

SAFE AND RESPONSIBLE

Everything made and used creates waste of some kind. Mining is no different, and the waste produced needs to be disposed of carefully and safely.

The mining process produces a number of by-products that can't be used for anything else. A major by-product is called "tailings" which consists of very fine rock, water and chemicals. These tailings are collected and stored in a large dam.

The dam is contained by an earthen wall which is 36m high and 50m thick at its widest point. The dam is monitored to ensure it is safe. It is lined with a thick man-made liner so that no waste can escape through the dam wall.

The liquid portion of the tailings is treated many times before being released into the Kumtor river. The treatment system has been designed to comply with national and international standards for water quality.

The solid portion of the tailings settles out in the dam. When the mine closes, this will be capped by 0.5m of safe material, plus 0.3m of topsoil to promote the growth of native grasses. This process will be monitored by government agencies. Money has been put aside as part of the closure plan so that the tailings continue to be safe in the future.

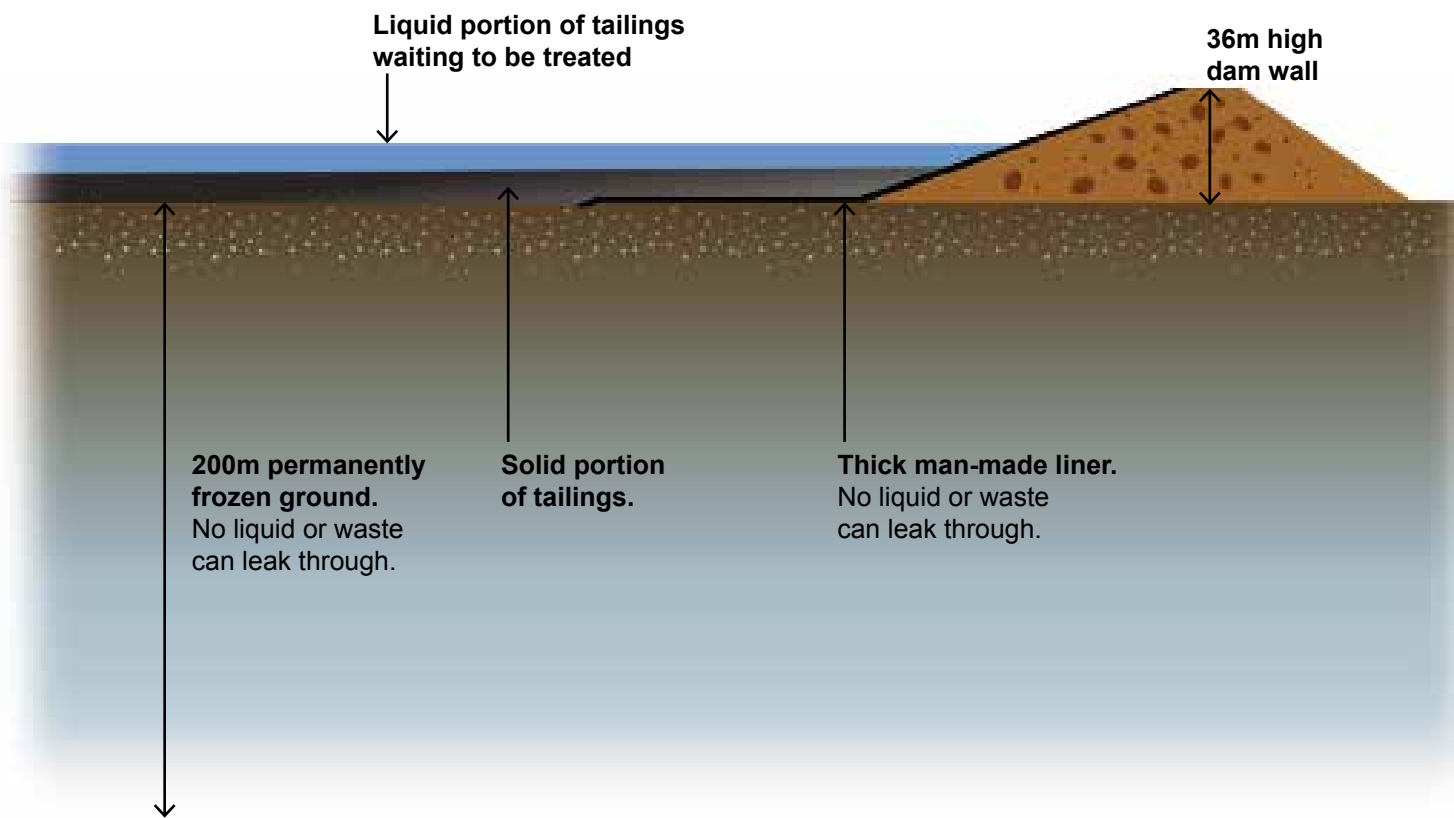
We meet or exceed the strict national and international laws that apply to tailings and the way in which they are managed.

