

Crop Compensation determination process at Akyem is fair and transparent

The allegation that Newmont has used its Crop Rate Compensation Committee to impose compensation rates on Akyem area farmers is untrue.

- Newmont has always compensated people if mining activities have deprived them of land, crops or structures. We are bound to do so by Ghana's laws, and by our own guiding principles of insisting on honest and transparent communication and acting with integrity, trust and respect.
- We have open and transparent negotiations with property owners, and these discussions are based on informed participation, fairness, openness, mutual respect, and a series of laws and international best practice standards. Typically, Newmont has given compensation that is substantially higher than the rates dictated by Ghana's Land Valuation Board.
- Newmont has gone to extensive efforts to provide training (using, for instance, KNUST experts) to educate farmers and community members in their rights and in negotiating skills to 'level the playing field'.
- In Akyem, the company has been working collaboratively with the Compensation Negotiations Committee (CNC) to establish the principles which will guide rate negotiations for the revised rates which are evaluated yearly. The CNC is made up of 66 members. All nine communities elect a representative who has a one-year mandate. The Ghana Commission on Human Rights & Administrative Justice is represented, as are the National Commission on Civic Education, the Office of the Administrator of Stool Lands and other bodies. The CNC also has three sub-committees – Land, Crops and Immovable Property.
- The affected farmers and communities have engaged the services of external independent valuers to guide them in the negotiations and compensation determination process. In addition, all agreements reached during the negotiations are affirmed by the individuals and communities affected. This is a public and transparent process that has been going on for several years.
- Compensation entitlements are discussed with the active involvement of each affected community member. Negotiations take into consideration loss to farmers and to the community as a whole, and this is reflected in

the spectrum of representatives that are involved in the negotiation process.

- Affected community members elect representatives to negotiate on their behalf, while the chiefs also elect traditional representatives (who may not be affected by the project) to be part of the process. These elected representatives, together with representatives from government ministries, departments and agencies as well as from Newmont, comprise the Compensation Rate Review Committee (CRRC). The CRRC's primary objective is to reach agreement on fair and adequate compensation rates applicable for various crops during a particular year.
- The company cross-checks with each affected community member for his or her approval before any form of negotiation takes place between the company and the elected representatives.
- The company has, on a yearly basis, negotiated with the affected communities and elected representatives of the affected individuals for fair and adequate compensation for their crops. The most recent compensation rates that were collectively agreed upon and paid to affected farmers were the result of rigorous negotiations, and all parties involved agreed that a fair and adequate rate had been established.

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