
Environmental, Social and Governance

Sustainability, impact, people and governance at Dompim Pepesa Mines, in one record. Each part states the commitment, the practice that delivers it, and how it is measured.

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ABOUT THIS REPORT

This document brings the four Nova Mines position papers into one record. It covers environmental performance, measured impact, the people commitments and the governance framework at the Dompim Pepesa Mines concession (DPEPS) in the Western Region of Ghana.

01

Sustainability

Environmental stewardship at Dompim Pepesa Mines: progressive land rehabilitation, water stewardship, biodiversity protection and footprint per unit produced.

KEY TERMS

Sequencing

Production cost

Progressive rehabilitation

Closure liability

Commodity cycle

Sustainability is a sequencing decision before it is a budget line.

Costs deferred to closure arrive when the revenue has already stopped. That is the central problem with treating environmental work as an end-of-life obligation: the obligation matures precisely when the operation can least afford it.

Nova Mines budgets rehabilitation, monitoring and water treatment as production costs. They are carried in the cost per ounce alongside fuel, labour and consumables rather than accrued against a closure provision. That single accounting decision is what makes the commitments in this report survivable through a commodity cycle, because they are already priced into the operation rather than competing with it.

The practical consequence is visible on the ground. Ground is opened in phases. Worked areas are backfilled, reprofiled and revegetated while other areas are still in production, so the disturbed footprint at any one time is smaller than the area worked over the life of the mine.

How do we create the most value with the least harm?

THE QUESTION THAT GUIDES EVERY STAGE OF WORK



KEY TERMS

Land rehabilitation
 Water stewardship
 Biodiversity
 Footprint per unit
 Seed bank

Four commitments, carried through the life of the operation.

Each commitment below is stated with the practice that delivers it. A commitment without a named practice is an intention.

01	Progressive land rehabilitation	Land is returned in phases through the life of the operation rather than deferred to closure. Topsoil is removed and stockpiled live rather than buried, preserving the seed bank and soil biology that make restoration possible.
02	Responsible water stewardship	Process water is recirculated through the circuit. Discharge and turbidity are monitored at fixed points upstream and downstream of the operation, so a change can be attributed rather than argued about.
03	Biodiversity protection	Watercourses, farmland, access routes and habitat are mapped at the exploration stage and carried into the mine plan as fixed constraints rather than variables to be resolved once the pit design is settled.
04	Lower footprint per unit	Absolute emissions vary with production volume. Intensity per unit produced is the measure that reflects operational performance, and it is the measure reported against.

KEY TERMS

Topsoil

Phasing

Recirculation

Tailings

Sediment control

01	Topsoil	Removed and stockpiled live rather than buried. Buried topsoil loses the seed bank and the soil biology that make revegetation possible without continual replanting.
02	Sequencing	Ground is opened in stages. Worked areas are backfilled and reprofiled while other areas are still producing, keeping the open footprint small.
03	The circuit	Process water is recirculated. Fresh water draw is reduced by reusing water already inside the operation rather than treating and discharging it.
04	Monitoring	Discharge and turbidity are measured at fixed points upstream and downstream, on a published frequency, so results can be compared over time.
05	Tailings	Deposited to engineered specification. Freeboard and seepage are monitored as routine operating data rather than as a periodic assurance exercise.
06	Sediment	Control structures are maintained as permanent infrastructure rather than built in response to heavy rain.

Waste rock is characterised before placement so that potentially acid-generating material is handled separately. Characterisation before placement is considerably cheaper than remediation afterwards.

KEY TERMS

Method with outcome

Sampling frequency

Hectares returned

Intensity

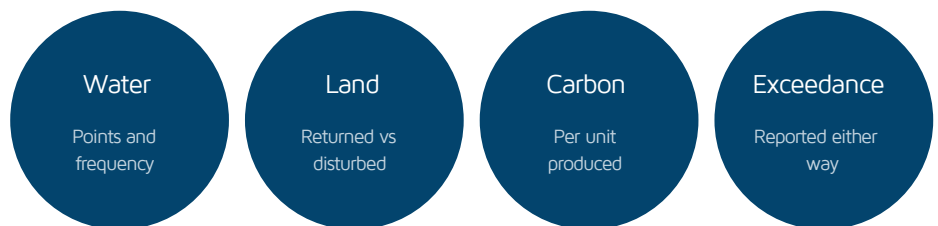
Exceedance

Verification

Method is published alongside the outcome.

