

GEODRILL

2020 ESG Impact Report

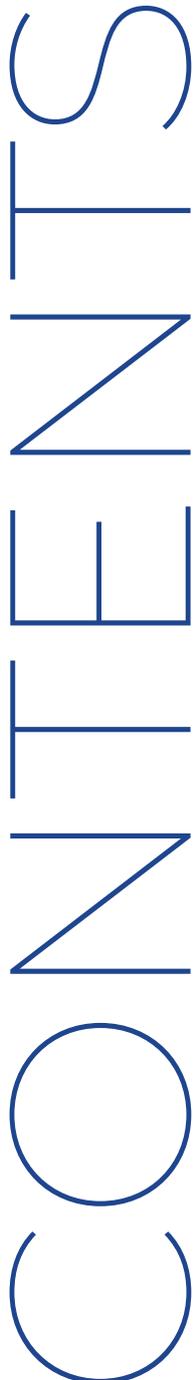
Drilling Sustainably:

Forward Thinking for a Resilient Future

2020

‘We aim to be the preferred drilling partner in Africa and South America by providing the safest, most cost-effective drilling services with minimal environmental impact. At our core, is a steadfast commitment to our employees, customers, stakeholders and the communities where we operate.’

Table of Contents



01.
CEO Message

02.
About Geodrill

03.
Drilling Sustainably

04.
Our Strategy

05.
Key Highlights

06.
Operational Excellence

07.
Eco-Efficiency

08.
Community Development

09.
People and Culture

10.
Responsible Management

11.
About this Report

12.
Data Tables and Indexes

01.

CEO Message



CEO MESSAGE



I am pleased to introduce Geodrill's first sustainability report.

We have long been committed to corporate leadership through community engagement and investment, leading environmental practices, and transparency and accountability with our stakeholders. This year, in pursuit of these goals, we have enhanced our Environmental, Social and Governance (ESG) framework. This report presents the work we have done so far and outlines our path towards a sustainable future.

2019-2020 HIGHLIGHTS

We strive to provide the safest, most cost-effective and environmentally responsible drilling services to the mining industry. In recognition of our excellent operational record, we received the 2020 Millennium Excellence Award for Mining and Exploration, bestowed by the Millennium Excellence Foundation (MEF) in Africa.

Drilling is about the people operating the drills as much as about the machines. Since our beginnings, we have hired locally as much as possible and worked to develop local expertise, offering fair wages, benefits, and extensive training and career opportunities to individuals who often come to us with minimal skills. In 2020, we earned the Australia-Africa Minerals & Energy Group (AAMEG) Africa Award for Best Workforce and Industry Development Initiative for our Ghana-based drill rig manufacturing program.

Safety will always be our top priority. Thanks to ongoing investments in safety initiatives, we've had zero lost time injuries (LTI) in the last fiscal year. Protecting our people from COVID-19 also remains top of mind. Throughout 2020, we continued to strictly enforce our COVID-19 policies and procedures across our operations.

We remain resolutely committed to supporting positive change in the communities in which we operate. In 2020, we provided financial support to several schools, health and social organizations, and infrastructure projects. Among others, we donated mechanized boreholes to two communities in the Amansie districts in Ghana to provide the people living there with safe drinking water.

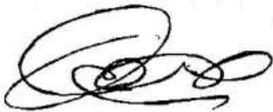
LOOKING TO THE FUTURE

We are continually looking for ways to minimize our environmental footprint. In this regard we plan to reduce our greenhouse gas emissions by converting our Accra office to solar power, and investing in electric light vehicles to support our operations. We are also partnering with a local recycling company in Ghana to turn our discarded plastic water bottles into sleeping mats for children in need. We also partner with other accredited recycling Companies to recycle our other waste.

Despite the economic upheaval created by the COVID-19 pandemic, 2020 was a dynamic and productive year for Geodrill, capped by our game-changing expansion into South America. We broadened our service offering to include drill and blast services, continued to organically grow by establishing a footprint into South America and delivered on our promise to return free cashflow to our shareholders.

We expect to continue to grow our company value in 2021, as we work to maintain our relationships with existing customers and develop new customers, both in existing markets and in new markets (geographical and drilling service markets). As the founder of Geodrill, my aim has been to build a company that stands the test of time by differentiating itself from its competitors. That means a customer-centric model powered by a fleet of high-performance rigs, operated by employees trained to the highest standards and maintained locally with full-service workshops. It also means doing the right thing: working with honesty and integrity, developing career opportunities for our people, engaging with communities, and doing our part not only to lessen our environmental impact but to actively support the transition to a low-carbon future.

I'd like to thank all our employees and Directors for their dedication and hard work. We look forward to growing the company, maintaining and establishing new relationships, while strengthening our ESG roadmap.



Dave Harper
President and Chief Executive Officer

02.

About Geodrill



ABOUT GEODRILL

Geodrill Limited is a leading West African-based drilling company providing exploration and development drilling services to major, intermediate and junior mining companies with exploration, development and production operations in West Africa, the African Copperbelt, Egypt and Peru.



PRODUCTS & SERVICES

Geodrill has established itself as a “one-stop shop” for drilling solutions.

With a modern fleet of 70 surface and underground drill rigs, Geodrill provides a broad selection of exploration and specialised drilling services to meet the specific needs of our clients, including Deep Directional Navi Drilling, Reverse Circulation, Diamond Core, Air-Core, Grade Control, Geo-Tech, Drill & Blast and Water Borehole drilling services.

Our multi-purpose rigs offer the versatility of providing both Reverse Circulation and Diamond Core drilling and can be switched mid-way through a hole with minimal effort or down-time.

VALUE CREATION IN SOCIETY

- Local employment
- Customer reliability
- Community development
- Safety
- Shareholder returns

03.

Drilling Sustainably



<p># 3 Good Health and Well-Being</p>	<p>The health, safety and well-being of our workers and their families is always our top priority. Our significant investments and strict policies ensure the physical security and safety of our people and facilities. At our sites, we run programs to encourage exercise, raise awareness about healthy eating, and provide education about general health and wellness. We also provide medical benefits to our workers and their families. Each year, we make significant financial contributions to health programs and facilities in the communities where we operate.</p>
<p>#5 Gender Equality</p>	<p>We proudly advocate for gender and diversity inclusion. Within our own recruitment and talent management processes, we have implemented a number of strategies to increase the number of women in our employment and help them climb the career ladder. We are continually looking at how we can offer more opportunities to women to access various roles within Geodrill's operations.</p>
<p>#13 Climate Action</p>	<p>We're continually looking for ways to make drilling greener and more efficient. We are solarizing our main office in Accra, and our engineers are exploring new technologies to reduce the energy consumption and greenhouse gas emissions of our rigs. We also support nature-based solutions such as Ghana's national tree-planting program to offset our carbon emissions.</p>
<p>#16 Peace, Justice and Strong Institutions</p>	<p>With our strong corporate governance standards, fair wages and social engagement, we aim to make a positive contribution to the peace, security and prosperity of the communities where we operate. We have a zero-tolerance policy for corruption and bribery, and we conduct due diligence to ensure that we do not contribute to abuses of human rights. In 2020, we received the Millennium Excellence Award for Mining and Exploration for our significant impact in our areas of operation.</p>

04. Our Strategy



OUR STRATEGY

At Geodrill, we believe in doing what is right, not just what is required.

