass index (BMI), blood pressure, blood glucose, breast cancer screening and awareness**. Those diagnosed with medical conditions are provided with free medication, while individuals with serious health issues are referred to major health centers for further treatment.

On average, over 485 people benefit from the CMOP each quarter, ensuring that a significant number of people in the community are reached with essential healthcare services.

In addition to the screening, free health insurance registration and renewal is provided to all community members. To date 835 community members from Subri and



...significant impact on the lives of individuals and communities, offering essential health services, improving health outcomes, and saving lives.

Awudua have benefited from this free health insurance scheme.

In the last five (5) years, the Foundation has invested **US\$170,129.00** in the Community Medical Outreach Programme.

Collaborations for Effective Healthcare Delivery

The Foundation collaborates with various organizations and health authorities to ensure the success of its healthcare initiatives. Key partners include:

- Tarkwa-Nsuaem and Prestea/Huni-Valley Health Directorates (TNHD/P/HHD)
- National Health Insurance Directorate (Tarkwa)
- EURACARE
- Ear, Nose and Throat (ENT) Nurses – Tarkwa
- Ghana Dental Association
- Unilever Ghana (Pepsodent)
- Past and present scholarship beneficiaries (Health practitioners)
- Health workers from private health institutions

These collaborations enable the Foundation to offer comprehensive healthcare services, ensuring that community members have access to quality care.

TESTIMONIAL



Impact of Free Screenings

The Foundation's screening programmes not only promote individual health but also contribute to overall community well-being. By identifying and addressing health issues earlier, these initiatives reduce healthcare costs and prevent the development of more serious health conditions. The screenings help detect potential health risks before they become critical, which has proven to be a cost-effective approach to healthcare.

Other Healthcare Initiatives

The Foundation is also involved in raising awareness on significant global health issues through the observance of key international health days:

- **World Hearing Day (February 3):** The event aimed to raise awareness about hearing health through educational sessions, free hearing screenings, and referrals for further medical care where needed
- **World Malaria Day (April 25th):** This day is dedicated to raising awareness about malaria, its prevention, and treatment. The event emphasizes global efforts to eliminate malaria and encourages new research, funding, and the distribution of preventive measures, such as insecticide-treated nets and vaccines.
- **World Oral Health Day (March 20th):** This event promotes the importance of good oral hygiene and highlights the connection between oral health and overall health. It encourages the prevention of dental diseases like cavities, gum disease, and oral cancer.
- **International Childhood Cancer Day (February 15th):** This day focuses on raising awareness about childhood cancer, supporting efforts to improve access to treatment, care, and support for young cancer patients worldwide. It highlights the need to reduce the global burden of childhood cancer.

- **Breast Cancer Awareness:** Celebrated every October to increase understanding, early detection, treatment and care of the disease. Breast cancer awareness is now a global and national campaign message to all especially women in the month of October.

These health observances provide platforms for raising awareness, advancing research, and advocating for better health practices and policies, ultimately contributing to improved health outcomes on a global scale.

- One of the difficulties is when people with more severe medical conditions are referred to medical centres for additional care but decline to go to the hospital because of their inability to pay.

Conclusion

The Gold Fields Ghana Foundation's healthcare initiatives continue to make a meaningful difference in the communities it serves. By offering free health screenings, collaborating with key stakeholders, and raising awareness about important global health issues, the Foundation helps ensure that individuals and communities are empowered to take charge of their health and well-being.

...screenings help detect potential health risks before they become critical, which has proven to be a cost-effective approach to healthcare.



Infrastructure

The provision of infrastructure, including community centres and good roads, has eased transportation and improved the quality of life of members of our host communities.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

