



Environmental and Social Impact Assessment Yaoure Gold Project, Côte d'Ivoire Stakeholder Engagement Plan



Submitted to

Perseus Yaoure SARL

Submitted By

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1 INTRODUCTION

Perseus Yaouré SARL is a private company and currently developing the Yaouré Gold Project in central Côte D'Ivoire. Perseus has completed an Environmental and Social Impact Assessment (ESIA) and more recently a Definitive Feasibility Study.

This document is the Stakeholder Engagement Plan (SEP) for the Project and guided stakeholder engagement activities throughout the original ESIA process. It will further guide such activities moving forward through the construction and operations stages of the Project. It will be reviewed intermittently to reflect changes on the ground and to ensure it is achieving its intended objectives.

Stakeholder engagement is about building and maintaining constructive relationships over time. It is an ongoing process between a company and its stakeholders that extends throughout the project lifecycle and encompasses a range of activities and approaches, from information sharing and consultation, to participation, negotiation, and partnership.

This SEP outlines Perseus's strategy and program to ensure effective stakeholder engagement, particularly as it relates to the Project-affected population. It defines Perseus's commitments for the provision of relevant and understandable information. It also describes structured processes for enabling stakeholders to communicate their interests, concerns and needs around the Project to Perseus, in ways to which they can respond appropriately.

This SEP has the following specific objectives:

- Provide information in advance of consultation activities and decision-making;
- Disseminate understandable information using methods and locations that make it easy for stakeholders to access ;
- Show respect for local traditions, languages, timeframes, and decision making processes;
- Establish a two-way dialogue that gives both sides the opportunity to exchange views and information, to listen, and to have their issues heard and addressed;
- Ensure inclusiveness in representation of views, including women, youth, marginalized and/or and minority groups;
- Set up processes free of intimidation or coercion;
- Develop structured mechanisms for responding to people's concerns, suggestions, and grievances; and
- Demonstrate how feedback was incorporated into project or program design, and report back to stakeholders on a regular basis.

This document is divided into the following sections which:

1. Introduces the plan and its objectives;
2. Outlines the legal and institutional requirements around engagement, consultation and disclosure;
3. Details how stakeholders were identified and classified;
4. Describes the activities undertaken during preparation of the ESIA; and
5. Outlines planned activities moving forward.

2 LEGAL AND INSTITUTIONAL REQUIREMENTS

This SEP addresses national legal and institutional requirements as outlined in the environmental and mining codes, as well as in the ESIA legislative framework (e.g., participatory approach, disclosure of information, community consultations). Where international requirements are more stringent, or provide indications at a higher level of details (e.g. grievance management, vulnerable categories, etc.), this SEP details the international standards as a potential performance benchmark.

2.1 National regulations

2.1.1 Environmental Code

The Environmental Code (Act n°96-766 dated 03 October, 1996) and its application decrees establish key stakeholder engagement principles that apply to Projects entailing significant risks for the human and bio-physic environment.

Specifically, article 35.6 mandates that “all people have the right to be informed about the environmental status and to pre-emptively participate in the decision-making process on environmental impacts”. Article 35.7 further establishes “a duty of cooperation with public authorities, international institutions and civil society groups that actively work in the preservation of natural resources”, for all corporate businesses, whose Projects might generate adverse impacts on the environment.

2.1.2 Impact Assessment Decree

The Impact Assessment Decree (n° 96-894 dated 08 November, 1996) determines the rules and procedures applicable to social and environmental impact assessment studies for development projects.

Art. 10 and 11 of the Decree mandate that a specific committee is created within the Ministry of Environment to evaluate impact assessment reports. This committee is responsible, among other things, for the organization of public inquiries – “enquêtes publiques” - (consultations with relevant public administrations) and the diffusion of ESIA provisions.

2.1.3 Mining Code

The Mining Code (Act n°2014-138 dated 24 March, 2014) and its application decrees include three chapters that relate to stakeholder engagement and community relations, namely:

- Chapter I (Title IX) on the Adhesion to Good Governance Principles - Art. 117-120 prescribe all operators holding a mining title to apply good governance principles including those of the Equator Principles and the Extractive Industry Initiative for Transparency. According to EITI principles, mining title holders are subject to regular reporting obligations on financial transfers to the State and on social accomplishments.
- Chapter II (Title IX) on Community Development – Art. 121-126 require mining companies to develop a co-orporative social responsibility policy. This obligation imposes on business operators the duty to respect, protect and promote human rights. Moreover,

Art. 124 prescribes the elaboration of a community development plan with specific objectives and investment plans to be defined in collaboration with local authorities.

- Chapter III (Title IX) on Relations with Landholders – Art. 127-130 establish the principles of cooperation between land holders and mining companies whose access to mining sites is conditional on the signature of an agreement protocol with land users and owners. The occupation of land gives right to a fair indemnification according to national legislation procedures that apply for land compensation.

2.2 International Standards

2.2.1 IFC Performance Standards¹

The Project and ESIA process will be guided by international good practice, notably standards and guidelines such as the International Finance Corporation (IFC) Performance Standards that govern environmental and social practices in private sector investments. The IFC Performance Standard 1 is most relevant and requires that particular attention be given to the following key issues:

- **Vulnerability** – As part of ESIA, individuals and groups that may be differentially or disproportionately affected by the project because of their disadvantaged or vulnerable status must be identified. Where groups are identified as disadvantaged or vulnerable, the project must propose and implement differentiated measures as necessary so that adverse impacts do not fall disproportionately on them and they share equally in Project related development benefits and opportunities.
- **Disclosure of Information** – During the process of Social and Environmental Assessment, the Project must publicly disclose the ESIA document, including Social and Environmental Management Plans (the documents which describe the measures to be put in place to manage impacts). If communities may be affected by risks or adverse impacts from the Project, the Project must provide such communities with access to information on the purpose, nature and scale of the project, the duration of proposed project activities, any risks to and potential impacts on such communities, envisaged stakeholder engagement process, and the grievance mechanism. Disclosure must be undertaken in a manner that allows sufficient time for the affected communities to consider the issues and provide feedback. For projects with adverse social or environmental impacts, disclosure must occur early in the ESIA process, in any event before the project construction commences, and on an ongoing basis.
- **Consultation on community risk and impact** – If affected communities may be subject to risks or adverse impacts from a project, the proponent must undertake a process of consultation in a manner that provides the affected communities with opportunities to express their views on project risks, impacts, and mitigation measures, and allows proponents to consider and respond to any comments received. Consultation must be undertaken in a manner that is inclusive and culturally appropriate.
- **Informed participation** – For projects with potentially significant adverse impacts on Affected Communities, the IFC requires clients to implement an Informed Consultation and

¹ IFC Performance Standards 1

http://www.ifc.org/wps/wcm/connect/3be1a68049a78dc8b7e4f7a8c6a8312a/PS1_English_2012.pdf?MOD=AJPERES (access online 2 June 2015)

Participation (ICP) process that builds on and deepens the existing consultation process. It involves having a structured and iterative consultation which is intended to lead to the client's incorporating the views of Affected Communities into their decision-making process, including proposed mitigation measures, the sharing of development benefits and opportunities, and implementation issues. It also requires considering gender, in terms of capturing both men's and women's views, if necessary through separate forums or engagements, and reflecting men's and women's different concerns and priorities about impacts, mitigation mechanisms, and benefits, where appropriate. All consultation efforts, in particular measures to avoid or minimize risk and consider the concerns of Affected Communities must be well documented.

- **Grievance** – The proponent must establish a grievance mechanism to receive and facilitate resolution of the affected communities' concerns and grievances regarding the project's social and environmental performance. The grievance mechanism must be scaled to the risks and adverse impacts of the project. It must address concerns promptly, using an understandable and transparent process that is culturally appropriate and readily accessible to all segments of the affected communities, at no cost and without retribution.
- **Broader stakeholder engagement** – The proponent must identify and engage with stakeholders that are not directly affected by the Project but those that have established relationships with local communities and/or interest in the Project – local government, civil society organizations, etc. – and establish a dialogue.
- **External reporting** – The proponent must provide periodic reports that describe progress with implementation of the Social and Environmental Management Plan on issues that involve ongoing risk to or impacts on affected communities, and on issues that the consultation process or grievance mechanism has identified as of concern to those communities. These reports must be in a format accessible to the affected communities. The frequency of these reports must be proportionate to the concerns of affected communities but not less than annually.

2.2.2 Other Applicable Standards

Other international standards applicable in the domain of stakeholder engagement and community relations include: the Equator Principles, the World Bank Operational Policies, the Extractive Industry Transparency Initiatives guidelines and the Voluntary Principles on Security and Human Rights. An extensive review of both national legislation and international standards can be found in the main body of the ESIA.

3 STAKEHOLDER MAPPING AND IDENTIFICATION

3.1 Definition of an Area of Influence

The definition of the Project area of influence was completed during the scoping phase of the Project. The details of this exercise are reported in the methodology section of the Socio-Economic Baseline Study. The following categories of stakeholders have been identified:

- Stakeholders from the Area of Regional Influence – includes the urban centres of Yamoussoukro and Bouaflé and the main villages along the main road that connects the two cities;
- Stakeholders from the Area of Local Indirect Influence – includes those villages that are located within the exploration block of the company or that are potentially indirectly affected by Project activities; and,
- Stakeholders from the Area of Local Direct Influence – refers to the villages that are situated in the proximity of the Project footprint and that are expected to suffer most of the impacts.

For each area, stakeholders were identified, categorized, mapped and analysed according to the methodology described in the paragraphs below.

3.2 Stakeholders Identification and Categorization

The identification of Project stakeholders is an enduring exercise that has started during the scoping phase of the ESIA and will not cease until the last stage of Project life. Project stakeholders are registered with their contact details and position in a stakeholders' database that is updated regularly. During the initial stages of the Project, interactions with project stakeholders were made mostly through:

- Scouting and research – identification of key resources to engage with – including potentially affected people and regulatory authorities – during the ESIA and regulatory phase, or during the exploration phase;
- Consultations – taking contacts with national and local authorities or community members during ESIA meetings and/or field investigation programs; and
- Expression of interest – receiving spontaneous expressions of interest in Project developments by people interested in one or more aspects of the Project (e.g. economic benefits, business opportunities, environmental impacts, etc.).

