



Environmental, Social, Health & Safety, Human
Resources, Resettlement and Land Acquisition
6 MONTH REPORT
January to June 2017
NICARAGUA

**CONDOR S.A.
&
LA INDIA GOLD S.A.**

LA INDIA, NICARAGUA,

CENTRAL AMERICA

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Executive summary

The following report covers the period from January to June 2017, including the environment, social, health and safety, human resources, resettlement and land acquisition processes.

During this period, Condor Gold applied for a temporary water usage permit and a special permit to drill in El Rodeo concession, the latter is still in process for approval. Environment remediation activities as well as implementation of the environmental management plans have been implemented during these six months, in the El Rodeo, Real de la Cruz, Cacao, La India and Espinito-Mendoza concessions, where 8,230.30 meters were drilled in the last 9 months.

Condor has also implemented the procedures and programs created for the Environmental and Social Management System, which includes Environment, Community, Health and Safety and Human Resources.

In the last six months, the social area has increased from 3 employees to 12, including hiring of 5 social technicians, 3 local team and a Social and Resettlement Manager in February 2017. The Social and Resettlement Manager was hired to strengthen the social team and provide guidance in the resettlement activities required to develop a Resettlement Action Plan (RAP) in accordance with IFC requirements, as well as implementing the Environmental & Social Action Plan (ESAP) related to social matters. Based on this, the social area has implemented the grievance mechanism for the communities, as well as developed an informative process, improved the information office and promoted social activities with stakeholders to communicate and share information related to exploration activities. Constant communication with the communities, especially La India village has allowed to dispel misinformation and attend concerns. Social contributions have focused on technical training, the water project, rural health, open clinic, contributions to churches, activities to strengthen stakeholders' engagement, and others.

Health and Safety has implemented the procedures and plans created for the Environmental Social Management System (ESMS), which were reviewed and approved by IFC. During this period, workshops and training has been provided to workers, contractors and community, specifically artisanal miners. A report of accident statistics is also included in this document.

Condor Gold currently employees 85 people at La India, 72% live in the local villages. 9 of the 85 employees have been or are benefitted with a scholarship to take learning courses. Training and capacity building are daily part of Condor Gold's commitment to improving the professional level of its employees.

1. INTRODUCTION

Condor Gold, as part of its commitment to the implementation of IFC Performance Standards, has created the following report.

This includes the first six-months of the year 2017, and addresses the activities that took place during that period in the areas of environment, social, health and safety, human resources and property related matters.

2. OBJECTIVE

To provide information on the environmental, social, health and safety, human resources and property related matters within Condor Gold subsidiaries.

3. ENVIRONMENTAL ACTIVITIES

3.1. PERMITTING APPLICATIONS AND ENVIRONMENTAL STUDIES OF THOSE APPLICATIONS

From January to June 2017, Condor applied for a temporary surface water usage permit and a special permit for drilling in El Rodeo concession.

The Ministry of Environment and the San Nicolas municipality authorized the surface water source for the drilling campaign in the El Rodeo concession in January, after the approval of the Los Limones community.

In April, an application for a special permit to drill in the Northwest side of El Rodeo was submitted to MARENA-Central. The special permit application does not require an Environmental Social Impact Assessment (ESIA) since it is only two drill-holes proposed. In May, an inter-institutional commission organized by MARENA Central conducted a site inspection in Los Limones area, in Rodeo concession, to confirm our application for a special permit to drill. In June, MARENA-Central informed that the special drilling permit has passed the technical inspection and their legal department is currently reviewing it.

Condor Gold has been participating in workshops with different government institutions and other private companies as part of an initiative promoted by the Chamber of Mines (CAMINIC) and Private Sector Council (COSEP) to improve the permitting process in the country. Changes in timetables for permits to be processed have been proposed and agreed upon. The modification of the existing Decree 76-2006 for ESIA application was discussed and is in process of approval. The modifications include changes in timetables and quicker processes.

3.2. ENVIRONMENTAL MONITORING

3.2.1. Baseline studies

Condor Gold continues conducting groundwater level, surface waterflow and water quality monitoring, as well as gathering weather data from its digital weather station and two rain gauges.