QUICK FACTS

1 Sports Stadium/ Park



119km Roads constructed and rehabilitated



16 Community centres constructed



5 Bridges constructed



231 Electric poles distributed to communities under the Government Self-Help Project



TNA Stadium

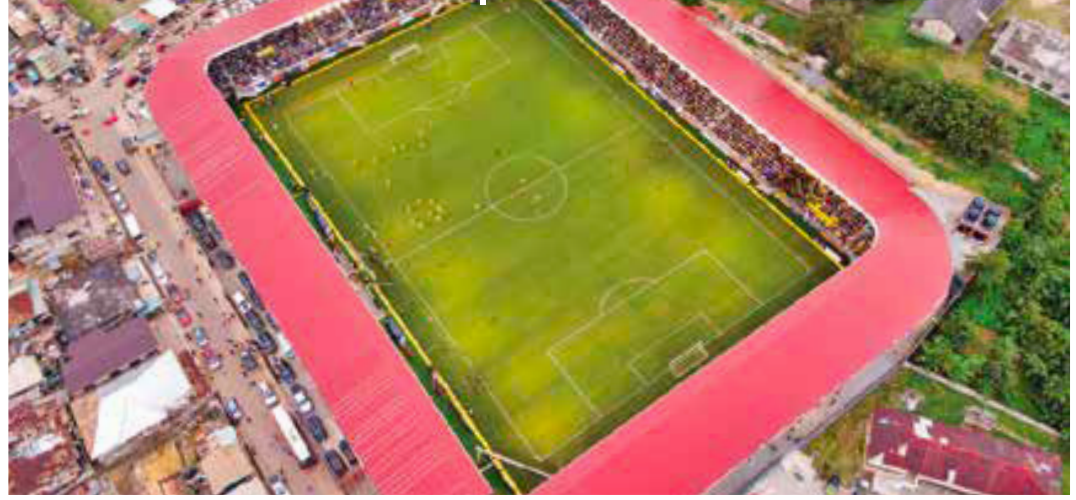
Socio-Economic Development Through Sports - Gold Fields hands over US\$16.2m Football Stadium in Tarkwa

In August 2024 Gold Fields in Ghana handed over the refurbished Tarkwa and Aboso (TnA) football stadium to the National Sports Authority. Construction of this community facility started in quarter 4 of 2019.

The old football park, which hosted local and national football league games, was in a poor state, lacked important amenities and could only seat 400 spectators. Due to the importance of the park to the people of Tarkwa and surrounding communities, as well as the growing demand for the use of the facility by football clubs, Gold Fields, in consultation with traditional leaders and local authorities, agreed to upgrade the park into a modern football stadium as a legacy project to mark 25 years of Gold Fields in Ghana.

...Gold Fields, in consultation with traditional leaders and local authorities, agreed to upgrade the park...

The reconstruction of the park, funded by the Gold Fields Ghana Foundation, has turned the facility into an 8,200-seat stadium with a FIFA-standard pitch, dressing



rooms, emergency medical and doping rooms, a media box, access for the physically challenged, an electronic score board, floodlights, offices and stores.

The stadium is now the home ground for Medeama SC - the only team in Tarkwa that competes in the National Premiere league.

The stadium fosters unity by bringing communities together and is a catalyst for socio-economic development. It is expected to boost business activities, nurture young talent and facilitate the development of football in Ghana, including women's football.

The impact of the stadium aligns with Gold Fields' purpose of creating enduring value beyond mining. The aim was to provide a sustainable and environmentally friendly stadium for the people of Tarkwa and surrounding communities. The stadium was constructed in line with FIFA's sustainable building

guidelines using building material from sustainable sources and to be energy and water efficient.

The main contractor, working with several sub-contractors, employed over 924 people from Tarkwa and surrounding communities in the construction of the stadium.

Stalls and stores have sprung up in the vicinity of the T&A stadium doing good business and serving thousands of football fans who troop there to watch matches, especially when Medeama plays at home. Other businesses such as hotels and guest houses, restaurants and transport services have also seen an increase in patronage.

Tarkwa Damang 33km road

Reconstructed 33km Tarkwa Damang Road

Gold Fields officially handed over the reconstructed 33-km Tarkwa-Damang road in the Western Region.

The asphalt road, which cost over GHS145million (US\$27million) and has a life span of over 20 years, links Tarkwa and Damang, two communities that host Gold Fields' mines. The road also serves several communities in the Tarkwa-Nsuaem and Prestea Huni-Valley municipalities. It is the largest-ever public infrastructure project funded by the global Gold Fields Group.

A baseline study conducted by Gold Fields in 2017 found that communities along the corridor, such as Abosso, Bompieso, Amoanda, Huni-Valley, Kyekyewere, Nyamebekyere, Damang and others would be positively impacted by the reconstructed road.

The road has eased the movement of people and the transportation of goods and services and boosted economic activities in the area. Other socio-economic impact include improved road safety, availability of pedestrian facilities such as bus stops, and a well reduction in dust pollution.

