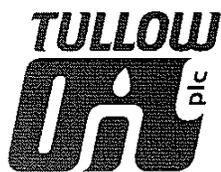


Meeting
minutes

drafted in 1989. Tullow is developing an OSCP that will be aligned with the national OSCP. Tullow has already drafted an OSCP and resources and equipment will be in place.

The meeting closed at about 13h30.



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

1/2

ATTENDANCE REGISTER

Meeting location: Shama District Assembly Date: 10/02/2009

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Frank Kwasi Yeboah	Deputy Co-ord. Director	0244-587708 020-8752729	darlingboay@yahoo. com		P.O. Box 37 Shama W/R
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ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Shama District Assembly Date: 11/02/2007

Full name	Organisation / Position	Telephone number	Email address	Fax number	Full Postal Address
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Okyeame Ampem	Tullow	0277, 571, 773	Okyeame.Ampem-Angel@tullow.com		Accra





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: _____ Date: _____

Full name	Organisation / Position	Telephone number	Email address	Fax number	Full Postal Address
David Gorman Hammond	District Assembly DCD	0245520731			Box 37 SHAMA.
Emmanuel Appiah	TULLOW	0244998988	emmanuel.appiah@tullowoil.com		Hangar 4 Airforce base Takoradi



Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Sekondi Takoradi Metropolitan Assembly offices, Takoradi, Ghana

Date of Meeting Wednesday 11 February 2009 @ 1200hrs

Present See attached attendance register.

Distribution To attendees via email

Date 11 February 2009

Environmental Resources Management

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NOTES

The Metro Chief Executive opened the meeting at 14h00 and welcomed the EIA team. He introduced the assembly members and explained that the Sekondi /Takoradi Metropolitan (STM) Assembly covered 4 District Council Areas. KE thanked the assembly for meeting with them and the EIA team introduced themselves. KE said that they requested the meeting to discuss the Jubilee Phase 1 development, EIA process, CSR programme and obtain issues and concerns from STMA.

MSI provided an overview of the EIA process and its objectives. He said that the objectives of the stakeholder consultations were to provide information to stakeholders, obtain views and comments, identify information that is held by stakeholders and establish relationships. A copy of the Scoping Report and eight copies of the BID were distributed to attendees for review and comment.

OA presented Tullow's CSR strategy and said that Tullow aims to work in partnership with districts in the Western Region and will focus on education, enterprise development, health and biodiversity conservation.

The following issues were raised at the meeting:

The STMA does not have sufficient waste management capacity. How is Tullow planning to manage their waste and how can there be in-country benefit eg new waste management plant ?

Waste management has to be right for Ghana by adoption and adaption of best practice.

Waste management is a key issue for Ghana nationally. The lack of proper waste facilities is an issue for all companies in Ghana including the oil companies. A national waste strategy needs to be developed. Tullow has a waste management plan and existing waste facilities are used. Little waste will be generated during operation of the FPSO. Hazardous waste will be store until proper facilities are available. Tullow is willing to work with the EPA and STMA to resolve these waste issues. Due to the lack of national standards for waste, Tullow will adopt international standards. Ghana will need to develop their own waste standards based on international standards but adapted to local conditions. STMA requested that Tullow continue to consult with them regarding waste

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management issues.

The STMA is concerned about the impact of the growing oil industry and associated service companies on infrastructure eg roads in the district were not designed to accommodate large trucks like the ones oil companies use to transport supplies and the Assembly needs to consider road improvements.

Currently Tullow import most of their supplies through the port. Few supplies are transported by road between the storage at the Air Fore base and Takoradi port. It is important that STMA develop strategic plans to address future expansion of the city. The STMA could also prepare themselves in term of their administrative structure to respond to the growing demands from growing industry in the metropole. It is not possible to predict the scale of expansion but there is a possibility that more oil is found which will attract more oil companies and associated industries resulting in increased pressure on local infrastructure.

Need to engage with and educate people regarding expectations and avoid influx of people to Takoradi in search of jobs or to claim that oil is on their land.

This project will provide revenue to Ghana but will not be a large employer, with some supply base jobs. Future phases of development may provide more jobs. The EIA cannot resolve people's expectations. It is recognised that education is required to temper people's expectations of the oil industry. The STMA also has a role to play in education people in this regard.

Waste from construction activities at the airforce base was dumped illegally and is blocking drainage ditches causing build up of wet areas.

Tullow is busy upgrading their pipe yard at the Air Force base. The airforce advised where the construction waste should be dumped. EPA, STMA, Tullow and the Air Force should agree on a suitable disposal site. Proper waste facilities should be accounted for in strategic metro plans.

The STMA feels that they are kept in the dark about oil developments as most permitting applications go through EPA national.

The EIA permitting process is through the EPA and therefore they are the lead authority. Other authorities should be consulted during the EIA process and that is why the EIA is meeting with STMA. The STMA should, in turn, make it clear to Tullow what their requirements are in terms of business operating licencess etc.

What quality and operational standards will Tullow for this project?

Various standards will be applied to different aspects of the project. Some of Tullow's offices are ISO 14,000 certified and there are plans to get Tullow Ghana also certified. However, more importantly Tullow need internal policies and procedures to manage their environmental aspects.

When is Tullow expecting first oil?

Tullow is currently finalising appraisal drilling and has commissioned the conversion of the FPSO. The government has fast-track the project and is expecting first oil towards the end of 2010.

Will there be public hearings for the EIA? Where will the hearings be held?

Yes, public hearings are likely to be required after submission of the draft EIA. The EPA will advise where public meetings should be held.

**Meeting
minutes**

The meeting closed at about 16h30 with thanks from the Chair for a good discussion and a good beginning.



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: STMA Date: 10/02/2009

Full name	Organisation	Telephone number	Email address	Fax number	Full Postal Address
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EBENEZER DADZIE-PAINTSIL	PPD (STMA)	027 7584281 020 8635009	eddzie@yahoo.com	—	P.O. Box 310 SEKONDI





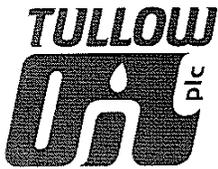
ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: STMA Date: _____

Full name	Organisation	Telephone number	Email address	Fax number	Full Postal Address
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Kofi Esson	TULLOW	020819200	Kofi.esson@tullowoil.com		





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: STDA Date: _____

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GORIKH-MIAH JOHN	(Sim A, Wom)	0			
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ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: STDA Date: 10/02/2009

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ALEX APANWAH NYARIKO	DEPUTY METRO LO-OPS DIR S.T.M.A.	0245511765 031 46221			Box 74 Sekondi



Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Ellembelle District Assembly, Nkroful, Ghana

Date of Meeting Thursday 12 February 2009, 1200

Present See attached attendance register.

Distribution To attendees via email

Date 16 February 2009

Environmental Resources Management

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NOTES

The Coordinating Director welcomed members on behalf of the district assembly and introduced the District Chief Executive. Mr Emmanuel Appiah, introduced the country Director Mr Kofi Essoun who explained the purpose of the meeting and requested the EIA team members to introduce themselves. Mark Irvine gave an overview of the Jubilee field development and operation. Okyeame Ampadu Agyei presented the Corporate Social Responsibility (CSR) framework.

The following issues/concerns were raised at the meeting:

What are the effects of the project on the infrastructure of the district and Town and Country Planning eg due to influx of people?

Any new infrastructure projects supported by Tullow's CSR programme would be aligned with the district's development and spatial plans. The importance of district development and spatial plans was emphasised. Influx of people not expected as this project will not create large numbers of jobs or new services.

What are the anticipated effects of emissions on coastal areas ?

The proposed project is not expected to have a significant effect on coastal communities. Although the likelihood of oil spills is very low due to the potential impacts on coastal areas there is the need for contingency plans. These will be in place to deal with oil spill response and cleanup and will be submitted to EPA as part of the permitting process. This will be developed along with the EPA's National Oil Spill Plan.