Identified stakeholders were then assessed and categorized into the following ten categories:

1. National Administration Stakeholders – includes relevant ministries and political/governmental authorities located in Abidjan;
2. Advisory and Technical Public Agency – includes relevant advisory and technical bodies that support governmental authorities;
3. Regional Administration Stakeholders (in the regions of Marahoué and Bélier) – includes decentralized institutions like the prefecture, organizations like the elected regional councils, and the regional delegations of the central ministries;

4. Sub-Regional Administration Stakeholders (in the sub-prefectures of Bouaflé and Kossou) – includes sub-prefectures, municipalities and rural agglomerations;
5. Local Administration – includes village-level authorities (chiefs and committees);
6. Local Community – refers to individuals or groups in the communities of the study area including project affected people (PAP) and vulnerable groups;
7. Research Institutions – includes universities and research centers;
8. NGOs/CSOs – includes formal and informal third sector representatives in the study area;
9. Economic Operators/Businesses – includes formal and informal business organizations in the study area;
10. International Organizations – includes UN agencies and other relevant international institutions,
11. Investors – includes shareholders or people potentially interested in providing financial support to the Company

The complete list of Project stakeholders identified thus far is reported in APPENDIX A – Identification and Analysis of Project Stakeholders.

3.3 Stakeholders Mapping and Analysis

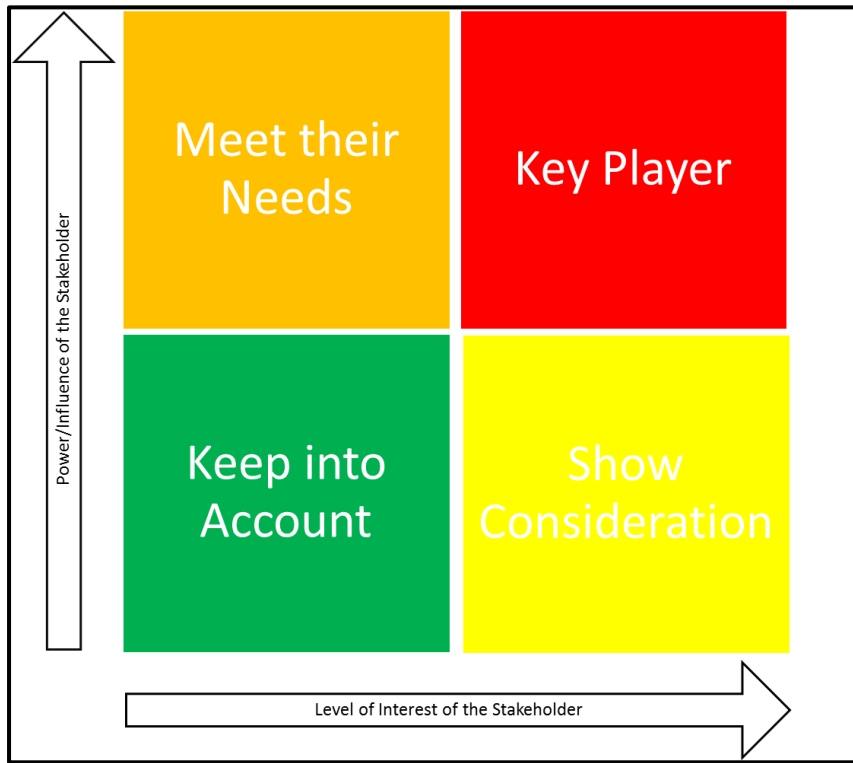
Once identified and classified according to the above categories, stakeholders were then assessed based on the following parameters, including:

- Influence/Power Capacity – defined as the ability of the stakeholder to handle issues and problems and to influence decision making processes (e.g. National Authorities);
- Push Capacity – defined as the ability of the stakeholder to mobilize people and resources against or in favor of Project decisions (e.g. Mass Media);
- Network Capacity – defined as the ability of the stakeholder to liaise with political and economic networks (e.g. International Organizations); and
- Interest Level – defined as the willingness of the stakeholder to be informed and actively participate in the life of the Project (e.g. Civil Society Organizations).

For the purpose of this SEP, stakeholders were mapped and analyzed through the “Power Interest Matrix” (PIM) methodology (See Figure 3-1).²

² See John M. Bryson “Strategic Planning for Public and Non-Profit Organization”, John Wiley & Sons; 4th Edition, 2011

Figure 3-1 - Power Interest Matrix



Mapping stakeholders through the PIM methodology allows specific engagement strategies and tools for each of group of Project stakeholders to be developed, as follows:

- Top-Left Box: meet their needs, engage and consults on areas of interest, try to increase the level of interest and aim to move into right hand box;
- Top-Right Box: key player, focus efforts on this group, involve in governance and decision making bodies, engage and consult regularly on all issues of their interest;
- Bottom-Left Box: keep into account but with reduced effort, inform via general communications (e.g. newsletter, website, mail shots, etc.), aim to move to the right hand box; and
- Bottom-Right Box: show consideration, make use of interest through involvement in low-risk areas, keep informed and consult on areas of interest, use as potential supporter and goodwill ambassadors.

In Appendix A, the PIM approach has been applied systematically to all Project stakeholders identified thus far.

3.4 Vulnerability

Perseus conducted a first vulnerability assessment to identify the scope of works of the field investigation program. The social categories that were identified as vulnerable - whether due to a specific circumstance, or as a result of a broader range of factors - are described in the Socio-Economic Baseline of this report. They include:

- **Women** - Due to the nature of domestic relations women are likely to be reliant on male members of their household for financial support; as such, they are less likely to have access to financial assets. In addition, in many settlements women may be unable to partake in communal decision-making processes and are reliant on male members of the household to share information with them. Within this group, female-headed households may be specifically vulnerable, as they are less likely to have any form of representation at the community level.
- **Illegal Workers (Artisanal Miners)** – Those whose livelihoods depend on illegal economic activities might have their income streams interrupted and / or face marginalization within local traditional communities.
- **Foreigners and Minority Groups** - Some groups may face marginalization within local traditional communities and suffer reduced access to healthcare, education, civil rights, credit, and other services. In most cases minority groups practice religions and languages that are not indigenous to the Study Area. If minority and migrant groups are non-Ivorian, they may not claim ownership rights to community land.
- **Retired/Elderly/Disabled** – Retired/elderly members of the community are likely to possess minimal incomes and are more likely to have reduced physical or mental capacity to cope with changes to their environment. Those who lack physical mobility or who have mental health issues are especially vulnerable to change and unable to participate in decision-making processes. This category includes individuals suffering from drug or alcohol addictions.

The field investigation programs – which are described in the methodological section of the Socio-Economic Baseline – report the specific activities that were conducted with each category of vulnerable people. Engagement activities included focus groups and one-on-one interviews allowing ESIA consultants to provide information on the Project and to receive from them their views and concerns.

Further consideration of specific aspects of the Project and their potential impact on vulnerable households will be conducted at later stages of the project (e.g. land acquisition, targeted community development, etc.) and will inform the updates and revisions of this Plan.


4 ESIA ENGAGEMENT

Stakeholder engagement during the ESIA process seeks to ensure that the views, interests, and concerns of all Project stakeholders are taken into account in Project design, impact assessment and mitigation planning. It further seeks to improve the relationship between the proponent and neighbouring communities, build broad community support for the Project and avoid any surprises during the formal community consultations of the ESIA process.

Figure 4-1 aligns the various ESIA phases with the level of engagement required for each of the different stakeholder groups based on the PIM analysis. The engagement approach in each phase is described in more detail in the sections which follow.

Figure 4-1 – Engagement Strategy in the ESIA Framework

Phase	Activity
SCREENING	Identification of needs in terms of regulatory analysis, pre-feasibility studies and impact evaluation
SCOPING	High-level definition of project impacts and stakeholders, definition of ESIA terms of reference
BASELINE AND FIELD SURVEYS	Identification of socio-environmental baseline conditions and detailed mapping of project stakeholders
IMPACT EVALUATION	Evaluation of socio-environmental project impacts
MITIGATION & ENHANCEMENT	Definition of mitigation and enhancement measures in the framework of socio-environmental management plans
MONITORING	Identification of monitoring plans to measure and redress performance indicators
REVISION & DISCLOSURE	Preparation and presentation of a detailed report to local authorities and communities



4.1 Screening and Scoping Phases

The Yaoure Project has a long history. Before Perseus's official expression of interest in resuming exploration activities, many interactions had already taken place with the nearby community residents and other stakeholders. Screening activities therefore took place over a long period of time between the suspension of exploitation activities by Cluff Gold and the resumption of exploration activities by Amara Mining, which subsequently became Perseus Yaoure SARL.

The Scoping Phase included a thorough stakeholder engagement process in 2014, as described in the Scoping Report, featuring the following:

- Identification of stakeholders – A database was compiled to enumerate all stakeholders identified during the scoping phase, including communities and authorities, as well as the activities used to engage them. The existing Perseus stakeholder database was used as the starting point for this work.

- Project Introduction – Project introductions were made through the distribution of letters, site notices and background information documents (BID), as well as a series of consultation meetings. These activities disclosed information regarding the Project, the ESIA process, the public consultation process and contact details of the applicable consultants.
- Consultation Meetings
 - Meetings were held with all the relevant national (Abidjan) and regional authorities (Bouaflé, Daloa and Yamoussoukro) that would be involved in the ESIA process or have a direct interest in the Project. The purpose was to introduce the Project to authorities and to gain an understanding of all requirements which have to be considered as part of the ESIA process;
 - Meetings with community representatives, which included youth and woman's group representatives, were held on 9 July 2014 (during which the Project was introduced) and 12 July 2014 (to allow the communities to provide feedback); and
 - Incidental community liaison in surrounding communities to introduce the Project and obtain feedback on potential concerns.

4.2 Main ESIA Phase

The main ESIA Phase included all steps from the definition of the baseline study program, to the identification of mitigation and enhancement measures and management plans. The main ESIA Phase took place from January to July 2015.

4.2.1 Engagement Activities

Stakeholder engagement activities have been an integral part of the baseline and field investigation data collection program, as well as the impact assessment and mitigation / management planning processes.

During this phase, engagement activities were undertaken using a wide variety of different communication formats and events. All activities have been documented in the stakeholder engagement database (See APPENDIX B – Report of ESIA Meetings) and archived electronically. Meeting types include the following.

