



ANGLOGOLDASHANTI

# <HRR> 2020

HUMAN RIGHTS  
REPORT

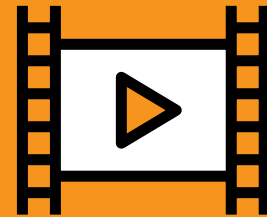


## ABOUT THIS REPORT

Human rights – the fundamental rights and freedoms that everyone is entitled to – to lead a dignified life, to freely express independent beliefs and to live free from abuse – are cross-cutting and touch on every discipline, function and aspect of AngloGold Ashanti’s business.

This report provides an overview of AngloGold Ashanti’s commitment and approach to protecting and respecting human rights across the organisation, as well as its performance during the 2020 financial year. It covers all operations within the company’s reporting boundary – that is, all operations and entities in which the group has a controlling interest, and which are under our management in terms of a contractual obligation. Kibali mine in the DRC is managed and operated by our joint venture partner Barrick Gold Corporation and as such, information pertaining to the mine is not included in this report.

While this is the company’s first stand-alone Human Rights report, past performance has been reported in the company’s annual Sustainability Report for well over a decade, and in annual reports to the United Nations Global Compact (UNGC), the Voluntary Principles on Security and Human Rights (VPSHR), and the United Nations Guiding Principles on Business and Human Rights (UNGPs). The company has also reported in accordance with the Global Reporting Initiative (GRI) Standards since 2004. The 2020 GRI content index can be found [here](#). In 2020, AngloGold Ashanti began the process of mapping its sustainable development issues, including Human Rights, against the Sustainability Accounting Standards Board (SASB) to identify, measure and manage the subset of environmental, social and governance topics that most directly impact long-term value creation.



# OUR COMMITMENT TO HUMAN RIGHTS

These videos demonstrate our approach to human rights, as guided by the UNGPs and show our progress in this regard.



### Modern Slavery Statement 2020

We recognise that there are inherent risks within mining and that we have a responsibility to respect the human rights of all the people who work across our operations and supply chains.

Our Modern Slavery Statement outlines the steps AngloGold Ashanti has taken to better understand these risks. It also responds to both the Australian Modern Slavery Act 2018 requirements and the UK Modern Slavery Act 2015 (against which we report on a voluntary basis).

[Read the statement here](#)



### Resources

[Modern Slavery Statement 2020](#)

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## VISION

TO BE THE **LEADING MINING COMPANY**

## MISSION

*To create value for our shareholders, our employees and our business, and social partners through safely and responsibly exploring, mining and marketing our products. Our primary focus is gold, but we will pursue value creating opportunities in other minerals where we can leverage our existing assets, skills and experience to enhance the delivery of value.*

## VALUES



Safety is our first value.



We treat each other with dignity and respect.



We are accountable for our actions and undertake to deliver on our commitments.



We want the communities and societies in which we operate to be better off for AngloGold Ashanti having been there.



We value diversity.



We respect the environment.



Australia - Sunrise Dam

## ABOUT ANGLOGOLD ASHANTI

AngloGold Ashanti Limited (AngloGold Ashanti) is an independent, global gold mining company with a diverse, high-quality portfolio of operations, projects and exploration activities across nine countries on four continents. While gold is our principal product, we also produce silver (Argentina) and sulphuric acid (Brazil) as by-products and will pursue value-creating opportunities in other minerals where we can leverage our existing assets, skills, and experience to enhance value creation.

### STREAMLINED

portfolio

### STRONGEST

balance sheet in a decade

### RAMP UP

at Obuasi continues

### UNLOCKING VALUE

in Colombia

#### AngloGold Ashanti at a glance

- Third largest gold producer globally and the largest on the African continent, producing 3.3Moz and employing 34,263 people in 2019
- Leading responsible gold miner, in meaningful partnerships with host communities and government – we aim to create valuable outcomes for stakeholders over the long term
- Listed on four stock exchanges around the world – the Johannesburg, New York, Australian and Ghana exchanges – and included in the JSE Top 40 Index, FTSE/JSE Responsible Investment Index Series (of the FTSE4Good Index), Responsible Mining Index and the Dow Jones Sustainability Indices (now part of S&P Global Inc) and the Bloomberg Gender Equality Index
- A geographically diverse shareholder base includes some of the world’s largest financial institutions
- Market capitalisation of \$9.4bn as at 31 December 2020

S&P Global



FTSE4Good



**“We form meaningful partnerships with our host communities and governments to create valuable outcomes for stakeholders.”**

Brazil – Serra Grande

# OUR FOOTPRINT

– and associated human rights risks and opportunities

### Legend

● Operations ● Projects ● Greenfields exploration

At AngloGold Ashanti, we know that human rights is, at its heart, about people. By its nature, then, the issues and impacts being dealt with will be different across our global footprint, as reflected in the diagram below. At the same time, our approach as a company is united by a common vision and policy.



1: Argentina 2: Brazil 3: Colombia 4: Guinea 5: Ghana 6: DRC 7: Tanzania 8: Australia

## Our material human rights issues include:

- Considering environmental impacts including access to clean water;
- Avoiding damaging as far as possible the right to livelihoods, including those historically reliant on artisanal mining;
- Operating with respect for human rights in post-conflict and weak governance zones;
- Ensuring respect for human rights in deployment of security forces;
- Considering society's most marginalised individuals and groups;



- Embedding the human rights due diligence process across the company;
- Promoting external partnerships;
- Respecting the resources, values, traditions and cultures of local and indigenous communities; and
- Providing access to land



Australia – Tropicana

## MESSAGE FROM THE CEO

# RESPECTING HUMAN RIGHTS

Alberto Calderón / Chief Executive Officer



*We are committed not only to improving our performance, but to recognising our missteps and correcting them as quickly as possible.*

The publication of AngloGold Ashanti's first annual Human Rights Report is an important milestone in our quest to embed the respect for human rights in the fabric our business, to meet our obligations with respect to human rights and to ensure, more broadly, that we meet the highest standards of social and environmental management and governance.

The 2020 report outlines AngloGold Ashanti's approach with respect to human rights, based primarily on the UN Guiding Principles on Business and Human Rights (UNGPs), the current leading standard.

We are not newcomers to the field of human rights. This report brings together, in a single publication, a range of quantitative data on our performance in the various disciplines relevant to our stakeholders' human rights. Many of these indicators are reported by us on other platforms, and many relate to human rights guidelines that

AngloGold Ashanti has observed and reported on almost since its inception. We are committed to using the latest tools to ensure continuous improvement in observing, protecting and promoting human rights wherever possible, and in eliminating potential human rights impacts caused by our activities.

Through the use of brief case studies, the report also provides qualitative examples of our approach to critical issues, some long-term and some, like COVID-19 management, phenomena that unexpectedly burst into our workplaces and societies for the very first time.

The human rights due diligence processes that we are required to follow across our portfolio stands at the centre of our human rights work. This is a relatively new system, and one which we hope to implement with increasing effectiveness as we learn more – through our own experiences and through our interactions

with peers, stakeholders, and the experts with whom we engage.

This report shows areas where we must apply ourselves to perform better. Occupational safety is one example of where we did not maintain the improved performances of previous years.

It may appear counter-intuitive, but we see as encouraging the complaints and grievances we receive from members of communities surrounding our sites. This indicates that our grievance system is working effectively, and is seen as a legitimate avenue to resolve problems experienced by our stakeholders. We are also aware that the system will sustain this legitimacy only if the grievances are remedied fairly and timeously. The ability of our teams on site to resolve these grievances is closely monitored at the highest levels in the company, and is central plank in the strategy to improve our social license to operate.

We believe it is vital to ensure the strategic areas of our sustainability performance are reflected in our remuneration metrics, to help drive the appropriate behaviour in the organisation. To this end, AngloGold Ashanti has included human rights due diligence exercises among the more prominent key performance indicators that determine the remuneration of senior managers and executives. In fact, issues directly related to people and sustainability account for a quarter of this remuneration score. See the DSP scorecard on [page 13](#).

We realise this human rights journey will never end, and we're committed not only to improving our performance, but to recognising our missteps and correcting them as quickly as possible. With this in mind, we welcome feedback from our stakeholders on this report, knowing that critical comments will only assist us to improve its quality and use.

## AT A GLANCE: OUR HUMAN RIGHTS COMMITMENTS

We support the vision of a world where everyone can enjoy their universal human rights, and where business plays its part by respecting all human rights.