The operations would require potable water supplies at the supply base at Takoradi which could affect water supply at Takoradi Port. However, to minimise water demand during peak periods, water storage tanks will be installed at the port which will be filled up during the day to ensure that adequate water is available to supply vessels.

Waste generation on the FPSO is relatively small scale and existing waste facilities will be used for handling and disposal. Tullow is looking at ways to improve this capacity.

We are concerned that fishermen will have a smaller area to fish due to the 1km safety

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zone around the FPSO. Can alternative jobs be provided?

The safety zone is extremely small compared to the extent of fishing grounds. The problem of overfishing is having a detrimental effect on fish stocks and this is a key issue that needs to be addressed. Enterprise development is something that the Assembly can encourage.

How will you deal with people's misconceptions about the project and false expectations?

Tullow will continue to engage with and educate communities through their CSR programme. The oil belongs to Ghana and the government of Ghana also has a responsibility to educate people.

Andy

How can this district benefit from the project? Will royalties be paid to affected communities as happens with mining?

The main benefit will be tax revenues from the oil payable to the government and effects on the development of the country. In addition, Tullow's CSR programme would focus on six coastal districts. Tullow will consider supporting development projects identified in development plans of the identified districts. Districts need to define their development vision and prioritise projects in their development plans. Royalties will not be paid to affected communities. There is no Regional, District or community ownership of the sea and tax revenues will be paid to central government.

There is a nationalisation programme to put Ghanaian people into the jobs over time. Employment will be based on suitability for the job and will benefit all Ghana

Tullow has placed 14 people from the GNPC on a 18 month training programme so that they learn about the industry.

Some districts are located closer to the project than others. Will some districts benefit more from the CSR programme?

The government should use the revenue to the benefit of the nation; however, Tullow's CSR programme will treat all six coastal districts in the Western Region equally.

How will Tullow support the district's educational development needs and develop enterprises?

Local supply companies will be advised and supported to deliver services and/or commodities to the oil industry. Tullow will also support initiatives to educate people and develop skills that will be valuable in the oil industry. However, it should be recognised that education is the government's responsibility but Tullow will provide support. Although the oil industry is not labour intensive, the youth must be empowered with the right skills to allow them to benefit from the employment opportunities that will be created into the future.



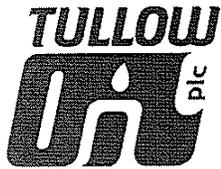
ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Ellembelle Date: 12/02/2009

Full name	Organisation	Telephone number	Email address	Fax number	Full Postal Address
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ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: _____ Date: _____

Full name	Organisation	Telephone number	Email address	Fax number	Full Postal Address
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Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Ahanta West District Assembly, Agona Nkwanta

Date of Meeting Friday 13 February 2009. 0930.

Present See attached attendance register.

Distribution To attendees via email

Date 13 February 2009

Environmental Resources Management

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NOTES

The District Coordinating Director welcomed the Tullow team to Agona Nkwanta.

Kofi Essoun (KE) introduced the Tullow group to the District Assembly (DA) and gave a background to the oil find and ongoing development activities. He outlined the objective of the meeting and asked the DA to be a partner in developing the oil field.

Mark Irvine (MI) introduced ERM and ESL Consulting and gave an overview of the Jubilee project to the DA. He briefly introduced the EIA process and informed the DA that the scoping report has been submitted to EPA in December 2008. He presented a copy of the scoping report and some copies of the brochure to the DA. He informed the DA that consultations were ongoing and that the meeting is to solicit concerns from the DA relating to the project, information on the district needed for the EIA process and to build relations with the DA.

Okyeame Ampadu OA introduced the Corporate Social Responsibility (CSR) component of the project as focussing on four thematic areas, namely education, health, enterprise development and biodiversity conservation. He said that a CSR framework is currently under development, which will focus on working with the DA, other governmental agencies, NGOs, Community Based Organisations and community members. He further said that the objective of the CSR unit is to be a 'good neighbour' to the communities closest to the oil development area.

The following issues and concerns were raised by members of the DA:

The DCD asked the Tullow team to outline activities of the production that are likely to impact on the environment and the environmental media that may be affected. He also mentioned pressure on land with a potential for haphazard development and asked CSR for help in planning the area. Concern was also raised about people moving to Ghana because of the oil and the lack of infrastructure available to deal with this.

KE replied that the developments are expected to have minimal impacts on the

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natural environment and that land-based impacts are expected to be limited to a shore-base and possibly any harbour area that may be used by supporting vessels. Food and water has previously been supplied for the industry from Cote D'Ivoire and now can be supplied from Ghana with some planning. For example improvements to water storage at Takoradi port has led to a 600m³ increase in water storage capacity.

The district is responsible for land use planning and needs to consider the likely requirements of the industry in making any decisions.

A member of the Assembly wanted information on impacts to the atmosphere and potential green house gases as a result of the project. A secondary concern was linkages between the current development and downstream activities such as land-based industries.

MSI said the EIA will address air emissions issues. He however, indicated that considering distance from FPSO, it was most likely that emissions will be well diluted before getting to land, hence posing no serious health threats, or threats to the environment. KE explained that the scope of the project was limited to the phase 1 oil production project and does not consider other activities that may happen in the future. These would be the subject of separate EIAs.

DHSOs concerns regards disturbance to marine reptiles, mammals and fish as a result of oil development and enquired whether the EIA team has any knowledge on extent of disturbance on marine fauna.

KE said no major impact was anticipated on maritime fauna as a result of the FPSO since the area occupied by the production facilities was small in comparison to ocean area.

The DCD added that part of the CSR team's effort should be towards educating populace with accurate information on the location of the development and the environmental and health impacts. The issue of forming a community forum was raised and the need to train the assembly to communicate with the community.

KE stated that Tullow would support this.

The DDHS talked about occupational health hazards of the project and possible environmental effects and advised the Tullow team to take into consideration possible effects on communities during the EIA period. He also suggested that documents such as the BID brochure and the Scoping Report should be translated into local languages for the consumption of the public.

MI pointed out that EIA does not address occupational health issues as there are regulated through Health and Safety legislation. Where effects go beyond the workplace and effect the environment or communities then this is an issue for the EIA.

KE stated that the brochure is being translated (Fante and Nzema).

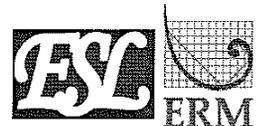


ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: AKANTA WEST DA Date: 13/02/2009

Full name	Organisation / Position	Telephone number	Email address	Fax number	Full Postal Address
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FREDERICK BRUCE	DWE ANDA	0277600920			
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Seth Anikosey	DPO ANIDA	0242 718312	Anikosey@Tullow.com		
Okyama A.	Tullow	0277 571,773	Tullow.com		-





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: AKANTA WEST Date: 13/2/9
PA

Full name	Organisation + Position	Telephone number	Email address	Fax number	Full Postal Address
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Mr Kofi Futey (C)	District Director of Jubilee Service	0209261873	dofutey@jcsd@yahoo.co.uk		DHA P.O. Box 49 Agona Newak.
J.K. Anderson	GE S. Asst Director	0243319704	GE S, Box 70 Agona Akanta		P.O. Box 70 Agona Akanta WTR
T.					



Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Nzema East District Assembly, Axim

Date of Meeting Friday 13 February 2009. 1340

Present See attached attendance register

Distribution To attendees via email

Date 13 February 2009

Environmental Resources Management

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NOTES

The District Chief Executive welcomed the Tullow team to the Nzema East District Assembly, Axim.

Kofi Essoun (KE) introduced the Tullow group to the District Assembly (DA) and gave a background to the oil find and ongoing development activities. He described briefly the geographical location of the oil field.