- Community Consultation Committee (CCC) Meetings – refers to meetings organized with a Committee that represents the interests of the communities in the area of local direct influence (three members per village). CCC meetings take place regularly with the participation of Perseus senior staff. They have been the main discussion forum for community relations related issues during the exploration phase, including land acquisition, employment, community investment projects. The CCC was created – although with a different format – during previous phases of the Yaoure Project (e.g., under Cluff Gold). Perseus revived it after the resumption of exploration activities. ESIA field works (e.g. field investigation program, development of management plans, etc.) have occasionally been presented by consultants to the CCC.
- ESIA Committee Meetings – refers to meetings organized with a Committee that was set up to supervise ESIA field works and participate in ESIA findings. Headed by the Prefet of Bouaflé, the Committee included regional authorities (Ministry of Environment, Industry

and Mine, Agriculture), sub-regional authorities (Sub-Prefet of Bouaflé), village chiefs, CCC members, and community leaders (youth and women organizations), as well as Perseus senior staff and ESIA consultants. Key issues discussed during these meetings included the definition of field investigation programs, the validation of preliminary findings and the identification of mitigation measures.

- Consultation with Public Authorities – refers to official meetings organized with national, regional or sub-regional authorities to discuss specific agenda items, such as data collection, preparation of community meetings, etc.
- Community Meetings – refers to public meetings with community members including village authorities, community leaders and other prominent figures. The aim of such meetings was to ensure the circulation of Project information to the highest number of community members in specific villages.
- Formal Consultations – refers to organized meetings with Project stakeholders other than public authorities (e.g. research institutions, international organizations, NGOs/CSOs).
- Informal Consultations – refers to occasional contacts (street talks, phone calls, informal meetings) with community members, local authorities or other Project stakeholders.
- Written Communications – refers to written contacts between Perseus and local authorities or other Project stakeholders (including emails, formal communications, letters, etc.).

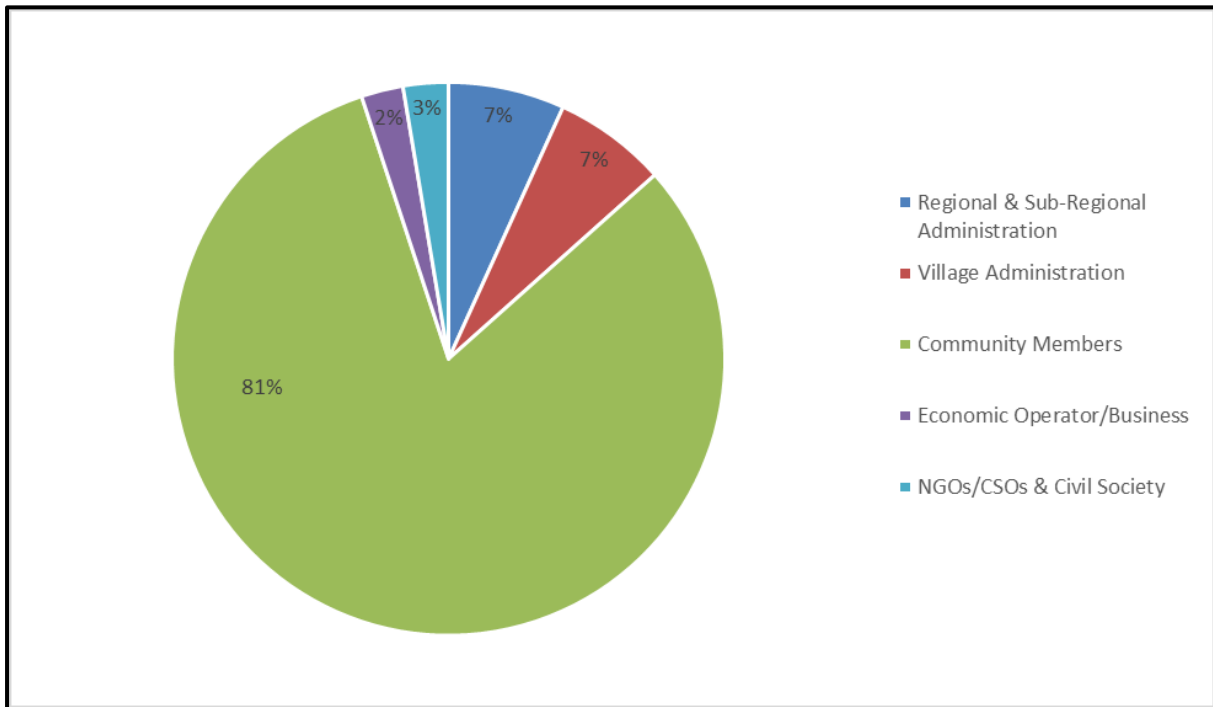
The field investigation programme provided additional opportunities to engage with Project stakeholders and, particularly, local authorities and community members. The socio-economic teams conducted some 380 household surveys, 9 village surveys, 17 focus groups and 36 key informant interviews. In each of these activities, the ESIA consultants provided a short introduction on the history and development of the Project, as well as on the features of the Project proponent. Interviewees were given the opportunity to express their opinions, recommendations and concerns about the Project. More information on the field investigation programme and methodology can be found in the Socio-Economic Baseline.

These meetings have not been reported in the stakeholder engagement database. However, interviews and surveys have been analysed on a separate spreadsheet and archived electronically.

4.2.2 Activity by Type of Stakeholder

Figure 4-2 illustrates the relative number of activities by category of stakeholders. The data includes figures from the field investigation program spreadsheet (surveys and interviews) and the stakeholder engagement database. The chart illustrates Perseus's effort to involve to the highest extent possible, village authorities and community members in the ESIA consultation program.

Figure 4-2 - Consultations by Category of Stakeholders



4.2.3 Stakeholder Concerns

Stakeholder concerns were identified during the scoping phase consultations and affirmed during the main ESIA phase. Table 4-1, below, presents these concerns, as understood and categorized by Perseus.

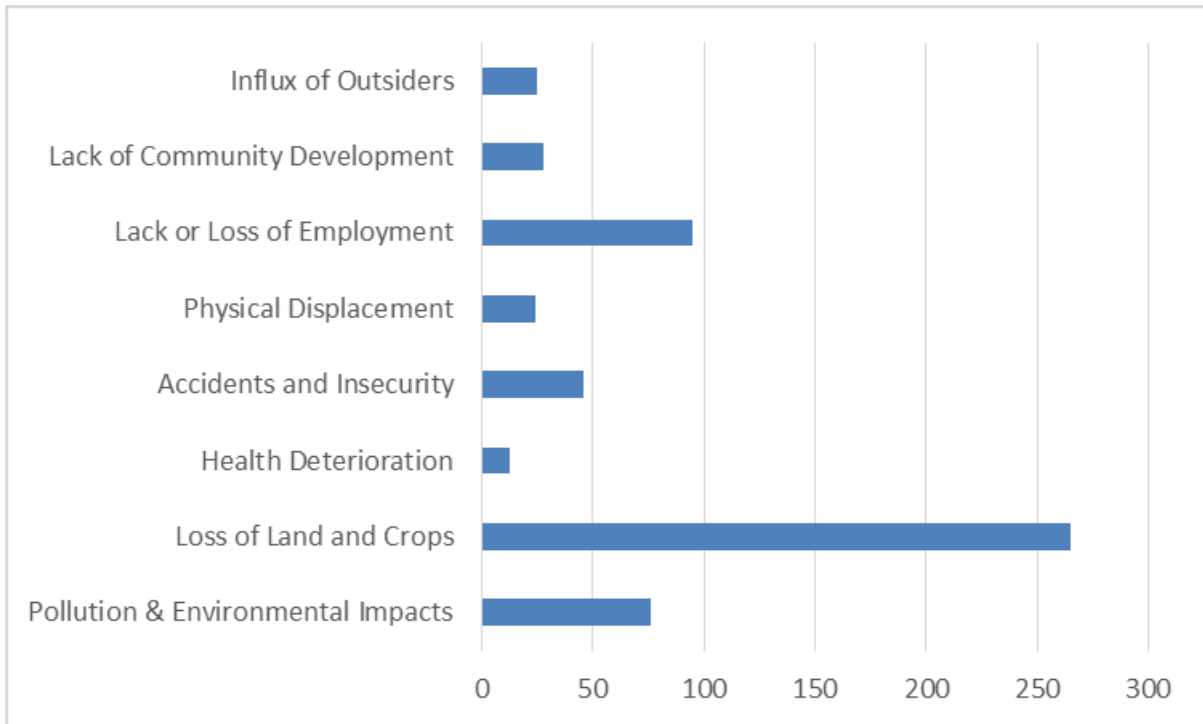
Table 4-1 – Stakeholder Concerns

Impact Category	Identified Impacts, Risks and Opportunities
Population and Demography	<ul style="list-style-type: none"> • Influx of workers from “outside”, as well as job-seekers, related to the Project • Increased visibility of the region as a gold mining center, leading to further influx of artisanal miners • Population growth, particularly during construction, which in turn will impact existing infrastructure (e.g., water supply), facilities, land use / land tenure, and natural resources • Risk of out-migration following construction phase
Economy and Employment	<ul style="list-style-type: none"> • Payment of taxes and royalties to the Ivorian Government • Inflationary pressures on local prices due to increased local demand • Increase in employment opportunities, particularly during construction – followed by a rapid decline thereafter • Risks that Project related employment is insufficient to meet local demands and expectations, and/or that unequal access is provided, leading to social conflict • Risk of economic dependency on the Project in nearby communities, particularly during construction • Changes in the availability of labor for other activities (e.g., agriculture)

	<ul style="list-style-type: none"> • Risk of economic instability following construction phase, caused by loss of employment
Current Occupation and Use of Project Footprint	<ul style="list-style-type: none"> • Reduction in productive land base available to local communities through land acquisition and risk that these will not be replaced post-closure • Displacement of existing livelihoods, including artisanal mining, farming, herding and potentially fishing (economic displacement) • Displacement of existing residences and communities (physical displacement) • Risk of impoverishment due to poorly planned and executed resettlement and livelihood restoration programs (e.g., low levels of compensation, reliance on cash-only compensation) • Increase in pressure on land resources in the area and related difficulties in securing replacement lands • Loss of sacred forests and cemeteries • Host community impacts related to any necessary resettlement programs
Community Organization and Local Institutions	<ul style="list-style-type: none"> • Lack of necessary skills, capacity and means in local government and organizations to manage complex change processes • Changes to existing power structures and stakeholder relationships in local communities and organizations
Housing, Social Services and Infrastructure	<ul style="list-style-type: none"> • Increased pressure on existing housing and accommodation • Increased pressure on government services (e.g., education and health, policing) and infrastructure (e.g., roads, water, electricity) • Potential for project to improve local infrastructure, such as access routes • Risks associated with worker accommodation, including a “closed camp” and “open camp”
Health and Safety	<ul style="list-style-type: none"> • Increased nuisances, such as increased traffic, noise, dust and vibration • Higher risk of HIV/AIDS and other communicable diseases (e.g., STDs, Ebola) • Increased pressure on water supply, sanitation and solid waste management services • Risk of increased social issues, such as substance abuse, unwanted pregnancies, and crime
Vulnerability and Conflict	<ul style="list-style-type: none"> • Risk of uneven distribution of benefits and impacts for vulnerable groups in local communities • Changes to existing gender roles, responsibilities and relationships • Risk of increased social conflict (e.g., between newcomers and more established residents), particularly over access to employment, land and infrastructure • Potential for the violation of human rights of disenfranchised populations

Figure 4-3 illustrates Project concerns that were expressed by household members during the household survey field investigation program. Concerns expressed by vulnerable people through focus groups and interviews are also included.