### Address human rights

We carry out on-going human rights due diligence throughout the lifecycle of an operation (from pre-entry stage to closure) to identify, prevent, mitigate and account for how we address human rights impacts

### Extra care

When we operate in difficult contexts, such as conflict-affected, post-conflict or weak governance zones, we take extra care and make enhanced efforts to ensure we respect human rights and international humanitarian law

## We focus in particular on:

- Labour rights
- Modern slavery
- Health and safety
- Diversity and inclusion
- Sexual harassment
- Indigenous Peoples' rights
- Environmental rights
- Security and human rights

See our progress in this regard on pages 20 – 29

### Core

We foster and maintain a corporate culture where respect for the human rights is at the core; and set clear accountabilities for human rights

### External rights-holders

Our due diligence goes beyond the consideration of material risks to the company, and includes consideration of risks to, or impact on, external rights-holders

### Impacts

Our due diligence covers adverse human rights impacts that we may cause or contribute to through our own activities, or which may be directly linked to our operations, products or services by our business relationships.

## AT A GLANCE: OUR HUMAN RIGHTS COMMITMENTS continued

This diagram provides an overview of key human rights, applicable to each and every one of us.

Right to leave one's country	Right to participate in cultural life	Right to work	Right to safe work environment
Right to life	<b>Universal Declaration of Human Rights (1948)</b>	<b>International Covenant on Civil and Political Rights (1966)</b>	Right to education
Freedom from torture	<b>INTERNATIONAL HUMAN RIGHTS Standards</b>		Right to health
Freedom of expression			Right to effective remedy
Right to peaceful assembly	<b>International Covenant on Economic, Social and Cultural Rights (1966)</b>	<b>International Labour Organization Standards (1919)</b>	Right to privacy
Right to political participation	Right to equality before law	Right to water	Right to adequate standard of living

### PLAYING A SUSTAINABILITY

# LEADERSHIP ROLE

**AngloGold Ashanti subscribes to a number of industry and sustainability initiatives, including:**

International Council on Mining & Metals

WORLD ECONOMIC FORUM

International Cyanide Management Code FOR THE GOLD MINING INDUSTRY

GRI

United Nations Global Compact

Agenda 2063 The Africa we Want

TCFD

SUSTAINABLE DEVELOPMENT GOALS

WORLD GOLD COUNCIL

EITI

VOLUNTARY PRINCIPLES ON SECURITY & HUMAN RIGHTS

#### The company's respect for and commitment to human rights is supported through

- A commitment to the United Nations Guiding Principles (UNGPs) and other international initiatives (e.g. the UN Global Compact etc.)
- Membership of the Voluntary Principles of Security and Human Rights (VPSHR) initiative
- Ensuring that our broader governance is human rights-compliant
- Recognising that our responsibility to respect human rights applies to all operations and all communities
- Respecting the laws of the countries in which we operate

The company also prioritises several key United Nations Sustainable Development Goals (SGDs) in the human rights context –



A key component of the AngloGold Ashanti Human Rights framework is the implementation of a Human Rights Due Diligence (HRDD) assessment across the group. Please see page 18 for more detail about this process.



# AT A GLANCE: OUR HUMAN RIGHTS PERFORMANCE

Linking our performance to the rights that every one of us are entitled to, is at the heart of our approach to human rights. This provides a snapshot of our performance during the year.

## The right to...

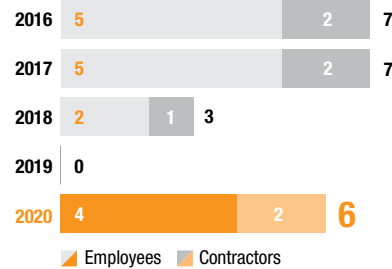
### WORK:

Human Right Due Diligence undertaken at **12 sites**

**13,483** people trained in Human Rights

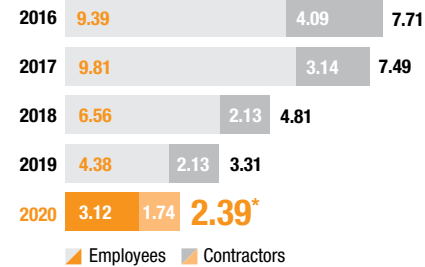
### LIFE:

Occupational fatalities (number of fatalities)

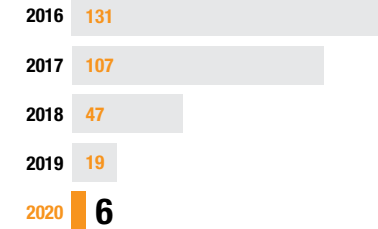


## A SAFE AND HEALTHY WORK ENVIRONMENT:

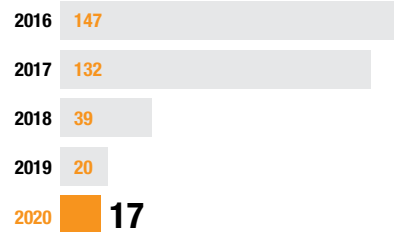
All injury frequency rate (per million hours worked)



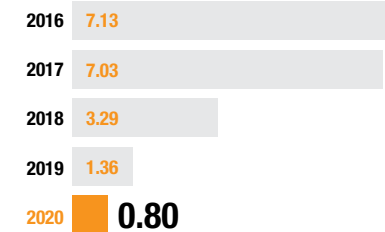
New cases of silicosis (number of new cases)



Noise-induced hearing loss (NIHL) (number of cases)



All occupancy disease frequency rate (AODFR) (per million hours worked)



Australia - Sunrise Dam

6 injuries to AngloGold Ashanti security personnel in the line of duty

No fatalities to AngloGold Ashanti security personnel in the line of duty

The right to...

## FREEDOM OF ASSOCIATION:

We strive to establish constructive relations with our employees and their union representatives based on our values and our determination to embed interest-based collective bargaining. Our employees are highly unionised and the need to build positive relations is part of our overall stakeholder management philosophy. Although employees in Australia and the USA are not unionised, the Company ensures sound employee relations through compliance with labour legislation in these countries, fair policies and procedures and effective line management practices.

**Geita:** 86% of employees unionised

**Obuasi and Iduapriem:** 80% of employees unionised

**Siguiri:** 94% of employees unionised

**Sadiola:** 99% of employees unionised

**Córrego do Sítio, Cuiabá and Serra Grande (Brazil):** 24% of employees are unionised

**Cerro Vanguardia:** 90% of employees unionised



## WATER AND SANITATION:

73%

of water being reused at operating sites

8

reportable environmental incidents (2019: 3)

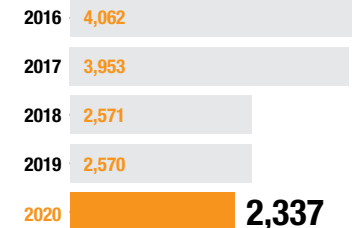


Chang - Obuasi



## A HEALTHY ENVIRONMENT:

GHG emissions (kilotonnes)



The right to...

# EQUALITY AND FREEDOM FROM DISCRIMINATION:



Tanzania – Geita

Diversity and inclusion framework completed and approved in 2019

Global Women's Forum established

95% of all senior management attended unconscious bias workshops in 2020

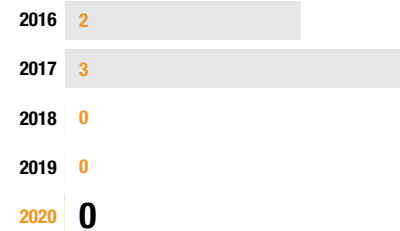
**Global gender split: 87% male and 13% female**

**Board: 40% female**

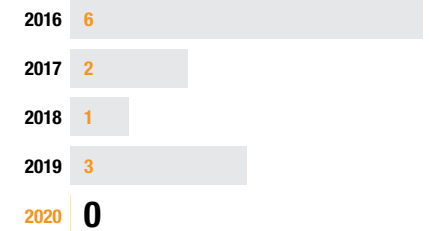
**Executive Committee: 33% female**

## EFFECTIVE REMEDY:

Number of reported human rights incidents under VPSHR (number)



Number of human rights allegations under VPSHR (number)



**21** Community incidents reported and addressed

Grievance mechanisms in place at all operations

### Complaints and grievances in 2020

Country	Operation	Complaints and grievances received	Number of complaints and grievances as at 31 December 2020
South Africa Operations		9	3
Brazil	Cuiabá Complex	133	12
	Córrego do Sítio	92	19
	Serra Grande	8	1
Guinea	Siguiri	24	3
Tanzania	Geita	13	4
Ghana	Iduapriem	150	<sup>1</sup> 127
	Obuasi	12	4
<b>TOTAL</b>		<b>432</b>	<b>170</b>

Note: There were no complaints and grievances reported in operations not included in this table.