Mark Irvine (MI) outlined the features of the Jubilee project to the DA and the EIA process which must be carried out for certification and commencement of production activities. He informed the DA about submittal of scoping report to EPA in December 2008, and presented a copy of the report and some copies of the brochure to the DA. He informed the DA that consultations were ongoing and that the meeting seeks to solicit concerns from the DA relating to the project, information on the district needed for the EIA process and to build relations with the DA.

Okyeame Ampadu-Agyei (OA) gave additional background to the project and introduced the CSR component of the project as focussing on four thematic areas. He said the CSR unit of the project will focus on four thematic areas and will work with the DA, NGOs and CBOs in the community.

The following issues and concerns were raised by members of the DA:

The DCE opened discussions for issues and concerns. He asked the Tullow team to outline what happens in case of a spill, in particular risks to Cape Three Points and fish spawning grounds.

OA explained that spills from FPSOs, though addressed by the EIA team, are extremely rare occurrences. He however outlined the national oil spill contingency plan and said an oil spill response strategy for the FPSO is being developed to be in line with the National Oil Spill Strategy. He further said that district, regional and national security agencies will be part of any oil spill response strategy and added that fishers will be trained in detection and reporting on spills. Presentations to the DA on this issue will be given in due course.

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The DCD enquired about disturbances to the fishery industry by the oil find, particularly encroachment on traditional fishing grounds and marine accidents involving artisanal fishers and FPSO supply and ancillary vessels. As fishing is the main occupation will they be excluded from areas and will there be alternative livelihoods.

KE stated that disturbances to fishers will be minimal since oil development activities occupy only a small section of maritime area available to fishers. KE also said that a safety exclusion zone will be established around the oil installations to minimise possibilities of accidents at sea. Also, navigational routes of ancillary vessels as well as flight paths of helicopters will be selected to reduce impacts on fishers, protected areas and the general population.

The DCD mentioned that they had heard that some people have been selected to undergo training in oil exploration but this had not been discussed with the district.

KE said that Tullow is helping GNPC to upgrade the skills of already existing staff to be able to handle exploration and production activities through training programmes. OA said that a program of nationalisation is currently underway where it is expected that nationals will occupy approx 70% of positions for oil exploration within a five year period.

The DHO raised the issue of gas flaring on the rigs/FPSO and asked how wastes were currently being managed on the rigs and how they will be managed on the FPSO.

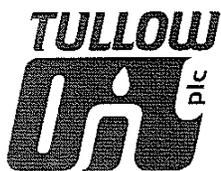
KE indicated that wastes produced on the rig was minimal and are currently being contained for special handling. He however gave an indication that wastes management on the FPSO will be considered during the EIA. On gas flaring, KE indicated that associated gas will be re-injected into the wells to boost oil production, hence reducing the need for flaring. He further said that plans are currently being drawn to consider future use of gas for the production of energy and for other industries. Rex Quick added that the project Environmental Management Plan is not a fixed document but will be reviewed by the EPA and updated as necessary every two years.

The DCD asked whether a refinery will be sited as part of the project.

KE respond to say that Tullow are only involved in the upstream part of the industry and have no plans for refineries.

The DA commented that any reduction in fish catch will be linked to oil production and education will be very important, particularly for the youth.

KE stated that work to investigate the current fisheries patterns will be undertaken to look at the existing situation eg declining stocks.



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

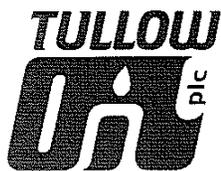
ATTENDANCE REGISTER

Meeting location: NZEMA EAST DA Date: 13/02/2009

Full name	Organisation + Position	Telephone number	Email address	Fax number	Full Postal Address
JOHN KWAME NKUMAH	GES PRO	0243671870			P.O. Box 30 AXIM
ANTHONY ARTHUR	TOWN PLANN. DEPT. TECHNICAL OFF. COI	0244949120			P.O. Box 32 AXIM
NICHOLAS MEHSAH-AGNEM- ANG	FEEDER ROADS TECHNICIAN ENGINEER	0243269360 0273734929			P.O. Box 25 AXIM
JOHN AMOAKO	INFO. SERV. DEPARTMENT	027437132			ISD BOX 106
JOHN J.K. ABUGRI	ENV. HEALTH SANITATION UNIT	0273735216 0244454752			Box 19, AXIM
SAMUEL KWIFIE	CENTRAL ADMINIS- TRATION (CPO)	0249134864			P.O. Box 25, AXIM
ELUZEJE AGRE	PUBLIC WORKS DEPARTMENT	0208907088			P.O. Box 28 AXIM
Mohammed Sulahudeen	Planning Dept	0246307315			P.O. Box 25 AXIM



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ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: NZEMA EAST DA Date: 13/02/2009

Full name	Organisation + Position	Telephone number	Email address	Fax number	Full Postal Address
G. R. K. DZAMESI	M.C.D (NEMA)	020-8188289			NEMA, P.O. BOX 25, AXIM
JOSHUA KWASAH-ENYAMA	M.C.E. (NEMA)	0244948153			✓
E. A. MOSES-NEUSAM	M.B.A (NEMA)	0244895207			✓
Wafi Essou	Tullow Country Rep	020819200			
Okyeame Anja	Tullow	_____			
Eme ADDAH	TULLOW				
Red Quach	Tullow Env. Advisor	0294342109			Tullow Accra office.
KAMAL BEEN ABUL MAJEEB	NEMA	0208340583	kamg.lusd@nema.gov		NEMA P.O. BOX 25 AXIM





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: NZEMA EAST MA Date: 13/02/2008

Full name	Organisation/Region	Telephone number	Email address	Fax number	Full Postal Address
S D ABARU	ERM CONSULTING CONSULTANT	0244 99 5265	sdabaruu@gmail.com	021-520298	P.O. Box 2599 LEAOW
AGATHA MENDSAH	CPD Cyprus-Cuira	0208420335			C6 Box 136 Axim
MARK IRUINE	ERM TECHNICAL DIRECTOR	+44 131 478 6000	MARK.IRUINE @ERM.COM		
Hon FELICIA E. ARTHUR (Mrs)	AIM	0242610347			P.O. Box 74, AXIM



Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Nana Kobina Nketsia V, Omanhen (Paramount Chief), Essikado (Sekondi Traditional Area), Sekondi

Date of Meeting Saturday 14 February 2009, 0930

Present Nana Kobina Nketsia V and elders, Kofi Essou (Tullow), Rex Quick (Tullow), Okyeame Ampadu-Agyei (Tullow), Selorm Ababio (ESL), Louis Doe Atsiatorme (ESL), Mark Irvine (ERM), Albert de Jong (ERM)

Distribution To attendees via email

Date 14 February 2009

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ACTION

OA explained the purpose of the meeting and homage was paid to the Chief. The EIA team introduced themselves and KE gave an introduction to the Jubilee Phase 1 project. MSI presented the EIA process and the Phase 1 Jubilee project. OA presented Tullow's CSR framework.

The paramount Chief made the following comments:

Oil has caused conflict and resulted in damage to the environment in other parts of the world. It is important that benefits are enhanced and negative impacts mitigated. Ghana should learn from the mistakes that other countries made. Conflict resulted in countries where Governments did not have the people's best interest at heart. Nigeria and Angola are examples where the governments did not use the benefits of oil to the benefit of the nations. Ghana should learn from mistakes that other governments made.

The Chief highlighted the importance of consultation with the people to educate them about the oil industry and address their concerns. In addition to administrative stakeholders, traditional stakeholders who represent communities should also be consulted.

The Chief supported Tullow's CSR focus on education. He said that a school was being funded and developed by a British aid organisation to train workers for the oil industry. He suggested that Tullow support this initiative which could become a centre of education in the oil industry for Ghana.

The Chief suggested that Tullow consult wider than the Western region as people from other areas may also be affected by the oil developments. He also said that fishermen do not always fish within their own territories and fishermen from further away may also be affected by the project.