Ghanaian contractors employed a majority of their workforce from the local communities to undertake the reconstruction of the road.



Scope

The 33-km reconstructed road starts from Bogoso Junction in Tarkwa, through Abosso, to the Damang mine in the Western Region of Ghana.

The project involved site clearance, , concrete work, sub-base and base works, as well as and asphalt concrete pavement. Four Ghanaian construction firms were awarded contracts to build the asphalt road. Three firms, Jesus Open Doors, Catrol Limited and Wilhelm Construction, delivered the base works whilst Justmoh Construction Limited completed the asphaltic concrete surfacing.

Key Highlights of Tarkwa-Damang Road:

- 33km
- Asphalt
- US\$27 million invested
- Fully funded by Gold Fields
- Started June 2016

- Completed July 2019
- Links Tarkwa and Damang
- Communities along the corridor include: Abosso, Bompieso, Amoanda, Huni Valley, Kyekyewere, Nyamebekyere and Damang

Socio-economic Impact

A 2017 baseline and environmental, social and economic impact study on the reconstruction of the Tarkwa-Damang road anticipated the following positive impacts:

- Employment and Income generation
- Provision of all-weather road
- Reduction in dust pollution
- Reduction in vehicular and pedestrian accidents
- Improved road safety and pedestrian facilities
- Reduction in travel time
- Improved road surface and driving conditions
- Reduction in vehicle operating and transport costs
- Improved availability of on-street parking and bus bays

The road has eased the movement of people and the transportation of goods and services and boosted economic activities in the area.

Impact Stories

Water and Sanitation

In collaboration with local government agencies and other key stakeholders, we are addressing issues regarding access to potable water and sanitation in our host communities. Through the provision of small town water supply systems, mechanised boreholes and hand-dug wells, our host communities have unfettered access to potable water. The Cleanest Community awards, which we instituted in 2012, continues to promote positive attitudes towards cleanliness.



Ensure availability and sustainable management of water and sanitation for all

QUICK FACTS

116 Pump-fitted boreholes constructed



16 Hand-dug wells constructed



24 Small town water systems constructed



179 Toilet facilities constructed



New Atuabo Small Town Water System

1. Overview of the Project:

- Gold Fields provided the New Atuabo community with six boreholes during resettlement in 1998.
- In 2010 and 2013 the Gold Fields Ghana Foundation constructed and commissioned four Small-Town Water Supply Systems (STWSS) in the community.
- The cost of the water facilities was over US\$376,300.
- The Foundation, in collaboration with the Tarkwa Nsuaem Municipal Assembly, formed Water and Sanitation (WATSAN) Committees in the host communities to manage their water, toilet and sanitation issues.
- These committees have quarterly meetings and trainings organised by the Foundation, WATSAN desk, environmental health, community development and planning officers at the Tarkwa-Nsuaem Municipal Assembly, to manage the facilities.
- With support from community leaders, the WATSAN committee at New Atuabo has constructed three extra boreholes in addition to the ones provided by the Foundation.

TESTIMONIAL



- The water facilities provide about 11,000 residents in the community (about 600 households) with water.
- They also supply free water to all the three public schools in the community.
- On average, the committee earns GHS30,000 every month. This revenue covers the cost of



maintenance, repairs and utility bills among other things.

- Currently, the committee has saved GHS20,000 with Promprom Credit Union at Tarkwa.

Achievement of the WATSAN team

- Constructed three additional STWSS in the New Atuabo community
- Constructed an office for their activities
- Purchased a sound system for the community
- Constructed bridges and gutters in the community

2. Impact on the Community:

The provision of the water supply system by the Gold Fields Ghana Foundation has had a profound and multifaceted impact on the New Atuabo community. It has significantly improved access to clean and safe water, enhanced health outcomes, boosted the local economy, and contributed to the promotion of education and gender equality. This project exemplifies the importance of infrastructural development in transforming communities and promoting long-term sustainable development.

The availability of clean water has also positively impacted the local economy. It has reduced the time and effort spent, particularly by women and children, who previously had to walk long distances to fetch water from unsafe sources. This has freed up valuable time for education, work, and other economic activities.