<sup>1</sup> It should be noted that the table reflects unresolved cases as at the end of December 2020. The majority of Iduapriem grievances (about 113) were lodged in the latter part of Q4 2020 and were related to blasting impacts, which usually have a longer resolution period.

## OUR HUMAN RIGHTS FRAMEWORK

AngloGold Ashanti has a responsibility to respect human rights and, where practically possible, to utilise its leverage in an effort to ensure that state actors protect human rights.

These responsibilities are fulfilled through three broad actions:

- **The development of a human rights governance framework within the company**

AngloGold Ashanti's six values are underpinned by the respect for human rights; the company has a human rights policy in place; it is committed to the UNGPs and other international initiatives (e.g. the UN Global Compact etc.); it is a member of the VPSHR; it ensures that the company's broader governance is human rights-compliant; recognises that its responsibility to respect human rights applies to all operations and all communities; and respects the laws of the countries in which it operates.

- **The implementation of proper human rights due diligence processes**

These will ensure that AngloGold Ashanti effectively manages its human rights risks; set the context for the minimum requirements for implementing human rights due diligence processes within the company; and support AngloGold Ashanti's values to "uphold and promote

fundamental human rights where we do business" and "...contribute to building productive, respectful and mutually beneficial partnerships in the communities in which we operate."

- **The implementation of appropriate methods of redress – that is, a properly functioning set of grievance mechanisms**

AngloGold Ashanti does not condone any form of human rights abuse. If staff or contractors become aware of human rights violations or related allegations in or around AngloGold Ashanti sites, they should take steps to ensure a proper response, including making use of relevant reporting mechanisms. Where allegations involve contractors or suppliers, the company will urge that the contractor / supplier undertake appropriate measures to investigate and take action. As appropriate to circumstances, AngloGold Ashanti will urge that appropriate authorities investigate allegations of human rights violations and seek resolution.

The company's Human Rights Framework is based on the critical foundation of our Human Rights Policy, Human Rights Standards and Human Rights Guidance documents which are available on our website at:

[www.anglogoldashanti.com/sustainability/governance/policies-standards/](http://www.anglogoldashanti.com/sustainability/governance/policies-standards/)

# AngloGold Ashanti's HUMAN RIGHTS Framework



***“Respecting human rights means we endeavour, in every way, to conduct our business without causing harm to people.”***

## OUR HUMAN RIGHTS FRAMEWORK continued

The starting point for all AngloGold Ashanti's human rights work is the risk management process. Cutting across disciplines and the entire project life-cycle, the human rights risk assessment process forms part of the group-wide enterprise risk management system. The human rights due diligence process forms a critical part of this system.

**Training and communications** ensure that AngloGold Ashanti employees, contractors and suppliers, communities and governments understand what human rights are, what they mean in the context of mining and what their

responsibilities are in this regard. Awareness-raising is critical, and every employee should be able to act as advocates and ambassadors for human rights.

Central to the AngloGold Ashanti human rights framework are robust and credible ***grievance mechanisms***. These operate at every level of the company, from community liaison offices to site and group-level tools. The speedy recording, investigation and resolution of grievances is a priority.

Responsible sourcing is the central component of human rights in the ***supply chain***. This

includes modern slavery, along with how supplier and contractor employees are treated, and the supplier's own approach to human rights.

AngloGold Ashanti knows it cannot manage human rights programmes alone. ***Engagement*** focuses on ensuring that the company connects and works with the wide range of stakeholders in this field – local initiatives, civil society, international institutions and governments all have critical learnings and information to share, which in turn can be applied across the human rights framework.

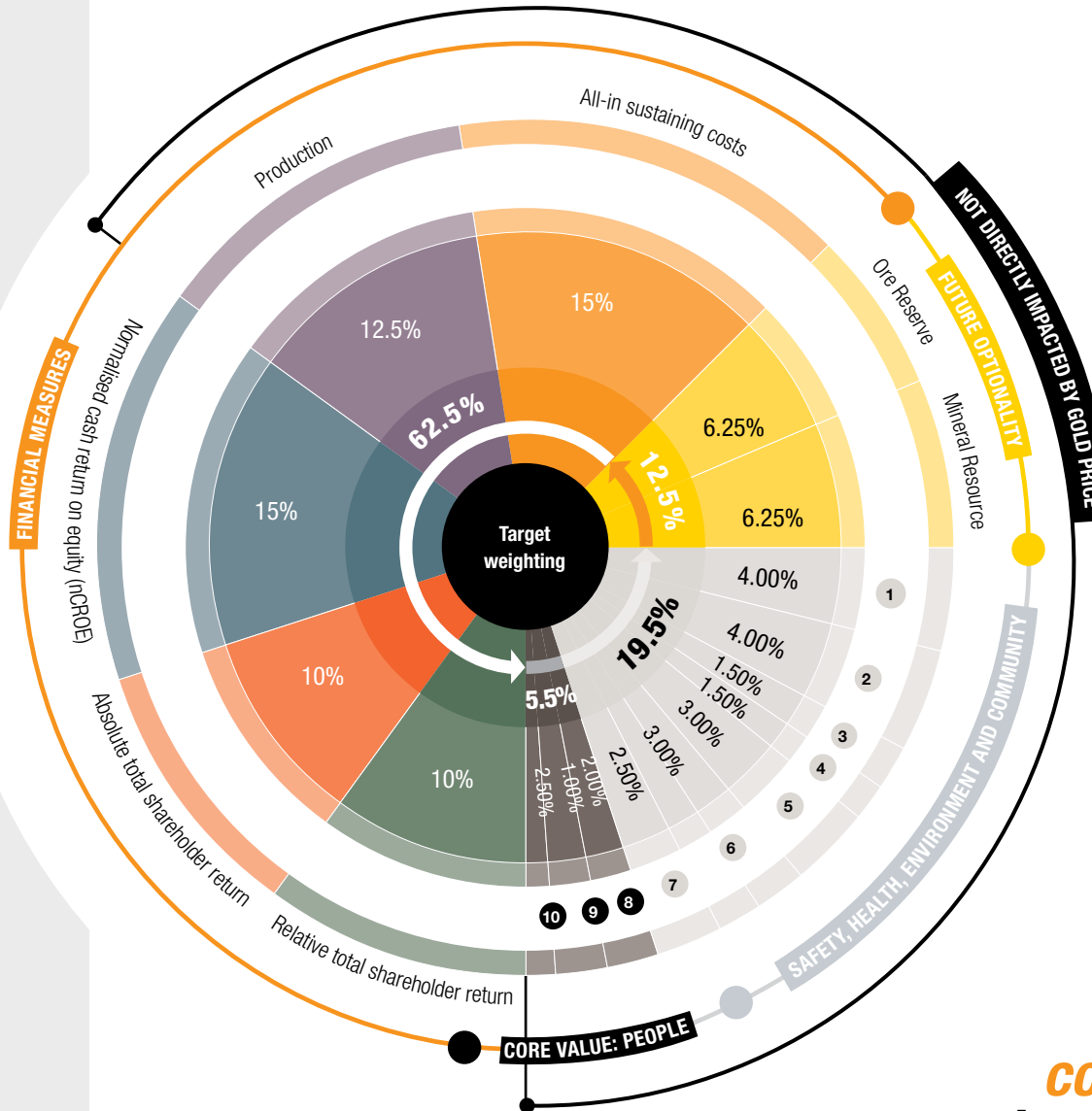
AngloGold Ashanti's human rights compliance falls within the overall ESG portfolio. In that context, compliance and performance are linked to executive reward. Up to 25% of senior management and management bonus incentive schemes is made up of ESG and people-related KPIs. The human rights due diligence process (see page 18 for more) is directly linked to these KPIs. Performance against them is tracked, with quarterly progress reports to board structures.



# OUR HUMAN RIGHTS FRAMEWORK continued

## Leadership and accountability for human rights

ESG (environmental, social and governance) metrics make up 19.5% and People metrics 5.5% of the Executive and Senior Management Deferred Share Plan incentive scheme, consisting of the following:



### 2020 DSP performance metrics

#### Safety, health, environment and community

- 1 All injury frequency rate (AIFR)
- 2 Major hazard management critical control percentage compliance
- 3 Number of site-specific critical control registers established for material health risks
- 4 Compliance with occupational exposure (noise and dust) monitoring programmes at each operation
- 5 Number of reportable environmental incidents at operating mines
- 6 Greenhouse gas emissions intensity at gold producing operations, measured in kg CO<sub>2</sub>e/tonne
- 7 Number of business disruptions as a result of community unrest

#### Core value: people

- 8 Strategic coverage for leadership roles
- 9 Key staff retention
- 10 Gender diversity

**“Our human rights compliance falls within the overall ESG portfolio.”**

## PROTECT, RESPECT AND REMEDY

– the foundation of the UNGPs



The United Nations Guiding Principles on Business and Human Rights (UNGPs) have as their objective “enhancing standards and practices with regard to business and human rights so as to achieve tangible results for affected communities, and thereby also contributing to a socially sustainable globalization”.