The Chief supported Tullow proposal to use existing underutilised onshore facilities at the Port of Takoradi, thereby preserving pristine areas elsewhere that

Meeting minutes

could support a tourism industry.

The Chief said that one concern was security during offloading of oil. He suggested that the Navy have a noticeable presence in the area.

The Chief said that he hoped the government would administer revenues from oil production responsibly. He expressed his hope that the oil will be used in such a way to promote greater political security in Ghana.

The Chief suggested that Tullow could support building a museum in Takoradi to preserve the heritage of the area. He also suggested that Tullow might consider sponsoring a football team in the area.

The Chief expressed his concern about future onshore oil and gas development. He said that oil companies were already doing exploration onshore and if oil was found, might result in conflict with communities. MSI pointed out that in other countries such as the UK that with new technology such as directional drilling that onshore oil could be developed and produced in a way that will have minimal effect on communities.

The Chief expressed his concern about the oil rigs for exploration well drilling that are moored close to shore which is a concern for communities. He said that is important that communities express their concerns about the oil industry.

The Chief said that the government should be transparent about the income gained from natural resources. The government should disclose the revenue accrued from oil production.

The chief said that there is concern from fishermen that the project would have an impact on fish stocks.

The meeting ended with thanks and a commitment from Tullow to maintain good communication about the project with communities and their representatives.

Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Jomoro District Assembly

Date of Meeting Monday 16 February 2009

Present See attached attendance list

Distribution To attendees via email

Date 16 February 2009

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The District Coordinating Director welcomed the Tullow team to Jomoro and opened the meeting after a short prayer.

Kofi Essoun (KE) introduced the Tullow group to the District Assembly (DA) and gave a background to the oil find and ongoing development activities. He outlined the objective of the meeting as enabling a forum for the DA to understand the oil development activities and to communicate any concern they may have, which can feed into the EIA process of the development.

Mark Irvine (MI) introduced ERM and ESL Consulting as the team for the EIA and gave an overview of the Jubilee project to the DA. He outlined the EIA process and informed the DA about submittal of scoping report to EPA in December 2008. He presented a copy of the scoping report and some copies of the background information document (BID) to the DA. He informed the DA that consultations were ongoing and that the meeting seeks to solicit concerns from the DA relating to the project, information needed for the EIA process, and to build relations with the DA.

Okyeame Ampadu-Agyei (OA) introduced the Corporate Social Responsibility (CSR) component of the project as focussing on four thematic areas. He said that a CSR framework is currently under development, which will focus on working with the DAs, other governmental agencies, NGOs, CBOs and community members. He further said that the objective of the CSR unit is to be a 'good neighbour' to the communities near the company's operational areas.

The following issues and concerns were raised by members of the DA:

The DCD said he was glad that the assembly had been informed about the oil production activities since misinformation relating to the geographic location of the oil field is creating heightened expectations and tensions among the local populace.

KE explained the offshore location of the field and the limited need for onshore facilities at Takoradi.

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The DA expressed the need for Tullow CSR to work with the DA, particularly in developing the CSR framework.

OA said Tullow CSR framework should not replace any DA plans but rather augment the DAs development plans.

The DA also enquired about the future of the project given changes in the oil price.

KE stated that when Tullow signed the production sharing agreement with government in 2005 the price was approximately what it is today and the recent decreases on the process have had little effect on the development.

The DA commented on the impact of the oil development on fisheries, particularly in encroaching on traditional fishing areas. He then touched on the ownership of the marine area where the oil is being developed.

KE gave the assurance that there was a program in place to educate fishers (including radio broadcasts) on the project and that the project will have minimal impact on fishery and fishing activities.

OA said no traditional authority owned any part of the sea and that no traditional boundaries exist in the sea. The field is within Ghana's Exclusive Economic Zone (EEZ) and is an asset for all Ghana

An assembly member said that NGOs should be educated on the proposals so they can forestall any issues related to misunderstandings about the project.

OA said that as part of the CSR programme, Tullow will be meeting with several NGOs.



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: JOMORO DA Date: 16/02/2009

Full name	Organisation / Position	Telephone number	Email address	Fax number	Full Postal Address
Akalah-Kofie MARK IRUINE	JDA GUM	0207579572 +44 131 4786000	MARK IRUINE @ GUM.COM		Box 72 1/2 Assini
DORA KOKOR AZIETAKE	Tullow	024-4885057	dora.azietake@tullowoil.com		
Emmanuel A. Appiah	Tullow	024-998 988	emmanuel.appiah@tullowoil.com		
Ilex Queli	Tullow Environment	0244342104	irex.queli@tullowoil.com		Visa Office (Tullow)
S-D. Akabio	ECR CONSULT CONSULTANT	0244995205	sdakabio@gmail.com	021520298	P.O. Box 45239 Lagos
Chyrene A.	Tullow	0277571773	—	—	—
John Ekohor	JOA	027 5443031			

Kefi

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ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: JOMORO DA Date: 16/02/2009

Full name	Organisation / Position	Telephone number	Email address	Fax number	Full Postal Address
SAMUEL NYANJIN	DEPT. OF SOCIAL WORK	0272949717 0208620829			P.O. Box 72 HALF ASSINI
EMMAKUEE ARMCO	DEPT. COMM. DEV.	0249218325			P.O. BOX 72 HALF-ASSINI
IBRAHIM MARDI	TOWN PLANNING	0244518702			P.O. BOX 72 HALF ASSINI
KOJO DESRAFI JONSON	Jomoro Dist. Asst	0277211422 0208430657			P.O. Box 72 #74
EVANS MARK ANITA	BUDGET ANALYST	0144662660	mark02002@tullo.com		✓
R. A. ACHAMPONG	Jomoro Dist Dist. Gov. Dir	0208302936			✓
JOSEPH K. ABRAHAM	Jomoro Dist Asst. Dir	0244-940424			✓
Jamoe Afful	Information	0207906651			✓



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Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Tullow office at the Airforce Base, Takoradi.

Date of Meeting Tuesday 17 February 2009

Present Alexander Addo (AD), Rex Quick (RQ) and Emanuel Appiah (Tullow), Mark Irvine (MSI) (ERM), Selorm Ababio (SA) (ESL)

Distribution To attendees via email

Date 17February 2009

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- Nana Ackon -Chief Fisherman from Shama and member of Ghana National Canoe Fishermen's Council
- John Dickson Eshun- Secretary Fishermen Council Axim and member of Ghana National Canoe Fishermen's Council
- Rex Quick
- Emmanuel Appiah
- Mark Irvine
- Albert de Jong
- Selorme Ababio
- L. D.Atsiatorome
- Korkor Azilaku

Mark Irvine explained the operations at the Jubilee field using posters to illustrate his points. Emmanuel Appiah gave a brief presentation on the Corporate Social Responsibility of Tullow. A copy of the Scoping Report and circa 15 copies of the brochure were handed out.

The Chief fishermen raised a number of concerns and questions.

There is a need to talk to the fishermen and to address their issues. Fishermen are concerned that they will be put out of business and are looking for alternative employment to be provided. The issue of damage to nets from

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supply boats and the effects of oil spills on fish stocks was raised.

A series of questions were asked about what will be done to the gas that will accompany the oil, does it come from different wells, will it be flared and if gas flaring occurs in the future what will be the health impacts..

In response it was explained that oil and gas are in the same reservoir and will be extracted together. On the vessel the oil and gas will be separated and the gas pumped back into the reservoir to keep the pressure up. No routine flaring is planned however there may be emergency situations where for safety reasons eg a gas pressure build up that some flaring may be required. Also for annual maintenance periods some flaring may be required to clean out systems for safety reasons prior to maintenance work.

The issue of security was raised for example if jobs are not provided then the youth may interfere with shipping. The issue of hijacking of oil tankers was also raised and the adequacy of the Navy to deal with such incidents was questioned.