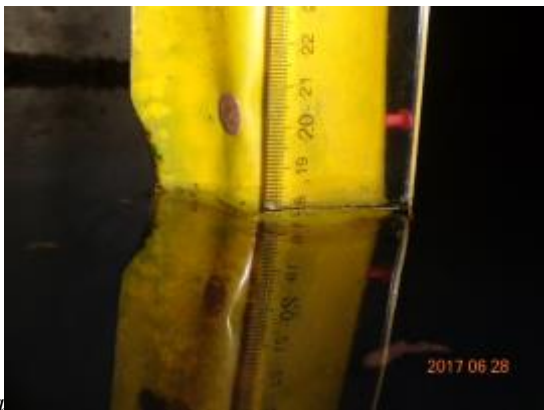
Groundwater level monitoring

Groundwater level of 23 sites, including 10 piezometers and 13 hand-dug wells, are monitored weekly. The data is included in a database and analyzed, considering changes in level compared to previous months, abnormal changes, dryness, and usage to avoid misinterpretations.

Surface waterflow

Surface waterflow is monitored daily in five locations, where weirs have been installed.

Only San Lucas V-notch weir (LIWR001) maintains water flow the whole year, with a level variation from 16 to 18 cm, from January to June 2017. Only weir La Simona has a diver to monitor extreme changes in waterflow, which is being calibrated with the advice of SRK.



(a)



(b)



(c)



(d)



e)

Photograph 3.2.1 (a) Staff gauge in San Lucas V-notch weir (LIWR001) (b) La Simona Trapezoidal weir (LIWR002), (c) La India Rectangular weir (LIWR004), (d) Alcantarilla and (e) Alcantarilla TSF. 28th and 29th June 2017.

Water quality monitoring - Participatory Water Monitoring Program

The Participatory Water Monitoring Program was implemented as scheduled: on 5th April a workshop was conducted and representatives of five communities participated. On 26th April, water sampling of 11 sites was conducted with the participation of local government representatives from El Jicaral and Santa Rosa del Peñón, Ministry of Health, MARENA-León and a representative from each of the communities invited.

The meeting to present the results with the communities' representatives and discuss with them the way to share the results with their communities took place on 28th June. The meeting also included the video on exploration activities of the company and a talk of the social team regarding the grievance mechanism.

The attendees requested that we present the lab results in each community and a brochure to be used to share these results was presented and discussed. It was agreed that the attendees would ensure at least 20 people from each community, that the meetings would take place in the afternoon and the video as well as the grievance mechanism would be presented.

The final version of the brochure is underway to schedule the meetings in each community. The next monitoring event will take place at the end of October.

Weather data

Weather data is gathered from Condor's digital weather station and two rain gauges located in Agua Fría village and La India village. The latter belongs to the National Network.

*Condor weather station – parameters measured
Jan-June 2017*

Parameter	Jan	Feb	Mar	Apr	May	Jun
Rainfall (mm)	7.11	3.048	2.79	27.18	359.16	NA
Temperature maximum °C	32.38	33.55	35.16	37.2	35	NA
Temperature minimum °C	17.38	18.66	21.05	21.1	20.16	NA
Relative humidity maximum (%)	91.1	91.4	82.4	89.6	92	NA
Relative humidity minimum (%)	30.6	19.5	21.9	24.6	31.4	NA
Predominant wind direction (°)	ENE (56.25- 78.75°)	ENE (56.25- 78.75°)	ENE (56.25- 78.75°)	ENE (56.25- 78.75°)	ENE (56.25- 78.75°)	NA
Average wind speed (m/s)	5.79	5.27	5.84	4.58	2.92	NA

Note: June data is not available due to technical problems with the weather station, and it is being repaired.

*Rain gauges - La India and Agua Fría villages
Rainfall Jan - June 2017 (mm)*

Rain gauges	Jan	Feb	Mar	Apr	May	Jun
La India	0	0	0	0	377	197.5
Agua Fría	0	0	0	0	460.3	186

3.3. ENVIRONMENTAL MANAGEMENT

3.3.1. Remediation and Rehabilitation of affected areas

In January, environmental measurements for remediation were implemented after drilling campaigns in La India, Cacao and Real de la Cruz concession, which began in the last quarter of 2016.