Purpose and Vision

As a leading exploration drilling company with operations in six countries and two continents, we have an important role to play in supporting sustainable mining exploration, development and production. Our vision is to be the preferred drilling partner by providing the safest, most cost-effective drilling services with minimal environmental impact. At the core of our vision and values is a commitment to the communities and the environment in which we operate.

Accountability

To further embed this sustainability commitment into our business, this year, we are in the process of formalizing accountability for our ESG practices at the Executive, Board and management levels.

Governance oversight will be provided by the Board of Directors, which includes three independent directors, and specifically the board Chair, an independent Director who also chairs the Governance, Safety and Nominating Committee.

Our Chief Executive Officer leads our ESG strategy, through the ESG Senior Management Committee. The ESG Committee reviews the company's progress and performance on a quarterly basis, as well as risks and opportunities. Our multifunctional management teams are responsible for deploying our strategic initiatives across the organization.

Strategic Priorities

Our ESG objectives have become an integral part of our overall corporate strategy to be the drilling contractor of choice in the territories where we operate, create long-term shareholder wealth and, in the longer term, make the company attractive for sale, merger or acquisition. Through engagement with our Board of Directors, senior executives and management teams, we have elevated our ESG strategy with a focus on five key areas: Operational Excellence, Eco-Efficiency, Community Development, People and Culture, and Responsible Management.

PRIORITY	OUR AMBITION
Operational Excellence	<ul style="list-style-type: none"> • Maintain the highest industry standards • Achieve a zero-harm work environment
Eco-Efficiency	<ul style="list-style-type: none"> • Lower our GHG emissions by investing in renewable energies and energy-efficient technology • Reduce our consumption of resources, improve our waste management and increase our recycling of materials
Community Development	<ul style="list-style-type: none"> • Provide training and career opportunities to lift unskilled workers out of poverty • Promote positive change by collaborating with communities and supporting education and health projects
People and Culture	<ul style="list-style-type: none"> • Attract and develop a diverse workforce, including more female employees • Support employee wellness
Responsible Management	<ul style="list-style-type: none"> • Uphold the highest standards of corporate governance • Operate with honesty and integrity • Monitor ESG performance at Board and Executive levels

05.

Key Highlights



2020 Performance Highlights

We are committed to providing transparent and accurate information on the progress we are making toward sustainable development. Over the past year, we have continued to drive operational excellence while embedding ESG practices across our business. The following table provides a brief summary of the indicators we are tracking to measure our performance.

	2020	2019
Environment		
Total GHG emissions (Scopes 1 and 2) (tCO ₂ e)	28,601	26,888
Total energy consumption (GJ)	377,268	548,643
GHG emissions intensity (tCO ₂ e per million dollars of revenue)	0.00035	0.00031
Social		
Incident rate	0.06	0.06
Fatality rate	0	0
Total employees	1066	1089
Attrition / Turnover Rate	39	2
Total hours of training provided Apprentices	2655	3030
Governance		
Total board members	4	4
Average board tenure	12	11
Percentage of employees acknowledging the code of conduct	100%	100%
Number of monetary and non-monetary fines related to non-compliance with social or economic & environmental regulations	0	0
Socio-Economic		
Revenues	82,435,561	87,407,835
Operating Expenses	71,653,874	75,106,971
Government Taxes	29%	68%
Total monetary donations	132,007	76,921
Total population positively impacted	3,600	7,800
Percentage of local suppliers	89%	92%

** Emissions and *Energy data are subject to final confirmation by PWC*

06.

Operational Excellence



OPERATIONAL EXCELLENCE

We are committed to operating to the highest standards of quality, safety and reliability in our drilling operations.

We strive to be the preferred drilling partner by providing the safest, most cost-effective drilling services with minimal environmental impact. We do this by providing reliable quality service, investing in technology and innovation, focusing on health and safety, and maintaining security measures to protect our people, operations and equipment.

For a drilling contractor, a key to our performance is to be as autonomous as possible so that we can have the highest rig availability. We carry a significant amount (currently \$25mil.) in inventory of drill spare parts and consumables across all operations to maximize efficiencies on site. We have our own machine shop, an experienced technical staff, an important fleet of support vehicles, an efficient safety and training department, and a dedicated and professional workforce. Our reputation was built on the careful selection of safety and service-orientated personnel and the attention to keeping a modern, well-maintained fleet of drill rigs.

KPI Highlights

Lost time injury frequency rates	Total hours of safety training	Number of Health and Safety Meetings
0.06	902	832



Geodrill received the 2020 Millennium Excellence Award for Mining and Exploration, in recognition of the company's excellent operational record and significant impact on its areas of operation. The honour was bestowed by the Millennium Excellence Foundation, a non-profit organization established to celebrate successful enterprises in Africa.

QUALITY SERVICE

Customer satisfaction is our core value. Our powerful, modern rigs and centrally located, world-class workshops enable us to ensure reliable operational performance and a rapid response to our customers' needs.

Operating a Comprehensive Support Base

Our impressive support base located near Kumasi, Ghana, is one of its kind in Africa. This 30-acre facility is the main hub for logistics, spare parts and drill consumables inventory, maintenance of drill rigs, hydraulics, compressor and all support equipment. The support base is also equipped with a specialized CNC machining centre for manufacturing drill rods and consumables, thus reducing the need to import parts from overseas, which minimizes downtime and increases the company's efficiency.

Our Ghana facility also houses our Training Centre. Our training and development programs aim to provide personnel with the required skills and knowledge to perform drilling and maintenance to the highest international levels.

Reaching Customers Quickly

With a geographic footprint spread across two continents, we've established a "hub and spoke" model with Ghana as the hub, while the spokes are Cote d'Ivoire, Burkina Faso and Mali in West Africa; Egypt in North Africa; and Peru in South America. This structure enables us to quickly reach most customer sites.

Our support bases in Ouagadougou, Burkina Faso, Bouake, Ivory Coast, and Lima Peru include workshop and maintenance departments, spare parts inventory, HSE and training departments, as well as administration and logistics.



Ensuring Support Vehicles

We operate a wide variety of support vehicles to assist with smooth drilling operations 24/7 and that enables workers to do their job safely, including in steep terrain. These include Toyota Landcruiser pick-ups, MAN trucks, purpose-built crawler-mounted support vehicles, and Marooka crawlers. We also operate a fleet of eight Low Loader trailers with MAN Prime Movers for mobilizing the drilling rigs and support equipment between worksites.





TECHNOLOGY AND INNOVATION

We believe in investing in efficient, high-performance equipment and the latest technology available so that we can deliver the safest, most cost-effective drilling services with minimal environmental impact.

Our goal is to standardise our drilling fleet as much as possible to maximise efficiency, while investing in high quality auxiliary equipment to provide our clients the capacity to reach their drilling targets. The result is a state-of-the-art fleet of drill rigs capable of tackling the most challenging drilling environments.

Pioneering Drilling Techniques

Our President and CEO, Dave Harper, was a pioneer in bringing the Multi-Purpose drilling technique to Ghana. Multi-Purpose rigs offer the versatility of being able to perform both reverse circulation (RC) and diamond core (Core) drilling and can be switched interchangeably mid-way through a hole with little effort or down-time. This provides clients with the advantage of drilling both RC—the method of choice due to its cost savings and high productivity—and Core to complete the hole, avoiding the need to have two types of rigs on site, thereby reducing the actual cost per metre associated with a drill program.