AngloGold Ashanti recognises that the actions of businesses can have a significant impact (positive or negative) on the ability of people to enjoy their human rights – and that there is a real risk of infringing on human rights if companies do not pay enough attention to the issue. Companies can have an impact on the entire spectrum of human rights, directly or indirectly. They can affect the human rights of their employees, and contract workers, their customers, workers in their supply chains, communities around their operations and end-users of their products and services.\*

The “Protect, Respect, Remedy” framework forms the basis of the UNGPs, and is central to businesses and governments understanding and implementation of Guiding Principles.

AngloGold Ashanti aligns company policies and practices with the **United Nations Guiding Principles for Business and Human Rights** (UNGPs), as adopted by the United Nations Human Rights Council in June 2011. This formally commits the company to complying with applicable laws and respecting internationally recognised human rights, even when national laws or their application fall short of protecting these rights.

\* UNGP Reporting Framework, (Shift and Mazars)  
[www.ungpreporting.org/](http://www.ungpreporting.org/)



**“Protect, Respect, Remedy is the basis of the UN’s Guiding Principles and is central to our understanding of human rights.”**

# PROTECT



*The state's duty to protect against human rights abuses by third parties, including business, through appropriate policies, regulation and adjudication*

In the context of the UNGPs, the critical responsibility of protecting human rights falls to the state. The role of the company is to work with stakeholders – specifically governments and their agencies – to ensure that the protection of human rights is a priority. As a responsible corporate citizen, AngloGold Ashanti focuses on developing stakeholder relationships in order to strengthen human rights commitments.

The company works hand in hand with governments to ensure that mining and related activities do not impact on the rights of people – employees, communities and others. Partnerships with governments as well as communities help ensure that our impacts are monitored and dealt with.

## Human rights defenders

The issue of human rights defenders – people who seek the promotion and protection of civil, political, economic, social and cultural rights – has come into sharp focus, particularly on business-related human rights.

This is driven by a rise in reported killings, attacks, threats and harassment of defenders and the growth in restrictions placed on civil society organisations. The issue is especially relevant to the mining industry, partly because it is a resource-intensive industry. On the one hand, threats against defenders raising concerns against mining projects can become a significant reputational or potentially legal risk. On the other, defenders can be a valuable resource for companies in conducting human rights due diligence – they can help identify potential human rights impacts.

It is the primary duty of states to protect the rights of defenders, as set out in international and regional standards.

However, we recognise freedom of expression and assembly as fundamental human rights, and under the ICMM's third Sustainable Development Principle, are committed to implementing policies and practices designed to eliminate harassment and unfair discrimination in all our activities; and to respecting the human rights and the interests, cultures, customs and values of employees and communities affected by our activities.

We recognise the growing concern around the restriction of civic space, and risks posed to human rights defenders, and are actively exploring ways we can work collectively with relevant stakeholders on these issues. There are no known attacks or threats on human rights defenders associated with any of our operations.



Ghana – Obuasi

***“We work with governments to protect human rights.”***



# RESPECT



*The corporate responsibility to respect human rights*

**“Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.”**

“The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.”

Aspects of human rights cut across AngloGold Ashanti’s entire business. The company recognises that respecting human rights is an essential part of how it conducts its business. AngloGold Ashanti’s responsibilities in this area include:

- Respect for the resources, values, traditions and culture of local and indigenous communities;
- Consideration for issues of land access and environmental impacts;

- Respect for the right to livelihood;
- Respect for human rights in post-conflict zones; and
- Respect for people with the deployment of security forces.

It is critical to ensure that all employees, contractors and suppliers are aware that AngloGold Ashanti does not condone any form of human rights abuse. Any employee or contractor who becomes aware of possible human rights violations or allegations around the same is obliged to take steps to ensure a proper response.

These steps include making use of relevant reporting mechanisms e.g. to management; whistle-blowing tools etc. which exist at all sites. Where allegations involve contractors or suppliers, AngloGold Ashanti will urge the contractor or supplier to undertake appropriate measures to investigate and take action. Where appropriate, AngloGold Ashanti will urge the appropriate authorities to investigate allegations of human rights violations and to seek resolution.

The Human Rights Due Diligence Process plays a critical role in embedding respect for human rights across the company.



# REMEDY



*Greater access by victims to effective remedy, both judicial and non-judicial*

**“Where business enterprises identify that they have caused or contributed to adverse impacts, they should provide for or cooperate in their remediation through legitimate processes.”**

Potential human rights violations and allegations are generally self-reported, which emphasises a maturing human rights culture in the business. All operations have grievance and independent *anonymous whistle-blowing mechanisms* accessible to internal and external stakeholders. All allegations are rigorously investigated using accepted investigation protocols, and where appropriate, investigations are independent.

Remediation and remedy refer to both the processes of providing remedy for an adverse human rights impact and to the substantive outcomes that can counteract, or make good, the adverse impact. These outcomes may take a range of forms, including apologies, restitution, rehabilitation, financial or non-financial compensation and punitive sanctions (whether criminal or administrative, such as fines), as well as the prevention of harm through, for example, injunctions or guarantees of non-repetition.

AngloGold Ashanti must take steps to prevent, mitigate and remediate adverse impacts that are identified through its assessment to have been or could be caused or contributed to by AngloGold Ashanti, in line with the requirements of the Management Standard on Community Complaints and Grievances.

For those adverse impacts not directly attributable to AngloGold Ashanti but to which it is indirectly linked, AngloGold Ashanti must endeavour to use its leverage to seek a change in behaviour and remediation by the third party directly responsible. Where AngloGold Ashanti does not have enough leverage, it must seek to increase its leverage in line with the UN Guiding Principles.

AngloGold Ashanti’s Grievance and Complaint Standard sets clear parameters for grievance mechanisms. Centralised information systems mean that it is easier to record, monitor and resolve issues – quickly and effectively. All complaints are fast-tracked to be resolved within a 30-day period, except when there are complicating or extenuating circumstances. All operations and sites have their grievance mechanisms audited on a regular basis. These audit outcomes are reported to the board on a quarterly basis.



Tanzania – Gelta

## CASE STUDY: Remediation at Siguiri mine in Guinea

In 2017, local community members neighbouring Siguiri mine filed a complaint with the IFC Compliance Advisor Ombudsman (CAO) to voice their concerns about the resettlement process being followed when the decision was taken to expand the footprint of the mine. The community felt that they had not been fairly compensated for their land and that adequate measures to restore their livelihoods had not been put in place.

Under the auspices of the CAO, a mediation process has been underway since 2018 to redress the grievances raised. A CAO assessment does not entail a judgment on the merits of complaints. Rather, the aim is to listen

to people’s concerns, understand the different perspectives, and gauge whether it is possible to address the concerns in a collaborative process. This remediation process has involved the community complainants, local and international NGOs, and AngloGold Ashanti to agree on a number of issues under mediation, including compensation and livelihoods, human rights, consultation, information, water, and schooling. Implementation of four of these agreements were completed during 2020. CAO continues to monitor the implementation of the agreements reached and maintains continuous contact with the parties. Due to the COVID-19 pandemic, CAO and the parties are unable to meet in person and are using virtual platforms to continue the dialogue process, which is ongoing.

# THE HUMAN RIGHTS DUE DILIGENCE PROCESS



Guinea – Sguiri

## United Nations Guiding Principle 17

**In order to identify, prevent, mitigate and account for how they address their adverse human rights impacts, business enterprises should carry out human rights' due diligence. This process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.**

In 2016, we introduced a Global Human Rights Due Diligence Standard. The standard outlines a continuous due diligence process aimed at

building internal awareness and understanding of where our activities may infringe or impact on the rights of others, and then to mitigate any such infringements. It is applied to all wholly-owned AngloGold Ashanti sites and integrated into every stage of the project lifecycle, irrespective of the size of our capital investment.

We engage with all stakeholders, both internal and external, on all aspects of our work affecting them.

By applying the key elements of due diligence, it is possible for AngloGold Ashanti to manage its human rights risks effectively, while meeting

its responsibility to respect human rights. The due-diligence approach provides a level of detail and structure to help identify and understand specific human rights risks and to take the necessary actions to prevent, mitigate and address them.