For more detailed information about the tailings dam, including the chemical composition of the tailings, the emergency plans, the closure plans and the results of monitoring, please get in touch and we will be glad to answer any queries or concerns.



Above; a thick liner is used to prevent seepage into the ground

Cross-section of the tailings dam



UCHKUN OFFICE
24 Ibraimov Street,
Bishkek, 720031
Reception: 996 (312) 90-07-07

KARAKOL REGIONAL OFFICE
61 Pervomayskaya St., Karakol,
Phone: 03922 5-77-99
BALYKCHY INFO CENTRE
0312 90-07-39 ext 5124

BARSKOON INFO CENTRE
0775 979 760
BOKONBAEVO INFO CENTRE
0779 055 778



IN TOUCH

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Education, environment, and the entertainment.

Kumtor Company has contributed US \$75,000 to the Karakol Zoo in sponsorships for 2014. The money will be used to build the fence, and the Zoo's administration has started buying building materials.

"We are very grateful to Kumtor for support. The Zoo needs badly a new fence as the old one in some parts is in a ramshackle state and there's no fence at all in others – a situation which endangers both the city public and the Zoo's animals," said Saltanat Seitova, the Zoo Director.

The money will also help the Zoo provide its personnel with working clothes, hire an environmental education expert, purchase feed containers, order grain crusher, hay cutter, and concrete mixer. The sponsorship will also be partly used to settle issues relating to payment of salaries, social allowances and other operating expenses.

"Kumtor has always regarded, and will regard environmental issues, as its priority. We were happy to lend a helping hand when our old friends asked us for help. Moreover, many of the mine's employees are residents of Karakol and I'm sure will be delighted to hear the news," said Michael Fischer, the President of Kumtor Company.



Above; lynx enjoying the sun
Below left; visitors at the zoo
Below right; the feed barn

Founded in 1987, the Karakol Zoo is the only zoo in Kyrgyzstan and plays a valuable role in educating and entertaining the region. It keeps 140 animals of more than 30 species, including brown bears, wolves, Przewalski horses, ibexes, wild boars, lynxes, foxes, Japanese macaques, etc.



In this issue:

- Hiring process
- Beware of scams!
- Tailings dam explained
- Benefiting communities

0800 223 23 23

www.kumtor.kg

info@kumtor.com

BIG HEARTS

Business is not only about profit and the workers. We firmly believe business is also about bringing benefits to the communities around the business. Business can have a heart!

Already in the first quarter of this year we have been able to give financial or material help to over 40 projects in the region. Here are just a few of them.

Kadjisay kindergarten #25

Kadjisay has one kindergarten at the moment, with a lot more children on the waiting list. There are 22 permanent staff taking care of the children.

We are happy to have been able to help enlarge the existing playground, install new play equipment, and to furnish two rooms with beds and closets.



Kyzyl-Suu Abdirakmanov School

The school is one of the largest schools in the Kyzyl-Suu region; with 1095 students and 64 teachers. Parents and teachers, along with the Ministry of education, work hard to provide an environment where children can learn well. Recently, with the help of an international organization, two classrooms were furnished. It was a project where the parents contributed by paying 40% of the cost.