Maintaining a High-Performance Fleet

By following a strict maintenance program adapted to every rig model and carefully tracking the maintenance of our equipment fleet, our operating model provides one of the highest percentage rig availability in the business, allowing our clients to complete their programs efficiently and without delay. Every four to five years we bring in our drill rigs for a rebuild program, where we strip them down to the axles and rebuild them up to ensure maximum performance and equip them with the latest technological advances in robotics and safety.





HEALTH AND SAFETY

Health and safety is a core value. We do everything we can to provide our people with the safest possible working environment.

Every aspect of our operations is designed to meet the highest health and safety standards, which include strict COVID-19 protocols and procedures, induction meetings, weekly safety meetings, take 5's, regular safety audits, and detailed investigations of incidents and accidents. Detailed safety reports are submitted to our Board of Directors every quarter. Thanks to our comprehensive training programs, specialized trainers, awareness programs and visibility of supervisors and managers at our sites, we have had zero lost-time injuries (LTI) in the past fiscal year.

Applying a Rigorous Safety Management System

By partnering with industry leaders in behavioural safety, incident investigation, workers compensation, and Occupational Safety and Health Administration (OSHA) standards, we have built a comprehensive integrated Safety Management System (SMS). It is designed to help manage all aspects of safety, manage hazards and mitigate risks. We have over 150 Standard Operating Procedures intended to reduce risk at every step of the activity.

The SMS program uses the latest technology to ensure all branches have access to the most up-to-date information. Reports from our weekly and monthly inspections as well as our quarterly audits are synchronized directly into the system.

Promoting a Safety Culture

Our Health, Safety, Environment & Quality (HSEQ) policy is reviewed annually and discussed with employees in weekly safety meetings, general induction training and annual refresher training. With a strong preventive safety mindset, we continuously promote our zero-harm philosophy through:

- Leadership training for supervisors.
- Pre-job safety meetings, pre-start checks and inspections.
- Awareness programs on safety procedures, proper hand placement, and wearing of protective equipment to prevent finger injuries.
- A Behaviour Based Safety (BBS) and safety incentive program to periodically assess the safety performance of employees and to recognize employees for exemplary safety leadership and/or initiative.
- “Take 5,” a personal risk assessment program. In 2013, we distributed pocket-size booklets to employees to encourage them to report hazards and near misses and to take a few minutes of their time to think through any task at hand. In 2020, we distributed Safety Interaction/Hazard reporting reward cards.

Reviewing Safety Incidents

Our ESG Committee, composed of senior management, has the responsibility to oversee the safety of our employees. The committee meets every three months to review incidents, site risks, discuss feedback and propose mitigation strategies as well as improvement and proactive actions, such as education. Across our organization, we have qualified Health and Safety professionals assigned to all work sites. Their role is to keep the workplace safe by ensuring compliance with safety rules and providing observations and reports to the Safety Committee.

Keeping Employees Safe During COVID-19

We continue to strictly enforce our COVID-19 policies and procedures throughout our operations. These include awareness training on the risks of COVID-19, screening of employees and visitors, increased hygiene procedures, social distancing protocols, and mandatory use of face masks on Geodrill buses and in public places. Employees are encouraged to get vaccinated to reduce the risk of infection and to help curb the spread of the disease. We continue to monitor the situation and adapt to government protocols as they evolve.



Promoting Vehicle Safety

We acknowledge that traffic-related motor vehicle accidents are a leading cause of work-related accidents. Over the past few years, we have implemented a number of measures to reduce incidents and increase vehicle safety.

Our fleet management program ensures that vehicles are regularly maintained and inspected daily, while our In-Vehicle Monitoring System (IVMS) helps to monitor drivers by enforcing speed limits and tracking vehicle usage.



SECURITY

We are committed to keeping our people safe from external threats, and to protecting our assets and operations.

Our drilling activities take place in West Africa (Ghana, Burkina Faso, Cote d'Ivoire and Mali), Zambia and Peru. Conducting business in these regions presents certain risks that can include armed robbery, terrorism, hostage taking, military repression, political violence and labour unrest. We therefore work with highly trained security experts to identify, monitor, reduce and mitigate security risks to protect our people, contractors, customers, operations and equipment.

07.

Eco-Efficiency



ECO-EFFICIENCY & CLIMATE CHANGE

We are committed to minimizing our impact on the environment by using energy and other resources as efficiently as possible, and by proactively managing and mitigating the effects of our operations.

These include:

- Drilling water boreholes at drill sites to reduce requirement to transport water over long distances.
- Using water based biodegradable drilling fluids to minimise the environmental impact.
- Using the latest emission control systems for our MAN Fleet of support trucks.

Beyond compliance with all applicable laws, regulatory controls and site-specific environmental policies, we work with our clients to implement best practice approaches to the environment. We believe in playing an active role in water stewardship, and in managing our waste and hazardous waste responsibly through recycling and proper disposal. We are also working to fight climate change by implementing new technologies to reduce our energy consumption and greenhouse gas emissions.

Supporting Nature-Based Solutions

In early 2021, we teamed up with one of our customers, Perseus Mining, to donate GHc100,000 to support the government of Ghana's reforestation program, the Green Ghana Project. The government's initial intent is to plant five million trees across the country. This donation comes on top of Geodrill's previous contributions of 10,000-00GHc to this tree-planting program.



ENVIRONMENTAL COMPLIANCE

We are committed to rigorously applying all applicable laws, regulations, standards and guidelines for the protection of the environment.

Applying Best Practices

Our rigorous Health, Safety, Environmental and Quality (HSEQ) Management System ensures that we comply with the most recent laws, regulatory controls and site-specific environmental policies. We also work with our clients to implement best practice approaches to the environment.

Minimizing Our Impact

Our Environmental Management Plan outlines measures to be implemented to prevent or minimize any adverse environmental degradation associated with our operations. It ensures that all site personnel have a basic level of environmental awareness training.

WATER STEWARDSHIP

Water is a precious resource—particularly in areas of the world where it is scarce. We cannot underestimate the importance of safeguarding fresh water. We are therefore committed to reducing our water consumption and to preventing the contamination of water sources through our activities.

Preventing Water Contamination

To prevent the contamination of water by materials used during drilling operations, we ensure that materials are prepared and stored away from water sources, implement measures to prevent seepage of liquid materials into the ground where it could contaminate groundwater, and promptly clean up any accidental spillage. Where water is required for drilling purposes, we use only biodegradable, eco-friendly chemicals that break down so as not to pollute the waterways.

Filtering Our Waste Water

All wastewater and contaminated runoff from the storage and working areas of the site is channelled into existing wastewater management systems. For example, at Bouake, grey water from washing our rigs and fleet is filtered by means of four water separation tanks. Contaminated liquids and sediments from the wastewater management system are disposed of at an appropriate permitted disposal site. In Ghana, although our equipment is currently washed by an external company, we are in the process of rebuilding the yard to include a wash base designed to recycle water.



Providing Clean Drinking Water

We also play an active role in constructing safe boreholes for drinking water in local communities. See the Community Development section of this report (Infrastructure Development) for more details.