The Chief fishermen stressed that it will be necessary to organise meetings for all Chief fishermen to explain the project. Mr. Emmanuel Appiah informed the Chief fishermen that Tullow was planning a meeting for all Chief fishermen in the six coastal districts on 10 March 2009.



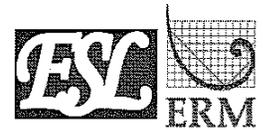
ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Chief fishermen

Meeting location: Tullow, Tachonadi Date: 17/02/2009.

Full name	Organisation	Telephone number	Email address	Fax number	Full Postal Address
JOHN D. ISHUN	G.N.C.F.C	0208188414 0240749611			Box 111 - Axim
Nana Acheam	G.N.C.F.C	0242522193			<i>[Signature]</i>



Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Planters Lodge, Takoradi

Date of Meeting Tuesday 17 February 2009 @ 14h00

Present See attached attendance register.

Distribution To attendees via email

Date 17 February 2009

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Rex Quick opened the meeting and welcomed the attendees. He explained that the meeting was the first contact with WERENGO and Friends of the Nation to establish a relationship and initiate communications between them and Tullow. He added that the meeting was separate from Tullow's Corporate Social Responsibility (CSR) consultations and that a formal meeting was planned in March to engage with all NGOs. After the EIA team introduced themselves, Mark Irvine presented the EIA process and provided an overview of the Phase 1 Jubilee development project. He explained that the EIA consultation process comprised a small component of Tullow's overall corporate communications and that it is aligned with Tullow's CSR framework.

The following issues were raised at the meeting:

Mr DonKris Mavuta explained that he is the executive director for the Friends of the Nation as well as the Chairman for WERENGO. WERENGO is an coalition of approximately 70 NGOs that focus on environmental issues in the Western Region. Friends of the Nation is an NGO that is associated with Publish What You Pay, which is a global civil society coalition that helps citizens of resource-rich developing countries hold their governments accountable for the management of revenues from the oil, gas and mining industries.

DonKris explained that there is a very high level of awareness of the oil developments but little knowledge of the project. Misconception, false expectations and speculation about the oil industry is widespread among people in the Western Region. There has been limited disclosure and therefore a lack of public knowledge.

Most district assemblies that were consulted indicated that people in their respective districts have high expectations and many misconceptions about the oil industry. To address this, Tullow need to educate stakeholders as part of their CSR strategy. NGOs and the government also have a role to play in educating the public. Tullow have started implementing this CSR strategy and plan to develop communication with stakeholders which will continue to communicate with its stakeholders throughout the project lifetime.

DonKris welcomed the interaction and wider consultation but expressed concern about the process of contacting NGOs. In particular, he felt that NGOs were contacted too late

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in the EIA process and that CSR consultations need to be undertaken at a later stage.

The EIA consultations started with meetings with key stakeholders at a national level and continued to meetings with district assemblies. Further consultations are planned with assembly men, chiefs, chief fishermen, CBOs and NGOs. The consultations form part of Tullow's broader, long-term corporate communications and CSR programme. The EIA consultations are the first stage with CSR communications continuing throughout the project lifetime. NGO consultation meetings are early on the list of consultation meetings.

There was a discussion on the meaning of the term CSR as the term is often used for the operational phase of projects rather than during the permitting stage. For this project the term CSR is being used for all of Tullow's communications and interactions with the communities from permitting stage through to decommissioning.

DonKris Mavuta agreed that he will provide Tullow with a list of NGOs that are associated with WERENGO. WERENGO could assist with the dissemination of information to NGOs. NGOs will in turn facilitate the dissemination of information to the public. It was noted that the community trusts the NGO and defers to them for advice

Jay pointed out that the Western Region has a history of issues and conflict with extractive industries such as mining and timber. In the past communities had seen limited or no benefit from these industries even though they were affected by the operations. NGOs aim to influence corporate organisations to ensure that affected communities benefit.

There is a perception that NGOs are antagonistic to extractive industries and companies. Instead, NGOs aim to ensure that revenues to the government are used responsibly and distributed fairly. NGOs support investment by extractive companies in Ghana providing that they have the mandate from government.

Tullow is dedicated to work with NGOs to ensure that communities benefit from their CSR programme. Tullow aim to be transparent to stakeholders and encourage dialogue.

During previous consultations, Friends of the Nation, gathered concerns from communities about the oil industry. However, when these concerns were presented to GNPC they dismissed it.

The EIA will record all concerns and relevant concerns will be addressed during the process. Although it is not the place of an EIA to address wider political issues, Tullow will continue to engage with communities to address their concerns. A grievance procedure will be in place to deal with complaints from fishermen and other stakeholders.

Tullow need to consult with civil society as administrative authorities do not always represent the people. Public hearings are often characterised by intimidation and do not allow for effective participation. The community is against the oil industry because they feel marginalised.

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minutes

Other groups of stakeholders, eg fishermen and chiefs, will also be consulted as part of the EIA process and CSR programme. Consultations are being undertaken before compiling the EIA report. Stakeholders comments will be incorporated before the EIA goes to public hearing to ensure effective participation.

Friends of the Nation were disappointed that Tullow did not accept their invitation to participate in their policy dialogue.
Tullow apologised for not attending the workshop. They were busy with the EIA consultations and did not have the staff available to attend. Tullow would be interested to take part in future workshops. Friends of the Nation said that they realise the invitation notice was distributed quite late.



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Friends of the Nation

Meeting location: Planters Lodge, Takoradi Date: 17/02/2009

Full name	Organisation	Telephone number	Email address	Fax number	Full Postal Address
Kyei Kwadwo	Friends of the Nation	0244817020	Kyeiyams@yahoo.com		Box MC 11 Takoradi
Don Kris Merruta	Chairman WLERENGO	0244520686	friends@africaonline.com Friends of the nation@gmail.com		Box MC 11 Takoradi



Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue See below

Date of Meeting Wednesday 18 February 2009

Present See below

Distribution To attendees via email

Date 23 February 2009

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Ghana Wildlife Society

Present:
Augustus Amoah (GWS)
Albert de Jong (ERM)
L. D Atsiatorne (ESL)

Comments raised:

- From Cape Three Point to New Town is a major nursing grounds for marine turtles from August to March.
- The area is the only place in Ghana where whales have been sighted at certain times of the year. Mr Amoah indicated that these were likely blue whales.
- Some shore birds are known to feed both on and off-shore in that area.
- It has also been noticed that certain globally threatened water birds that feed in shallow waters occur in the Western Region.
- It is feared that certain alien aquatic and terrestrial species may be introduced through discharge of ballast water by the shuttle tankers.
- Conservation of the integrity of the coastal environment.

A Scoping Report and four copies of the brochure were provided to WCS.

Wassa Association of Communities Affected by Mining (WACAM)

Present:
Mr. Daniel Owusu Koranteng (WACAM)
Albert de Jong (ERM)
L. D Atsiatorne (ESL)

Comments raised:

Mr. Daniel Owusu Koranteng the Executive Director of WACAM was concerned about the level of consultations. He advised that consultations with chiefs were

ACTION

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not adequate. There was the need to meet with the local communities directly as their interests are not always represented by chiefs.

A copy of the Scoping Report and four copies of the BID were provided to WACAM.

Conservation International

Present:
Emanuel Owusu (Conservation International)
Albert de Jong (ERM)
L. D Atsiatorne (ESL)

Comments raised:

Emmanuel Owusu was concerned about the impact of the project on biodiversity especially as a result of onshore waste disposal.

CARE International

Present:
Nanna Callisen Bang (CARE)
Albert de Jong (ERM)
L. D Atsiatorne (ESL)

Comments raised:

Care International requested that the EIA team consult with the following stakeholders:

- Natural Resource and Environment Sector a multi-donor Financial Mechanism at the Dutch Embassy Contact person-Elijah Danso 02042102183, 0208125762
- Civics Response. Contact person-Kyewkyew Opoku
- Coalition Forest Watch, Ghana

CARE International also requested that the timeline for consultations be provided to stakeholders.