3. Financial Sustainability

The water system in New Atuabo operates on a cost-recovery basis. Users are required to pay a fee for the water they consume, based on a metering system. The fees collected by the WATSAN Committee are used to cover the cost of system maintenance, repairs and the replacement of worn-out components. This model ensures that the community takes responsibility for water supply while making the system financially sustainable.

4. Challenges Faced and Solutions:

Challenges:

Ensuring a continuous revenue stream for the maintenance and upkeep of the water system was a significant challenge. Although the community was willing to pay for water, setting up an efficient system for collecting fees and managing funds initially posed difficulties.

Regular maintenance and repair of the system's components, such as pumps and pipes, also proved challenging, particularly due to the wear and tear caused by high usage.

Solutions:

These challenges were addressed through a combination of community engagement, technical expertise, financial management systems, and collaboration with local authorities. The proactive involvement of the community, together with support from the Municipal Assembly and Gold Fields Ghana Foundation, has ensured that the water supply system continues to function effectively and sustainably, benefiting the community in the long term.

5. Testimonial from the Community:

"Before the installation of the water system, our people faced many challenges, walking long distances to fetch water from unsafe sources. The provision of clean water has significantly improved our health, reduced the spread of waterborne diseases and provided better living conditions for us. The benefits of this project have extended far beyond health. With easy access to water, women and children no longer spend countless hours fetching water. This has freed up time for other important activities such as education, work, and family care, thereby improving our community's productivity and overall quality of life.

We are deeply committed to ensuring the sustainability of this water system for future generations. The Municipal Assembly and Gold Fields Ghana Foundation has worked with us to establish a water and sanitation committee, and our community members have been trained to manage and maintain the system effectively. We have set up a cost-recovery model where users contribute a small fee for the water they consume. These funds are used to maintain the infrastructure, repair any

damage, and replace parts as needed.

Additionally, we continue to work closely with the Municipal Assembly and the Water and Sanitation Committee to ensure that proper sanitation and hygiene practices are maintained. We also engage in regular community meetings to ensure that everyone is aware of the importance of preserving our water sources and maintaining the system."

Conclusion:

The water system in New Atuabo operates on a cost-recovery basis. Users are required to pay a fee for the water they consume, based on a metering system. The fees collected by the WATSAN Committee are used to cover the cost of system maintenance, repairs and the replacement of worn-out components. This model ensures that the community takes responsibility for water supply while making the system financially sustainable.

...significantly improved access to clean and safe water, enhanced health outcomes, boosted the local economy, and contributed to the promotion of education and gender equality.

Impact Stories

Agriculture

Significant investment in agriculture continues to improve the livelihood of members of our host communities. Through the provision of inputs and extension services, farmers are producing more and contributing to the enhancement of Ghana's food and nutritional security.



End poverty in all its forms everywhere



End hunger, achieve food security and improved nutrition and promote sustainable agriculture



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts

QUICK FACTS

421 Beneficiaries of microenterprise support



522 Beneficiaries of livestock support



1,866 Beneficiaries of farming support



662 Beneficiaries of the Youth in Horticulture Production (YouHoP) programme.



Cocoa Farmers Support Programme

TESTIMONIAL



The government of Ghana launched the free cocoa fertilizer support programme in 2014 to boost cocoa yields from below 10 to 19 bags per hectare. 2017 the government shifted from free distribution of cocoa fertilizer to subsidies, leaving many farmers, particularly in Prestea Huni Valley struggling to afford fertilizers.



To address this, Abosso Goldfields Limited through the Gold Fields Ghana Foundation, introduced the Cocoa Farmer Support Programme in 2018, supporting farmers with COCOBOD approved fertilizers and other agricultural inputs. Through these interventions, the programme aims to enhance cocoa production, increase farmers' income, and contribute to Ghana's sustainable agricultural development.

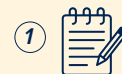
The Cocoa Farmers Support Programme has been effective in addressing key challenges faced by cocoa farmers, particularly their inability to purchase COCOBOD approved fertilizers. By providing COCOBOD approved inputs and train-

ing, the initiative has improved cocoa production, increased farmers' incomes, and promoted sustainable agricultural practices.

Areas of operation - Western Region host communities of Abosso Goldfields Limited (Abosso, Bompieso, Amoanda, Huni Valley, Kyekyewere, Nyamebkyere, Damang, Koduakrom, and Subri).