WASTE AND HAZARDOUS MATERIALS

Through our operations, we generate both hazardous and non-hazardous waste, such as steel scraps, used oil, oil rags, papers, filters, and general household waste. We have a number of initiatives underway to reduce our consumption of resources and recycle them when possible. Our Environment Management Plan ensures that all waste is disposed of safely and responsibly.

Disposing of Hazardous Materials

We dispose of all waste and hazardous materials responsibly and ensure employee safety at every step. All hazardous materials are handled and stored in accordance with the Material Safety Data Sheets (MSDS) and restricted to designated areas. All hazardous waste is collected and disposed of by an external, certified company. Other materials are also collected by specialized companies, either for recycling or environmentally safe disposal.

Recycling and Up-Cycling

All our steel and metal waste are sold to third parties for recycling. Our car batteries are also collected by an outside company, which upcycles them, generating jobs at the same time. For our oil filters, although there is no recycling program, we use high-quality filters and have an extensive maintenance program to get the maximum use out of them.

Reducing our Paper Consumption

We recently began a paper reduction initiative, using digital tools for safety inspections instead of paper reports. In the field, we are providing our workers with tablets so as to eliminate paper books and folders. We also plan to start doing our training assessments digitally so as to further reduce paper consumption. Finally, we have reduced our packaging and meat served at corporate events.

Turning Plastics into Sleeping Mats

For many years, we've partnered with a Ghanaian company which collects our plastic drinking bottles and turns them into sleeping mats. These mats are then distributed to communities and children in need.

08.

Community Development



COMMUNITY DEVELOPMENT

We are committed to being socially responsible within the communities in which we operate and to supporting those who are most in need.

Partnering with communities is a huge part of our corporate culture. We believe this core value benefits not only our surrounding communities but Geodrill and its employees as well. Our social impact focuses strongly on the communities we work in by supporting orphanages, schools and shelters; by transferring expertise and knowledge to empower local employees; by reducing our reliance on imports in order to boost the local economy; and by developing infrastructure to provide communities with safe drinking water.



LOCAL EMPLOYMENT

From our very beginnings, we have made it a priority to source our workforce locally and rely on expats as little as possible. We are particularly proud of the work we do to train people with minimal skills and provide them with a reliable livelihood.

We provide extensive training and leadership opportunities to promote staff from within. Our policy is to have at least 30% local recruitment, and we reserve certain key roles for members of the host community. Beyond providing jobs, our presence boosts market activity in the host community. For example, since the establishment of our operations centre in 2008 in Anwiankwanta, Ghana, a number of businesses have risen in the village, offering items that were previously available only by driving long distances.

Strengthening Livelihoods

As part of our commitment to supporting those most in need, we make a practice of hiring unskilled individuals and training them to become highly skilled professionals. For many of our workers, this training, along with our competitive salaries and wages, has greatly improved their socioeconomic status and helped to break the poverty cycle.

- Joseph Teye Donkor was hired in 2008 as the pioneer auto painter. Having since developed his skills to a professional level, Joseph is currently head of the auto paint shop with about ten staff.
- Francis Kuusoyir began in 2009 as a casual labourer looking after water pumps. Today he is a site supervisor, managing over 50 staff and overseeing three drill rigs. He is now a world-class deep directional driller.
- William Kojo Twum and Manu Kwabena were originally unskilled workers. Twenty years later, they are both supervisors and multi-purpose drillers who are training others in Ghana and other West African countries.
- Haffis Iddrisu was originally engaged as a drillers assistant. He is now Operations Manager for Burkina Faso and Mali

COMMUNITY BUILDING

We aim to partner with the communities where we operate, doing our part to help meet local needs, especially in the areas of health and education. In addition to responding to numerous ad-hoc requests that we receive each year, we have long-standing relationships with many reputable charities and non-profit organizations.

- For over two decades, Geodrill has supported Ghana Children's Heart Foundation by funding life-saving surgeries for children diagnosed with congenital heart disease. At a cost of roughly US\$10,000, these surgeries are out of reach for most Ghanaian families.
- We also support the Orthopaedic Training Centre (OTC), a non-profit organisation whose mission is enabling the handicapped in Ghana, mainly children, to gain independent and productive lives.
- We strongly support The Pearl Safe Haven, an NGO providing a safe place where women and children sufferers of domestic abuse to rebuild their lives and fulfill their potential in society.
- We have had a long association with Bridge Boxing Gym, the National Boxing Team and Azumah Nelson Foundation. We have also been a generous sponsor of Ghana Hockey Association and Kumasi Sports Club.

Supporting Young People's Education

We sponsor various initiatives to improve education opportunities for children and to encourage the success of young people in surrounding communities.

- In 2019, the classrooms at Anwiankwanta Community Basic School were in a dilapidated state, and the roof of the building was leaking. Community leaders and the school's management decided to construct a three-unit classroom block to house the Nursery, KG1 and KG2 to eliminate a potential danger posed to the kids. The Unit Committee of the Town and the traditional council mobilized some blocks, gravel and sand to start the foundation of the building. The Chiefs appealed to Geodrill for support to complete the project. Geodrill responded favourably and the new three-unit classroom and office is now complete, enabling students to enjoy quality learning under a safe and conducive atmosphere.

- In June 2021, we donated GH¢150,000 to The Old Achimotan Association (OAA). The contribution is to be put towards the equipping and use of Achimota School's state of the art science laboratory complex by the current and future students of the school.
- In July 2021, Geodrill fulfilled a development pledge by presenting a cheque amount of GH¢150,000 to the Tamale Senior High School (Tamasco). The donation will be used to build an ultramodern Home Science block for the school.

INFRASTRUCTURE DEVELOPMENT

Drilling Wells For Potable Water

We play an important role in developing infrastructure to provide communities with safe drinking water. In 2020, Geodrill Ghana Limited invested 50,000 GHS to donate mechanized boreholes to two communities in the Amansie Districts.

- Manso Nkran is a farming community in the Amansie West District. The community lacks potable drinking water as a result of illegal mining activities in the area. The timely provision of the mechanized borehole now serves about 600 people in the community. The project has also reduced lost school hours for children who, previously, had to travel long distances in search of potable water before going to school.
- Geodrill also supported the Behenase Cluster of schools and the Zongo community with a mechanized borehole. The construction of the borehole has positively impacted on the lives of the communities by reducing the incidents of water borne diseases associated with drinking from polluted streams.

09.

People and Culture



PEOPLE AND CULTURE

We believe that our employees are major contributors to our success and their development is fundamental to the future of the company. To this end, we work to ensure the attraction, retention and development of the very best human resources available.



We are committed to building long-term capacity in the countries we operate in. This means providing a healthy and safe workplace and fostering a culture of transparency and learning. We believe in rewarding our employees through a generous remuneration and benefits program combined with extensive training programs that lead to further career advancement opportunities, resulting in strong employee retention. We are particularly proud of our track-record in hiring unskilled labour and providing the training and wages to improve their economic situation.

We are an equal opportunity employer and do not discriminate against any person because of sex, race, age, colour, religion, or any other characteristic. We are currently developing programs to better promote and support diversity within our company.

TALENT DEVELOPMENT

We employ approximately 1,100 people across six countries and two continents. To build local capacity and organizational resilience, we hire locally as much as possible and provide extensive training and leadership opportunities to promote staff from within. As a result, we employ very few expatriates and have significant in-house expertise.