Drilling campaign in El Rodeo began in January until 26th February 2017. During this period, the water source approved by MARENA was monitored frequently and the implementation of environmental measurements for remediation began soon after the drilling on each site ended. Remediation was completed in March.



(a)



(b)



(c)



(d)

Photograph 3.3.1 (a) Area during drilling campaign in El Rodeo concession (b) Remediation in El Rodeo, (c) Remediation in El Rodeo, (d) Surface water source used for drilling and approved by MARENA in Los Limones, El Rodeo concession.

The community known as Los Limones, where the small dam for the water source was temporarily installed, requested that the dam is left installed. MARENA-Esteli authorized this permit and the dam was left installed under the community responsibility. A letter was sent to MARENA-Esteli and San Nicolas municipality with signatures from the community to ensure this.

A drilling campaign continued in La India and began in Espinito-Mendoza concession in March. Environmental monitoring has been executed since the drill sites were selected, and during drilling.

The table below shows the drilling campaign which began in November 2016 until June 2017. Real de la Cruz and Cacao were completed in 2016, but the remediation process was completed in the first quarter of 2017.

Concessions	m drilled
Cacao 2016	719,6
Real De La Cruz 2016	428,8
La India 2017	1.404,30
El Rodeo 2017	945,10
Espinito-Mendoza 2017	2.562,00
TOTAL	6059.8

3.3.2. Reforestation plans implementation

Condor Gold has a 5 Ha area in Espinito-Mendoza concession, where a reforestation plan was implemented and completed. Condor continues to give maintenance of the reforestation area and replants lost trees every year. This year, 300 trees have been planted and 200 more will be planted in July.

A reforestation plan will begin in July in the Real de la Cruz concession, which will cover two years program and more than 750 trees will be planted this year.

The environmental team organized a celebration for the World Environment Day, divided in two activities, which were focused on reforestation and recycling:

1. Workers planting trees to commemorate the World Environment Day next to the road access to Santa Cruz de la India community, a total of 70 trees were planted and protected.
2. Villagers receiving 200 plants and trees in exchange for empty plastic bottles, as well as kids participating in activities to win prizes. This was done in collaboration with the social team. A total of 800 plastic bottles were gathered and will be sent to the recycling program of the NGO Los Pipitos, which benefits kids with special needs.

3.3.3. Implementation of the ESAP and IFC activities

IFC Sustainability Exchange

Condor's Chief Environmental and Social officer attended this year IFC Sustainability Exchange in Cartagena, Colombia. Prior to the event, a special meeting was organized by IFC with the mining sector. IFC presented a new program focused on water problems and needs of the mining sector and their surrounding communities. The objective of the meeting was to get feedback on the new program proposal.

The two-days event was focused on innovation, gender equality and promoting the youth. The third day was for field trips focusing on social development programs.

IFC site visit

On 13th and 14th June 2017, IFC representatives conducted a site visit to La India Project to supervise the advances of the project and compliance with IFC standards in the areas of social, environment and geology. IFC reviewed the ESAP implementation, interviewed local stakeholders and employees, visited the information office and conducted site visits to

different areas of the project including the potential location of the installations of the plant, open pit, waste rock dumps, tailings, among others.

4. SOCIAL ACTIVITIES

4.1. STAKEHOLDERS ENGAGEMENT IMPLEMENTATION

Activities were done in compliance with the plan to generate conditions for La India project in the communities.

4.1.1. Meetings with local stakeholders

In March and April, a total of four meetings were held with local stakeholders, where many topics were addressed, which allowed to provide information to stakeholders. A larger number of participants have been women. The topics covered were as follows:

- Exploration
- Social contributions
- Grievance mechanism

Meetings

N°	Date	Topic	Attendance			Questions/ Comments
			W	M	T	
1	12-04-2017	Exploration activities Water programme	7	5	12	<ul style="list-style-type: none"> ▪ Jobs opportunities in the company for local people. ▪ Damages to natural water sources because of exploration activities. ▪ It is important to communicate villagers about exploration activities. ▪ Most of villagers believe that drilling campaigns reduce water availability in water wells.
2	17-05-2017	Exploration activities Water programme Grievance mechanism	10	2	12	<ul style="list-style-type: none"> ▪ It is necessary that Condor keeps informing villagers to avoid misinformation from anti mining groups. ▪ Exploration activities provide benefits to the communities such as employment, social benefits and so on. ▪ The information should be shared to villagers as much as possible.
3	19-05-2017	Exploration activities Water programme Grievance mechanism	5	3	8	<ul style="list-style-type: none"> ▪ What is going to happen with artisanal miners if La India project is approved? ▪ Type of compensations to artisanal miners ▪ Type of additives used in the