The benefits of human rights due diligence include improved risk management; improved social license to operate; reputation benefits, and access to opportunities and resources; attraction and retention of good staff; provide support to company ethics and values; legal compliance and avoidance of legal liabilities; and investor confidence and access to financial resources.

## Human rights considerations are relevant across various disciplines



### Safety and Health Page 21

- Right to a safe working environment
- Right to health – of workers and community



### Environment Page 23

- Pollution – right to healthy environment; access to water; right to livelihoods, etc



### Community Page 24

- Resettlement; cultural rights etc
- Land rights
- Indigenous rights
- Right to be engaged on mining activities and impacts
- Equitable access to development opportunities availed by the mine



### Security Page 25

- Right to security
- Right not to be subjected to torture, cruel, inhuman or degrading treatment or punishment



### Supply chain / Finance Page 26

- Practices of suppliers (e.g. child labour, conditions etc.)
- Modern slavery practices
- Payment conditions (creditors age analysis)



### Human Resources Page 27

- Right to enjoy just and favourable conditions of work
- Non-discrimination, gender equality
- Freedom of association and to form or join unions



### Government relations / Legal / Compliance Page 15

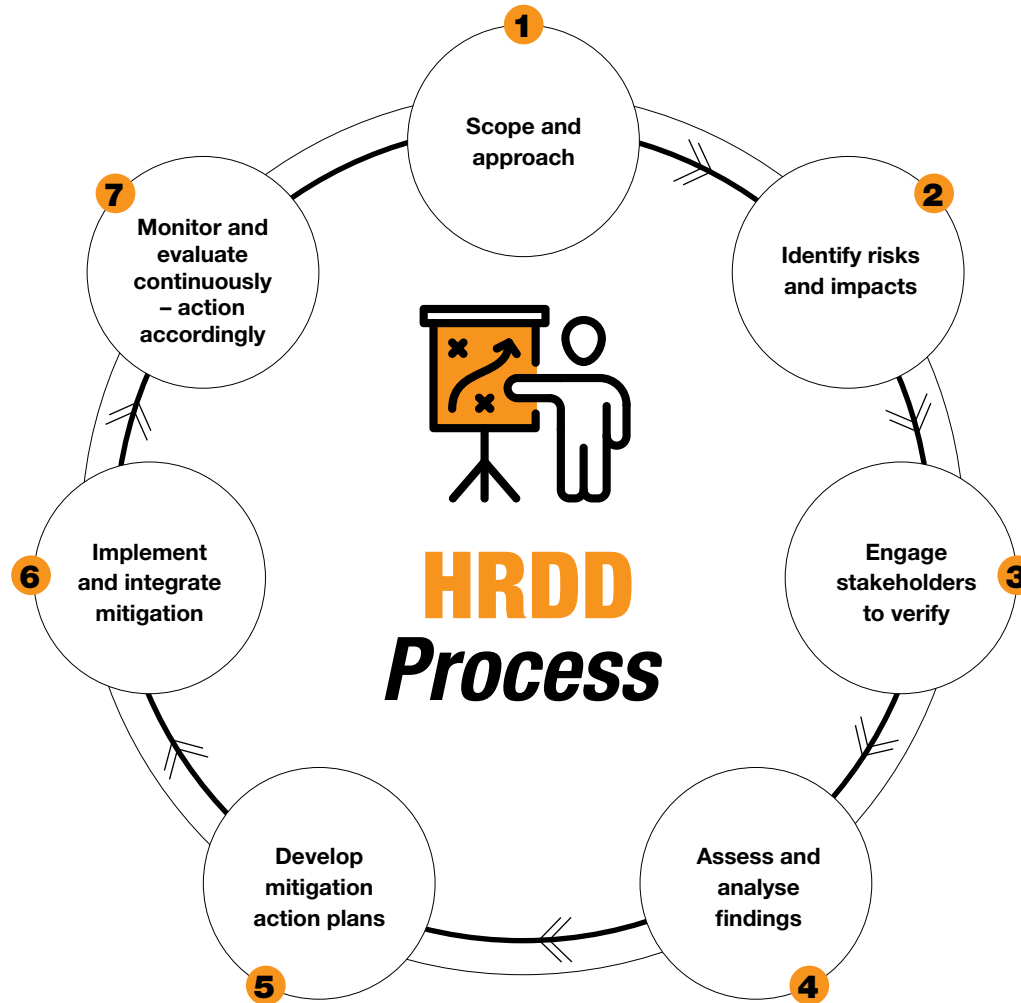
- Issues of complicity
- Bribery and corruption

# THE HUMAN RIGHTS DUE DILIGENCE PROCESS continued

Each assessment covers all possible scenarios from which risks and impacts may originate, including:

- **Context:** whether the country/location/activity in question is particularly prone to human rights violations; whether there are significant gaps between the country's laws and international standards on human rights.
- **Rights at risk:** All internationally recognised human rights must be covered, but with particular attention paid to salient human rights for the company and activity in question. The assessment also identifies who are most likely to be perpetrators and victims of violations of each right.
- **Risks and impacts which AngloGold Ashanti may cause** as a result of direct actions of AngloGold Ashanti
- **Risks and impacts to which AngloGold Ashanti may contribute** as a result of the actions of third parties, but to which AngloGold Ashanti contributes, for instance through the provision of material, logistical or other forms of support to a business partner who commits human rights abuses.
- **Risks and impacts with which AngloGold Ashanti may be linked** because of a link to products, services and activities of third parties with whom the company has relationships, but in which it has played no part.
- **Potential impacts** which have not occurred but may do so in future as well as actual impacts that have occurred or are ongoing.

## The ongoing/continuous human rights due diligence process



By the end of 2020, all operations had conducted due diligence self-assessments based on the 12 components listed below. Group verification assessments are ongoing.

- Artisanal and small-scale mining
- Child rights and labour (modern slavery)
- Conflict resolution
- Employment practices
- Diversity and Gender
- Indigenous peoples
- Compliance and governance
- Supply chain and relations with business partners
- Relations with host governments
- Resettlement management
- Security management
- Environmental management



# OUR PROGRESS IN 2020

This section outlines specific areas of focus for AngloGold Ashanti. These focus areas are linked to the various disciplines across the business, including health and safety, community, security, supply chain, human resources, and the environment. It outlines the steps we have taken during the year as well as measures we have put in place to address potential human rights risks and violations in the future.

## SAFETY AND HEALTH



**“The UN International Covenant on Economic, Social and Cultural Rights of 1966 defined safe and healthy working conditions as fundamental human rights.”**

### Employee wellbeing

In 2020, the health of employees and communities remained amongst the highest material risks. Our approach is driven by the inter-dependence between employees and community health and is therefore informed by occupational environment as well as social determinants of health.

At AngloGold Ashanti, the wellbeing of employees and their protection from injury and harm is the foundation of who we are and how we conduct ourselves in everything that we do.

Safety is our first value and the board provides leadership to ensure that safety remains AngloGold Ashanti’s top priority.

Our aspiration remains to create healthy workplaces, healthy employees and healthy communities. The health strategy therefore aims at being proactive and focusing on prevention both in the short- and long-term. We manage risk inside and outside the mine fence. This is done by reducing harmful workplace exposures, optimising employee fitness for work and for general wellbeing.

We believe that a safe environment should be the outcome of a well-executed tactical, operational process as opposed to one of inputs. We support this principle with the following focus areas:

*execution through line management*

*improving organisational culture*

*information and knowledge management*

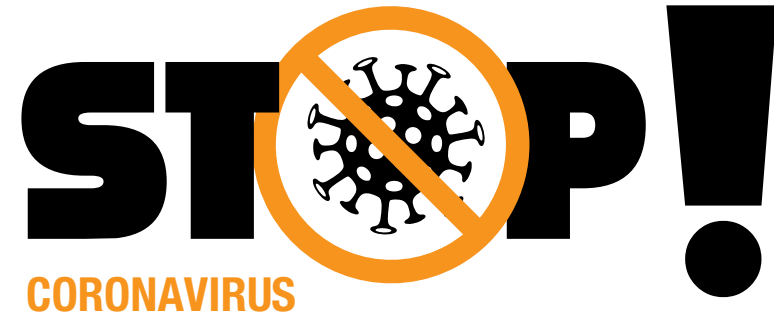
*technology and innovation*

*risk management*

*critical control monitoring*

*contractor management*

*implementing internationally recognised safety standards*



### CASE STUDY: responding to the Covid-19 pandemic

In 2020, the COVID-19 pandemic took an unprecedented toll on business and socio-economic systems across the globe and forced businesses to take extraordinary measures to protect the health of people. Given the interconnectedness between employees and communities, AngloGold Ashanti focused its measure to protect both stakeholders. The Company implemented a host of initiatives on its mine sites and in the surrounding communities – including awareness and personal hygiene campaigns.