Figure 4-3 - Analysis of Project Concerns from the Household Surveys



5 FUTURE ENGAGEMENT

This section outlines the activities that this Plan recommends moving forward, to ensure stakeholder participation in decision-making and in the management, monitoring and evaluation of the Project's socio-economic and environmental performances. Some of these measures are reflected in the engagement strategy proposed in APPENDIX A – Identification and Analysis of Project Stakeholders.

5.1 Finalization of Impact Mitigation Measures

Meetings of the ESIA Committee continued to take place until the ESIA report was finalized and submitted to government authorities for approval. In June 2015, the ESIA Committee met to discuss social and environmental management plans and related mitigation measures. In July 2015, the ESIA Committee Meeting was convened again to determine the ESIA disclosure strategy in Project area communities.

5.2 ESIA Disclosure

The ESIA report was submitted to the Environmental Agency for approval in early July. According to national regulations, the Company will ensure the participation of ESIA experts on the day(s) of the “enquête publique”. All interested parties will receive a presentation of the ESIA findings and will be able to make written and oral contributions towards the improvement of the report. The meeting took place in Bouaflé and involved regional and local stakeholders. Perseus provided technical presenters and covered relevant costs for the meeting, as dictated by the regulations of the Ministry of Environment.

In addition, Perseus consulted with the ESIA Committee to organize appropriate disclosure activities in the area of local direct influence. ESIA experts presented the findings of the ESIA report to local authorities and communities to ensure the highest possible dissemination of Project information. There were three public community meetings: one in each of Allahou-Bazi/Angovia, Kouakougnanou and Akakro/N'Da Koffi Yobouekro. Representatives from surrounding communities in the area of local indirect influence were also invited to attend. Other restricted meetings with vulnerable categories or sub-groups were considered by the ESIA Committee.

Specific disclosure activities were also undertaken with stakeholders of the Belier Region and Kossou Sub-Prefecture in Yamoussoukro and Kossou, as part of the engagement strategy in the area of regional influence. The format, duration and extent of these activities were discussed with the Prefecture of Yamoussoukro and the Ministry of Environment.

5.3 Participatory Management and Monitoring Plans

Perseus will consider the competences and interests of each of the Project stakeholders, and identify the most appropriate method for increasing stakeholder participation in the refinement of management and monitoring plans outlined in the ESIA. A more detailed proposal for developing a structured participatory approach to management and monitoring plans is presented in the following paragraphs.

5.4 Ongoing Consultation Forums

To date, Perseus has created two consultation forums:

1. The Community Consultation Committee (CCC) – Composed of mainly community representatives, the CCC holds regular meetings with Perseus management pursuing the following objectives.
 - Reporting concerns, questions, requests from the community to the Company;
 - Ensuring all members of the community have access to project-information and opportunities; and
 - Discussing the status of community relations issues with the Company.
2. ESIA Committee – Composed of local authorities, community representatives, ESIA consultants and the Company, the ESIA Committee undertook the following.
 - Supervised and facilitated the ESIA works;
 - Validated socio-environmental findings; and
 - Expressed recommendations on mitigation measures and management plans.

Moving forward, Perseus proposes to adapt the above into more permanent consultation forums, as follows:

- Enhancement of the CCC as a permanent local consulting body that acts as an on-the-ground instrument to deal directly with local communities regarding community relations issues; and
- Association of local authorities to Project consultation forums according to their level of competence and thematic interest in the discussions.

Table 5-1 provides a description of the Consultation Forums proposal regarding membership, functions and other practicalities.

Table 5-1 - Project Consultation Forum

		CCC
Participants		Sub-Prefect of Bouaflé (or his delegate), if required Community Representatives, potentially including: <ul style="list-style-type: none"> ○ Village representatives ○ Youth and Women organizations ○ Vulnerable categories (e.g. outsiders) Perseus senior staff
Role	○	<ul style="list-style-type: none"> ○ Providing guidance and advice on engaging stakeholders at local level; ○ Consulting on the implementation process of ESIA mitigation measures and management plans

- Acting as gatekeepers on daily issues between Perseus and community members
- Mediating between the Company and community members in case of disagreement and/or conflict.

Seat	Angovia/Allahou Bazi
Frequency of Meetings	Regularly

5.5 Specific Engagement Activities

Moving forward, Perseus will intensify and diversify its efforts to reach out to the Project stakeholders and identify appropriate communication and engagement strategies. In addition to the activities identified in Section 4.2.1, the following is a list of tools and activities that Perseus will endeavour to progressively put in place to enhance its stakeholder engagement performance:

- Information Boards - Perseus will deploy at least one wooden/metal board in the strategic areas of the main villages of the Project area of local direct influence (e.g. close to the main church, market place or other passing by areas). Boards will be used to provide the community with important information regarding recruitment campaigns, local tenders, ongoing consultations, Project-related developments, etc.
- Community Liaison Officers (CLOs) – the Company will consider establishing focal points in the main villages of the Project area of local direct influence. CLOs are fully-fledged Perseus employees that conduct – on behalf of the company – stakeholder engagement activities in their villages of reference. CLOs facilitate interactions between Project teams and local authorities and/or specific stakeholders under their area of competence. They inform communities about meetings to schedule and report to Perseus CR Department recommendations, grievances, issues, etc. One CLO would be in charge of one or more villages depending on the size of the village and its level of priority.
- Information Offices – Perseus plans to establish at least one information office in Angovia (or another village in the area of local direct influence). This office will be in a highly visible location and open to all interested stakeholders. Notices will fix office days and hours to receive potential vendors, employment seekers, complainants or, simply, to provide explanations regarding the Project activities to the interested general public.
- Radio & Local Newspaper – Most of the inhabitants of the Project areas use the radio and (at times) the local press as their primary source of information. Local media have always displayed a high level of interest on issues related to gold mining in the region. Perseus plans to prepare specific messages that can be delivered via radio and/or local newspapers. Moreover, the Company will evaluate, on a case to case basis, the opportunity to participate in radio programs and Q&A sessions.
- Leaflets and Posters – The use of leaflets and posters is envisaged to provide visual explanations regarding some of Perseus management processes (e.g., compensation process, grievance management), or to provide training in community development (e.g., financial management training, sanitation programmes). The use of leaflets and posters

- will be particularly used at the time of meetings and consultations and will be complementary to the construction of hardware infrastructure (e.g., information boards)
- Newsletter, Emails, Social Media – For those stakeholders whose familiarity with the internet is proven, Perseus will share regular updates about Project information on Social Media and its website. Sending a bi-monthly or quarterly newsletter is a handy engagement approach to raise the interest of potential key players such as international organizations, national authorities, development agencies, etc.

5.6 Grievance Management System

International standards and good practice, such as the IFC PS1, require companies to set up a formal mechanism of receiving and resolving community grievances. In many instances grievances arise from a lack of information, misinformation or misinterpretation of Project policies which can easily be remedied through dialogue between the affected parties. It is Perseus's intention to establish a grievance mechanism based on the principles outlined below and to facilitate dialogue and other appropriate forms of collaborative dispute resolution to prevent the proliferation of complaints/grievances and their escalation into community conflict.

Table 5-2 - Principles of Perseus's Grievance Management System

- Establish a procedure for receiving, recording or documenting and addressing complaints that is easily accessible, culturally appropriate, and understandable to affected communities in a timely manner;
- Inform the affected communities about the mechanism during the company-community engagement process;
- Scale the grievance mechanism to the potential risks and adverse impacts of the project
- Address concerns promptly, using an understandable and transparent process that is readily accessible to all segments of the affected communities;
- Ensure full participation of both genders and vulnerable groups;
- Take into consideration customary and traditional methods of dispute resolution;
- Assign consistent, experienced, and qualified personnel within the organization with responsibility for receiving and responding to grievances;
- Establish a redress mechanism so those who feel their grievances have not been adequately addressed have recourse to an external body for reconsideration of their case;
- Document grievances received and responses provided and report back to the community periodically;
- Provide periodic reports on issues that the grievance mechanism has identified as of concern to those communities;
- Be aware of judicial and administrative mechanisms available in the country for resolution of disputes and do not impede access to these mechanisms

Source: Adaptation of IFC PS 1 requirements

5.6.1 Step 1: Registration

Perseus will establish and regularly update a grievance register/database. Procedures to lodge a complaint (where, when, how), will be advertised through public offices, CLOs, information

boards, etc. For each grievance, a file will be opened and a registration form signed. Perseus commits to acknowledge the reception of a Project grievance in writing within 7 calendar days after it has been logged in Perseus's grievance log.

5.6.2 Step 2: Investigation

Perseus's Grievance Officer will be responsible for the assessment of the grievance file – including eligibility criteria – and will open an investigation to verify the claims of the plaintiff. The lead of the investigation should be assigned to the Grievance officer – who will cooperate with the most qualified staff members – in terms of knowledge and context – to examine the case. The Grievance Officer will need to submit a resolution proposal to the CR Manager, based on the investigation findings.

Perseus commits to investigate and respond to Project grievances within 30 calendar days after it has been logged in Perseus's grievance log.

5.6.3 Step 3: Resolution

Once the resolution has been approved by the CR Manager, the Grievance Officer will meet with the complainant to illustrate the findings of the investigation and Perseus's proposal for the resolution of the grievance.