Major success achieved

- Increased cocoa productivity and profitability.
- Empowerment of farmers through training and access to resources.
- Strengthened community engagement and partnerships.



A total budget of US\$282,090.66 was spent on the programme



Partnership with COCOBOD



COCOBOD approved fertilizers, pesticides and fungicides



Mist blower machine



Technical officers for monitoring and training

- **SOCIAL IMPACT:** Improved livelihoods of farmers, increased income levels and enhanced community resilience.
- **ECONOMIC IMPACT:** Increased cocoa yields, leading to higher revenue for farmers.
- **ENVIRONMENTAL IMPACT:** Adoption of sustainable cocoa farming practices and agroforestry techniques.
- **INSTITUTIONAL IMPACT:** Strengthened partnerships between Gold Fields Ghana Foundation, government agencies, and local communities.
- **600 FARMERS** (32% female and 68% male) supported
- **77% INCREASE** in productivity
- Increase in income above 10%



ALIGNED TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)



In 2025, this project was introduced to Tarkwa Mine host communities (Samahu, Pepesa, Tebe, Abekoase and Huniso) to further expand its reach and impact.



SCAN TO READ

Cocoa Farmers Support Programme Report

Impact Stories

Enterprise Development

In every thriving economy, there are the builders—the dreamers who take an idea, nurture it, and grow it into something that moves people, creates jobs, and changes communities. Enterprise Development is a bold step toward fueling that vision.

Whether it's equipping local startups with tools to scale, empowering small businesses with digital solutions, or mentoring the next generation of entrepreneurs, this is about turning potential into progress.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Enterprise Development Initiatives

Promprom Co-operative Credit Union

1. Introduction

The Promprom Co-operative Credit Union was established in 2017 and currently operates three (3) branches:

- Damang (Head Office)
- Huni Valley
- Tarkwa

2. Operational Coverage and Economic Benefits

The credit union serves over 20 communities, spanning from Tarkwa and its environs to Subri. The establishment of the credit union has brought significant economic benefits, including:

- **Employment Opportunities:** Providing jobs for thirteen (13) residents in host communities.
- **Financial Support and Advisory Services:** Assisting individuals who lack access to the traditional banking system.
- **Loan Accessibility:** Offering loans to members at competitive interest rates compared to other financial institutions.

3. Membership and Benefits

The Credit Union has 6,341 customers and potential members can benefit from the credit union's products by fulfilling the following requirements:

- Registering with the credit union.
- Purchasing the required minimum share amount of GHC 200.00.

...when enterprises grow,
economies strengthen.
When entrepreneurs
succeed, communities rise.
And when we invest in
enterprise, we invest in the
future.

- Making compulsory deposits or saving for at least six (6) months.
- Applying for loans.
- Providing a guarantor (who must be a member of the credit union).

4. Loan Disbursement and Community Support

As of **January 2025**, the credit union has granted loans to over **265 members amounting to Ghc 6,127,772.13**, including business owners, farmers, artisans, teachers,

and other government workers. Some notable businesses that have benefited from the credit union's loan services include:

- MarkArthur Fashions and Design
- Vision View International School
- Future Intellectual Academy School
- JUMKUF Enterprise
- Man's Lodge Hotel (Kolikoli)
- EuniAbu Enterprise

Additionally, the credit union has actively supported social inclusion programmes, such as inter-school sports competitions and annual festivals in its host communities.

5. Challenges and Mitigation Strategies

The credit union faces operational challenges, primarily:

Loan Delinquency: Some members default on loan repayments. Loan recovery rate as at February 2025 is 7.78%

Inconsistent Savings: Members do not always save regularly.

Resolution Measures:

To address these challenges, the credit union undertakes:

- **Consistent Follow-ups:** Engaging loan defaulters to ensure repayment.
- **Community Education Programmes:** Raising awareness about the importance of regular savings through community engagements.

The Promprom Co-operative Credit Union remains committed to financial inclusion, economic empowerment, and community development.

The YouHoP Programme

The Youth in Organic Horticultural Production (YouHoP) programme was implemented in May 2016 and was originally set to be completed in 2019, but ultimately ran until 2022.

- A total of 662 farmers of which 415 are males and 244 females benefited from the project.
- A total of 101 representing 15.2% of the beneficiaries were between the ages of 18 to 35. The remaining farmers (84.8%) were above 35 years.
- The overall project objective of the programme was to increase the income of beneficiaries by 10%.