N°	Date	Topic	Attendance			Questions/ Comments
						drilling campaigns. <ul style="list-style-type: none"> ▪ Artisanal miners believe that industrial mining will generate unemployment for artisanal mining
4	26-06-2017	La India mining project	7	5	12	<ul style="list-style-type: none"> ▪ An association that represents communities is necessary to work together with Condor. ▪ Condor has to prioritize pro mining villagers in social benefit. ▪ They will form a villagers' association legally established.

4.1.2. Workshops with local stakeholders

In compliance with SEP strategies, information workshops have been developed with groups of key stakeholders representing the communities of La India, El Bordo and Agua Fria. The purpose of these workshops is to be able to contribute to the strengthening of leadership capacities and to maintain a direct communication. The topics covered were as follows:

- Company policies and plans
- Social contributions
- Complaints and complaints system

Workshops

N°	Date	Topic	Attendance			Questions/ Comments
			W	M	T	
1	13-05-2017	Condor's policies La India mine project	0	10	10	<ul style="list-style-type: none"> ▪ It is important to know how the company works. ▪ There are many people who are unaware of the work done by the company. ▪ The company must keep direct contact with communities. ▪ Mining has changed and nowadays companies are more responsible with environment.
2	21-06-2017	Condor's policies La India mine project	8	8	16	<ul style="list-style-type: none"> ▪ The company must disclose this information to the communities so the villagers know more about the company. ▪ There are some people who are misinforming the communities.
3	05-07-2017	La India mine project Resettlement	6	7	13	<ul style="list-style-type: none"> ▪ Relocation sites ▪ Road diversion ▪ Jobs opportunities for villagers ▪ Houses models ▪ Type of compensation for multi - families houses. ▪ Compensation for tenants ▪ Lack of communication with community ▪ Condor must provide more jobs opportunities for villagers.

4.1.3. Artisanal mining census

Last April, Condor started the update of the artisanal mining census. Two technicians have been attending this key stakeholder, which are located within Condor's concessions. A total of 292 artisanal miners work in La India, Rodeo and Espinito Mendoza concessions organized in 61 groups and 43 processing sites (rastra, tombola, molinete) were found in La India Concession (in the villages of El Bordo, Cristalito, Agua Fria, and Carrizal) with a total of 161 workers. 80% of the census has been completed: it is still pending the processing sites in La India village, which will be covered in July.

In La Mestiza property in Espinito-Mendoza concession, Condor has signed 24 temporary agreements benefiting 85 artisanal miners organized in 21 groups, which are extracting ore in the area owned by Condor. This social benefit allows a close contact with artisanal miners and strengthens the relationship with this stakeholder.



4.1.4. Exploration fair

An exploration fair was held to provide information of exploration process. At this event, personalized invitations were made to the local actors to inform and involve them of the activity. The topics covered at the fair were the following:

- Environment
- Exploration
- Social Contributions
- Grievance mechanism

Exploration fair

N°	Date	Topic	Attendance			Frequent Questions/ Comments
			W	M	T	
1	25-05-2017	Exploration fair	55	20	75	<ul style="list-style-type: none">▪ Does Condor get gold from drilling samples?▪ If we touch the bentonite with our hands, nothing happens to us?▪ Drilling pollute water with the chemicals they use.▪ The company take gold from each drill hole.

4.1.5. Informative process

As part of the monitoring activities, house-to-house visits and meetings have been established to facilitate the relationship with stakeholders in the direct and indirectly affected area.

Visits to stakeholders

Directly Affected Area	Indirectly Affected Area
<ul style="list-style-type: none">• Local health centre director• Local school principal• Local water system director• Local political secretaries• Priest• Evangelical pastor• Santa Rosa del Peñón mayor• El Jicaral mayor• Police chief	<ul style="list-style-type: none">• Bishop• Municipal political secretaries• Department office of Human Rights general attorney

4.1.6. Stakeholders mapping

Stakeholders mapping has been updated. Currently, there is a stakeholder matrix, which contains information of the interests and positions of the stakeholders identified by categories.