Onboarding New Employees

We ensure that new employees are equipped with all the skills they need to carry out their duties effectively and efficiently. In addition to a Health, Safety and Environmental induction for all new hires, we provide training on skills that directly impact their performance of the job. A training history is kept in the file of each employee, and enhanced job performance resulting from training and development is rewarded.

Keeping Competencies Up To Date

Since the needs and demands of our customers continually change, training and the subsequent development of new and improved competencies is vital to our development. We conduct a skills and training needs analysis to identify the competencies and training requirements for all jobs and positions across the company. We also review and update training documentation whenever any change occurs that is likely to impact employee safety performance.

Developing Employable Skills

To develop strong local capacity and organizational resilience, we hire locally as much as possible and provide extensive training and leadership opportunities to promote staff from within.

In some cases, we hire unskilled individuals and help them develop employable skills, such as training to become a professional driller. Our on-the-job training program matches each unskilled individual with a mentor who takes care of the new hire for one to three years, as needed. For many of our workers, this training along with our competitive salaries and wages have helped to break the poverty cycle. (See the Community Development section of this report for more details.)

Performing At The Highest Levels

Our training and development programs aim to provide personnel with the required skills and knowledge to perform drilling to the highest levels. Our Drill Training facilities at our Kumasi, Ouagadougou, Bouake and Bamako bases are equipped with the latest training aids, literature, and training staff. As such, these programs are designed for new and existing personnel including drill, maintenance, and transport crews to ensure the highest safety and technical procedures are followed. Training and refresher training courses are an integral part of what we do at Geodrill.

EMPLOYEE WELLNESS

The total health and wellbeing of employees is of paramount importance to our company, and this concern extends to their families and dependents.

We understand the benefits of having a healthy workforce. We encourage our people to eat healthy foods by providing nutritional education, and we have even started a hydroponic garden to grow fresh vegetables (see below). Our offices are equipped with gyms, and at some of our sites, employees take part in half-hour exercise sessions before starting their work. As part of their compensation package, staff have health benefits which include maternity leave, compassionate leave, and medical benefits for the employee and up to four family members.

Raising Awareness Of Communicable Diseases

Our Policy on HIV/AIDS and Other Communicable Diseases recognizes these diseases as a workplace issue and aims to promote a healthy working environment to prevent new infections. It ensures confidentiality of employee's medical history and non-discrimination against infected employees. Periodic education and screening programmes are implemented to create awareness among employees.

Supporting Employee Welfare

All employees are members of the Geo Welfare Fund, financed by employee contributions, donations from the company, and dividends and interest from investments. The purpose of this fund is to provide financial support for its members in times of bereavement, to provide support for members with protracted illness or suffering from an accident (bedridden or incapacity to work among others), and to enhance the socio-cultural relationship among members.

Moreover, the program aims to provide counseling, guidance and mentorship to members; intellectual, financial and social support to members; and a platform where members can address the social, economic, cultural, religious and political issues affecting them. At the operations base in Ghana, a Welfare Committee brings workers together monthly to discuss issues of concern, which are then communicated to human resources and upper management if necessary.



To encourage staff to eat healthy foods, last year, we set up a hydroponic garden at our Accra office, where we are growing lettuce. Imported lettuce is unaffordable for most locals, and local lettuce is not always safe to eat because of the lack of clean water. In light of the positive results of this pilot program, we plan to set up hydroponic gardens across our sites so that our workers have free and easy access to fresh lettuce and tomatoes.

DIVERSITY AND INCLUSION

We are committed to fostering a workplace culture of diversity. We recognize the benefits of creating and maintaining diversity throughout the company that makes use of exposure to different perspectives, including skills, experience, gender and ethnic background.

We proudly advocate for gender and diversity inclusion in our recruitment and talent management processes and undertake to treat all directors, employees, candidates, partners, contractors, consultants, stakeholders and suppliers fairly and equally regardless of gender, age, culture/ethnicity, religious beliefs or disabilities. We are also committed to establishing measurable targets to promote and support diversity.

Fostering A Culture Of Diversity

Our Diversity Policy sets out the Board's commitment to fostering a diverse environment where individual differences are respected; the ability to contribute and access employment opportunities is based on performance, skill and merit; and inappropriate attitudes, behaviours and stereotypes are confronted and eliminated. The policy also outlines Management's responsibility to implement this Diversity Policy, including recruiting and fostering a diverse and inclusive culture.

Increasing The Number Of Women

Women currently make up just a small percent of our total workforce, mostly in more traditional functions such as administrative and support roles. One of our strategies to increase the number of women in our employment and help them climb the career ladder is to reserve specific roles in key departments for women. This has seen the recruitment of women into the Finance, Health and Safety, Stores and Warehouse, Human Resources and Maintenance Planning Units.

To further improve and sustain female participation, we also select candidates fresh from university through an aptitude test. The final candidates, particularly those selected for positions reserved for women, are trained over time to become well equipped and globally competitive.



This year, we explored ways to attract more women to this traditionally male-dominated profession. In the coming year, we plan to introduce a traineeship specifically for female drillers.

Including People With Disabilities

We recognize that it is difficult for people with disabilities to obtain employment. As part of our efforts to provide employment opportunities and to make our company more inclusive, we recently made a deliberate decision to hire at least one person with disabilities. As a result, an individual with a hearing impairment now works at our offices. We have also employed Constantin, a deaf macon working in Burkino Faso since 2014. He was hired locally to help build the Hounde camp for our first drilling program back in 2014 and has been employed ever since.

10.

Responsible Management



RESPONSIBLE MANAGEMENT

To us, corporate responsibility means running our business with honesty and integrity. We are committed to maintaining the highest standards of corporate governance and risk management through our adherence to regulatory standards and industry-leading practices in ESG. We believe that our sound corporate governance practices are foundational in realizing the company's organizational purpose, in building trust with all stakeholders, and in ensuring that Geodrill and its employees adhere to the highest standards of ethical conduct.

Our governance initiatives are developed by our Board of Directors and carried out by senior management throughout the organization so that all stakeholders understand the importance of governance. Our policies and processes are designed to ensure accountability and mitigate risks. Policies include our Code of Business Conduct and Ethics; Whistleblower Policy; Disclosure Confidentiality and Insider Trading Policy; Majority Voting Policy; and Diversity Policy.

The Governance, Safety and Nominating Committee of the Board of Directors reviews and assesses our corporate governance system on an annual basis and reports to the Board.

KPIs

- Percentage of employees acknowledging the code of conduct.
- Number of drilling sites in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.
- Monetary value of fines related to non-compliance with social or economic regulations.
- Number of non-monetary sanctions related to non-compliance with social or economic regulations.
- Monetary value of fines related to non-compliance with environmental regulations.
- Number of non-monetary sanctions related to non-compliance with environmental regulations.
- Number of security risk assessments.
- Percentage of Local Suppliers.

Ensuring Robust Corporate Governance

Our management structure ensures a power balance between the CEO and Board, separation of the offices of Chair and CEO, and appropriate checks and balances for members of the management team. Our Board of Directors is composed of 4 members, including three independent directors, who chair the board's committees: the Audit and Disclosure Committee, the Compensation Committee, and the Governance, Safety and Nominating Committee. The Board has primary responsibility for the development and adoption of the strategic direction of the company.