There are different possible outcomes for a proposed resolution:

- Accepted - the resolution is accepted, a form is signed by all the parties and all actions are taken to satisfy the plaintiff. The grievance is considered closed after all reparation actions have been completed.
- Rejected in the first instance - If the resolution proposed is rejected, the comments of the plaintiff are recorded in the resolution form and signed by all the parties. The process escalates to involve a mediation body (i.e. the CCC). The grievance is considered closed after reparation actions agreed upon during mediation have been completed.
- Rejected in the second instance – If the involvement of a mediation body (i.e. the CCC) fails to find common ground between Perseus and the plaintiff, the process further escalates to Step 4 or any other external resolution mechanism.
- No basis for a grievance – If the outcome of the investigation is that the grievance is not eligible (e.g., unconnected to Project-activities), the plaintiff gets a notification of Perseus's decision not to proceed further in the grievance evaluation process. Perseus's decision can be either accepted (i.e. the grievance is closed with immediate effects) and/or rejected (appeal to Perseus's decision will trigger the escalation of the process to Step 4).

5.6.4 Step 4: Judicial Processes

At any time, plaintiffs can access Ivorian judicial processes. If they choose to do so, Perseus will provide relevant information, along with information on the existence of any public legal aid to which they may be entitled.

5.7 Documentation

In the day-to-day work, stakeholder engagement and consultations are triggered by multiple processes: these include requests, feedback, commitments, issues, grievances, etc. The Company will design and operationalize a centralized information Management System, or alternatively will enhance the consultations database, to record and document all interactions with the stakeholders' community.

To assure harmonisation and coordination, the Community Relations Manager needs to be informed upfront of any consultations or structured engagement processes taking place with the communities. All relevant internal constituents will be guaranteed access to the following details:

- The list of all consultations (formal and informal);
- The list of all stakeholders with their contact details;
- The list of open grievances and issues;
- The commitments register; and
- The ongoing tasks and the actions planned.

Reporting will take place on a monthly basis providing the number of consultations, grievances and commitments. Quarterly, a report with stakeholder engagement activities and key indicators will be circulated to Perseus senior management. Finally, on a yearly basis, Perseus will prepare an engagement report summarising activities, outcomes and difficulties that will be shared with the stakeholders' communities and will be the basis to update and review the provisions contained in this Plan.

5.8 Feedback and Reporting

Perseus will regularly monitor and report back on the effectiveness of their stakeholder engagement plan and its implementation.

From the analysis of the household surveys undertaken during exploration and the main ESIA phases, it is possible to establish a baseline of stakeholder understanding and perceptions of the Project. Future surveys can track changes in stakeholder responses

- Most of the people surveyed reported never having heard about Perseus from the press or other mass media (57% of the surveyed sample);
- Most of the people surveyed reported not knowing how to get in contact with Perseus (58% of the surveyed sample); and
- After a first phase of engagement, most of the people surveyed reported having a positive or very positive perception of the Project (67% of the surveyed sample).

The "Annual Stakeholder Engagement Report" will highlight the main stakeholder engagement activities and achievements, and summarize findings from effectiveness monitoring.

APPENDIX A – IDENTIFICATION AND ANALYSIS OF PROJECT STAKEHOLDERS

Stakeholder	PIM ³	Areas of Interest/Power	Project Phase	Engagement Approach ⁴	Engagement Tools	Engagement Frequency ⁵
NATIONAL AUTHORITIES						
Ministry of Environment (including ANDE, CIAPOL, ANASUR)		Regulatory compliance (EIA), Environmental monitoring and management plans	All	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Very frequent
Ministry of Mines and Industry		Regulatory compliance (PFS), Operations and Drilling Supervision	All	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Very frequent
Ministry of Agriculture (including ANADER)		Land Acquisition, Community Rural Development	Construction, Operations	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Frequent
Ministry of Construction, Housing, Sanitation and Urban Development		Spatial Planning, Urban and Community Development, Sanitation	Construction, Operations	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Frequent

³ PIM refers to the Power Interest Matrix (See Section 3.3) – Red stands for “Key Players”, Orange for “Meet their needs”, Yellow for “Show Consideration”, Green for “Keep into Account”.

⁴ The engagement approach can range from “inform” (the softest form) to “involve” (the most advanced form).

⁵ « Very Frequent » is for a frequency of interactions of no less than every other week. “Frequent” stands for interactions of no less than every other month. “Less frequent” is for a frequency of at least once per quarter. “Occasional” stands for interactions which are not planned according to a regular calendar.

Ministry of Water and Forests		Land Acquisition, Environmental Impacts	Construction, Operations	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Frequent
Ministry of Animal and Fishery Resources		Land Acquisition, Environmental Impacts	Construction, Operations	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Frequent
Ministry of Infrastructure		Disruption of existing infrastructure, Development of new infrastructure	Construction	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Frequent
Ministry of Health		Health Impacts, Community Development	Construction, Operations	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Less Frequent
Ministry of Education		Community Development	Operations	Consult	Face-to-Face Newsletter/Emails/ Project Reports	Less frequent
Ministry of Interior		Public security	All	Consult	Face-to-Face Newsletter/Emails/ Project Reports	Less Frequent
Ministry of State, Ministry of Employment, Social Affairs and Vocational Training (including AGEPE)		Employment opportunities	Construction, Operations	Consult	Face-to-Face Newsletter/Emails/ Project Reports	Frequent

REGIONAL AND SUB-REGIONAL AUTHORITIES						
Prefecture of Yamoussoukro		Regional impacts	All	Consult	Face-to-Face Newsletter/Emails/ Project Reports	Frequent
Sub-Prefecture of Kossou		Project Activities relating to the area of Kossou	All	Consult	Face-to-Face Newsletter/Emails/ Project Reports	Frequent
Prefecture of Bouaflé		Regional impacts, Security, Infrastructure	All	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Very Frequent
Sub-Prefecture of Bouaflé		Project Activities relating to the area of local direct and indirect influence	All	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Very Frequent
LOCAL AUTHORITIES & COMMUNITIES						
Village Chiefs (Area of Local Indirect Influence)		Local impacts	All	Inform	Face-to-Face CLOs/Boards/ Info-Point Office	Less Frequent
Village Chiefs (Area of Local Direct Influence)		All socio-economic and environmental impacts	All	Involve	Face-to-Face CLOs/Boards/ Info-Point Office	Very Frequent
Community Leaders (Area of Local Indirect Influence)		Local impacts	All	Inform	Face-to-Face CLOs/Boards/ Info-Point Office	Occasional
Community Leaders (Area of Local Direct Influence)		All socio-economic and environmental impacts	All	Involve	Face-to-Face CLOs/Boards/ Info-Point Office	Very Frequent

Project Affected People		All socio-economic and environmental impacts	All	Consult	Face-to-Face CLOs/Boards/ Info-Point Office	Very Frequent
OTHER STAKEHOLDERS						
Local NGOs/CSOs (Social Justice, DPIDD)		Potential Community Development Opportunities and Training	All	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Frequent
Bilateral Development Agencies (AFD,GTZ, etc.)		Potential Partnerships on Community Development Projects	Construction, Operations	Inform	Face-to-Face Newsletter/Emails/ Project Reports	Occasional
Multilateral Development Agencies (ONUCI, UN Women, UNDP)		Potential Partnerships on Community Development Projects	Construction, Operations	Inform	Face-to-Face Newsletter/Emails/ Project Reports	Less Frequent
Research Centres (INS, University of Cocody)		Socio-Economic and Environmental Studies	All	Inform	Face-to-Face Newsletter/Emails/ Project Reports	Occasional
Religious Authorities		Community Cohesion and Socio-Economic Change Management; Community Development Opportunities	Construction, Operations	Inform	Face-to-Face Newsletter/Emails/ Project Reports	Occasional
Chamber of Commerce		Procurement and Business Development Opportunities	Construction, Operations	Consult	Face-to-Face Newsletter/Emails/ Project Reports	Frequent
Local/Regional Business Operators		Procurement and Business Development Opportunities	Construction, Operations	Involve	Face-to-Face Newsletter/Emails/ Project Reports	Very Frequent

APPENDIX B – REPORT OF ESIA MEETINGS

ID	Date	Stakeholder	Type of Stakeholders	Type of Meeting	Main Interactions		
					Name	Description/Question	Answer/Comments
MT-0001	03-02-2015	Bureau Nationale de Statistique	Research Institution	Formal Consultations	Moussa Serifou (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities and asks for updated information from the 2014 census to feed the socio-economic baseline	INS informs PERSEUS that information from 2014 census will not be available before July 2015
					Mr Bah (Dir. Gen. INS)	Mr Bah asks PERSEUS to provide a list of specific information that could be extrapolated from raw data ahead of July 2015 (tentatively, at the end of Feb 2015)	PERSEUS commits to send a list of specific questions by the end of the week
MT-0002	05-02-2015	Prefecture of Yamoussoukro	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and asks for support to reach out to other technical regional directorates / stakeholders	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities	(none)
					Mr Sepy Yessoh (SG of the Prefecture)	Mr Sepy Yessoh informs the Prefet on the phone and suggests PERSEUS to: 1. address a formal communication to the administration 2. to get in touch with the Regional Directorate for Mining and Industries	PERSEUS informs the SG that a meeting with the RD for Mines and Industries has already been scheduled
MT-0003	05-02-2015	Yamoussoukro Regional Directorate - Industries and Mines	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and asks for support to reach	(none)

						out to other technical regional directorates / stakeholders	
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities	(none)
					Mr Tambla (RD for Industries and Mines)	Mr Tambla advises to address a formal communication to the administration and that he will be happy to facilitate contacts with other stakeholders	PERSEUS commits to address a formal communication by the following week
					Mr Tambla (RD for Industries and Mines)	Mr Tambla asks for the ToR of the ESIA and previous studies of the region	PERSEUS provides a copy of previous studies of the region (Cluff Gold) and commits to provide a copy of the ToR for the new study
MT-0004	05-02-2015	Bouaflé Regional Directorate - Animal and Halieutic Resources	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities	(none)
					Mr Kouakou Yao (RD for Animal and Halieutic Resources)	<p>Mr Yao shares the following concerns and information</p> <p>4. He informs the company that his attempts to push local communities to unite in cooperatives and exploit halieutic resources have so far been vain</p> <p>1. he asks to consider impacts on fishermen and herders</p> <p>2. He points out that fishing is a key economic activity of the Bouaflé sous-prefecture, Bouaflé fishing market is alimented by fishing activities in Lake Kossou</p>	PERSEUS confirms that impacts on halieutic and animal resources will be considered in the ESIA framework

