

Golden Star Resources Limited

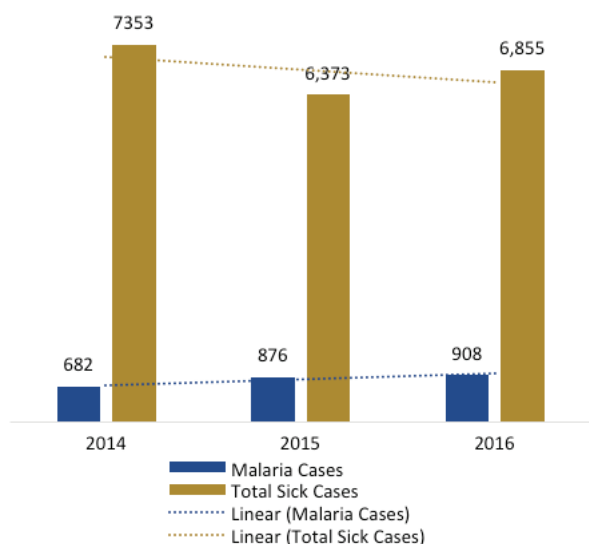
Company Profile

Golden Star Resources Limited (GSR), a gold mining company with a 17-year history of gold production in Ghana—a country with a century-long history of gold production—ranks as one of the world’s largest producers of gold.¹ GSR operates two mines in the Western Region of Ghana: Wassa and Prestea. With regional offices in Accra, Bogoso, Prestea and Wassa Akyempim, the company employs 3,902 staff, including 1,859 full-term and fixed-term employees and 2,043 third party contractors.

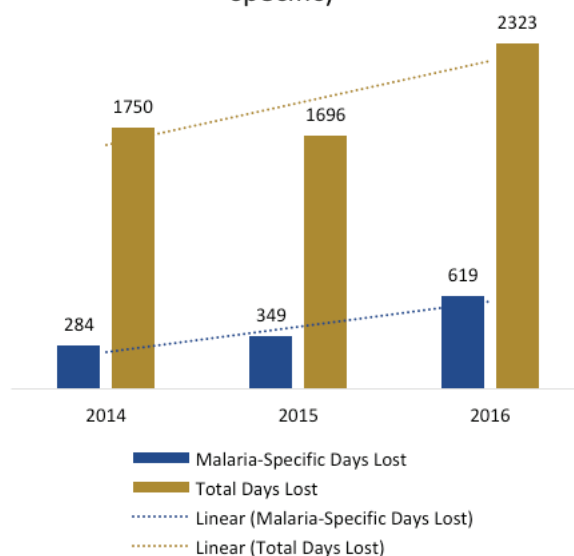
Trends in Malaria Incidence and Absenteeism

For more than a decade, GSR has incurred significant costs to finance malaria treatment for its staff and their dependents. In 2016 alone, the company spent about US\$80,000 to provide malaria testing and treatment services through its three on-site clinics.² In 2014, the clinics registered 682 malaria cases. This figure spiked to 876 in 2015 and then to 908 in 2016, even with corresponding declines in overall employee sickness during the same three years. Equally, absenteeism in 2014 rose from 284 days lost in 2014, to 349 and 619 days lost in 2015 and 2016, respectively.³

Employee malaria cases and total cases based on attendance records at on-site clinics



GSR annual employee absenteeism (malaria specific and non-malaria specific)



Given the high prevalence of malaria in GSR mining communities, the corresponding employees’ high absenteeism rate due to malaria, and the financial impacts of treatment, the company chose a more cost-effective approach by ramping up its malaria prevention strategy to lower its malaria burden.

Golden Star's Malaria Control Strategy

The distribution of insecticide-treated nets (ITNs) formed a major component of GSR's enhanced strategy. In 2018, the company distributed 3,000 ITNs for staff, their dependents, and the surrounding communities, for an approximate cost of US\$10,000. Its other strategies included quarterly indoor residual spraying (IRS) of all company buildings, including worker housing; and malaria prevention, education, and awareness programs for staff and the surrounding communities throughout April, the same month as World Malaria Day. They also provided insecticide sprays and protective clothing for staff. Annually, these efforts cost US\$120,000 for IRS and US\$2,000 for malaria prevention education and awareness activities.

The company tracks and reports data on employee malaria cases through its clinics, and provides malaria treatment services for employees and their dependents. In 2017, two of GSR's mines—Golden Star Wassa Limited and Golden Star Bogoso/Prestea—signed on to the Malaria Safe Initiative,⁴ a collaborative private-sector platform for workplace malaria control strategies, designed by the Private Sector Malaria Prevention (PSMP) project of Johns Hopkins Center for Communication Programs, funded by the United Kingdom of Department for International Development. Through this partnership, PSMP is facilitating the purchase and distribution of ITNs, providing staff and community members with Malaria Safe sensitization trainings, and providing additional malaria prevention technical support, where needed. Three of GSR's existing malaria interventions are consistent with the Malaria Safe strategy, which emphasizes protection for employees and dependents, education for employees and dependents, visibility for workplace malaria activities, and championing best practices through networking.

Malaria Safe Pillar	Interventions
Protection	Quarterly IRS conducted on company buildings and ITN distributions
Education	Malaria education activities through sensitization trainings and information and education materials.
Visibility	Visibility of malaria prevention during April to commemorate World Malaria Day.

These investments in malaria prevention and treatment align with the company's overall employee wellness strategy. During the past decade, GSR made sweeping investments in health infrastructure and health services for employees and neighboring communities, including developing and operating three public health facilities in the surrounding community, and three on-site clinics for employees.

"Golden Star is confident that our proactive malaria prevention program, including indoor residual spraying, the distribution of insecticide-treated nets to the families of our workforce should result in a reduction in malaria in our host communities," said Phillipa Varris, Vice President for Corporate Responsibility of Golden Star Resources Limited. "We are proud to be part of the Private Sector Malaria Prevention Program and part of the global movement to end the epidemic of malaria."

¹ USA Gold 2018 World Gold Production by country: <http://www.usagold.com/reference/globalgoldproduction.html>

² Data provided by Golden Star Resources Corporate Responsibility department in 2017.

³ It's worth noting that the average monthly staff strength increased by about 75% during the same three-year period, from 2014 to 2016. The increasing trends in malaria cases and malaria-specific absenteeism may reflect fluctuations in staff strength, but it is unclear by how much.

⁴ Malaria Safe was developed to motivate private sector engagement in the fight against malaria. It mobilizes partners from various sectors to build political and popular will for the fight against malaria through collaborative capacity-building for malaria prevention and accountability among partners.



PSMP is a three-year project funded by the United Kingdom Department for International Development (DFID) and operated by the Johns Hopkins Center for Communication Programs (CCP). The purpose of the PSMP is to catalyze private sector engagement in malaria control, in particular in the supply and distribution of Long Lasting Insecticidal Nets (LLIN).