

**Supplemental Action Plan
Kiaka Gold (Volta Resources)
January 2010**

#	Action Description	Indicator of Completion	Timeframe
PS1: Social and Environmental Assessment and Management Systems			
1	Sustainability Organization and Management a) Develop and implement Health, Safety, Environment and Community (HSEC) Policy and Procedures ("HSEC Policy") document with commitments appropriate to the level of activities. The HSEC Policy will include an Environmental and Social Action Plan, covering all social and environmental actions to be undertaken by Volta that have been identified as part of the policies and procedures, and an Emergency Response Plan or Procedures. b) Disclose HSEC Policy on Volta's website after they are reviewed and agreed with by IFC.	HSEC Policy reviewed and approved by IFC Disclosure of HSEC HR Policies on the Company Website	Within 1 month of subscription. Within 15 days of IFC's acceptance of the HSEC Policy
2	Stakeholder Engagement Plan a) Document existing and planned community engagement activities in a Stakeholder Engagement Plan (SEP) with policies and procedures for engagement with all stakeholders (including communities affected by land acquisition or temporary economic displacement, artisanal miners, new migrants, communities indirectly affected beyond the project footprint, NGOs, governmental agencies, interested groups, influential parties, etc.) following IFC's publication <u>Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets (May 2007)</u> . b) The SEP will include a grievance mechanism for the local communities that will be disclosed publicly. c) Identify the timing for the appointment of a full-time community liaison officer. d) As part of the SEP, provide regular (at a minimum annual) feedback to local stakeholders on the implementation of agreed environmental and social mitigation measures related to impacts that could affect them.	Stakeholder Engagement Plan reviewed and approved by IFC Disclosure of the grievance mechanism in project affected communities. Timing to be incorporated in the SEP. Document community reporting activities in the Annual Monitoring Report	Within 3 months of subscription. 15 days after acceptance of SEP by IFC. As part of the SEP. On ongoing basis

3	Monitoring Carry out regular monitoring of Volta assets and HSEC Policy implementation as well as compliance with host country and IFC Performance Standards requirements.	Submit Annual Monitoring Report to IFC (format to be provided by IFC)	Annual
4	Incident Reporting Initiate formalized OHS and environmental incident reporting	OHS and incident reporting in the Annual Monitoring Report	Immediate
5	Social and Environmental Assessment (SEA) Preparation Complete, consult and disclose in accordance with IFC's disclosure policy detailed SEA documents prior to any substantive mine construction or development. The SEA must include a cumulative impacts assessment and plan for management of acid rock drainage. At a minimum, the documents must be disclosed to project affected communities, be available to the public at the Volta office in Ougadougou, and be available online.	SEA documents submitted to IFC for review and approval prior to being publically disclosed	60 days prior to start of mine construction.
PS2: Labor and Working Conditions			
6	Human Resources Policy a) Develop and implement a Human Resources Policy that also covers contractors and sub-contractors in line with PS2. b) Disclose Human Resources Policy on Volta's website after they are reviewed and agreed with by IFC.	Human Resources Policy reviewed and approved by IFC. Disclose Human Resources Policy on Volta website	Within 3 months of subscription. 15 days after acceptance by IFC.
PS4: Community Health, Safety and Security			
7	Worker/Community Health Program Develop and implement a worker and community health program aimed at reducing the risks from malaria, HIV/AIDS, and other locally prevalent infectious diseases.	Health Program reviewed and approved by IFC	Within 30 days of subscription.
8	Voluntary Principles on Security and Human Rights Design and conduct training for Management and Volta personnel to ensure that the principles and procedures for compliance with the Voluntary Principles on Security and Human Rights are in place and understood.	Training Plan and reporting on implementation	Within 3 months of subscription
PS5: Land Acquisition and Involuntary Resettlement			

9	Land Access Procedure Document and implement land access procedure for exploration activities based on PS 5. Procedure should include standards for consultation with both local communities and artisanal miners, and should also include standards for restoration of land following cessation of exploration activity.	Land Access Procedure reviewed and approved by IFC.	Within 3 months of subscription, but no later than June 2010.
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