						3. He reports about conflicts between autochthone and non-autochthone fishermen (mainly coming from Mali - Bozo) that apply for licences in the Lake Kossou area	
MT-0005	05-02-2015	Bouaflé Regional Directorate - Waters and Forests	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities	(none)
					Lt. Col. Koffi Kumansi	Lt. Koffi Kumansi shares with PERSEUS the following concerns and information: 1. he would like PERSEUS to consider rehabilitation of the project site at the end of the exploitation phase of the mine, or alternatively, to consider re-forestation projects. 2. He points out that there's no primary forest in the area and that wildlife and natural reserves are threatened by the presence of local communities.	PERSEUS confirms that negative impacts on forests will be addressed and the ESIA will define mitigation measures to minimize them. The company will define the lines of a community development programme according to the needs identified during the surveys and the priorities outlined by local communities and authorities.
MT-0006	05-02-2015	Bouaflé Regional Directorate - Agriculture	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)

					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities and asks support for specific data on agricultural activities in the study area.	M.me Coulibaly (RD for Agriculture) asks the company to provide a list of questions they can respond to. She provides the new code
					M.me Coulibaly (RD for Agriculture)	M.me Coulibaly informs PERSEUS that they work very closely with the Agence Nationale d'Appui au Developpement Rural (ANDAR) - which collects a lot of more community-related figures and statistics.	PERSEUS commits to send a list of specific questions by the end of the month and requests M.me Coulibaly to consult with ANDAR to provide an answer based on all available information.
MT-0007	05-02-2015	Bouaflé Regional Directorate - Health	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities and asks support for specific data on health conditions in the study area.	(none)
					Dr. Dje Koffi Hyacinthe (TD for Health)	Dr. Dje Koffi (Technical Director) welcomes the delegation and asks the company to provide specific questions he can reply to.	PERSEUS commits to send a list of specific questions by the end of the month.
MT-0008	05-02-2015	Sous-Prefecture of Kossou	Sub-Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities and asks support to reach out to local stakeholders of the sous-prefecture	Mr Koutouan is willing to facilitate contacts with local stakeholders
					Mr Koutouan Serge Sylvain (Sous-prefet)	Mr Koutouan is happy to talk to PERSEUS representatives and suggests to keep the villages of Kossou and Allai Yaokro in consideration for the study	PERSEUS confirms that these two villages will be considered in the ESIA

MT-0009	05-02-2015	Sous-Prefet de Bouaflé	Sub-Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities and asks support to reach out to local stakeholders of the sous-prefecture	Mr Ango is willing to facilitate contacts with local stakeholders
					Mr Ango Aristide (Sous-Prefet)	Mr Aristide invite the delegation to work closely with him in the framework of the Angovia Project	(none)
MT-0010	05-02-2015	Prefecture de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities	(none)
					M.me Aka Walemin Hortense (SG of the Prefecture)	M.me Aka Walemin welcomes the delegation on behalf of the Prefet and reassure the delegates that the Prefet is interested in the Project and willing to cooperate	
MT-0011	10-02-2015	Prefecture de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Andrea Amici (rePlan)	rePlan discloses the plan to create an ESIA Committee with the help of the Prefecture to ensure a participative approach to decision making in developing the project and managing its impacts	(none)
					Gbamelé Koumé Adrien (Prefet)	the Prefet welcomes the proposal and asks the delegation to provide input to the legal act that will determine the creation of an ESIA committee	PERSEUS confirms that the Prefet will receive a proposal within 48 hours
MT-0012	10-02-2015	Prefecture de Yamoussoukro	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)

					Andrea Amici (rePlan)	rePlan discloses the plan to create an ESIA Committee with the help of the Prefecture to ensure a participative approach to decision making in developing the project and managing its impacts	(none)
					Sepy Yessoth Narcisse (SG de prefecture)	The SG of the Prefet encourages the delegation to create the ESIA Committee in the Bouaflé Prefecture exclusively. However, he would prefer not to have any of the Yamoussoukro authorities associated to the latter (as this would request a complex bureaucratic procedure)	(none)
					Sepy Yessoth Narcisse (SG de prefecture)	The SG of the Prefet suggests to hold a regional meeting with Belier authorities in Yamoussoukro to: a. explain the project to those authorities that have not been consulted before; b. establish contacts with all relevant local authorities; c. give more time to the local authorities to get familiar with the project and organize the meeting d. set a parallel engagement process to that of Bouaflé	PERSEUS responds that these suggestions will be carefully evaluated and that the team will be in touch with the Prefet to schedule the next meeting
					Sepy Yessoth Narcisse (SG de prefecture)	The SG asks whether CIAPOL is part of the ESIA Committee	PERSEUS answers that it is not directly associated to the Committee, but will be consulted in the ESIA framework
MT-0013	10-02-2015	Conseil Regional de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)

					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities and asks support for specific data on regional development plans.	(none)
					Amani Konan (Technical Adviser)	Mr Konan recommends the company to address a written request for the disclosure of regional plans to the President of the Regional Council.	PERSEUS answers that this will be done shortly
MT-0014	2015-02-11	Village de Kouakougnanou	Local Administration	Community Meeting	Yao Konan Fiacre (2D consultant)	2D provides an overview of ESIA methodology to the village chiefs and representatives of the local community; he explains the objective and the types of activities that the ESIA team will run in the following days	(none)
			Local Community		Konan Latto Jules (Notable)	Mr Konan Latto explains that the village of Kouakougnanou is familiar with mining explorations as other companies have been working in the area before (i.e. Cluff). The community will participate in the data collection activity and will be waiting for the outcomes of the ESIA report.	(none)
					Kouadio Koffi Léon (Representant du chef de village)	Mr Kouadio Koffi asks the company to evaluate community's needs. The village of Kouakougnanou expects PERSEUS to do more during the exploitation phase	(none)
MT-0015	2015-02-11	Village de Alley	Local Administration	Written Communication	Yao Konan Fiacre (2D consultant)	2D gives a letter to the village chief with the field activities scheduled in the village in the upcoming days	(none)
MT-0016	2015-02-11	Village de Patizia	Local Administration	Written Communication	Yao Konan Fiacre (2D consultant)	2D gives a letter to the village chief with the field activities scheduled in the village in the upcoming days	(none)
MT-0017	2015-02-11	Village de Kouakougnanou	Local Administration	Written Communication	Yao Konan Fiacre (2D consultant)	2D gives a letter to the village chief with the field activities scheduled in the village in the upcoming days	(none)

MT-0018	2015-02-11	Direction Régionale du ministère de l'industrie et des mines de Yamoussoukro	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	Introduction of the team and of the scope of the meeting	(none)
					Andrea Amici (rePlan)	rePlan discloses the plan to create an ESIA Committee with the help of the Prefecture to ensure a participative approach to decision making in developing the project and managing its impacts. rePlan also explains the point of view of the Prefecture on the proposal and seeks advise	(none)
					Manlan Assemien (chef de service mine et carrière/ DRIM Yamoussoukro)	The head of the Mining department offers mediation services to reach out to the local authorities. They suggest that whatever format the list of local authorities to consult should be extended to: CIAPOL, Ministry of Infrastructure, Ministry of Commerce and Regional Council among others	PERSEUS responds that these suggestions will be carefully evaluated and that the team will keep in touch to schedule the next meeting
MT-0019	2015-02-11	Sous-préfecture de Bouaflé	Sub-Regional Administration	Written Communication	Ango Aristide (sous préfet de Bouaflé)	PERSEUS collects the letters of the Sous-Prefet that invite all local authorities of the villages in the Study Area to cooperate with the ESIA team during the field works	(none)
MT-0020	2015-02-12	Village de Allahou Bazi	Local Administration	Community Meeting	Yao Konan Fiacre (2D consultant)	2D provides an overview of ESIA methodology to the village chiefs and representatives of the local community; he explains the objective and the types of activities that the ESIA team will run in the following days	(none)
			Local Community				(none)

MT-0021	2015-02-12	Village de Angovia	Local Administration	Community Meeting	Yao Konan Fiacre (2D consultant)	2D provides an overview of ESIA methodology to the village chiefs and representatives of the local community; he explains the objective and the types of activities that the ESIA team will run in the following days	(none)
			Local Community		Ouffouet Kouamé Augustin (SG du chef)	The SG (also CCC member) would like to have more information regarding the role and function of the ESIA committee	(none)
					Dibi N'goran Daniel (Chef)	The Village Chief requests PERSEUS to provide a detailed list of activities to take place in the village well ahead of time to prepare the constituencies	(none)
					Dibi N'goran Daniel (Chef)	The Village Chief complains that the time the ESIA report is available at the Sous-Prefecture during the public consultation phase is normally very short and it is not easy for the villagers to have access to it	This issue will have to be dealt with the Sous-Prefecture, however PERSEUS will make sure that the people of Angovia will have access to the ESIA report
MT-0022	2015-02-13	Village de N'Da Koffi Yobouekro	Local Administration	Community Meeting	Yao Konan Fiacre (2D consultant)	2D provides an overview of ESIA methodology to the village chiefs and representatives of the local community; he explains the objective and the types of activities that the ESIA team will run in the following days	(none)
			Local Community				(none)
MT-0023	2015-02-13	Village de Patizia	Local Administration	Community Meeting	Yao Konan Fiacre (2D consultant)	2D provides an overview of ESIA methodology to the village chiefs and representatives of the local community; he explains the objective and the types of activities that the ESIA team will run in the following days	(none)

			Local Community		N'guessan Franck Fortuné	What will happen to the ASM operators?	The status of artisanal mining is regulated by the national legislation. The Company will not interfere with ASM operations as long as these do not endanger the completion of the project.
					N'guessan Augustin	What is the role of the demarcation lines traced in my field?	The project is currently conducting field surveys in the framework of the ESIA. In case of damage of crops, a compensation is due to the owner.
					Konan Lipouet Franck	Will there be measures to control the influx of foreigners?	The ESIA will propose measures to mitigate negative impacts
					Yao Yao Guichar	Will there be measures to prevent pollution?	The ESIA will propose measures to mitigate negative impacts
					Yao Yao Guichar	Will jobs be available for local youth?	PERSEUS has clear recruitment procedures in place. All recruitments are based on merit, preference is given to locals in case of parity. Non qualified work force will be selected exclusively from the impacted area
					Yao Yao Guichar	What will happen to our lands?	In case a land acquisition dossier is opened, the land owner will benefit from some sort of compensation. The ESIA will propose measures to mitigate negative impacts