Two copies of the Scoping Report and four copies of the brochure were provided to CARE.



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: _____ Date: 18/02/2009

Full name	Organisation	Telephone number	Email address	Fax number	Full Postal Address
Augustus Asamoah	Ghana Wildlife Society	0244 519 729	aasamoah@mail.com	021-690 510	P.O. Box 13 252 Accra
Jemel Osei-Koranteng	WACAM	0228965764	kowus75@yahoo.com	021-200585	Box CO 1816, Tema
Emmanuel OWSU	CONSERVATION INTERNATIONAL	0244 288252	emmanuel@conservation.org	021-762009	P.O. Box RIA 30426 ACCRA
JAW - OSEI OWSU	"	0244 277795	yosei-owusu@conservation.org	✓	✓



Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Raybow Hotel, Takoradi

Date of Meeting Tuesday 17 March 2009

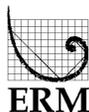
Present Tullow CSR, ESL, Chief Fishermen groups, media (see attached attendance list)

Distribution To all

Date 17 March 2009

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ACTION

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Emmanuel Appiah (EA) of Tullow CSR welcomed attendees and opened the meeting. Okyeame Ampadu (OA) of Tullow CSR outlined the purpose of the meeting and introduced the Tullow team. The Chief fishermen groups introduced themselves.

Kofi Esson (KE) of Tullow gave a brief background to the oil find and ongoing development activities. He asked the Chief Fishermen groups to be partners in the Jubilee field developing.

Alan Dowokpor (AD) of Tullow gave an extensive presentation on the Jubilee project to the Chief Fishermen groups. He outlined the processes involved during field discovery. He also presented the field development plan, production design and safety considerations in the oil production.

Rex Quick (RQ) of Tullow presented on the background and need for the EIA. He outlined the EIA process in Ghana and the stage at which the process has reached as far as the Jubilee Phase 1 development is concerned. He introduced the EIA team as a highly capable local and international collaboration which is guaranteed to deliver on the EIA. He commented on the BID document and encouraged participants to complete as indicated and forward to addresses listed. He re-emphasized the importance of getting concerns across to the EIA team in a timely manner so as to have a successful development with minimal impacts on the environment and society.

OA presented on the CSR intents of Tullow and outlined the major areas of focus for the CSR. He indicated that Tullow intends to be a good neighbour and asked for the cooperation of all in the development of the field.

Other presenters include Andy Mokmon of Kosmos Energy and Kobina Amissah-Arthur of (KAA) GNPC.

Issues raised by members of the Chief Fishermen groups were on the following:

- Potential impacts of ballast water on fisheries in particular, and on marine life in general.

Meeting minutes

- User conflict between fishers and Tullow over area of field development.
- Low number of Ghanaians working for Tullow or likely to work on oil facility.
- Health of Ghanaian workers employed for unskilled work, particularly alcoholism among youth in area.
- The real benefits that will inure to communities closest to oil field and the nation at large from the oil find.
- No evidence that Cape Three Points, which bears similar name to the oil exploration block stands to gain any real benefit from find.
- Potential risks that fishers may face as a result of the oil exploration and production activities.
- Need to involve fishermen groups and other stakeholders in any CSR initiative that Tullow may bring up.
- Need for adequate warning signals near FPSO and other production facilities to signal buffer zone to fishers in the area.
- Chiefs to be involved in the handling of Assembly Common Funds and other funds that may accrue to their area as a result of oil find.
- Need to be cautious of individuals purporting to employ people for Tullow and hence duping individuals out of their monies.

Explanations to some of the concerns raised were provided by RQ, KE, OA, AD and the KAA.

The chief fishermen groups (represented by their chairperson, Nana Kobina) thanked the Tullow team for the opportunity and indicated that they have a better understanding of issues related to the oil find. They also commented on the BID document and acknowledged its usefulness in summarizing the relevant issues relating to the Jubilee phase 1 project. They however recommended that the document be translated into several local languages in order to reach a wider readership.

A total of 83 persons were present at the meeting.



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Raykov Tools Date: 17/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
9 Isaac Mensah	Secretary Aldora II	0273363937		
10 Nana Aalon	GBMWA APE	0249592193		
11 Nana Kofi Amam	Upper Axim Browner	0208225001 020224653		
12 Nana Kwesi Bin	Lower Axim	020 8787976		
13 CHRISTOPHER K. ATTH	UPPER AXIM			
14 PHILIP KUDFIE	UPPER AXIM	020 8082058		
15 Nana Kapsara Mensu	Chairman Chief Nana			
16 Chief Fikwaa Kwaku Dodoo Lower Nanton	Lower Dixuue CF	0202943492		

02/11



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Raykov Tools Date: 17/03/2009

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
1. Andy Marmov	Xenos Energy			
2. Kofi Essu	Tullow			
3. Kolina Amisah	CNPC			
4. Okyere Anghut-Tullou	Tullou			
5. La Quied	Tullou Env Advisor			
6. Thomas Atkins	CF	0205911502		
7. Yameene Bedjers	Chief Fisherman Akwastuope			
8. Nana Kwamina Kyin	Chief Fisherman Aldora II	0271174776		

01/11





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Kayseri, Tada Date: 14/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
25 Juliet Aguir	Global Therapeutics	0244-960219	elavet@globaltherapeutics.com	P.O. Box MC 2315 Tada
26 Dorothy Lannoy	Green News Agency	020 9549833	Spee@glnews.com	P.O. Box 033 - T'Al
27 Piedad Mafu	Graphic	02429338236	asimafu@telecom.com	P.O. Box 216, T'Al
28 GEORGE OYANNI YANIKSON	GRU KROLO NEWS	0246 710 675	-	P.O. Box 208, Senkendi
29 Williams Boud'Sci	UTOL UPSTREAM Field Op. Sup.	0244 290 864	hand.sci@utol.com	P.O. Box 30414 K1A Aeng
30 James Anadi Akilayi		027305547		3 A150
31 Kingsford Talley Aketakiyi		0240910659		03/ P.O. Box 13 /13 Aketakiyi, P.O. Box 15, Akindas Akona - Akofa
32 Ezekiel Boni	Akvidan			

04/11



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Kayseri, Tada Date: 14/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
17 John Parker	Servicing CF Lower River Nowbon	027 4422 610		
18 Norah Quansah Newbon	CF			
19 Kwame Gyabak Nwiniburu	CF			
20 Nana Kwasi Atrakoh	Efasi CF	0244 638209		
21 MICHAEL MOCHINGA	N2INITIANDU SEC	027 4645525		
22 NANA KWAMEN MENSAM	AMPATANDU			
23 JOSEPH MANSTRO ASERAH	AMPATANDU			
24 Nana Eric Muni Swawa Bedzin	Chief, Fikwanda Swawa Bedzin	0248449155		

05/11





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Rayhans, Todi Date: 17/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
41 ANAST KONDH M BILL	NIGERESHA CHIEF FOREMAN		NIGERESHA	NIGERESHA CHIEF FOREMAN
42 JOSEPH ERON M BILL	CHIEF FOREMAN SECRETARY		NIGERESHA	—
43 MARI A ADAM EDUATO	CHIEF FISHERMAN KRAMDZE G.N.C.F.C	0243532882	ABRABDZE	10, POST OFFICE BOX 39 SHAMTA
44 PAPA YALLEY	CHIEF FISHER- MAN	0275385538	New Amanful	HOUSE NO N.R. 60/105
45 Sam Ben Olan	Secretary		GEREKOM	HOUSE NO 11/82
46 Alana Maria Dany	Chief Labourer	0278199291	Perze	13A 13 Perze
47 Victoria Mente	Chief Labourer	0284	Perze	18A 13 Perze
48 Konstantinos Kistolini	Secretary	0277012642	Sekondi	HN# 23/15 Sekondi

