

THE GHANA CHAMBER OF MINES @ 90



**GHANA MINING INDUSTRY
AWARDS (GMIA) 2018**

CATEGORIES & CRITERIA

INTRODUCTION



The Ghana Mining Industry Awards (GMIA) is meant to promote, encourage, recognize, and celebrate outstanding achievements as well as excellence in the mining industry.

The GMIA recognizes and honours organizations and individuals who have made significant contributions to the mining sector in Ghana.

ADJUDICATING BOARD



Prof. J. S.Y. Kuma (Board Chairman)

Vice Chancellor, UMaT

Dr. Steve Manteaw (Member)

Chair, PIAC/Co-Chair GHEITI/ISODEC

Mr. John Pwamang (Member)

Ag Executive Director, EPA

Mr. Sulemanu Koney (Member)

Chief Executive Officer, GCoM

Mr. Yaw Aboagye (Member)

Head of Policy Planning, Monitoring & Evaluation

GMIA 2018 AWARDS GALA



DATE: Friday, 30th November, 2018

GENERAL INSTRUCTIONS FOR ENTRIES



- No entries would be accepted from **Group of Companies**. All entries should be assessed based on the operation of a single mine;
- The Board will not accept **more than one entry** per company for each category. The Board may disqualify multiple entries received from one company for a category;
- In order to keep the entries precise and concise, no entry should exceed the **word count limit of 750 per category**.



ADDITIONAL INFORMATION FOR SELECTED CATEGORIES

- **Lifetime Achievement Awards:-** Applicants who have not won before are at liberty to put in an application in 2018;
- **Personality of the Year and Female Miner of the Year:-** Previous winners and applicants for both categories can reapply with distinct information for the year under review;
- **Female Miner of the Year:-** Applicants should add information on systems they have put in place as individuals to support fellow females under the metric ‘Demonstrable Leadership Skills’;



ADDITIONAL INFORMATION FOR SELECTED CATEGORIES

- **Best Mining Reporter:-** Since the GMIA is mainly an industry awards, the current format for selecting winners should remain unchanged;
- **Best Student Award:-** The current structure will continue with a focus on UMaT. *(However, the award scheme would, in the future, expand to cover the College of Engineering at the Kwame Nkrumah University of Science & Technology as a gradual process of expansion.)*

ADDITIONAL INFORMATION FOR SELECTED CATEGORIES



- **Contract Mining:-** Applicants should show jobs created and impact on the local economy in the fifth metric, which is **“Impact on local and national economies”**.

NEWLY INTRODUCED CATEGORIES FOR 2018 GMIA



1. Best Performer in Local Manufacturing of Mine Inputs
2. Financial Deal of the Year

BEST PERFORMER IN LOCAL MANUFACTURING OF MINE INPUTS



This is a separate award from Mine Supplies and Support Services to honour and celebrate achievement in the local manufacturing of inputs for the mining sector. This award will be assessed based on the following criteria:

- Standards & quality of products;
- Value Added (amount and percentage of local value addition)
- Health, Safety and Environment records;
- Corporate Social Investment;
- Contribution to the economy (taxes, jobs);
- Recognition/honours by other institutions

BEST PERFORMER IN LOCAL MANUFACTURING OF MINE INPUTS



1. Standards & quality of products;
 - Do you have all the requisite ISO & GSA certifications to produce?
2. Value Added ;
 - Is the product partly or wholly manufactured locally?
 - Provide official audit report for the year under review;
 - Indicate how the company has contributed to the economy through job creation, taxes etc)
3. Health, Safety and Environment (HSE) Records;
 - Provide evidence of HSE records on the plant (Department of Factories Inspectorate and the EPA)
 - Evidence of an HSE plans or procedures to prevent accidents
4. Corporate Social Investment;
 - What flagship CSI initiative has the company executed from January to December 2017?
5. Recognition/honours : Provide information on honours received.



FINANCIAL DEAL OF THE YEAR

This award celebrates financial transactions between a local financial institution and a producing mine, a contractor or a service provider that is breaking new grounds and driving forward mining operations. Entries for this award will be adjudicated based on the following criteria:

- Scope of the transaction
- Overall impact of the deal on the operation of the mine;
- Implications of deal on national economy;
- Any other information.



FINANCIAL DEAL OF THE YEAR

- What is the scope of the financial transaction?
- Which aspect of your operation does the transaction cover?
- What is the overall impact of the deal on the operation of your business in terms of sustainability?
- What is the implication of the deal on the economy in terms? (Job creation, taxes, spurring growth)
- Any other relevant information about the transaction.