Programme Objectives and Activities

The YouHoP programme was designed to:

- Provide alternative livelihoods to youth in Gold Fields host communities, reducing their dependence on illegal mining.
- Promote organic horticultural production as a sustainable economic activity.
- Develop a local vegetable value chain, including certification under the Ghana Green Label.
- Improve the beneficiaries access to finance and training.
- Support the formation of Farmer-Based Organizations (FBOs) and a credit union.

Key Activities:

1. Training, Capacity Building and Extension Services:

- Farmers were trained in best management practices for vegetable production.
- Extension officers provided continuous technical

support on pest management, soil fertility, irrigation, and organic farming.

- Entrepreneurial and financial literacy training was provided.

2. Vegetable Value Chain Development:

- The programme developed a local vegetable value chain, linking farmers with markets.

3. Certification and Quality Assurance:

- Farmers were trained on food safety and quality standards.
- Certification under the Ghana Green Label was promoted.
- External audits were conducted to ensure compliance.

4. Financial Inclusion:

- A credit union was established to provide access to financial capital.
- Farmers were trained in savings and financial management.

5. Health and Safety Measures:

- Farmers were provided with Personal protective equipment (PPEs)
- Farmers were trained in occupational health and safety.
- A total of 258 beneficiaries were enrolled in the National Health Insurance Scheme (NHIS).

Measurable Impact on Participants and Community

Employment Creation: At least 662 additional jobs were created in vegetable production and supply chains.

Income Growth: At least 662 beneficiaries increased their income by 10% or more.

Skills Development: Beneficiaries gained knowledge in organic farming, agribusiness, and financial management.

Partnerships and Collaborations

The success of the YouHoP programme was made possible through a partnership between Gold Fields Ghana Foundation and GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit) and in collaboration with;

- Ministry of Food and Agriculture (MoFA) – PHMA and TNMA
- Ghana Green Label Secretariat – provided regulatory support for the green label certification.
- Credit Union Association of Ghana (CUA) – helped establish the farmers' credit union.
- National Health Insurance Authority (NHIA) – facilitated farmers' health insurance registration.

The success of the YouHoP programme was made possible through a partnership...

Transforming Lives Through YouHoP: Stories of Growth and Success

The Youth in Organic Horticultural Production (YouHoP) programme has transformed the lives of many individuals in the host communities, providing them with sustainable livelihoods and financial independence. Among these success stories are Kweku Duku from Subri, Mr. Kesse Paul from Amoanda and Kwasi Grusi from Abekoase, whose journeys reflect the life-changing impact of the programme.

Kweku Duku: *From Small-Scale Farmer to Award-Winning Agripreneur*

In 2017, Kweku Duku, a resident of Subri, a host community of Damang Mine, decided to join the YouHoP programme. Before that, he cultivated garden eggs, local tomatoes and oil palm, earning an average of GH 5,000 per year. However, after receiving training in record-keeping, good agronomic practices and the safe use of pesticides, Kweku's farming business took a remarkable turn.

Through YouHoP, he expanded his cultivation and now harvests an average of 3,621.6 kg from just 0.89 acres, generating an impressive income of over GH 10,899.60 per cropping season. This financial boost has enabled him to support his son's Senior High School education, something he previously struggled to do.

His dedication and hard work earned him the Best YouHoP Male Farmer Award in 2019 at the Prestea Huni Valley Municipal National Farmers' Day celebration in Bompieso.

Mr. Kesse Paul: *From Farmer to Business Owner*

"YouHoP was more than just an agricultural programme, it was a stepping stone to financial independence and entrepreneurship" said by Mr. Paul Kesse.

With the income generated from his farming activities, he was able to purchase a tricycle (aboboyaa), which he now uses for transport services, providing an additional revenue stream.

Through the credit union established under YouHoP, Mr. Kesse secured a loan to construct a three-unit container store. His vision is to use one of the units for an agrochemical shop, supplying essential farming inputs to local farmers, while renting out the remaining two units to generate passive income. His story is a testament to how access to finance and agricultural support can lead to business expansion and community development.

Kwasi Grusi: *A New Beginning from Palm Wine Tapping*

Coming from Abekoase, Kwasi Grusi had spent years as a palm wine tapper, struggling to make ends meet. His earnings were inconsistent, making it difficult to provide for his family. However, joining the YouHoP programme completely transformed his financial situation.

