



MIIF CORPORATE SOCIAL RESPONSIBILITY(CSR) POLICY

1st November, 2023

Contents

Introduction	3
CSR Purpose and Objectives	3
CSR Guiding Principles	4
CSR Strategic Pillars.....	5
CSR Governance Structure & Mechanism	6
CSR Budget	7
Execution of CSR	8
Validity of CSR Policy.....	8
ANNEXURE: 2022 – 2023 CSR Activity Areas	9

1. Introduction

- (a) The Minerals Income Investment Fund (“MIIF” or the “Fund”) recognizes the importance of good corporate governance and corporate social responsibility (CSR) in promoting the MIIF brand, good community relations, and strengthening the trust of its stakeholders. The Fund believes that integrating social, environmental, and ethical responsibilities into its operations would ensure long term success of its operations, promote stakeholder engagement and community relations which are crucial to the competitiveness and sustainability of the Fund and its investments.
- (b) The Fund defines Corporate Social Responsibility as follows:
 - Conducting business in a socially responsible and ethical manner.
 - Protecting the environment, livelihood and the safety of people.
 - Ensuring that investments benefit the community through responsible and economically sustainable initiatives.
 - That all activities by the Fund supports the 17 social development goals (SDGs) and
 - Engaging, learning from, respecting and supporting the communities and cultures within which the Fund operates and have its assets invested.
- (c) The CSR Policy shall be guided by the Fund’s core values, vision and commitment to stakeholders, employees and community.
- (d) The CSR Policy shall apply to all CSR activities undertaken by the Fund and to a limited extent, any organizations, institutions, companies, or foundations in which the Fund holds a significant stake.
- (e) The Fund’s CSR Policy has been framed pursuant to the Minerals Income Investment Fund Act, 2018 (Act 978) as amended by the Minerals Income Investment Fund (Amendment) Act, 2020 (Act 1024) (the “Fund Act”).
- (f) The CSR policy will be aligned with existing MIIF policies and regulations in particular the Investment Policy guidelines, ESG guidelines and any other relevant government social responsibility and environmental protection policies.

2. CSR Purpose and Objectives

2.1 Purpose:

MIIF is committed to impacting lives of Ghanaians, particularly those in mining communities. The CSR Policy sets out the Fund’s commitment to ensuring that its activities are conducted according to high ethical standards, integrity and environmental, social and governance (ESG) principles and practices.

2.2 Objectives:

The objectives of the CSR Policy covers primarily, gender equity, education, health, environment, social cohesion, human rights and skills training. In a much broader view, the Fund aims to approach these as follows:

- (i) To make a meaningful and measurable impact in the communities, by including ESG considerations in all investment and strategic decisions.
- (ii) To build employee morale by ensuring meaningful and measurable employee engagement with the community.
- (iii) To participate in or undertake activities that benefit the communities within which the Fund operates socially and economically.
- (iv) To generate global and community goodwill for the Fund and help reinforce a positive and socially responsible image of MIIF as a good corporate citizen of Ghana.
- (v) To establish an integrated approach of development which focuses on the following among others:
 - creating economically sustainable and alternative livelihoods, promoting good education and relevant skills development.
 - creating awareness on social interest topics such as illegal mining, gender equity captured in programs such as “women in mining”, youth employment and mining safety.
 - facilitating and providing access to formal financial channels for excluded or marginalized sections such as women in mining, access to micro mining support services, community mining covering all minerals with the aim of developing skills and
 - promoting environmental sustainability such as afforestation, re-afforestation, promoting gender equity, supporting other private and public organisations undertaking initiatives which aligns with MIIF’s CSR objectives and supporting health and sanitation initiatives.

3. CSR Guiding Principles

The Fund’s approach to CSR and sustainable investments is driven and guided by the following fundamental principles:

- (i) The Fund’s CSR activities shall be undertaken as stated in this CSR Policy.
- (ii) Any activity which is exclusively for the benefit of the Fund’s employees or their family members shall not be considered as a CSR activity of the Fund.
- (iii) The Fund in utilizing the amount earmarked for CSR activities shall give priority to the local area(s) where mining activities occur.
- (iv) The Fund shall always ensure that that social, economic and environmental responsibilities to stakeholders are integral to its operations.
- (v) The Fund shall promote environmental sustainability and ecological balance through

sustainable, alternative livelihood initiatives focused on natural resource conservation and management.