### COMMUNITY AND HUMANITARIAN WORK UNDERTAKEN

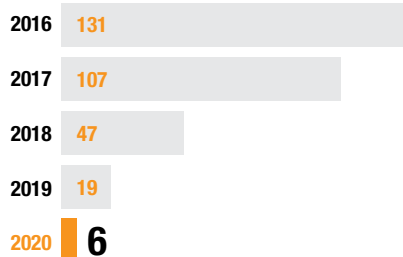


Find out more here [www.agacovid19.com/](http://www.agacovid19.com/)

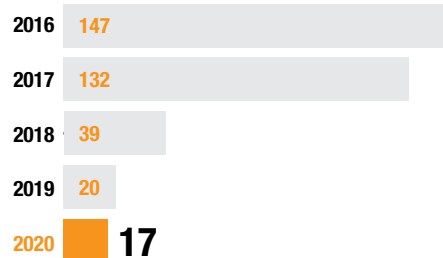


**Our performance**

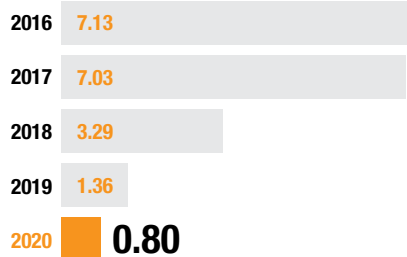
**New cases of silicosis**  
(number of new cases)



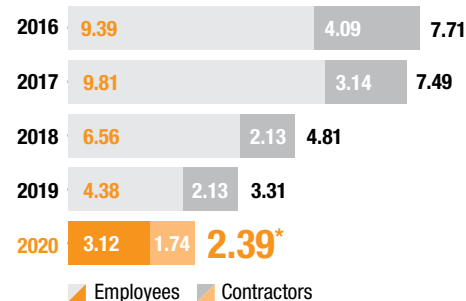
**Noise-induced hearing loss (NIHL)**  
(number of cases)



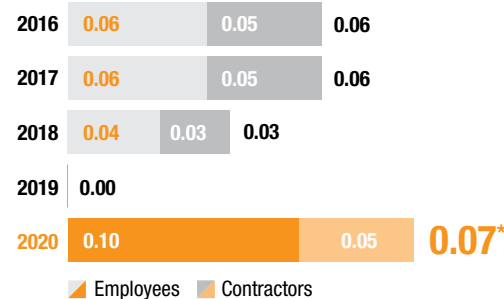
**All occupancy disease frequency rate (AODFR)**  
(per million hours worked)



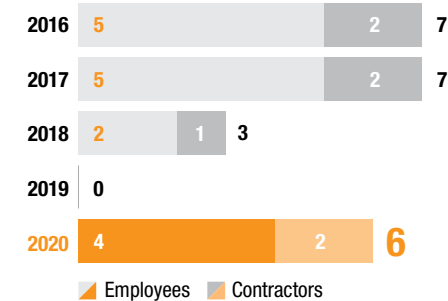
**All injury frequency rate**  
(per million hours worked)



**Fatal injury frequency rate**  
(per million hours worked)



**Occupational fatalities**  
(number of fatalities)



**High-potential incidents**  
(per million hours worked)



**Next steps**

During the year, we moved forward with the group safety strategy, where a three-year workplan was established for the period 2018-2020. It has provided direction and guidance to achieve our 2030 aspirational goal of workplaces free of injury and harm.

**Resources**

 [Fundamental Labour Rights Policy](#)



Ghana - Obuasi



# ENVIRONMENTAL RIGHTS

In living our value of environmental respect, we ensure that the potential for environmental harm from our activities is minimised and that we responsibly manage the natural resources over which we are custodians.

## Key to our Environmental Policy is the commitment to:

- Comply with applicable laws, regulations and the voluntary commitments which we have adopted
- Integrate environmental management into the way we operate and promote environmental responsibility among employees.
- Engage with potentially affected stakeholders throughout the lifecycle of our operations and consider their views when developing mitigation actions.
- Maintain and continually improve our environmental management systems and hold ourselves accountable for our environmental performance.
- Proactively identify and assess threats and opportunities, instituting practicable solutions to reduce our environmental risks and liabilities.

- Responsibly manage the environmental resources under our stewardship and contribute to biodiversity protection in our areas of operation.
- Manage tailings and heap leach facilities to protect and maintain human health and safety and the environment.
- Work to prevent pollution and minimise the generation of waste from our activities.
- Seek out innovative solutions for adapting to the effects of climate change and to mitigate our carbon footprint.
- Ensure that resources are available to meet our closure obligations.

## Managing water use

In 2019, to align our water reporting with the ICMM Consistent Water Reporting guide, we undertook an analysis of our operating sites' water context using the WWF (World Wildlife Fund) Water Risk filter. This has been updated during 2020, and we have elevated the profile of water scarcity in our overall reporting on water. Water stewardship actions ensure that our interactions with this vital resource improve community access and enjoyment of their rights to water.

## Our performance

	2020	2019	2018	2017	2016
<b>Water use (Megalitres)</b>					
Group	47,405	47,896	45,892	52,219	50,716
Annual water re-use percentages	73%	76%	77%	75%	76%
Reportable environmental incidents	8	3	2	3	1



Percentage of sites by catchment stress category (%)

- High stress 17%
- Moderate stress 75%
- Low or very low stress 8%



Group site water sources and local climate type (%)

- Arid and semi-arid 57%
- Arid and semi-arid (low quality groundwater) 25%
- Arid and semi-arid (utility water) 19%
- Arid and semi-arid (surface water) 13%
- Tropical (surface, ground and utility water) 30%
- Dry sub tropical (surface water) 13%

Source: WWF Water Risk Filter

## Resources



## CASE STUDY: Climate Change Working Group

Climate change isn't simply a political or economic issue, it's a human rights issue. As the planet heats up, bringing with it more extreme weather events, people will be left without access to basic human needs like water, food and shelter.

In 2020, AngloGold Ashanti formed an internal Climate Change Working Group to lead the development of an updated climate change response for the group. Its work includes the development of carbon mitigation solutions which support of our ultimate goal of net zero by 2050 and to enhance the climate resilience of our operations and host communities. This will be supported by internal climate performance incentives and implementing the Task Force on Climate-Related Financial Disclosure recommendations. Medium- and long-term targets will be announced later in 2021.





## COMMUNITY: INDIGENOUS PEOPLES' RIGHTS

While Indigenous Peoples share many of the same concerns and aspirations as other communities impacted by exploration and mining activities, due to their unique characteristics and circumstances, AngloGold Ashanti seeks to ensure its interactions with Indigenous Peoples are in keeping with good practice.

Our Indigenous Peoples' standard aligns with International Standards and conventions, such as the ICMM Position Statement on Indigenous Peoples, the UN Declaration on the Rights of Indigenous Peoples and the International Finance Corporation's Performance Standard 7 on Indigenous Peoples, where applicable.

The standard is in place to ensure that the company's activities foster full respect for and preserve the dignity, human rights, aspirations, cultures, religions, and livelihood activities of Indigenous Peoples as well as the long-term

sustainability of the natural resources located within the traditional or customary lands of Indigenous Peoples.

Where AngloGold Ashanti activities have potential to disturb indigenous communities, the site must work to understand and respect the social, economic, environmental and cultural interests and perspectives of the Indigenous Peoples as well as their rights as articulated and defined within local, provincial, national laws and conventions.

### Timely and appropriate engagement

We adopt and apply engagement and consultation processes that ensure the meaningful participation of indigenous communities in decision making, through a process that is consistent with their traditional decision-making processes and is based on good faith negotiation.

### Sacred sites

Respect for the culture and traditions of our host communities is essential to good community relations. Our commitment to legal obligations, adherence to international standards of good practice, and our management standard remains a priority in cultural and heritage management processes.

Ghana - Obuasi



### CASE STUDY

#### Working with the aboriginal community in Australia

As a founding member of the Laverton Leonora Cross Cultural Association (LCCA), AngloGold Ashanti, through its Tropicana and Sunrise Dam mines, continues to provide management support to the this community-based association. The association is supported by Glencore, Lynas Corporation and Gold Fields, as well as local Aboriginal organisations, who pool their resources to generate stronger and more sustainable local community-based initiatives. The LCCA operates as a community hub, which includes an art gallery for Aboriginal artists to display and sell their works, a women's room for arts and crafts projects and a workshop shed, which is used for a range of activities from wood working to music programmes.