A water result without its sampling points and frequency is an assertion rather than evidence. Nova Mines holds its own disclosure to the standard it would apply to any other operator, which means publishing how a number was produced next to the number itself.

- Water: sampling points and frequency published with every figure.
- Land: hectares returned reported against hectares disturbed, not in isolation.
- Carbon: intensity per unit produced, not absolute tonnage alone.
- Exceedances: reported whether or not they were detected externally.
- Tailings: freeboard and seepage recorded as operating data and retained.



External assurance is the direction of travel for the sector. The Initiative for Responsible Mining Assurance was granted ISEAL Code Compliant status in February 2026, and third-party assessment is becoming the difference between a claim and a credential.

02

Impact

Economic, environmental, social and institutional impact, set against Ghana's record production year and what it asks of a licensed operator.

KEY TERMS

- Economic
- Environmental
- Social
- Institutional
- Skills transfer
- Local procurement

Four pillars, one question: what is left behind?

Nova Mines works across the full mining value chain, from exploration and resource development through extraction, processing and commercialization. Impact is measured across four dimensions rather than reported as a single number.

01	Economic	Jobs, local procurement, skills transfer and government revenue that funds national development.
02	Environmental	Conservation, land rehabilitation, responsible water use and biodiversity protection.
03	Social	Investment in education, health, infrastructure and livelihoods that endure beyond extraction.
04	Institutional	Transparent reporting, ethical conduct and disciplined management that earns lasting trust.

Mining should do more than extract. It should empower, restore and build.

WHO WE ARE

KEY TERMS

185 tonnes

Sixth

52.38 per cent

GoldBod

Formalisation

Ghana's record year, and what it asks of a licensed operator.

Ghana produced 185 tonnes of gold in 2025, around 5.94 million ounces, and moved into sixth place among the world's gold-producing nations. The figure underneath that headline matters more.

185t

Ghana's 2025 gold output, around 5.94 million ounces.

6th

Position among gold-producing nations, passing the United States.

52.38%

Share of national output from small-scale mining, above large-scale for the first time in over a century.

\$10bn

Foreign exchange from GoldBod's first year of licensed small-scale gold exports.

Scale alone no longer confers standing. What a licence represents is a standard of practice, and that standard has to be demonstrated rather than asserted.

Sources: Ghana Chamber of Mines, 2025 production figures; Ghana Gold Board, first-year export results.

KEY TERMS

Listening first

Host district

Prequalification

Grievance mechanism

Lasting capacity

Shared value, not charity.

Engagement begins with listening, before a decision is taken, and is recorded so that it can be checked afterwards. Consultation that cannot change a decision is not consultation.

- Engagement built on listening and trust, recorded and checkable.
- Local employment, skills and enterprise, recruited from the host district first.
- Investment in education, health, water and livelihoods.
- Building lasting capacity rather than dependency.

Procurement follows the same logic. Local content targets depend on supplier capability that does not always exist at the required standard, so prequalification, payment terms suited to small enterprises and a forward purchasing schedule are part of the commitment rather than conditions attached to it.



KEY TERMS

Wages

Procurement

Skills transfer

Tax and royalty

Route to market

Where the value of an ounce goes.

The market stage is where an operation stops being extraction and becomes an economic contribution. Product moves to refiners and offtakers under contracted terms, and output converts into wages, local procurement, skills transfer, tax and royalty.

Employment	Recruited from the host district first
Procurement	Host district suppliers, prequalified
Skills	Training that carries a recognised qualification
Government revenue	Tax and royalty under the licence
Infrastructure	Specified to serve the district, handed over

Benchmarks in the Ghanaian sector show what disclosure at this resolution looks like. Gold Fields reported approximately GH 5.8 billion paid to government in 2025 and around GH 8.8 billion in local procurement, GH 6.5 billion of it with 163 suppliers in host communities around Tarkwa and Damang. Newmont funds its community foundations by formula: one US dollar per ounce sold plus one per cent of net profit.

Sources: Gold Fields Ghana 2025 disclosure; Newmont Ghana community foundation terms.

03

People, health and safety

The safety standard applied to employees and contractors alike, inclusion and diversity, women in mining, and the disciplines held inside the business.