4.2. COMMUNITY RELATIONS PLAN IMPLEMENTATION

The Community Relations Plan has been focused on training and capacity building of members of the community, support to rural health and the health centre with open clinics and supplies, support to sport programs and churches to promote healthy habits among the villagers and specially the youth. Condor has also implemented a water program to reduce intestinal problems product of poor water quality in La India village. Other projects have focused on activities to strengthen social engagement. The total investment in the first semester has been C\$ 527,711.00 with 948 beneficiaries.



a)



b)



c)



d)

Photograph 4.2. (a) and (b) Support to open clinics, (c) and (d) Potable water program in houses in La India village

4.3. RESETTLEMENT ACTIVITIES AND LAND ACQUISITION PROCESS

4.3.1. Houses registration

It was developed through a general scanning and the design of a talking map from the community, with the following findings:

- Housing increase from 296 identified in 2015 (CENSUS). There has been an increase in the number of houses since the census
- Increase of rastras in urban areas by 50% more in comparison with 2015 CENSUS
- Increase of more than 1 family per house by 10% more in comparison with CENSUS 2015
- Increase of returnees by 4% in relation to CENSO 2015

4.3.2. Identification of vulnerable families

A methodology to identify vulnerable families, which includes talking map, house-to-house visits and social validation with local actors through permanent meetings was implemented.

Based on the 2015 census, there are a total of 82 houses have vulnerable people as headhouse in which live 139 vulnerable people. 109 of 139 identified vulnerable people are senior¹, 28 have disabilities and 2 are single mothers.

4.3.3. Land acquisition process

The land acquisition process is ongoing.

4.3.4. Information office

In April, the decision was taken to move forward with the communication process to villagers; so, it was decided to reopen the Information Office in a new place. 133 people participated in the opening ceremony from La India, Agua Fria, El Bordo, Carrizal, los Rastrojos and Andrés Reyes.

During the period from April to June 2017, the following visits were received:

<i>Information office visits Apr - Jun</i>								
<i>Month</i>	<i>Artisanal mining</i>	<i>Water programme</i>	<i>Grievance mechanism</i>	<i>Job request</i>	<i>Meetings</i>	<i>Scholarship (training project)</i>	<i>Other</i>	<i>Total</i>
April	8	6	1	0	2	0	0	17
May	23	7	2	6	18	4	9	69
June	24	0	2	1	55	3	18	103
Total	55	13	5	7	75	7	27	189

4.4. GRIEVANCES

4.4.1. Grievance committee

Due to the implementation of the grievance mechanism, a grievance committee was created which is formed by management staff (Condor) and 2 representatives who were chosen by the community through a House to house consultation.

4.4.2. Grievance mechanism implementation

Activities for disclosing grievance mechanism through meetings, workshops, house-to-house visits have been implemented. More than 300 brochures have been delivered to people from different communities in La India, Agua Fria, El Bordo, Carrizal, los Rastrojos and Andrés Reyes.

Grievance mechanism (information process)

<i>N°</i>	<i>Date</i>	<i>Activity</i>	<i>Attendance</i>			<i>Frequent Questions/ Comments</i>
			<i>W</i>	<i>M</i>	<i>T</i>	
1	25-04-2017	Workshop	7	8	15	<ul style="list-style-type: none"> ▪ Lack of information in community. ▪ Concerns about unemployment for artisanal miners. ▪ Concerns about eviction from

¹ Nicaragua law defines as senior to everyone over 60 years old.