Also in Australia, our Indigenous Employment Programme known as "Get into Mining" saw seven trainees who started the programme in 2019 successfully graduate and transition into full-time roles at Tropicana mine during 2020.

### Resources



[Management Standard Indigenous People](#)

### Resettlement

As per our commitments under the ICMM Position Statement on Indigenous Peoples and Mining, and aligning to the principle of Free, Prior and Informed Consent (FPIC), we work to obtain the consent of indigenous communities for new projects and changes to existing projects. These projects are typically located on lands traditionally owned by or under customary use of Indigenous Peoples and are likely to have significant adverse impacts on Indigenous Peoples, including where relocation and/or significant adverse impacts on critical cultural heritage are likely to occur.

### Our performance

Sites on or adjacent to indigenous territories with formal agreements with indigenous people

1

# SECURITY: VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS



AngloGold Ashanti has been an active member of the Voluntary Principles on Security and Human Rights (VPSHR) since 2007. The Principles address a critical gap for companies seeking guidance on managing their potential exposure to inappropriate security and human rights practices, especially in countries that are associated with conflict and high potential for human rights abuses.

They also provide guidance for companies on identifying human rights and security risks and engaging and collaborating with state and private security forces.

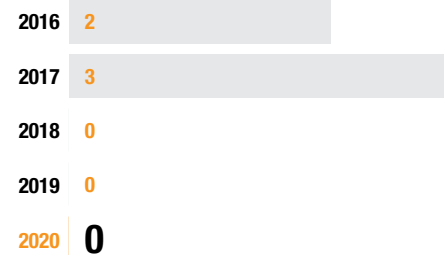
The Principles underpin the company's security management practices at all AngloGold Ashanti's operations. In making decisions on, and addressing, any human rights, security and community issues, the company takes an interdisciplinary approach. Furthermore, performance regarding human rights and the implementation of the Voluntary Principles forms part of the company's annual sustainability reporting, which is publicly available at [www.aga-reports.com/20](http://www.aga-reports.com/20).



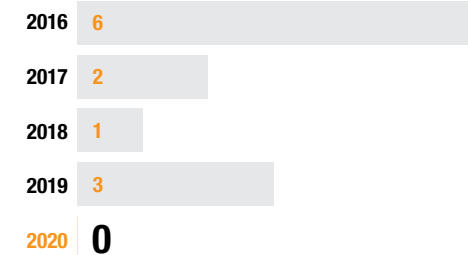
Ghana - Obuasi

## Our performance

**Number of reported human rights incidents under VPSHR**  
(number)



**Number of human rights allegations under VPSHR**  
(number)



### Next steps

- Resilient security systems enabled by technology and intelligence driving a predictive and pre-emptive approach
- Community involvement and partnering in security and human rights issues

- ### Resources
- [Global Security Policy](#)
  - [Global Security Risk Management Standard](#)
  - [VPSHR](#)

***“Through the implementation of the Voluntary Principles, governments, NGOs and companies can participate in dialogue, engage in mutual learning and problem solving, create common approaches to address challenges, and jointly promote human rights.”***

VPSHR 2010

# SUPPLY CHAIN: MODERN SLAVERY



The integration of human rights standards across the AngloGold Ashanti supply chain remains a key focus. The Company is carrying out work on supplier self assessments and enhanced processes to monitor the human rights (or ESG) standards and performance of its suppliers.

In Australia, where we have operations, the Modern Slavery Act passed in 2018 requires that companies report on the risks of modern slavery in the company's supply chains, and actions being taken to address those risks.

## Forced labour

AngloGold Ashanti prohibits the use of all forms of forced, compulsory, bonded, military or slave labour and human trafficking. We do not engage in or knowingly benefit from any use of labour associated with such practices. We also consider carefully employee overtime and their right to freedom of movement where accommodation is provided.

AngloGold Ashanti is also committed to acting against forced labour in artisanal and small-scale mining activities that take place on our or business partner concessions.

## Suppliers

During 2020, we undertook to update our supplier self-assessment questionnaire (SAQ) to include modern slavery requirements which focus on potential modern slavery risks in our supply chains.

### Our performance

#### New suppliers screened in 2020

	%
Using labour practices criteria	46
Using human rights criteria	46
Using environmental criteria	46
Using impact on society criteria	51

## Next steps

As a subset of the broader AngloGold Ashanti Human Rights Framework, Modern Slavery has been identified as an area of focus, and AngloGold Ashanti is formally kicking off a project in March 2021 to conduct a global assessment of its external supply chain. We will be partnering with a market-leading service provider to add third party due diligence and expertise in the effort to accelerate our response in this area. A data-driven approach will be deployed to analyse supplier location and segmentation of global spend and identify "hot spots" where risk may be more prevalent. AngloGold Ashanti will build a more comprehensive plan to address potential Modern Slavery risks moving forward.



## Resources

- [UK Modern Slavery Act Statement 2018](#)
- [Modern Slavery Statement 2020](#)
- [Group Responsible Sourcing](#)

Ghana

## HUMAN RESOURCES: LABOUR RIGHTS



**Our Fundamental Labour Rights Policy articulates our commitment to internationally accepted labour and human rights standards in our employment practices at all our operations, in particular the ILO Declaration on Fundamental Principles and Rights at Work.**

The company's overriding commitment is to provide a good working environment characterised by equality and diversity in which employees are treated fairly and with

respect. We also want employees to have the opportunity to contribute to business success and realise their full potential as individuals.

It is understood that while the principles contained in this policy are subject to national laws, AngloGold Ashanti will strive to adhere to ethical best practice and internationally accepted labour standards as a minimum. We seek ways to honour the fundamental labour principles when facing conflicting or unclear requirements.

### Freedom of association and collective bargaining

Employees and employers have the right to form and join associations for the protection of their interests and to bargain collectively, but may not be compelled to do so. They may exercise this right without fear of reprisal, intimidation or harassment.

Our approach to employee relations is predicated on a relationship-based model. We strive to establish constructive relations with our employees and their union representatives based on our company values and our determination to embed interest-based collective bargaining. Working closely with our sites we are also at the forefront of ensuring that we comply with local legislation as well as with our regulatory obligations. Our employees are highly unionised and the need to build positive relations is part of our overall stakeholder management philosophy.

### Child labour and minimum age

We prohibit the use of child labour and will not knowingly engage in or benefit from its use.

We commit to constructive engagement with all relevant stakeholders, including governments, in efforts to eradicate child labour where it is found on our concessions.



Ghana - Iduapriem

## FREEDOM OF ASSOCIATION:

**Geita:**  
**86% of employees unionised**

**Obuasi and Iduapriem:**  
**80% of employees unionised**

**Siguiri:**  
**94% of employees unionised**

**Sadiola:**  
**99% of employees unionised**

**Córrego do Sítio, Cuiabá and Serra Grande (Brazil):**  
**24% of employees are unionised**

**Cerro Vanguardia:**  
**90% of employees unionised**

## HUMAN RESOURCES: LABOUR RIGHTS continued

### Discrimination, equality and equal opportunity

**We value diversity, equal opportunity and do not tolerate discrimination.**

We are committed to making competencies, qualifications, skills and experience the basis for the recruitment, placement, training and advancement of employees and contractors at all levels and apply the concept of equal pay for work of equal value. We are also committed to paying our employees a fair living wage.

Through internal monitoring processes, we regularly assess the impact of our policies and activities on promotion of equal opportunities and non-discrimination. To that extent, we also strive to take positive actions to provide for the protection and advancement of employees requiring additional considerations, including establishing as far as reasonably possible, workplaces for persons with disabilities to help them earn a living under suitable conditions, and establishing or participating in programmes that address issues such as promotion of employment for youth and older workers, equal employment opportunities for women, and more balanced representation of women in senior positions.

### Sexual harassment

The company's sexual harassment policy is in place to facilitate the elimination of sexual harassment and deal with it as a serious form of misconduct and when sexual harassment does occur, the expeditious reporting and handling thereof. It encompasses physical, verbal and quid pro quo harassment.

#### Our process

To provide employees with a platform for reporting sexual misconduct and other labour complaints or grievances, the company has a whistle-blowing policy that provides a channel for employees to report such acts anonymously. To ensure independence of the process, reports may be made to management or through several mediums administered by a third party, Tip-Offs Anonymous, including the intranet, internet, telephone, short messaging system (sms), fax and post. All reports received are investigated and outcomes reported to the Social, Ethics and Sustainability Committee and the Audit and Risk Committee on a quarterly basis. Reporters have the option to request feedback on reported cases. The whistle-blowing policy encourages reports to be made in good faith in a responsible and ethical manner. The whistleblowing policy is available on the company's website at:

[www.anglogoldashanti.com/company/governance/](http://www.anglogoldashanti.com/company/governance/).