Promoting Strong Ethics and Compliance

We ensure strict compliance with all applicable governmental laws, rules and regulations. Our Code of Business Conduct and Ethics applies to all senior management, high-level employees, expatriate workers, contract workers, officers and directors, Geodrill Limited and its subsidiaries. It aims to promote a culture of honest and ethical conduct, fair dealing, as well as accountability for the corporation. It includes clauses related to discrimination, sexual harassment, substance abuse, conflict of interest, competitive practices, and bribery and corruption, among others. Board members and senior management are required to reread and sign our anti-bribery and anti-disclosure policies each year.

Working with Responsible Suppliers

As a socially responsible company, we endeavor to integrate socially responsible suppliers into our supply chain. For example, suppliers must demonstrate a strong commitment to responsible environmental management, elimination of environmental incidents, waste minimization and responsible resource utilization. Whenever possible, we purchase from local suppliers so as to support the local or regional economy. We have also developed long-term relationships with several international suppliers for the most critical components of our operations.

Upholding Human Rights

We uphold fundamental and internationally recognized human rights. We aim to respect and protect the rights of our employees, contractors and communities.

We strive to make sure that we are not complicit in any human rights abuses, including child labour, human trafficking, human slavery or forced labour. As well, to the best of our knowledge, gold produced by our clients' mines in West Africa does not contribute to armed conflict or human rights abuses or breaches of international humanitarian law.

Being Transparent About Tax

We comply with all applicable tax legislation and disclosure obligations wherever we operate.

11.

About this Report



ABOUT THIS REPORT

In this first ESG report, we aim to give a transparent account of how Geodrill integrates financial, societal and environmental considerations to create sustainable, long-term value.

Reporting Standards

This ESG report has been developed in alignment with the Global Reporting Initiative (GRI) standards and the Sustainability Accounting Standards Board (SASB) Metals and Mining Industry Standard. A GRI and SASB index can be found in the appendix section of this report.

Context And Scope

The report covers calendar year 2020 for all quantitative data, unless otherwise indicated. Qualitative data generally reflects 2019 and 2020 accomplishments, as well as some key highlights from the first and second quarter of 2021. Going forward, we plan to report our ESG progress on an annual basis, as a complement to the information we already communicate on our corporate website.

Content Priorities

To inform the content of the report, we took into consideration the ESG perspectives of Geodrill’s leadership as well as a desktop review of the relevant ESG topics. We conducted internal interviews with relevant functions to identify those topics that mattered most to our business. The most important topics are presented in the matrix below.



12.

Data Tables and Indexes



DATA TABLES

Data	Units	2020	2019	GRI	SASB
ENVIRONMENT					
*EMISSIONS (a)					
Total GHG Emissions (Scopes 1 and 2)	tCO ₂ e	28,601	26,888	305-1	
Total Direct GHG Emissions (Scope 1) (b)	tCO ₂ e	27,901	26,301	305-1	EM-MM-110a.1
Total Indirect GHG Emissions (Scope 2)(c)	tCO ₂ e	700	587	305-2	
GHG Emissions Intensity	tCO ₂ e/\$ revenue	0.00035	0.00031	305-4	
Total air emissions					
Total Carbon monoxide (CO)	Metric tons (t)	x	x		EM-MM-120a.1
Total Nitrogen Oxides (NOx) (excluding N ₂ O)	Metric tons (t)	0	0	305-7	EM-MM-120a.2
Total Sulfur Oxide (SOx)	Metric tons (t)	0	0	305-7	EM-MM-120a.3
Total Particulate Matter (PM ₁₀)	Metric tons (t)	0	0	305-7	EM-MM-120a.4
Total Mercury (Hg)	Metric tons (t)	0	0		EM-MM-120a.5
Total Lead (Pb)	Metric tons (t)	0	0		EM-MM-120a.6
Total Volatile Organic Compounds (VOCs)	Metric tons (t)	0	0	305-7	EM-MM-120a.7
*ENERGY					
Total Energy (direct and indirect) Consumed within the Organization	GJ	377,268	548,643	302-1	EM-MM-130a.1
Total Direct Energy Consumed	GJ	377,248	548,645		
Total light oil	L	253,014	178,173	302-1	
Total Diesel	L	9,580,558	9,071,140	302-1	
Total Indirect Energy Consumed	GJ	19.28	17.61		
Total electricity consumption	KWh	519 475	372 867	302-1	

* Emissions and *Energy data are subject to final confirmation by PWC

Data	Units	2020	2019	GRI	SASB
ENERGY					
Total percentage renewable(d)	Percentage	0	0	302-1	EM-MM-130a.1
Energy Intensity (per unit of revenue)	GJ/\$ revenue	0.004	0.007	302-1	
COMPLIANCE					
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	0	0	307-1	EM-MM-140a.2

Data	Units	2020	2019	GRI	SASB
SOCIAL					
EMPLOYEES					
Total Employees	Number	x	x	102-7	EM-MM-000.B
Total Full-time Employees	Number	1 066	1 089	102-8	
Total Full-time Employees (Ghana)	Number	577	513	102-8	
Percentage Female (Ghana)	Percentage	10	7	102-8	
Percentage Subcontractors	Percentage	91	95	102-8	EM-MM-000.B
NEW EMPLOYEE HIRES					
Total New Employee Hires	Number	261	161	401-1	
Attrition / Turnover Rate (e)	Percentage	39	2	401-1	
Total Local Hires (Ghana)	Number	78	51	203-2	
TRAINING AND EDUCATION					
Total Hours of Training Provided	Number	2,655	3,030	404-1	
Total Number of Apprenticeships (Ghana)	Number	177	202		
Number of Upskilled Employees (hired without employable skills)(Ghana)	Number	65	75		

Data	Units	2020	2019	GRI	SASB
SOCIAL					
HEALTH AND SAFETY					
Incidence rate (f)	Rate	0.06	0.06	403-9	EM-MM-320a.1
Fatality rate (f)	Rate	0	0	403-9	EM-MM-320a.1
Total recordable incident frequency rate (f)	Rate	1.18	0.89	403-9	
Near miss frequency rate (NMFR) (f)	Rate	0.25	0.33		EM-MM-320a.1
Total number of hours worked	Number	2,860,780	3,141,143	403-9	
Lost Time Injury Frequency Rate (f)	Rate	0.06	0.06	403-9	
Number of HSC meetings (Health & Safety Steering Committee)	Number	1	1		
Safety meeting at the country level every site	Number	832	936		
Number of Drill Site Inspections	Number	496	655		
Average hours of health, safety, and emergency response training by full-time employees	Number	792	792		EM-MM-320a.1
Average hours of health, safety, and emergency response training by contract employees	Number	110	110		EM-MM-320a.1
DIVERSITY AND EQUAL OPPORTUNITY					
Percentage Female Employees	Percentage	8	7	405-1	
Total Female Employees in Management Positions	Number	0	0	405-1	
Total Female Employees in Operations (Drilling) positions	Number	0	0	405-1	

Data	Units	2020	2019	GRI	SASB
GOVERNANCE					
BOARD COMPOSITION (g)					
Total Board Members	Number	4	4	102-22	
Females	Number	0	0	102-22	
Non-Executives	Number	3	3	102-22	
Independent	Number	3	3	102-22	
Average Board Tenure	Number of years	12	11	102-22	
ETHICS					
Percentage of employees acknowledging the code of conduct	Percentage	100	100	205-2	
Number of drilling sites in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (h)	Number	0	0	205-2	EM_MM-51 0a.2
COMPLIANCE					
Monetary value of fines related to non-compliance with social or economic regulations	Dollar	0	0	419-1	
Number of non-monetary sanctions related to non-compliance with social or economic regulations	Number	0	0	419-1	
Monetary value of fines related to non-compliance with environmental regulations	Dollar	0	0	307-1	