- (vi) High ethical standards shall be employed by the Fund when conducting business with stakeholders.
- (vii) The Fund shall encourage the Fund's stakeholders and partners to adopt responsible business policies and practices for their mutual benefit.
- (viii) The Fund shall consider feedback received from stakeholders and, where possible, maintain open dialogue to ensure that the Fund fulfils the requirements of this CSR Policy.

4. CSR Strategic Pillars

Each CSR activity will align to one or more of the following Strategic Pillars which form the bedrock of MIIF CSR.

- (i) **Corporate Social Investment (CSI)** represents direct monetary investments that the Fund makes to improve societies and communities of interest, particularly in mining operating areas. MIIF stresses collaborative, consultative, and partnership approaches in the delivery of social investment activities. MIIF will contribute to the communities' quality of life by supporting innovative activities in health, education, social services and the environment, as well as cultural and civic projects. MIIF will strive to provide employment and economic opportunities in the mining communities and promote entrepreneurial culture through skills and capacity development programs aimed to support the growth of the Micro Small Medium Enterprise (MSME) sector, and through initiatives aimed to foster innovation by engaging with start-ups, academic institutions, skills development organizations, and entrepreneurial incubators.
- (ii) **Corporate Partnerships** refers to collaborative partnerships formed with other Government entities, mining companies, NGOs delivering work in the Fund's areas of interest, private investment organizations, local community resources, and any other like-minded stakeholders. This helps widen the Fund's reach and leverage upon the collective expertise, wisdom and experience that these partnerships offer. The Fund may also collaborate with other companies in undertaking CSR activities in such a manner that aligns to the CSR approach and principles.
- (iii) **Corporate Philanthropy** is focused on direct giving to alleviate critical, emergency, or urgent needs of various stakeholders. Direct giving may include donations of goods, services and money to address specific needs. Corporate philanthropy may also include support to victims of natural calamities and other disasters through relief and rehabilitation programs.
- (iv) **Corporate Compliance & Ethics** refers to all activities that demonstrate MIIF's commitment to legality and willingness to observe and adhere to values; these activities must:

- Respect the rule of law.
 - Honor and abide by all internal policies.
 - Ensure that all its business operations are legitimate.
 - Keep every partnership and collaboration open and transparent.
 - Promote safety and fair dealing.
 - Respect toward the consumer, colleagues, client and the environment.
 - Promote anti-bribery and anti-corruption practices
- (v) **Environmental Stewardship** refers to all environmental activities that contribute in any way to reduce the Fund's carbon footprint, improve energy efficiency and promote recycling. The Fund will use environmentally friendly materials or make an effort to actively use more secondary materials. The Fund will also commit to sustainable practices through its supply chain and procurement processes (such as recycling or embracing energy-saving methods).
- (vi) **Employee Volunteerism** is a core pillar of MIIF's CSR activity, designed to drive ownership of CSR throughout all employee levels. Although not mandatory, the Fund will encourage its employees to volunteer. Employees can volunteer through activities organized internally or externally. The Fund may also sponsor volunteering events from other organizations.

5. CSR Governance Structure & Mechanism

The governance and management of CSR follows MIIF's organizational hierarchy.

5.1 MIIF Executive Committee responsibilities include:

- Approving and owning the CSR Policy.
- Allocating funds annually for CSR in line with an agreed formulae which shall be captured in the budget.;
- Reporting on CSR performance in the Fund's annual report.
- Disclosure of the CSR Policy in the Fund's reporting mechanisms and placing same on the Fund's website to ensure transparency to stakeholders.
- Constitution of a Social Investments Advisory Committee (SIAC), a 5-member panel consisting of the Head of ESG, the CTO, a representative each from the Investments and CAER departments and an external skilled person to assist in monitoring, evaluating and reporting on all CSR initiatives as approved by the Management and Board of the Fund.

5.2 MIIF Corporate Affairs & External Relations (CAER) Department responsibilities under CSR include:

- Managing the day-to-day execution of the CSR Policy.
- Formulating and recommending to the Executive Committee an annual program of

- activities aligned to the CSR Strategic Pillars and the Fund's strategy for the year.
- Recommending the amount of expenditure to be incurred for each activity.
- Managing the expenditure associated with all activities and actions.
- Ensuring that the funds disbursed have been utilized for the purposes and in the manner as approved by Board and the Executive Committee.
- Conducting due diligence prior to selection of any activity, to verify the organization and the needs outlined in each request. This is to ensure that all activities adhere strictly to MIIF policies, values, guiding principles, and financial diligence; and
- Developing and manage a well-defined monitoring and reporting framework for the activities.