MT-0024	2015-02-13	Prefet de Bouaflé	Regional Administration	ESIA Committee Meeting	Michel Yao (Perseus Mining)	Presentation of PERSEUS Mining and PERSEUS team	(none)
		Sous-Prefet de Bouaflé	Sub-Regional Administration		Andrea Amici (rePlan)	rePlan projects a power point presentation outlining project description, ESIA steps, ESIA governance structure (ESIA Committee), Scope of Work of Field Works and Next Steps	(none)
		Comité Consultatif Communautaire	Local Administration		Gbamelé Koumé Andrien (Prefet)	The prefet inaugurates the meeting, appoints the ESIA Committee members, reads out the legal text giving birth to the Committee and kicks off discussions	(none)
		Village Chiefs of Angovia, Allahou Bazi, N'Da Koffi Yobouekro, Akakro, Kouakougnanou	Local Administration		Koffi Ulrich (OIDPP)	What are the measures that the Company will adopt to protect cultural heritage sites?	rePlan answers that all socio-economic impacts will be assessed in the report and that mitigation measures will be identified for all of them, including those on cultural heritage.
		Local Community	Local Community		Chef du village de Kouakougnanou	What are the actions that the Company will take with people who rent their lands to ASM operators?	The Sous-Prefet of Bouaflé answers that the management of village land is an issue that has to be dealt with the local authorities and that the Company is not responsible for intra-community problems
		Civil Society	NGOs/CSOs		Chef du village de Akakro	Given the use of chemical products for mining activities, what are the measures that the Company will take to ensure that the environment will not be polluted?	The ESIA has a section on social and environmental management plans, which include the treatment of hazardous and non-hazardous waste. All management plans will be

							established and monitored in consultations with the local authorities.
					Mr Ouffouet Augustin (Président du CCC)	What is the distance that a mine has to keep from a village?	rePlan answers that the government will need to approve the report and will never approve something which is in contrast with national legislations. In any case, the final layout of the project will be defined with the next feasibility study and will keep into consideration national legislations and best practices
					Mme Kouassi Adjoua Delphine (Présidente des femmes de Angovia)	Mme Kouassi A. Delphine expresses the wish that the PERSEUS Base Camp is integrated in the village	rePlan answers that the company establishes the base camp according to multiple factors (economic, safety, etc.). In any case, the project design will consider all possible opportunities to enhance positive impacts on the local communities.
MT-0025	15-02-2015	Campement des Pêcheurs 1	Local Administration	Community Meeting	Yao Konan Fiacre (2D consultant)	2D provides an overview of ESIA methodology to the village chiefs and representatives of the local community; he explains the objective and the types of activities that the ESIA team will run in the following days	(none)

		Local Community	Local Community		OUFFOUET N'Goran Bernard	Who has commissioned this study? The national administration?	The SIA Team is working directly for PERSEUS Mining. PERSEUS commissioned the study to comply with national legislation.
					OUFFOUET N'Goran Bernard	He complains the Mining Company (i.e. Cluff) promised to do much for local communities, but in fact they did nothing for the community.	
					BROU Kouassi John	Will there be jobs for our local youth?	PERSEUS has clear recruitment procedures in place. All recruitments are based on merit, preference is given to locals in case of parity. Non qualified work force will be selected exclusively from the impacted area
					BROU Kouassi John	Could you help us in rehabilitating the village road?	PERSEUS will commit a part of its budget to community development, during the exploitation phase. However, we are still in the evaluation phase and no such intervention can currently be envisaged.
					N'GUESSAN Kouadio Siméon (Mathias)	He would like to have a detailed map of the project to understand what are the boundaries of project facilities	PERSEUS reassures that it is not expected that someone in the camp lose access to land, however more details will be disclosed on project facility as soon as available
MT-0026	17-02-2015	Préfecture de Yamoussoukro	Regional Administration	Written Communication	Moussa Serifou (PERSEUS)	Requests the Prefet of Yamoussoukro to facilitate contacts with other regional bodies (e.g. CIAPOL, DR Agriculture, Health, etc.)	(none)

MT-0027	05-02-2015	Direction Régionale de l'Environnement de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and asks for support to reach out to other technical regional directorates / stakeholders	(none)
					Andrea Amici (rePlan)	rePlan gives a short overview of the ESIA activities	(none)
					Tanou Kouassi Jean (DR Env)	He asks the company to follow up on mitigation and monitoring measures that will be recommended in the ESIA report. He offers the help of the MoE to implement local management plans	(none)
MT-0028	14-02-2015	Village de Alley	Local Administration	Community Meeting	Yao Konan Fiacre (2D consultant)	2D provides an overview of ESIA methodology to the village chiefs and representatives of the local community; he explains the objective and the types of activities that the ESIA team will run in the following days	(none)
		Local Community	Local Community				
MT-0029	15-02-2015	Village de Akakro	Local Administration		Yao Konan Fiacre (2D consultant)	2D provides an overview of ESIA methodology to the village chiefs and representatives of the local community; he explains the objective and the types of activities that the ESIA team will run in the following days	(none)
		Local Community	Local Community				(none)
MT-0030	2015-02-24	Conseil Regional de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	Delivery of a specific request to obtain the development plan of the Marahoué Region	(none)
MT-0031	2015-02-24	Direction Régionale de l'Environnement de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	Delivery of a specific request to obtain all relevant environmental regulations related to mining	(none)

					Jean Brou (DR de l'environnement)	Can PERSEUS Mining contribute to the creation of a regional environmental profile?	PERSEUS is currently conducting studies in the area, however the study area is more focused than the Marahoué region. For more specific requests, it is suggested to address a written communication to the Company.
MT-0032	2015-02-24	Direction Regionale de l'agriculture de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	Delivery of a specific request to obtain the agricultural study and data of the Marahoué Region	(none)
					Goh Denis (2D)	Delivery of a specific request to obtain the compensation values for crops and agricultural land	(none)
MT-0033	2015-02-24	Direction Régional de l'éducation nationale de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	PERSEUS provides a brief overview of the company / project and introduces the team	(none)
					Goh Denis (2D)	Delivery of a specific request to obtain data on education of the Marahoué Region	(none)
					Bolou Bi Tra (DR de l'éducation nationale)	The DR expresses his wish that PERSEUS will contribute to the development of the education sector in the region	(none)
MT-0034	2015-02-24	Direction Régionale de l'industrie et des mines de Yamoussoukro	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	Follow up meeting to organize the Regional Meeting with Yamoussoukro local authorities	A provisional date is fixed for the 3rd of March
MT-0035	2015-02-26	Direction Départementale de la santé de Bouaflé	Regional Administration	Public Authority Consultations	Michel Yao (Perseus Mining)	Presentation of the Project Team	(none)

					Goh Denis (2D)	The DR expresses his wish that PERSEUS will contribute to the development of the health sector in the region	(none)
MT-0036	2015-03-18	Prefecture de Yamoussoukro	Regional Administration	Public Authority Consultations	Prefecture	The representative of the Prefet welcomes the delegation and opens the works	(none)
		Sub-Prefecture of Kossou	Sub-Regional Administration		M. Moussa Serifou (PERSEUS) / M. Nick Azah et M. Denis Goh (2D Consulting)	Presentation of the PERSEUS Team and scope of the meeting / Presentation of power point slides on the project and ESIA works	(none)
		Direction Régionale de l'industrie et des mines de Yamoussoukro	Regional Administration		M. NINDDIN Malan (Dir. Reg. Infrastructure)	Which exploitation method will be used? (heap leaching or VAT leaching)?	PERSEUS answered that VAT leaching is considered but studies are still going on and decisions could change
		Direction Régionale du CIAPOL de Yamoussoukro	Regional Administration		M. NINDDIN Malan (Dir. Reg. Infrastructure)	Can we have results of studies already completed as part of ESIA?	2D consulting said outcome of conducted studies will be shared during planned report back sessions
		Direction Régionale des Infrastructure de Yamoussoukro	Regional Administration		M. NINDDIN Malan (Dir. Reg. Infrastructure)	Was ministry of health and ministry of social affairs invited?	The First Secretary General of the Prefecture said representative of ministry of health was invited but appoligized for not being able to make it. PERSEUS responded that the Ministry of social affairs was not invited but the company would pay a visit to regional representative of ministry of social affairs during the meetings to be held on the ground in the coming weeks

		Direction Régionale de Yamoussoukro du Min. de la Construction	Regional Administration		M. KOFFI YAO Président de la Mutuelle pour le Développement de Kossou (MUDESKO)	Is Kossou part of mining area?	PERSEUS said no. However, Kossou is in the zone of influence of the project. As a result authorities and community must be consulted to take into account their inputs in order to maximize the positive outcome of the project and mitigate the potential undesirable impacts
		Direction Régionale de Yamoussoukro de l'Institut National de Statistique	Research Institution		M. KOFFI YAO Président de la Mutuelle pour le Développement de Kossou (MUDESKO)	What do we mean by noises generated by the project?	PERSEUS explained and we said a baseline study would be conducted to determine current situation and another study would be conducted when the project is implemented to measure the changes of level of noises and to ensure that they are in line with requirements -
		Direction Régionale de Yamoussoukro de l'Environnement	Regional Administration		Colonel AHOULOU Koutou (Directeur Régional des Eaux et Forêts)	What are the measures considered to address pollution risks and to ensure appropriate usage of toxic products?	PERSEUS said the project will be designed in compliance with international standards and management of pollution risks are covered in these standards
		Direction Régionale de Yamoussoukro des Eaux et Forêts	Regional Administration		Colonel AHOULOU Koutou (Directeur Régional des Eaux et Forêts)	A special focus should be made on effluent management given the proximity of Bandama river	PERSEUS said it will make a special focus on it in compliance with international standards and with our business principles

		Sodertour Lacs	Economic Operator / Business		(unknown)	Estimated size of project and its economics? Number of job which will be generated? How many direct jobs? How many local jobs?	We said based on scoping study which outcome will be updated by prefeasibility study to be issued soon, indicative figures are: 300,000 OZ/year, 1300 jobs during construction phase, 600 during construction phase. We made it clear that these are indicative figures which will be amended by ongoing studies. We added that in compliance with mining code requirements, the company will strive to create sustainable local worth by maximizing local recruitment whenever local skills are available. Local skills available in project region will be given a preference. However it is to be noted that some positions will required to import external skills.
		Village de Kossou	Local Administration		(unknown)	A focus should be made on health of population and this should be embedded in the project.	PERSEUS confirmed this is part of the ESIA approach.
		Président de la Jeunesse de Kossou	Local Community		M. BEHA Z. Arsène (Centre Ivoirien Antipollution CIAPOL)	A thorough baseline study should be made to determine initial status of the site given the fact that former mining operations where conducted.	PERSEUS confirmed this is part of the ESIA approach.