N°	Date	Activity	Attendance			Frequent Questions/ Comments
						houses due to resettlement. <ul style="list-style-type: none"> ▪ Concerns about new houses size in resettlement area.
2	18-05-2017	Workshop	0	10	10	<ul style="list-style-type: none"> ▪ It is important that the company informs of this Complaints System, so the villagers can know there is a place to reach out and file complaints. ▪ This system should be disseminated throughout the community of La India and in surrounding communities.
3	09-05-2017	Printed material	15	5	20	<ul style="list-style-type: none"> ▪ It is important to have a place to express complaints against the company.
4	10-05-2017	Printed material	12	8	20	<ul style="list-style-type: none"> ▪ Condor must ensure that all communities know of this mechanism. ▪ It is necessary to invite the people who are against the company to come and know this mechanism.
5	11-05-2017	Printed material	11	9	20	<ul style="list-style-type: none"> ▪ The mechanism will allow having more communication between the company and community. ▪ The company must solve all the complaints and we expect them to be fair resolutions. ▪ It is important to have a space where villagers can file a complaint to a situation.
	12-06-2017	Printed material	73	22	95	<ul style="list-style-type: none"> ▪ Will the company evict people living in La India from their homes? ▪ What will happen to artisanal miners? ▪ What will happen to people who do not want to be resettled? ▪ The company will leave artisanal miners out of work areas. ▪ The company must buy the properties.
6	28-06-2017	Meeting with local stakeholders	2	5	7	<ul style="list-style-type: none"> ▪ It is important that the company provides information and response to complaints that are presented by members of the community. ▪ The company must disclose in the communities the Grievance Mechanism since there are many people who do not know it. ▪ There is a lot of misinformation in the community, the company must report directly to the community. ▪ Villagers are afraid of filing a complaint, so it is important that the company educates the population to make use of the Grievance Mechanism.

4.4.3. Grievances registered

The implementation of the grievance mechanism process began in April. During the period from April to June, the largest number of complaints received was related to the purified potable water program; among the complaints received were the following:

<i>Type of complaint</i>	<i>Number of grievance received</i>	<i>Number of grievance solved</i>
Purified water programme	4	4
Job request	1	1
Exploration activities	1	0
TOTAL	6	5

5. HEALTH AND SAFETY ACTIVITIES

5.1. Health and Safety community activities

Activity	Date	Participants	Objective	Consultant
First Aid and rescue training	1st July 2017	80	First aid knowledge and rescue during an emergency in extraction sites in artisanal mining activities.	Firefighters Volunteers Sebaco

5.2. Health and Safety trainings and workshops

Activity	Date	Participants
Training in first aid, rescue and fire prevention	30 th June	85 employees

5.3. Health and Safety accidents statistics

Below the accidents statistics for Condor Gold employees:

H/H TRABAJADAS WORKED HOURS				H/H CAPACITACION CAPACITY BUILDING			NUMERO DE ACCIDENTES NUMBER OF ACCIDENTS			
No. Hrs x Turno	No. dias Trab Mes	No. Hom x turno	TOTAL H-H T	No. Trab. Cap	No. Hrs Cap x Trabajador	TOTAL H-H CAP.	No. Acc trivial	No. de accidentes Incapacitantes	No. Acc Fatales	TOTAL
8	130	87	90480	63	3,29	207,1	0	1	0	1

6. HUMAN RESOURCES

6.1. EMPLOYMENT

Employment local, national and foreigners - Condor Gold

From	Jan-Jun	
	Men	Women
La India	23	10
Other nationals	13	9
Foreigners	2	
Andres Reyes	3	
Agua Fria	7	
Rastrojos	3	
Cristalito	5	
Ocotillo	2	
El carrizal	3	
Nance Dulce	3	
El Bordo		1
El talpetate	1	
TOTAL	65	20

Contractors

FROM	Men	Women
La India	18	3
Departamentos	8	
Extranjero	4	
Las Pilas	1	
El Bordo	1	
TOTAL	32	3

6.2. CAPACITY BUILDING

Capacity building and training

Description	Workers quantity	Objective
Acquisition policy	49	Disclosure of land acquisition policy

Human Resources policy	41	Disclosure of Human Resources Policy
H & S policy	30	Disclosure of the H&S policy
Social media policy	50	Disclosure of social media policy
Scholarships and courses		
English course	7	English course
Online Environmental course	1	Environmental Simulation Modelling course
Online postgraduate course	1	Conflict Resolution and Social Mediation

6.3. GRIEVANCES OF EMPLOYEES

Nothing to report.

7. OTHER RELEVANT ISSUES

La India Gold, Condor Gold subsidiary began a legal process against seven people, who destroyed a drill pad and threaten to block any activity that the company wanted to do in that area. The legal process took place during the months of May and June and ended with an out-of-court agreement.