05/11



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Rayhans, Todi Date: 17/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
33 Thomas Cudjé	Secretary		Akrindia	P.O. Box 15 Akurindia Akrona - Akona
34 Wilbert	ESSINGER		DIX COVE	P.O. BOX 14 DIXCOVE Akona - Akona
35 Nana	Perpong		DIX COVE	Slama
36 Joseph Tourial	ANANA CF LEQUIK			Nana Anafal CHATE 3 FONDIS BOX 17 AKONA NIGERESHA
37 Emmanuel				
38 NANA KILAME	CHIEF FISHERMAN			
39 Ramon S ARRABRUTE	LINE TRACK SECRETARY	0242856047	SEKONDI	BOX 414 SEKONDI
40 Emmanuel NII DINKU	LINE TRACK CHIEFMAN	0244583474	SEKONDI	BOX 414 SEKONDI

05/11





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Raydon Tadi Date: 17/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
57 Kuradimo Polea	Chief Pitouwa			Axini Apuruaia
58 Atakeye Muisen	Trust Chief Pitouwa	0223774781		New Taluradi
59 Ekou Atleun	Chief Pitouwa	03123340 0221024035		New Taluradi
60 Kof Anuval	Chief Pitouwa			Sergule
61 Alan Jambay	New Eng Mr Nuis	024562168		Tullar
62 Ekou mensa	Secretary	0224102707		New Taluradi
63 John Kerina Atakawa	Alara Lukout Filawa	0248796144		Beluradi
64 Ewanweel Mouso	Glava lukure Filawa	0243238264		Seluradi

08/11



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Raydon Tadi Date: 17/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
49 Nono Raachy Kame	Chief Pitouwa		Asewukoni	HOUSE no 11/2A
50 Kuraku Mensak	Chief Isimama	0271694100	Sekond.	H/No. 23/1/3 Sekond.
51 Kuraru Kun	CF, Npaloga			Nzuloga
52 Kuradima Apah	CF			Rogwe
53 Kuradimo Radu	CF Linguit.			Amitiko Asewukoni
54 Axidim	Linguit			
55 Axigaga Akauka	Axini Lower town Linguit CF			Axini
56 Kofi Bekoe	Chief Pitouwa			Esiawa

07/11





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Ragbar, Todi Date: 17/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
73 William Longdon	Supply Services	0272 090376		Box 1231, Talofofo
74 Jonathan Dabiny	STV	020 8772253		5BC, 208 Selomeki
75 Stanley Akedra	-	0242168520		-
76 George Akiviale	-	0244 387942		-
77 Mustapha Ashaleg	-	0244177766		-
78 Rosemarie Akobak	TV3	0244121172	rose@kingsgate.com	Box 37 Keloni
79 Pua Vega Poloa	Net 2 tv	0249 834290		P.O. Box 714 Talofofo
80 David Akepaal	Net 2 tv	000 91538 61		-

10/11



ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Ragbar, Todi Date: 17/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
65 Francis Sibua	Shona Institute Filiwe Aket w/ff	0245 508 6477		P.O. 51114, Box 708 Selwadi
66 Mulu Kow Esosua	Chiefe Fesheva	0207794864		Box 1 Tautre
67 Kodo Tawieki	-	02077478886		Box 1 Tautre
68 Nereve Teselua	fygoku			T. Pupunui
69 Kodo Tusotioe	Chiefe Pupunui	02722037879		-
70 Taisi Kakaba	-	-		Pupunui
71 Nua Gyaelon	Funilo (Iny Nuanu)	0271909823		-
72 Kofi Banta	Supply Services	0248277712	skvege@esv.com	Box 1251 Talofofo

09/11





ENVIRONMENTAL IMPACT ASSESSMENT: PHASE 1 JUBILEE FIELD DEVELOPMENT

ATTENDANCE REGISTER

Meeting location: Raybow Tools Date: 17/03/09

Full name	Organisation and Position	Telephone and Fax Numbers	Email address	Full Postal Address
H E.G. Jankson	E.B.C. Radio news	0246 710 675		EBC Box 208 Seward's
82 James Milk Sallal	Regional Independent Regulators Officer of Gen. Energy Regulation Councils temporary London office	0244183254 0211302976	gen@ers20101@npl.com	Box MC 0284 Mukwafti
83 S.D. Ashburn	ERA CONSULTING / CONSULTANT	024 4990267 021 520298	sdashburn@regul.com	P.O. Box LG239 LECON

11/1



Meeting minutes

Subject/Ref Tullow Phase 1 Jubilee Field Development EIA

Venue Akroma Plaza, Takoradi

Date of Meeting 13th May 2009

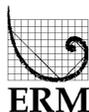
Present (attendance sheet attached)

Distribution To attendees via email

Date 14th May 2009

Environmental Resources Management

Building 23
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NOTES

The meeting commenced at 09:50 hrs after a short prayer. Emmanuel Appiah (EA) of Tullow introduced the program for the meeting. EA also led the introduction of the Tullow team and the participants.

Kofi Essoun (KE) of Tullow gave a brief background to the oil find and ongoing development activities. He outlined the objective of the meeting and asked the NGOs invited to be partners in the development of the project.

Alan Dowokpor (AD), Tullow Drilling Manager then gave an in-depth description on the geology, oceanography and engineering components of the oil exploration activities and gave an overview of the exploration and production process.

Rex Quick (RQ) of Tullow gave a brief overview of the environmental and social impact assessment of the Jubilee Phase 1 Project. He indicated that the Tullow environment team has capable personnel that have a good understanding about the EIA process and the environmental issues related to the Jubilee field development. He stressed the importance of meeting with the NGOs as a key component of the EIA process and indicated his willingness to collaborate with the NGOs to minimise impacts from the project. He also said the meeting will afford the opportunity for both parties to share information and concerns on the project.

Emmanuel Arthur (EA) of Tullow Environment outlined the EIA process and permitting requirement in Ghana and informed participants about the current status of the EIA.

Selorm Ababio (SDA) of ESL Consulting gave a brief introduction to the EIA team performing the EIA on behalf of Tullow. He said the EIA team was made up of an international partner, ERM and a local partner, ESL Consulting. He gave the strengths of both companies, indicating that ERM has extensive global experience in EIAs, with a significant proportion of their EIAs being in Oil and Gas. He also said that ESL Consulting has significant experience with EIAs in Ghana and also have excellent working knowledge of the oceanography of Ghana as well as socio-economic and cultural environment of coastal Ghana.

ACTION

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Okyeame Ampadu (OA) of Tullow CSR introduced the CSR component of the project and outlined the focus and direction of Tullow CSR. He identified the localities within the immediate sphere of influence of the Jubilee Field and mentioned projects that Tullow CSR had already commenced within these localities. He also indicated the willingness of Tullow CSR to work with NGOs in the region.

The following issues and concerns raised by the NGOs during the general discussion:

Donkriss Mevuta (DM) of WERENGO thanked the Tullow team for organizing the meeting and for inviting NGOs to attend. He however expressed his disappointment about the fact that the presentations excluded issues relating to good governance. He also indicated the importance of social impact assessment as a component of any EIA and said mitigatory measures will be more focused after the social impact assessment.

OA explained that the current platform is focussed on the Jubilee Field EIA and is unable to effectively handle concerns relating to good governance. He said a subsequent forum would be held, where representatives of the government (i.e. GNPC) would handle questions on good governance. OA further said the EIA would contain a section on social impacts and that social impact assessment was being done as part of the EIA.