EXISTING CATEGORIES OPEN FOR NOMINATIONS



1. Lifetime Achievement Award
2. Corporate Social Investment (CSI) Project of the Year
3. Best Performer in Innovation
4. Best Performer in Contract Mining
5. Best Performer in Mine Supplies & Services
6. Mining Personality of the Year (The President's Award)
7. Female Miner of the Year

LIFETIME ACHIEVEMENT AWARD



- ❑ The Lifetime Achievement Award is given to a retired individual for his/ her outstanding achievements and significant contribution to Ghana's mining industry.
- ❑ The awardee in this category may be an outstanding leader, regulator, policy maker, economist, engineer, financial manager, or technology specialist.
- ❑ That is, any individual who has contributed immensely to the development and future of the mining industry in the course of his/her career.
- ❑ Nominees will be assessed based on the following:
 - ✓ Achievement
 - ✓ Integrity
 - ✓ Leadership
 - ✓ Peer Recognition
 - ✓ Strategic Vision

LIFETIME ACHIEVEMENT AWARD



1. What concrete achievements in the mining industry are attributable to the nominee?
2. What specific things did the nominee do to promote and protect the integrity of the mining industry?
3. How did the nominee's leadership skills benefit the mining industry?
4. How did the nominee's strategic vision contribute to the growth of the mining industry?
5. How long has the nominee worked in the industry?
6. Provide information on the laurels and recognition received by the nominee;
7. Any other information to support the nomination.

CORPORATE SOCIAL INVESTMENT (CSI) PROJECT OF THE YEAR



- The award will be presented to a member company which has executed/implemented a land mark project as part of its corporate social investment. The winning project will be selected based on the following:
 - Scope
 - Impact
 - Sustainability

CORPORATE SOCIAL INVESTMENT (CSI) PROJECT OF THE YEAR



1. How many people benefitted directly and indirectly from the project in 2017?
2. How did the project benefit the community in 2017? Please provide details.
3. How did the implementation of the project improve the environment in 2017?
4. What is the current state of the project?
5. What are the guidelines established to ensure the continuous viability of the project since it was completed?

BEST PERFORMER IN INNOVATION



- ❑ The category will recognize a mining company that adopted and implemented state of the art mining technology and innovation thereby creating production efficiency and streamlining processes from January to December 2017.
- ❑ Member companies who wish to be considered for this award will send in nominations to be assessed by the Board based on the following:
 - ✓ Technological improvement
 - ✓ Business process efficiency
 - ✓ Improved productivity of workforce (*Output per Employee*)
 - ✓ Energy efficiency (*Production Per Energy Consumed*)

BEST PERFORMER IN INNOVATION



1. Technological innovations introduced in the year under review to boost capacity of workforce and operation;
2. Business Process systems deployed to improve operational efficiency;
3. Provide details of productivity of Workforce (*Output per Employee*);
4. Provide information on energy efficiency (*Production Per Energy Consumed*);
5. Any other relevant information to support the nomination

BEST PERFORMER IN CONTRACT MINING



- ❑ This is awarded to a company registered with the Minerals Commission as a contract mining service provider.
- ❑ The company should have been involved with a mining project in the year under review and executed it to the highest standard.
 - ✓ Safety Record
 - ✓ Energy Efficiency
 - ✓ Cost Competitiveness
 - ✓ Environmental Impact
 - ✓ Impact on local and national economies
 - ✓ Corporate Social Investment

BEST PERFORMER IN CONTRACT MINING



1. Provide detailed information on your safety record in the year under review. (Fatalities, first aid injuries, loss time injuries, injury frequency rate)
2. Provide details on strategies put in place for energy efficiency (Energy used per output, energy conservation).
3. Provide information on cost competitiveness in the delivery of optimal services to clients in 2017 and how it contributed to reduce the overall cost of mining.
4. What systems and processes did you establish/implement to ensure Environmental Responsibility? (Reduction in carbon footprint)
5. What is the impact of your operations on the local and national economies? (Jobs, fiscal contribution, CSR projects)

BEST PERFORMER IN MINE SUPPLIES & SERVICES



- ❑ This is awarded to a company that has exhibited the highest quality and standards in the provision of supplies and services to mining companies in the period under review.

- ❑ The winner will be selected based on the following:
 - ✓ Cost Competitiveness
 - ✓ Meeting Deadlines
 - ✓ Impact on the Operations of the Mining Company
 - ✓ Energy efficiency
 - ✓ Corporate Social Investment
 - ✓ Contribution to national economy



BEST PERFORMER IN MINE SUPPLIES & SUPPORT SERVICES

1. What services are provided by the nominee?
2. Provide information on cost competitiveness in the delivery of optimal services to clients in 2017;
3. Provide detailed information on how the nominee met deadlines in the delivery of supplies and services in the year;
4. How did the nominee's business processes impact positively on the operations of the mining company in 2017?
5. Provide information on Corporate Social Investment projects;
6. What is the company's contribution to the national economy?
7. Any other relevant information.