KEY TERMS

- Zero harm
- Risk-based
- Stop-work authority
- Without reprisal
- Open reporting
- Competence

One standard, applied to employees and contractors without distinction.

A safety standard that stops at the contract boundary is not a standard. Induction, competency assessment, task risk assessment and incident investigation are applied identically to everyone on site.

01	Goal of zero harm	All injuries are preventable, and the standard is written on that basis rather than against an accepted incident rate.
02	Risk-based management	Competence is verified before a task rather than assumed from a job title, and training is recorded against the person.
03	Stop-work authority	Any person on site may halt a task they believe is unsafe. Using that authority is a protected act, without reprisal.
04	Open reporting	Incidents and near misses are investigated and the findings published internally, so that harm does not repeat.

A goal of zero harm. All injuries are preventable.

HEALTH, SAFETY AND WELLBEING

KEY TERMS

Merit

Equal pay

Accessible sites

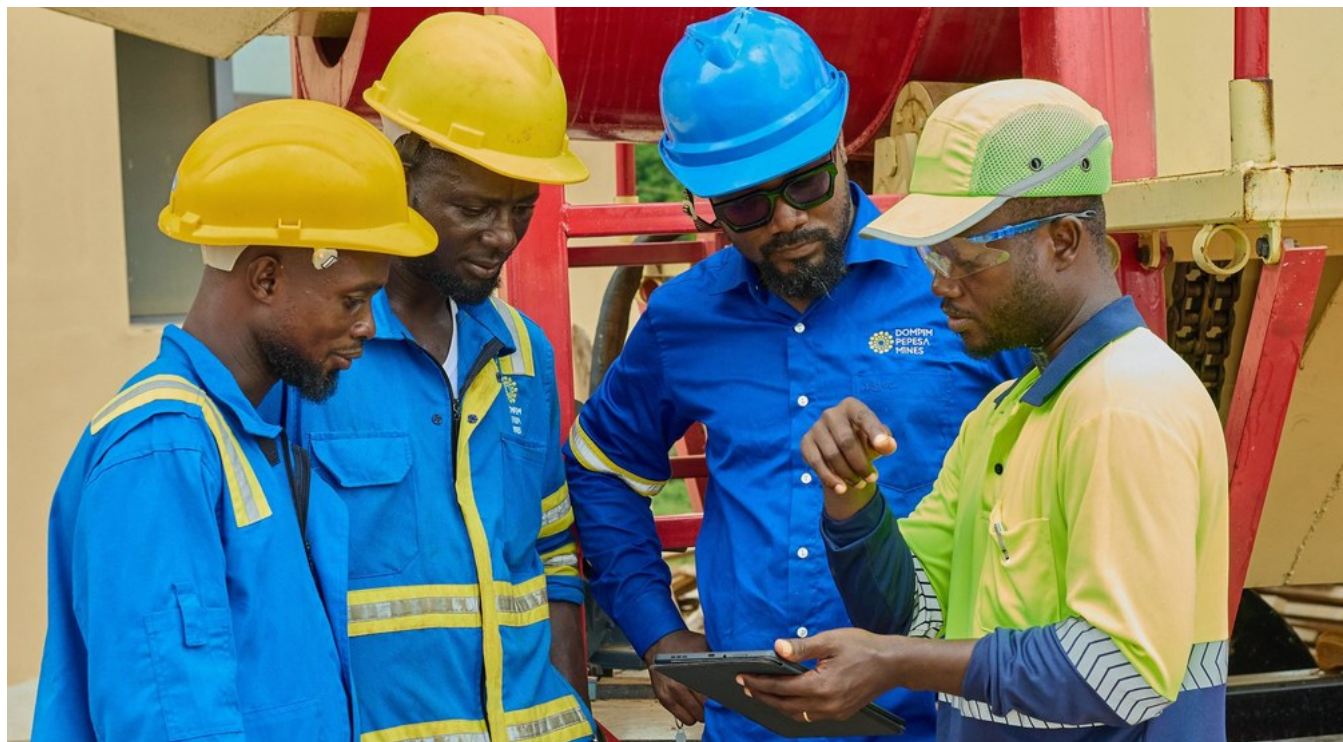
Rights and customs

Shared benefit

Equity, inclusion and shared benefit for all stakeholders, not just the few.