Piet Schermerhorn of SNV said he was happy that eco-tourism development was on Tullow CSR agenda. He outlined the effect the current global economic crisis is having on fishery, rubber and timber industries, which he said provides employment in the Western Region, as well as foreign remittances from relatives abroad. He said cocoa may soon suffer from a virus moving eastwards from La Cote d'Ivoire, a situation which may affect livelihoods and that the only industry making any significant rise in performance is the tourism industry. He then sought to find out ways and opportunities for effective collaborations between Tullow CSR and NGOs for developing the tourism industry in the region.

OA acknowledged the challenges facing communities in the Western Region, as outlined by the questioner and indicated the readiness of Tullow CSR to work with all established NGOs in tackling those challenges. He further said the presence of relevant NGOs such as SNV is indicators of the good work Tullow CSR intends to support in the region.

Andrew de-Heer of ATWWAR enquired about the costs of the oil field development, estimated cost of production, size of the oil field and volumes that would be produced after development. He also wanted to know whether the volume of oil being produced will make Ghana a global player in the oil industry.

AD said the Jubilee find was small in comparison to several world figures he mentioned (including Nigeria, Libya and Angola). He however said the find was significant considering the fact that Ghana initially had almost no oil production, but now can produce enough to be self-sufficient. He gave figures for barrels per day, cost of field development, cost of production and cost of maintaining production facilities (including the FPSO).

Meeting minutes

Richmond Ocloo of wanted to know the criteria Tullow CSR may use in identifying NGOs that it may work with in the region. He also wanted to know steps being taken to ensure the safety and security of the oil field exploration and production facilities.

OA responded that Tullow CSR has criteria for determining active NGOs and NGOs whose line of action coincide with Tullow CSR. He mentioned that Tullow CSR does not intend to re-invent the wheel but will work with NGOs already in the field and augment their actions. He gave an example of an NGO working with river blindness and said Tullow CSR supplemented the NGO's efforts by supplying it with additional drugs.

KE said the security of the oil facilities and any other facility is primarily the responsibility of the Government. He indicated that plans are far advanced to equip relevant state institutions with adequate tools and knowledge to manage the safety and security of the installations.

Giftly Asmah of DAASGIFT Quality Foundation enquired about plans for landuse/land management and asked whether Tullow is prompting DAs within the region to plan for developments within their districts. She also asked whether Tullow CSR, in promoting its community development programs and projects has performed any needs assessment to determine the need of the people. She also wanted to know Tullow's plans/program for women economic empowerment, waste management in the districts (and particularly wastes generated from oil exploration and production facilities and brought to shore), community education and awareness creation among fishers in the district.

KE responded that Tullow does not have any mandate to manage landuse in any community in Ghana. Rather, landuse management is the preserve of the District and Municipal administrations. However, he indicated the willingness of Tullow to help in augmenting the efforts of any DA/MA in land-use planning. KE further said Tullow will work with NGOs towards women economic empowerment. He also said that several meetings have been held with fishers on awareness creation and education, and the dangers of fishing close to any of the oil installations was make known to them.

OK reiterated KEs point on town planning and land-use management, but said Tullow does prompt relevant authorities on effective landuse administration, particularly in respect of population increases as a result of the project.

RQ said waste management was a national problem and required a national action towards management. He indicated the willingness of Tullow in helping to develop a national waste management program that would be beneficial to all. He however said that all wastes produced in Ghana become the property of the state and are disposed off in accordance with state legislation. He further said wastes produced by Tullow operations are handled by accredited companies, and that oily wastes are handled at the Aboadze thermal plant, which has a facility for handling oily waste.

Ekua Ansah-Eshun of ATWAAR asked about the emergency response plan for the

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rig. She also asked about the relationship between Tullow and its partners for the Jubilee field development. She wanted to know plans for downstream operations for the crude oil and Tullow's relations with downstream operators, if any. She also enquired about the oil production technology and asked why Tullow is using an FPSO and not an FDPSPSO. She indicated that the technologies being used will deprive people in the Western Region of needed jobs.

AD responded that emergency response plans are being developed. He indicated his willingness to make the plan available for scrutiny. He however said that an FPSO is about the best technology available for the production needs of the Jubilee Phase 1 development, and that alternative technologies were considered by experts prior to the recommendation of an FPSO.

KE said that Tullow's mandate for the Jubilee Field was for exploration, development and production, and that Tullow had no plans for any downstream activity. KE then outlined the relations between Tullow and its partners in the Jubilee Field development. KE finally said that offshore oil production does not usually generate a lot of jobs and that the jobs are generally very technical and beyond the scope of most locals.

Mark Essien of the Daily Guide enquired about gas flaring on the production facilities.

AD responded that currently, plans are for associated gas to be re-injected into the wells to boost production. He said there may be minimal flaring of gas as a result of well testing and occasionally from emergency shutdown situations.

Kyei Yamoah of FoN said the scoping report did not indicate any economic and livelihoods survey. He further said he expects Tullow to conduct an ESIA in line with international best practices, focussing on the social impacts of the project. He indicated that increases in maritime traffic will result in increases in ballast water disposal into our national waters with attendant problems and called for efficient management of ballast water from vessels. He finally wanted to know if Tullow will willingly be part of publish what you pay, i.e. will be willing to publish all payments to Government.

KE said it was not proper under the existing laws of Ghana for corporate bodies to divulge corporate matters to third parties without due authorization. He however said that as soon as the freedom of information bill is passed and it is deemed appropriate, Tullow will be willing to make such information public. He said Tullow had nothing to hide and that it behoves all to hold governments accountable and responsible.

OA said the terminology of EIA in Ghana is determined by legislation. He however said that Tullow is mindful of the social component of EIAs and has indicated this in the scoping report. He specifically mentioned sections 6 and 7 of the terms of reference as having adequately covered social impacts.

RQ responded to issues relating to ballast water and said that Tullow acknowledges issues relating to ballast water as being very important. He said Tullow will follow international best practices as outlined in

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international conventions that Ghana is signatory to, in safeguarding the marine environment. He further said the EIA will give specifics on how ballast water is to be managed for the Jubilee Project.

Eva Ankrach of WILDAD wanted to know Tullow's position on gender balance and steps Tullow is taking to employ more women.

KE indicated that Tullow was gender sensitive and that Tullow employs both sexes and not discriminatory in hiring. He however said that the main issue facing Tullow is paucity in competent Ghanaian staff for the technical aspects of exploration and production. He said that Tullow is helping in training a number of graduate engineers from KNUST in oil exploration and production.

George Ferguson of the Foundation for the Physically Challenged enquired about Tullow CSR program for the physically challenged and asked what Tullow is doing for them.

OA indicated the readiness and willingness of Tullow CSR to work with everyone, including the physically challenged. He said Tullow does not believe in singling out challenged people since such actions could borders on discrimination. He however indicated willingness to work with NGOs in improving the livelihoods of the physically challenged.

Elvis Kuudaar of CARE International complemented the Tullow team for the excellence of their presentation and recommended active participation of Tullow in land-use planning in the DAs. He mentioned the potential for the hijacking of benefits accruing to locals by Government and other agencies and recommended the consideration of a structured engagement framework between Tullow and the potentially impacted communities so as to ensure that benefits from the project inure to the rightful people. He also said that the term alternative livelihoods may be misleading and recommended Tullow consider sustainable livelihoods. He also recommended a more structured engagement between Tullow and civil society in the Western Region, which he said would narrow the gap in information sharing. He finally wanted to know by which standards Tullow will like to be held accountable.

KE again indicated the willingness of Tullow to work with DAs/MAs in land-use planning and zoning. He however said again that Tullow does not have the mandate to require any DA/MA to plan land-use.

OA said specifically that the term 'alternative livelihood' does not exist in Tullow CSR policy since it is misleading. He stressed that all Tullow CSR programs border on sustainable livelihoods and utilize a needs-based approach. He promised a solid engagement with NGOs and other civil society organizations in the development of localities.

KE thanked the participants for honouring the invitation to attend the meeting and reiterated Tullow's willingness to be a good neighbour and to work positively with all civil society groups in the region.