FEMALE MINER OF THE YEAR



This award will be presented to a female mining professional who has contributed immensely to a company's productivity in the year under review. The individual will be nominated by her company for the award and assessed based on the following:

- High productivity;
- Demonstrable leadership skills;
- Evident high ethical standards;
- Contribution to responsible mining; (Wellbeing of the employees, environmental performance)

FEMALE MINER OF THE YEAR



1. Provide details of the nominee's contribution to departmental goals and corporate productivity performance;
2. What actions and decisions have the nominee taken that demonstrate her leadership skills?
3. Provide details on the nominee's adherence to high ethical standards;
4. Provide details on how the nominee supports other departments;
5. How has the nominee contributed to responsible mining?
6. Any other information

MINING PERSONALITY OF THE YEAR (PRESIDENT'S AWARD)



- This award will be presented to a mining professional of the rank of a General Manager or its equivalent and executive office holders who have played a significant role in the growth of the industry;
- The awardee's performance should have had an overarching impact on the mining industry;
- Nominations for this category must be endorsed by the company of the nominee;
- The awardee will be selected based on:
 - ✓ Demonstrated leadership and mentorship;
 - ✓ How the person supported the growth of local businesses;
 - ✓ Introduction of Innovation into business process;
 - ✓ Evident high ethical standards;

MINING PERSONALITY OF THE YEAR (PRESIDENT'S AWARD)



1. Provide detailed information on how the nominee demonstrated leadership in management during the year;
2. Provide information how the nominee has contributed to the growth of local businesses;
3. Has the nominee introduced innovations that have improved business processes, occupational health and productivity?
4. Provide details on the nominees adherence to high ethical standards and governance systems;

AWARDS BASED ON AUDIT REPORTS OF REGULATORS AND NOT OPEN TO NOMINATIONS



BEST PERFORMER IN ENVIRONMENTAL MANAGEMENT



- This award will celebrate accomplishments within the past year (2017) of a mining company that has implemented programmes that are excellent examples of the integration of environmental management into the core business strategy and continue to champion sustainable environmental practices.
- The criterion is based on the Environmental Assessment of the EPA for the year under review.
- When the EPA's assessment is not available in a particular year, the Environmental Audit report of the Minerals Commission will apply.

BEST PERFORMER IN OCCUPATIONAL HEALTH AND SAFETY



- This award will celebrate the mining company that has excelled in promoting a holistic health and safety culture, compliance with industry regulations and safety standards in 2017.

- The awardee would have excelled based upon the performance and evaluation mechanisms instituted by the regulator.

- The criteria are:
 1. Best Mine Based on Occupational Injury Statistics (40%)
 2. Best Mine Based on Safety, Health and Environmental Audit (40%)
 3. Inter-Mines First Aid & Safety Competition (20%)

BEST PERFORMER IN LOCAL CONTENT



- ❑ This award will be presented to a mining company that has excelled in adhering to the local content policy regulation.
- ❑ The company should have substantially met the criteria set by the regulator and obtained the highest score based on the regulator's analysis to be adjudged winner.



BEST PERFORMER IN EXPLORATION

- ❑ The winner of this category will be selected based on the Minerals Commission's ratings of companies that adhere to the conditions relating to the award of prospecting permit and are considered to be in good standing at the Minerals Commission.

MINING COMPANY OF THE YEAR



This flagship award will be bestowed on a mining company that has achieved the highest aggregate results in five categories. The mining company should have obtained the highest total percentage in the following categories as well as fiscal contribution:

- **Fiscal Performance (10%)*****
- Corporate Social Investment (15%)
- Innovation (15%)
- Local Content (20%)
- Environmental Management (20%)
- Occupational Health and Safety (20%)

MINING COMPANY OF THE YEAR



Fiscal Performance Criterion:- The determination of the Mining Company of the Year will include a criterion on mining companies' direct fiscal contribution to the economy. The metrics used would not penalise producing member companies that are small in operational capacity and output but rather reward companies on the basis of fiscal contributions to the state irrespective of their size and constraints.

MINING COMPANY OF THE YEAR



- We assume that mining companies seek to maximize shareholders' value in a manner that does not make the state worse-off. In other words, mining companies organize their business model to guarantee a fair return to both the state and investors.
- In order to derive an expression for the fair returns on mining operations to the state, we further make the following assumptions:



OTHER AWARDS

1. Community Safety Brigade
2. Best Mining Reporter
3. Best Mining Student of UMaT (Male and Female)
4. Best Graduate Research (UMaT)
5. Best Essay in Inter-Mines First Aid & Safety Competition



VALIDATION OF RESULTS

Final decisions of the Adjudicating Board on the nominations will, once again, be presented to PwC , a renowned audit firm, for independent validation of the scoring modalities and accuracy.





The Ghana Chamber of Mines

*****Promoting environmentally and socially responsible mining*****