		Representant de la Mutuelle de Développement de Kossou (MUDESKO)	Economic Operator / Business		M. BEHA Z. Arsène (Centre Ivoirien Antipollution CIAPOL)	Drainage area should be properly chosen due to underground fault structure.	PERSEUS noted the point.
					M. KOFFI YAO Président de la Mutuelle pour le Développement de Kossou (MUDESKO)	Any information on feedback or satisfaction level of population in areas where Perseus has already exploited a mine?	We said we are an international company with values and business principles. We exploit mines in compliance with standards. We exploited a mine in Burkina during many years and we produced in CDI during two years without encountering major issues.
					(unknown)	Has PERSEUS got recent population data from National statistical institute?	PERSEUS said we collected data from this institute few days ago and more recent and specific data is promised for April.
					M. KOFFI YAO Président de la Mutuelle pour le Développement de Kossou (MUDESKO)	What has PERSEUS achieved in terms of investment for Angovia?	PERSEUS said, as part of our former operations, we built a primary school, houses for school teacher, we rehabilitated road, etc.

					(unknown)	How will social development projects be made as part of this new project?	PERSEUS said, social development projects will be identified by ESIA and will be financed and implemented in compliance with the provisions of new mining code. We reminded that as per new mining code, 0.5% of annual turnover will be used to finance a community development fund which will finance community development projects. This community development fund will be managed by a committee composed of the prefect of the region where the project is situated, representative of local community, representative of mines ministry, representative of mining company, local elected officials. The committee is chaired by the Region prefect.
					M. NINDDIN Malan (Dir. Reg. Infrastructure)	Will access road via Kossou be rehabilitated?	We said this will be determined by ongoing studies.
					M. NINDDIN Malan (Dir. Reg. Infrastructure)	Are water towers considered for surrounding villages?	We said we don't know and studies are going on

					(unknown)	How will bad usage of toxic products and resulting high risks be addressed as part of the project?	Regional Director of ministry of industry and mines said these risks of bad usage of toxic products are not at the level of well established and reputed mining companies like Perseus but at the level of illegal artisanal miners and other illegal semi-industrial players. He urged villagers to stop putting their lives at risks by taking money from illegal miners and enabling them to conduct their activities which put environment, themselves and others at risks.
MT-0037	2015-03-23	NGO - Social Justice	NGOs/CSOs	Formal Consultations	Moussa Serifou	Mr Serifou introduces the PERSEUS Team to the NGO partners and clarifies the scope of the visit, which is to establish contacts with social groups active in our zone of interest, get enough information on these and identify potential partners to work with	(none)
			NGOs/CSOs		Andrea Amici (rePlan)	Mr Amici explains that the delegation of consultants is visiting the NGO in the framework of the ESIA consultation process of the Angovia Mine Project	(none)
			NGOs/CSOs		Kouassi Hyacinthe (Conseiller Technique)	Mr Kouassi welcomes the delegation and briefly explains the objectives, the main sectors of activity (local governance and development, transparency, CSR in extractive industries), partners and sponsors of Social Justice	(none)

			NGOs/CSOs		Moussa Serifou	Referring to an exchange of emails previously occurred, Mr Serifou points out that there is a number of information that PERSEUS had requested but that the NGO has only partially provided. Missing elements include CVs of the people working for the NGO, a list of references, registration number at the Ministry of Interior, etc.	Mr Kouassi replies that Social Justice is a young (2009), rapidly-evolving organization. In fact, the process of formal acknowledgment as a state-recognized NGO is still pending. However, they have started a regularization process of their position and will send all requested information to PERSEUS as soon as available
			NGOs/CSOs		Andrea Amici (rePlan)	Mr Amici asks about the volume of funds that the Social Justice allocates to projects and resources, specifically in the area of Angovia?	Mr Kouassi explains that the only office of Social Justice is in Abidjan (max. 5 staff), but they have established focal points in the Bouaflé region (including some CCC members) who act as occasional collaborators. In the sub-prefecture of Bouaflé they have two active projects: 1. providing training to local communities on how to maximize benefits in the extractive industry, 2. support local administrations (mairies) to build their institutional capacity. The estimated volume of yearly funds is roughly 300 M CFAs

			NGOs/CSOs		Fiacre Yao (2D Consulting)	Mr Yao asks if the NGO enters in contact with local communities of an extractive project, does it invite the mining company or inform the mining company of the initiatives?	Mr Kra (Directeur des Operations) replies that the aim of the NGO to be inclusive and ensure the buy-in from the project proponents. If no notice was made to PERSEUS of their intervention in the area, a mistake must have occurred in the delivery chain of the invitation.
			NGOs/CSOs		Moussa Serifou	Mr Serifou thanks the NGO members for their time, reassures the NGO that PERSEUS works with an open and transparent approach in the communities; and encourages the NGO to continue on its regularization process to become a fully-effective and recognized NGO	(none)
MT-0038		ONUCI - Daloa	International Organizations	Informal Consultations	Michel Yao (PERSEUS)	Mr Yao introduces the delegation of PERSEUS and explains the context of the visit	(none)
					Andrea AMICI (rePlan)	Mr Amici asks what is the role of the ONUCI regarding the reconciliation process in the project area and what are the ongoing development programs in the region.	M.me Traoré responds that ONUCI has a number of programs since the eruption of conflicts to appease local communities and that ONUCI has financed some projects in the area. She equally suggests to address a formal communication to the headquarters in Abidjan
					André PURIJI (ONUCI)	Mr Puriji welcomes the opportunity to establish a good cooperation framework with Perseus and recommends to take contacts with the management office in Abidjan.	

					Annita TRAORÉ (ONU CI)		
MT-0039		UN Women	International Organizations	Formal Consultations	Mr Moussa Serifou (PERSEUS)	Mr Serifou introduces the delegation of PERSEUS and explains the context of the visit	
					Mr Andrea AMICI (rePlan)	Mr Amici explains the scope of work of the ESIA and the work that Perseus is doing to identify vulnerable groups (including women) - including the effort to identify potential partners to work with in mitigating and managing impacts.	UN Women responds that they would be pleased in establishing partnerships with private sector operations. They will evaluate any request coming from Perseus at a more advanced stage of the Project.
MT-0040		ONU CI - Abidjan	International Organizations	Informal Consultations	Mr. Moussa Serifou (PERSEUS)	Mr Serifou introduces the delegation of PERSEUS and explains the context of the visit	(none)
					Andrea AMICI (rePlan)	Mr Amici asks the ONU CI what is their experience in working with reliable partners on livelihood restoration, community development and training.	ONU CI responds that the best placed UN agency to provide detailed information is the UNDP. They offer their help to liaise with UNDP in order to obtain insight on local trusted partners.
MT-0041		Prefet of Bouaflé	Regional Administration	Informal Consultations	Mr Michel Yao	Mr Yao introduces the ESIA team (including Project Director) and explained the scope of work for the following ESIA Committee	(none)
MT-0042		Min. Mine Bouaflé	Regional Administration	Informal Consultations	Mr. Michel Yao	Mr Yao introduces the ESIA team (including Project Director) and explained the scope of work for the following ESIA Committee	The Director of Mine congratulates Perseus for establishing an effective format of discussion within the framework of the ESIA Committee

MT-0043		SG de la Prefecture de Bouaflé	Regional Administration	ESIA Committee Meeting	Peter Brown (PERSEUS)	Mr Brown welcomes the delegations and provides an overview on project updates	(none)
		Sous-Prefet de Bouaflé	Sub-Regional Administration		TANOOU Kouassi Kea (Reg. Delegation of Min. of Environment)	Mr. Tanous reads aloud the minutes of meetings of the previous ESIA Committee meeting	(none)
		Comité Consultatif Communautaire	Local Administration		Andrea AMICI (rePlan)	Mr Amici gives a presentation on baseline preliminary finding, impact evaluations and mitigation measures. He invites the delegations to participate in a debate	(none)
		Village Chiefs of Angovia, Allahou Bazi, N'Da Koffi Yobouekro, Akakro, Kouakougnanou	Local Administration		Mr BAKAYOKO (SG of the Prefecture of Bouaflé)	Which is the land compensation strategy?	Mr Amici answers that the land compensation strategy is still under definition and review and will be presented during a different meeting with a dedicated scope
		Local Community	Local Community		Mr KOUADIO YAO (Village Chief of Kouakougnanou)	Which is the difference between the interim compensation agreement and the land compensation strategy?	Mr Brown responds that the interim compensation is for a determined period during exploration phase and land owners can have access to their lands and cultivate annual crops upon agreement with PERSEUS Management. Land compensation is a formal and long term process and resulting agreements will not allow community members to use the acquired lands

		Civil Society	NGOs/CSOs		(unknown)	Which is the recruitment strategy of the Company for local workforce and for non-qualified positions?	Mr Brown answers that all recruitments of senior, junior or unskilled positions will be done based on assessment of competency, suitability and most of all positive attitude to work with PERSEUS.
					(unknown)	Land compensation agreement with CMA and Cluff was signed for 5 years but no payment after 5 years such as period between end of CMA Mining and Cluff starting mining (2003 to 2008)?	Mr Brown's answer is that the period of CMA ending operation and Cluff starting mining was an exploration period with no obligation to pay any land compensation as per Mining Code in force. For further agreement, company and CCC must explain in details what is being paid and community must ensure they understand well what they sign for
					(unknown)	Thanks AM Management and group Exploration Manager for the good job done as regard to community relationship and praying God for success of the project to come to operation phase	Mr Brown welcomes the comment and clarifies that PERSEUS most far reaching goal community-wise is to ensure an improvement of life conditions of the surrounding communities throughout and after project life.

					(unknown)	Assistance to some families in the sharing of the compensation payment	Sub-Prefect answers that he is surprised to hear such a request in public meeting because before and after any compensation payment he delivered advice focused on the management of the money and conflict prevention. Also prior to the payment, each family member meets and signs off an agreement to entrust their representative to receive the payment. As such, this issue is a family private issue and must be managed accordingly. An example of family internal sharing has been done by the Chief of Kouakougnanou, in harmony without any complain
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