Data	Units	2020	2019	GRI	SASB
Number of non-monetary sanctions related to non-compliance with environmental regulations	Number	0	0	307-1	
Number of security risk assessments	Number	1	1		
SOCIO-ECONOMIC					
ECONOMIC IMPACT					
Revenues	Dollar	82,435,561	87,407,835	201-1	
Operating Expenses	Dollar	71,653,874	75,106,971	201-1	
Government Taxes (i)	Percentage	29	68		
Community Investments					
Total Monetary Donations	Dollar	132,007	76,921	201-1	
Total Number Water Wells	Number	3	6	203-2	
Total Population Positively Impacted	Number	3,600	7,800	203-3	
SUPPLIERS					
Total Suppliers	Number	314	316	203-2	
Percent Local Suppliers	Percentage	89	92	203-2	
ACTIVITY					
Number of drilling sites	Number	16	18	102-7	
Number of drill rigs	Number	68	51	102-7	

Content Priorities

(a) Greenhouse gas emissions were calculated using the GHG Protocol Corporate Accounting and Reporting Standard, which includes the following greenhouse gases: carbon dioxide, methane, and nitrous oxides. We used IEA emissions factors per specific country for the carbon dioxide and the US EPA's 2020 Emission Factors for methane, and nitrous oxides. We applied Global Warming Potentials from the IPCC Fifth Assessment Report.

(b) Direct Scope 1 emissions include the fuel consumed by drilling equipment and other machinery. There are no process emissions related to Geodrill emissions.

(c) Indirect Scope 2 GHG emissions include electricity which are reported based on the location-based method.

(d) Employee turnover rate includes all departures, both voluntary and involuntary, including resignations, terminations and retirements. The 2020 attrition rate was significantly impacted by the effects of the COVID-19 pandemic.

(e) Calculated per 200,000 hours worked.

(f) As of (date or specific report), the Board of the Corporation is composed of 4 Directors. Within the (add definition source) and in the Board's view, the following 3 Directors (constituting 75 per cent of the Board), (add names), are independent and have no other relationships that could reasonably interfere with the exercise of their independent judgment in discharging their duties to the Corporation.

(g) As of December 31, 2020, Geodrill had drill sites in Ghana (75) Burkina faso (86) Cote d'Ivoire (105) Mali (129) and Peru (94). In 2021, new sites in Egypt will be added.

(i) Government payments and payables include corporate taxes, government royalties and employment taxes paid to the Governments of the countries in which we operate our mines.

GRI/SASB INDEX

GRI Indicator	SASB Indicator	WEF Indicator	Description	Document name	Page
1. ORGANIZATIONAL PROFILE					
102-1	N/A	N/A	Name of the organization	2020 Sustainability Report Cover Page	TBD
102-2	N/A	N/A	Activities, brands, products, and services	2020 Sustainability Report "About Geodrill"	TBD
102-3	N/A	N/A	Location of headquarters	Website "Contact"	N/A
102-4	N/A	N/A	Location of operations	2020 Sustainability Report "About Geodrill"	TBD
102-5	N/A	N/A	Ownership and legal form	Website "Shareholder Information"	N/A
102-6	N/A	N/A	Markets served	2020 Sustainability Report "About Geodrill"	TBD
102-7	N/A	N/A	Scale of the organization	Data Table	TBD
102-8	N/A	N/A	Information on employees and other workers	Data Table	TBD
102-9	N/A	N/A	Supply chain	2020 Annual Information Form	12, 19, 24, 25
102-12	N/A	N/A	External initiatives	Website "ESG"	TBD

GRI Indicator	SASB Indicator	WEF Indicator	Description	Document name	Page
2. STRATEGY					
102-14	N/A	N/A	Statement from senior decision-maker	2020 Sustainability Report "CEO Message"	TBD
102-15	N/A	●	Key impacts, risks, and opportunities	2020 Annual Information Form	TBD
3. ETHICS AND INTEGRITY					
102-16	N/A	N/A	Values, principles, standards and norms of behavior	Website "Code of Business Conduct And Ethics"	TBD
102-17	N/A	●	Mechanisms for advice and concerns about ethics	Whistle Blower Policy	N/A
4. GOVERNANCE					
102-18	N/A	N/A	Governance structure	2020 Sustainability Report "Strategy"	TBD
102-19	N/A	N/A	Delegating authority	Website "Corporate Governance"	TBD
102-20	N/A	N/A	Executive-level responsibility for economic, environmental and social topics	2020 Sustainability Report "Strategy"	TBD
102-22	N/A	●	Composition of the highest governance body and its committees	2020 Annual Information Form	TBD
102-23	N/A	N/A	Chair of the highest governance body	Website "Board of Directors"	N/A
102-24	N/A	N/A	Nominating and selecting the highest governance body	Website "Governance, Safety and Nominating Charter"	N/A
102-25	N/A	N/A	Conflicts of interest	2020 Sustainability Report "Responsible Management"; Website "Code of Business Conduct And Ethics"	TBD
102-26	N/A	●	Role of highest governance body in setting purpose, values and strategy	2020 Sustainability Report "Strategy"	TBD
102-27	N/A	N/A	Collective knowledge of highest governance body	2020 Annual Information Form	31
102-28	N/A	N/A	Evaluating the highest governance body's performance	Governance, Safety and Nominating Charter	N/A
102-29	N/A	N/A	Identifying and managing economic, environmental and social impacts	2020 Sustainability Report "Strategy"	TBD
102-30	N/A	N/A	Effectiveness of risk management process	2020 Annual Report "Financial Risk Management"	35
102-31	N/A	N/A	Review of economic, environmental and social topics	2020 Sustainability Report "Strategy"	TBD
102-32	N/A	N/A	Highest governance body's role in sustainability reporting	2020 Sustainability Report "Strategy"	TBD
102-33	N/A	N/A	Communicating critical concerns	Website "Code of Business Conduct And Ethics"	N/A
102-35	N/A	●	Remuneration policies	Charter of the Compensation Committee of the Board of Directors	N/A
102-36	N/A	N/A	Process for determining remuneration	Website "Compensation Committee Charter"	N/A