Fairness is one of the four values of the business. The commitments below are how that value is applied to employment.

01	Recruitment on merit	Roles are scoped against the requirements of the work, and assessed by panels that are not drawn from a single background.
02	Equal pay for equal work	Pay is set against the role and its responsibilities, then reviewed for gaps that cannot be explained by either.
03	Sites specified for everyone	Facilities, personal protective equipment and shift arrangements are specified for the whole workforce rather than assumed from a single body type.
04	Respect for rights and customs	Conduct on site and in the host district is held to one standard, applied to every person without exception.



KEY TERMS

Narrow profession

Apprenticeship

Recognised qualification

Supervisory development

Target

A workforce that reflects the district.

Mining in Ghana has been a narrow profession for a long time. Widening it is a recruitment and training problem before it is a policy one, and it is solved by building routes in rather than by restating an intention.

- Apprenticeships into plant and fleet operation.
- Technical training that carries a recognised qualification, portable beyond Nova Mines.
- Supervisory development, so that entry-level roles are not the ceiling.
- Facilities and equipment specified for the whole workforce.

Our goal: women to hold 25 per cent of roles at Dompim Pepesa Mines by 2033.

AGAINST A SECTOR BASELINE OF 9 PER CENT



KEY TERMS

- Geology
- Mining engineering
- Processing
- HSEC
- In-house

Four disciplines, held inside the business.

Capability that is contracted out is capability that cannot be held to an internal standard. These four disciplines are retained in-house.

01	Geology	Mapping, sampling, geophysics and drill programme design, so that the resource model is built and defended internally.
02	Mining engineering	Pit design, scheduling, grade control and land management, sequenced so that rehabilitation runs alongside production.
03	Processing	Recovery, tailings management and water treatment, measured on recovery rate and energy per unit produced.
04	Health, safety, environment and community	Induction, monitoring, engagement and grievance management, resourced as an operating discipline rather than a compliance function.



04

Governance and business conduct

Ethical conduct, regulatory compliance, transparent reporting, disciplined risk management and confidential reporting.

KEY TERMS

Zero corruption
Facilitation payments
Compliance floor
Named risk owner
Method with outcome

Four commitments that bind every part of the business.

Accountability is one of the four values of the business: transparency, ethics and responsible stewardship in every decision made.

01	Ethical conduct, zero corruption	Facilitation payments are prohibited without exception, at every level of the business and for every contractor acting on its behalf.
02	Regulatory compliance	Compliance with the licence, permit and reporting framework the operation is held to. Compliance is the floor, and where the internal standard is higher, the higher standard governs.
03	Transparent reporting	Method is published alongside outcome, so that results can be assessed rather than simply accepted.
04	Disciplined risk management	Risk is registered, owned by a named person and reviewed on a defined cycle rather than when it becomes urgent.



KEY TERMS

Confidential
Contractors and suppliers
Community members
No reprisal
Independent of outcome

Confidential reporting, and protection for the person who uses it.

Confidential reporting is available to employees, contractors, suppliers and community members. A channel restricted to direct employees misses the people most likely to see a problem first.

Retaliation against any person raising a concern in good faith is a serious disciplinary matter in its own right, independent of whether the concern is upheld. Separating the two is what makes the channel usable: a person should not have to be proved right in order to be protected.

Compliance is the floor. Where our own standard is higher, the higher standard governs.

OUR POSITION



KEY TERMS

- Duston Group
- Nova Mines
- Dompim Pepesa
- Endorsement
- Concession

Nova Mines, Dompim Pepesa and the Duston Group.

Nova Mines is the minerals business of the Duston Group. Dompim Pepesa Mines, abbreviated DPEPS, is the cornerstone of its mining operations and its concession in the Western Region of Ghana.

Dompim Pepesa came to the group with its own name, its own record and its own standing in the district. The group mark endorses that record rather than replacing it, which is why the concession keeps its name on the licence and in the community.

Group	Duston Group
Parent	Nova Mines
Abbreviation	DPEPS
Concession	Dompim Pepesa Mines (DPEPS)
Region	Western Region, Ghana





Mining beyond, for impact, growth and
the future.

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Nova Mines is the minerals business of the Duston Group. Dompim Pepesa Mines (DPEPS) is its mining concession.