5.3 MIIF Social Investments Advisory Committee (SIAC) responsibilities include:

- Assessing and providing preliminary recommendations for all social investments.
- Recommending the amount of expenditure to be incurred for social investment activities; and
- Supporting the monitoring of the performance of social investment activities.

5.4 All MIIF Employees, Contractors & Third Parties responsibilities include:

- Contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

6. CSR Budget

6.1 Provisions relating to annual expenditure on CSR activities will be defined in the annual budget of the Corporate Affairs and External Relations department. To support budgetary allocation, one percent 1% of annual returns on investment (including returns on cash placements) shall be allocated to CSR support. A separate account for this purpose shall be opened for the purpose.

6.2 The approval of CSR activities will follow the MIIF organizational hierarchy as follows –

- CAER recommendation to SIAC (for CSI only)
- SIAC recommendation to Executive Committee
- Executive Committee to provide final approval, except where the amount is above the budget allocated for the year, then the Board will provide final approval.
- CAER recommendation to Executive Committee (for all other categories)

6.3 The surplus arising out of the CSR activities shall be rolled over and added to the expenditure budget of the following year.

6.4 In order for an activity to qualify as CSR Expenditure, CSR activities must be undertaken in compliance with the applicable laws and shall not include the following:

- activities undertaken in pursuance of normal course of business of the Fund.

- contribution of any amount directly or indirectly to any political party
- activities benefiting employees of the company as part of their normal compensation.
- activities supported by the Fund on sponsorship, marketing or PR basis.
- activities carried out for fulfilment of any other statutory obligations under any law.

7. Execution of CSR

All CSR activities will be executed by the Fund itself or through partnerships with any institution managing CSR activities on behalf of the Fund, or any agencies and entities as the Fund deems suitable.

7.1 CSR Annual Action Plan and Activity Briefs:

The CAER department will formulate and recommend an annual CSR Action Plan. The Action Plan shall include focus areas for the year, the list of activities to be undertaken, manner of execution, fund utilization, monitoring mechanism, etc. The Executive Committee may approve the Action Plan with such further conditions as it deems fit and further alter the Action Plan at any time during the financial year, as per the recommendation of the CAER department or the SIAC, based on the reasonable justification to that effect.

An Activity Brief for each relevant activity will be developed, covering the following:

- Alignment to a Strategic Pillar
- The objectives and expected results of the CSR Activity
- Details of need and impact assessment, if any, for the activities undertaken by the company
- The relevant sector and the nature of the CSR Activity;
- The focus area/ location for implementation of the CSR Activity
- Amount requested, amount allocated
- The modalities of utilization of funds towards the CSR Activity
- Location of the activity
- Duration of the activity
- Mode and schedule of implementation
- Monitoring and reporting mechanism
- Such other details as it may deem necessary.

The Activity Brief will be submitted for approval and will be used for project management of each CSR activity.

8. Validity of CSR Policy

The CSR Policy will be reviewed annually, and the Fund's Executives may amend the Policy

as may be required from time to time.

ANNEXURE: 2023 CSR Activity Areas

The Fund's targeted activities for 2023 are outlined below.

No.	Strategic Pillar	Proposed Allocation from CSR Budget	Proposed Activity
1	Corporate Investments Social	▪ 50%	<ul style="list-style-type: none"> ▪ US\$ 1.6 Million UMAT Technical Building to support technical skills training and jewelry making in Ghana. This is to allow Ghana tap into the circa US\$700 Million global gold jewelry market. ▪ \$1.5 Million Expanded health outreach program with the support of zipline covering deprived mining communities in Ghana.. ▪ GHS 100,000 annual Scholarship Program for women in mining at UMAT.
2	Corporate Partnerships	▪ 15%	<ul style="list-style-type: none"> ▪ UMAT Speaker Series ▪ Ghana Economic Forum ▪ MIIF Stakeholder Engagement
3	Corporate Philanthropy	▪ 20%	▪ Appiatse (Phase 2)
4	Compliance & Ethics	▪ 5%	▪ Not identified
5	Environmental Stewardship	▪ 5%	▪ Not identified
6	Employee Volunteerism	▪ 5%	▪ Green Ghana