GRI Indicator	SASB Indicator	WEF Indicator	Description	Document name	Page
6. REPORTING PRACTICE					
102-45	N/A	N/A	Entities included in the consolidated financial statements	Website "2020 Annual Report"	12
102-46	N/A	N/A	Defining report content and topic boundaries	2020 Sustainability Report "About this Report"	TBD
102-47	N/A	●	List of material topics	2020 Sustainability Report "Strategy"	TBD
102-48	N/A	N/A	Restatements of information	2020 Sustainability Report "About this Report"	TBD
102-49	N/A	N/A	Changes in reporting	2020 Sustainability Report "About this Report"	TBD
102-50	N/A	N/A	Reporting period	2020 Sustainability Report "About this Report"	TBD
102-51	N/A	N/A	Date of most recent report	2020 Sustainability Report "About this Report"	TBD
102-52	N/A	N/A	Reporting cycle	2020 Sustainability Report "About this Report"	TBD
102-53	N/A	N/A	Contact point for questions regarding the report	2020 Sustainability Report "About this Report"	TBD
102-55	N/A	N/A	GRI content index	2020 Sustainability Report "GRI/SASB Index"	TBD
102-56	N/A	N/A	External assurance	2020 Sustainability Report "About this Report"	TBD
ECONOMIC					
GRI Indicator	SASB Indicator	WEF Indicator	Description	Document name	Page Number
INDIRECT ECONOMIC IMPACTS					
203-1	N/A	●	Infrastructure investments and services supported	2020 Sustainability Report "Community Development"	TBD
203-2	N/A	●	Significant indirect economic impacts	2020 Sustainability Report "Community Development"	TBD
PROCUREMENT PRACTICES					
103-1	N/A	N/A	Explanation of the material topic and its boundary	2020 Sustainability Report "Responsible Management"	TBD
ANTI-CORRUPTION					
N/A	EM-MM-510a.2	N/A	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Data Table	TBD
TAX					
207-1	N/A	N/A	Approach to tax	2020 Sustainability Report "Responsible Management"	TBD

ENVIRONMENTAL					
GRI Indicator	SASB Indicator	WEF Indicator	Description	Document name	Page Number
MATERIALS					
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "Eco-Efficiency & Climate Change"	TBD
ENERGY					
302-1	EM-MM-130a.1	N/A	Energy consumed within the organization	Data Table	TBD
302-2	EM-MM-130a.1	N/A	Energy consumed outside the organization	Data Table	TBD
WATER AND EFFLUENTS					
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "Water Stewardship"	TBD
303-1	N/A	N/A	Interactions with water as a shared resource	2020 Sustainability Report "Water Stewardship"	TBD
303-2	N/A	N/A	Management of water discharge related impacts	2020 Sustainability Report "Water Stewardship"	TBD
N/A	EM-MM-140a.2	N/A	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	No incidents in 2020	TBD
EMISSIONS					
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "Eco-Efficiency & Climate Change"	TBD
305-1	EM-MM-110a.1	●	Direct (Scope 1) GHG Emissions	Data Table	TBD
305-2	N/A	●	Indirect (Scope 2) GHG Emissions	Data Table	TBD
305-4	N/A	N/A	GHG emission intensity	Data Table	TBD
305-6	EM-MM-120a.1	N/A	Emissions of ozone-depleting substances (ODS)	Data Table	TBD
305-7	EM-MM-120a.1	●	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Data Table	TBD
WASTE					
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "Waste and Hazardous Materials Management "	TBD
306-2	N/A	N/A	Management of significant waste-related impacts	2020 Sustainability Report "Waste and Hazardous Materials Management "	TBD
N/A	EM-MM-150a.3	N/A	Number of tailings impoundments, broken down by MSHA hazard potential	Geodrill does not generate tailings.	N/A

ENVIRONMENTAL COMPLIANCE					
GRI Indicator	SASB Indicator	WEF Indicator	Description	Document name	Page Number
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "Environmental Compliance"	TBD
307-1	N/A	N/A	Non-compliance with environmental laws and regulations	Data Table	TBD
SOCIAL					
EMPLOYMENT					
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "People and Culture"	TBD
401-1	N/A	●	New employee hires and employee turnover	Data Table	TBD
401-2	N/A	N/A	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2020 Sustainability Report "People and Culture"	TBD
401-3	N/A	N/A	Parental leave	2020 Sustainability Report "People and Culture"	TBD
LABOR/MANAGEMENT RELATIONS					
N/A	EM-MM-310a.1	N/A	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Data Table	TBD
N/A	EM-MM-310a.2	N/A	Number and duration of strikes and lockouts	2021 Data Table	TBD
OCCUPATIONAL HEALTH & SAFETY					
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "Health and Safety"	TBD
403-1	N/A	N/A	Occupational health and safety management system	2020 Sustainability Report "Health and Safety"	TBD
403-2	N/A	N/A	Hazard identification, risk assessment, and incident investigation	2020 Sustainability Report "Health and Safety"	TBD
403-3	N/A	N/A	Occupational health services	2020 Sustainability Report "Health and Safety"	TBD
403-4	N/A	N/A	Worker participation, consultation, and communication on occupational health and safety	2020 Sustainability Report "Health and Safety"	TBD
403-5	EM-MM-320a.1	N/A	Worker training on occupational health and safety	2020 Sustainability Report "Operational Excellence"; Data Table	TBD
403-6	N/A	●	Promotion of worker health	2020 Sustainability Report "Employee Wellness"	TBD
403-7	N/A	N/A	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2020 Sustainability Report "Employee Wellness"	TBD
403-9	EM-MM-320a.1	●	Work-related injuries	Data Table	TBD
403-10	EM-MM-320a.1	●	Work-related ill health	Data Table	TBD

TRAINING AND EDUCATION					
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "Talent Development"	TBD
404-1	N/A	●	Average hours of training per year per employee	Data Table	TBD
404-2	N/A	N/A	Programs for upgrading employee skills and transition assistance programs	2020 Sustainability Report "Talent Development"	TBD
DIVERSITY AND EQUAL OPPORTUNITY					
103-2	N/A	N/A	The management approach and its components	2020 Sustainability Report "Diversity and Inclusion"; Website: Diversity Policy	TBD
405-1	N/A	●	Diversity of governance bodies and employees	Data Table	TBD
SECURITY PRACTICES					
103-2	EM-MM-210a.3	N/A	The management approach and its components	2020 Sustainability Report "Security"	TBD
HUMAN RIGHTS ASSESSMENT					
103-2	EM-MM-210a.3	N/A	The management approach and its components	2020 Sustainability Report "Responsible Management"	TBD
LOCAL COMMUNITIES					
103-2	EM-MM-210b.1	N/A	The management approach and its components	2020 Sustainability Report "Community Development"	TBD

FORWARD-LOOKING INFORMATION

This ESG report contains “forward-looking information” which may include, but is not limited to, statements with respect to the future financial or operating performance of the Company, its subsidiaries, future growth, results of operations, capital needs, performance, business prospects and opportunities. Often, but not always, forward-looking information can be identified by the use of words such as “plans”, “expects”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates” or “believes” or variations (including negative variations) of such words or by the use of words or phrases that state that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved.

Forward-looking information is based on certain assumptions and analyses made by the Company in light of its experience and perception of historical trends, current conditions and expected future developments and other factors it believes are appropriate. Forward-looking information involves known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of the Company and/or its subsidiaries to be materially different from any future results, performance or achievements expressed or implied by the forward-looking information contained in this ESG report. Although the Company has attempted to identify important factors that could cause actual actions, events or results to differ materially from those described in such forward-looking information, there may be other factors that may cause actions, events or results to differ from those anticipated, estimated or intended. Should one or more of these risks or uncertainties materialize or should assumptions underlying such forward-looking information prove incorrect, actual results, performance or achievements may vary materially from those expressed or implied by the forward-looking information contained in this ESG report.

Forward-looking information contained herein is made as of the date of this ESG report and the Company disclaims any obligation to update any forward-looking information, whether as a result of new information, future events or results or otherwise, except as required by law. There can be no assurance that forward-looking information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such information. Accordingly, readers should not place undue reliance on forward-looking information.

At Geodrill, we believe in doing what is right, not just what is required.

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