With the steady income from organic horticultural production, Kwasi can now comfortably take care of his family and ensure his children receive quality education. More importantly, he has started building his dream house in his hometown, a milestone he once thought was impossible.



YouHoP was more than just an agricultural programme, it was a stepping stone to financial independence and entrepreneurship”
Mr. Kesse Paul

LOOKING AHEAD

5 YEAR DEVELOPMENT PLAN

The Gold Fields Ghana Foundation is committed to fostering sustainable development in the communities surrounding its mining operations. Since its inception in 2004, the Foundation, a registered company limited by guarantee, has invested over US\$96m toward the socio-economic development of these communities.

The day-to-day functions of the Foundation for several years since its establishment were performed solely by the Community Affairs departments of the Tarkwa and Damang Mines. Assistance was sought from the Finance, Supply Chain and Engineering departments of Gold Fields when the Foundation started implementing high budget infrastructure projects in the communities. In 2022, the

Trustees of the Foundation took a decision to establish a secretariat to exclusively manage the affairs of the Foundation. Among other reasons, this decision is intended to reduce the involvement of Gold Fields' departments in the running of the Foundation which sometimes lead to delays in implementing Foundation projects. This was to be done without compromising the quality of governance, transparency, and Gold Fields' strong social license with its stakeholder communities.

The new structure was approved in January 2023 with the appointment of an Executive Secretary tasked with developing a strategic plan for the new phase of the Foundation. The 5-year strategic plan outlines the vision, mission, strategic objectives, and action plan

for the 2024-2028 period. It also includes a detailed budget for projects and programmes proposed for the period. The Foundation's primary focus is on education, health, economic development, infrastructure, and environment, as well as ensuring that our stakeholders are engaged in the decision-making processes. The focus is consistent with Gold Fields' strategic objectives for 2030; especially as they relate to stakeholder value creation and gender. The plan is designed to contribute to Ghana's achievement of the Sustainable Development Goals.



Scan here for 5 year
Development Plan

...over the years



Vocational School
scholarship recipients 2006



Vegetable farm
nursery Bompieso



Training Huniso Veg
and Oil Palm groups



Sensitization under
cocoa tree in KODUAKROM



Sensitization at Huni Valley



School block opening



Reproductive Health
Education in School



Oil Palm seedlings with improved varieties
being grown at Tarkwa Mine for farming programs



New potable
water well in Tebe



New potable
water well Bompieso



Independence Day Award to GFG
for its contribution to education Louw Smith
GM Damang Steve Yirekyi ComRel Mgr

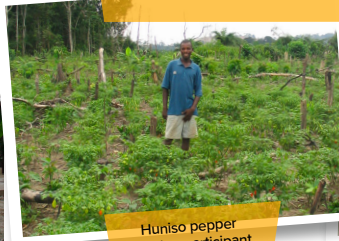


New arrival in the Foundation
sponsored maternity ward facility in Tarkwa

...over the years



KVIP Toilet
Construction Akoon



Huniso pepper
farming participant



Commissioning of 2006
Projects by Terence Goodlace
Exec VP International Ops



Construction of Huniso
Early Childhood Development
Center school block



Oil Palm Farming
group, Tarkwa



Commissioning of teachers quarters
for Huniso school Johan Botha GM Tarkwa



Commissioning GF
Maternity Block 2005 B



Commissioning GF Maternity
Block 2005 A GFG CEO Brendan Walker
and Steve Yirenkyi ComRel Mgr



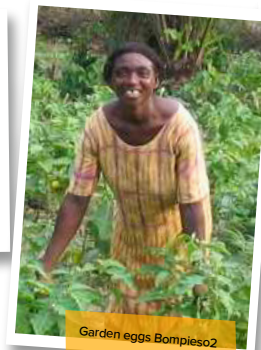
Livestock livelihood
program participants
training in pigery



Beneficiary application
and selection process Abekoase



Bakery
Vocational Students



Garden eggs Bompieso2



Commissioning
GF Maternity Block 2005 C



GOLD FIELDS
GHANA FOUNDATION

Sharing the *value of gold* in Ghana

CORPORATE OFFICE
No 7 Dr Amilcar Cabral Road
Airport Residential Area
Accra