In response to a letter from the school administration, Kumtor assisted in providing 70 desks, 140 chairs and 8 boards without any financial contribution from the school or the parents.

I would like to express deep appreciation to the people at Kumtor on behalf of the parents and teachers.

*Tatiana Depton,
director, Sadirbek Abdirakmanov School*

Balykchy	«Nafil» public association	Desktop computer with monitor, keyboard, mouse, 1 fridge, 1 washing machine, 5 single beds	67 625 KGS
Karakol	Bugu Ene Public Fund Zoo	Monetary contribution	75 000 USD
Jety-Oguz	School Abdrakmanova, Kyzyl-Suu village	70 school desks, 140 chairs and 8 boards	321 000 KGS
Ton	Kindergarten #25, Kadjisay village	Materials & furniture	821 000 KGS

We are very grateful to the people with big hearts who work at Kumtor.

*Klara Abdikerimova,
director, Kadjisay kindergarten #25*



Nafil Public Association

The Nafil Public Association in Balykchy opened a home for elderly people for the whole of the Issyk-Kul oblast six months ago. It currently employs four people, and cares for nine elderly folk.

We are delighted to have been able to give assistance in upgrading the water and sewage system, and allocating funds for the purchase of household appliances and furniture for the home. We hope the items donated will serve the elderly of the region well for a long time to come.

We would like to express our gratitude on behalf of the elderly people from our care home.

*Elmira Tumonbaeva,
director, the Nafil Public Association*

Working hard for Kyrgyzstan

Kumtor has always worked hard to be a good employer; treating its staff well and paying them appropriately for the work they do.

As an employer it saddens us to hear that some individuals try to use this reputation to deceive people and take their hard-earned money with the promise of a job at Kumtor.

There is only one way to get a job with us, and that is through the process described in these pages.

A promise of a job for payment is not part of our code of ethics. Anyone involved in these kind of practices is not acting in their best interests, or those of the company, and the hard-working people of Kyrgyzstan.

If you are approached by anyone offering a job for money, remember, this is an attempt to deceive you. **Please report anyone deceiving people to us so we can let the proper authorities deal with them.**



EXPERIENCE AND GROWTH

We want our employees to develop and increase their knowledge and expertise. For that reason we regularly conduct training for employees. At the same time, previous experience is one of the main criteria we look at when hiring to a required area position.

Unfortunately, because of the specialised nature of the work, often, hiring people with no experience at all is difficult.

Once hired though, employees have every chance to succeed in gaining even more experience

Almost all of the local employees working in senior supervising positions started in less responsible jobs. One example is Bolot Idirisov. He started his career as a mining operator. Now he is the Director of Compliance in the company.

To maintain equality for employment and give everyone a chance, we do not give preference to relatives of existing employees of the company.

We hire based on the criteria described in these pages and in no other way.

FIT FOR THE JOB

We're regularly on the lookout for people with specific skills, initiative, and good character to help take the company forward.

There are no shortcuts and we follow a strict procedure.



FIND INTERNAL CANDIDATES

We give current employees who are interested the chance to apply for an open position.

When qualified internal candidates cannot be identified, a formal recruitment campaign is held.



EMPLOYMENT OPPORTUNITY ANNOUNCEMENT

Advertising for an open position is done through all media. The community relations department uses all possible channels to notify the local community.



APPLICATION

Application forms are provided by local administration. And also available in all offices of the company; in Bishkek, Kara-Kol, Volna and Balykchy. Applications must have all the required qualifications, skills, and experience to be considered.



INTERVIEW

The top candidates whose skills, education, and experience best fits the position will get interviewed and take a written evaluation.



SELECTION

The candidate whose experience and evaluation results best meet requirements will be selected. Where possible we try to select candidates from a wide range of communities.

The final hiring decision is made by the company administration.