#### Resources



[Sexual Harassment Policy](#)

## HUMAN RESOURCES: LABOUR RIGHTS continued

### Diversity and inclusion

AngloGold Ashanti is firmly committed to a working environment free of unfair discrimination and harassment, where personal integrity and dignity is respected by all. To this end, the board has approved a policy on the promotion of gender diversity, and the company's succession planning processes specifically support the advancement of women.

Women are also provided with opportunities to advance their careers through secondments, mentorship programmes, middle management to executive development programmes, courses through local and international educational institutions, and participation on external boards outside of AngloGold Ashanti.

Given ingrained disparities, equal treatment of women and men is insufficient as a strategy for gender equality. Specific measures must be developed to identify and remove the underlying causes of discrimination in policies, procedures, beliefs, practices and attitudes that maintain gender inequality.



Australia – Tropicana

### CASE STUDY:

#### Global Women's Forum

AngloGold Ashanti's Global Women's Forum was launched in December 2019. The forum's purpose is to ensure that we uphold the principles of good corporate citizenship pertaining to diversity and inclusion.

The Forum bring together cross-functional disciplines across the business by monitoring, providing strategic guidance, and advising management on matters relating to women in the workplace and gender parity.

The committee consists of three executive vice-presidents and nine members from the broader staff. Subcommittees have been established that deal specifically with training and development; workplace conditions, culture and the prevention of discrimination; and recruitment and remuneration.

Diversity and Inclusion Committees have also been established in Australia, Brazil, Ghana

and Tanzania. In Australia and Brazil, the teams have implemented initiatives that go beyond gender equity to incorporate other important diversity-related elements.

The focus at our Australian operations has been on supporting members of the LGBTQIA+ community. AngloGold Ashanti Australia has introduced internal educational initiatives on LGBTQIA+ issues and participated in the Perth Pride Parade in 2019.

In Brazil, the team is focusing on recruiting and supporting people with disabilities, since Brazil has implemented a legislative requirement that 5% of our staff comprise people with disabilities. We aim to achieve this target by the end of 2021, and to push it even further in the years to come

Our Obuasi operation in Ghana is focusing its efforts on gender equity, and on prioritising women in its recruitment processes.

### Bloomberg Gender Equality Index

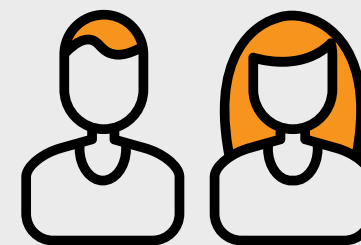


AngloGold Ashanti is proud to be included in the 2020 Bloomberg Gender Equality Index (GEI), which assesses companies based on several metrics. These include whether women are likely to remain employed at companies following parental leave, the availability of on-site lactation rooms, and the sponsorship of science, technology, engineering and mathematics education programmes for women.

AngloGold Ashanti is one of 325 companies headquartered across 42 countries and regions included in the index. This lays a strong foundation for us to improve our efforts towards promoting gender equity in particular, and diversity and inclusion more broadly.

### Our performance

#### Gender representation



#### Global gender split:

**87%** male | **13%** female

#### Board composition by gender:

**44%** female

### Resources



*Gender Equality and Empowerment of Women Policy*

## IN CLOSING

# UPHOLDING COMMUNITY RIGHTS

Dr Kojo Busia / Chairperson of the Social, Ethics and Sustainability Committee



*Our commitment to human rights extends beyond our employees to how we perceive and uphold communities' rights in the areas in which we operate.*

**It is an honour to pen my contribution for AngloGold Ashanti's inaugural Human Rights Report. Our company's respect for human rights is a subject close to my heart, and one that occupies much of my time as chair of the Social, Ethics and Sustainability Committee.**

Across AngloGold Ashanti, and especially at a board level, there is an absolute commitment to respecting and protecting human rights. The Group goes to great lengths in adopting international standards, principles and frameworks that guide our operations throughout the jurisdictions in which we operate. Our human rights due diligence process covers operational challenges material to our core business, looking at impacts on our communities and on other stakeholders. As a leader in this area, our core values reflect the foundations of human rights frameworks and the UNGP's operational modalities of protect, respect and remedy.

We strive to go over and above prescribed industry standards by stressing the interdependence of ESG issues through our due diligence frameworks. We also recognise that our due diligence is not only restricted to social issues – rights, religious, ethnic, sexual and gender discrimination – but also environmental issues and the specific existential challenge of climate change.

At the centre of this approach is that ensuring the safety of our employees is not negotiable – their right to life and right to be safe is our primary responsibility, and a responsibility that AngloGold Ashanti must uphold.

Our commitment to human rights extends beyond our employees to how we perceive and uphold communities' rights in the areas in which we operate. Making sure that our host communities are safe is a fundamental human rights consideration, and not just an issue of maintaining our social licence to operate.

Inextricably linked to the safety and wellbeing of people is the protection of their environmental rights. The current climate change risks facing the world mean that we must make clear our commitment to protecting and respecting the environmental rights of communities, including monitoring and reducing carbon emissions, pollution, water and energy use. Simply put, the impacts of climate change directly impact on society and we must mitigate the physical hardships like extreme heat, rain and drought caused by climate change – now and in the future.

We must also consider any damage to vegetation, forests or biodiversity as a human rights violation as this poses risks for our communities, who depend on these natural resources as a source of livelihood.

A second area of the human rights spectrum that I am particularly passionate about is the rights of artisanal and small-scale miners (ASM). Artisanal

mining is a complex social issue that is inextricably linked to human rights. As a responsible mining company, we cannot be blind to the causal factors of ASM such as poverty and its consequences such as environmental degradation. I believe we need to do our best to serve as a catalyst in mitigating these factors. After all, our operations occupy the same space as our communities, and we all rely on the same resources, like land and water. If not managed responsibly, we could impact on their rights to health and livelihood. It is our duty to respect these human rights. It is our responsibility to remedy any wrongdoing.

In closing, I believe that our performance at AngloGold Ashanti is built on firm foundations, but that by enhancing the application of the standards and going beyond compliance, we can take advantage of new opportunities thereby taking our performance to the next level, and I look forward to doing all I can to achieve this.

## DEFINITIONS

**Artisanal and small-scale mining:** broadly refers to mining practiced by individuals, groups and/or some members of the communities and may be organised or unorganised; legal or illegal and characterised by a combination of key features.

**Forced labour:** Any work or service that is provided by a person under the menace or threat of a penalty, and where that person does not work voluntarily.

**Gender equality:** refers to the equal rights, responsibilities and opportunities of women and men (and girls and boys). It implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men\*.

**Human rights:** rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.

Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination\*.

**Human rights abuse:** when a human right or rights is not protected, or is actively disregarded, this is considered an abuse. States, companies and individuals can all abuse human rights.

**Human rights defender:** a person who acts to address any human right (or rights) on behalf of individuals or groups. Human rights defenders seek the promotion and protection of civil and political rights as well as the promotion, protection and realisation of economic, social and cultural rights.

**Illegal mining:** refers to any mining activities (Artisanal, Small-scale, Medium or Large-scale) undertaken either in contravention of the laws

(not licensed) of the host country or carried out in / on AngloGold Ashanti's licence area without the prior consent of the Company in the case of tributating. (In Colombia and Brazil, illegal mining activities in this category are limited to those associated with subsistence push factors to differentiate them from illegal-criminal mining activities).

**Indigenous Peoples:** In keeping with international convention, the term "Indigenous

Peoples" is used in a generic sense to refer to distinct social and cultural groups possessing the following characteristics in varying degrees:

- Self-identification as members of a distinct indigenous cultural group and recognition of this identity by others;
- Collective attachment to geographically distinct habitats or ancestral territories and to the natural resources in these habitats and territories;

- Customary cultural, economic, social, or political institutions which are separate from those of the dominant society or culture;
- An indigenous language, often different from the official language of the country or region.

**Sexual harassment:** is unwanted and uninvited conduct of a sexual nature, which causes discomfort and has a negative effect on the dignity of the recipient. It may include, but is not limited to, unwanted physical, verbal or non-verbal conduct, including quid-pro-quo pressure.

**Traditional lands:** Lands not necessarily under legal ownership, but which are used by Indigenous Peoples for their communal livelihood activities, or have natural, cultural, ceremonial or spiritual values linked to their identity.

*\* Definitions taken from United Nations documentation*







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