

Anglo American Global Compact Communication on Progress 2009

This COP should be read in conjunction with the *2009 Anglo American Report to Society*, the *sustainable development section* of the Anglo American website, and with reference to the links (in italics) embedded in the report. Our leadership commitment to the Principles of the Global Compact may be viewed on pages 2-5 of our Report to Society.

Human rights

Anglo American's commitment to support, respect and uphold human rights

In line with the Company's commitments to, among others, the UN Global Compact, Anglo American endeavours to ensure that it not only refrains from abusing human rights within its sphere of influence, but also seeks to promote them.

While Anglo American believes that governments are the primary custodians of positive human rights, it is proud of the role it is playing in contributing to the realisation of economic and social rights.

Principle 1: performance and practical actions

Our contribution to the realisation of economic and social rights includes the work associated with the Anglo American Socio-Economic Assessment Toolbox (SEAT), Anglo Zimele, community development and capacity building initiatives, investment in employee housing, as well as the Company's economic contribution to governments in the form of taxes.

For further information, refer to *Anglo American's approach to human rights* * Anglo American RtS pages 33-38 * *Anglo Zimele, CARE Brazil and Emerge Chile* * *Anglo Zimele: a showcase of companies* * *SEAT* * *Social investment* * *Anglo American Group Foundation* * *Anglo American Chairman's Fund* * *Value Added and payments to governments* * *Employee housing*

Principle 2: performance and practical actions

In recent years, we have increasingly embedded human-rights concerns into our management systems. This includes the integration of human rights into SEAT tools on community health, gender, and conflict prevention and resolution.

For projects, the new integrated Social & Environmental Impact Assessment Standard, contained in Volume 2 of the Anglo Environment Way, now includes a human rights component in the impact assessment process for projects.

The new Group social policy includes an explicit commitment to the Universal Declaration of Human Rights, while the Social Way contains several clauses intended to protect the rights of employees and host communities.

By the end of 2009, 43% of mining and smelting operations had a complaints and grievance procedure in place. These are designed to provide a mechanism for stakeholders to access remedy for potential human rights abuses.

Anglo American is also a long-standing signatory to the Voluntary Principles on Security and Human Rights. The principles provide a framework that enables us to keep our people and assets safe at every Anglo American location without adversely affecting the human rights of our neighbours.

The Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Ensure that they are not complicit in human rights abuses

Related policies

*Anglo American Good
Citizenship Business
Principles*

Anglo Social Way

*Anglo American Supply Chain
Sustainable Development
Policy*

*The Anglo Environment Way
Volume 2*

*Voluntary Principles on
Security and Human Rights*

Finally, Anglo American's Supply Chain Sustainable Development Policy and Code outlines our expectations that suppliers uphold fundamental human rights and fair labour practices, in line with internationally recognised standards. For further information, refer to [Anglo American's approach to human rights](#) * [Anglo American's involvement with the Voluntary Principles on Security and human rights](#) * [Anglo Platinum Resettlements at Ga-Pila and Motlhotlo](#) * Anglo American RtS pages 33-38

Labour rights

Anglo American's commitment to uphold labour rights

Anglo American does not tolerate any form of unfair discrimination, inhumane treatment, forced labour, child labour, harassment or intimidation in the workplace. We are committed to the labour rights principles of the Global Compact, including the right to freedom of association and collective bargaining, the eradication of child and forced labour and non-discrimination. We expect our supply chain to strive to adhere to all of our employment and labour-rights principles.

Principle 3: performance and practical actions

Anglo American's Business Principles recognise the right of our employees to freedom of association and to collective bargaining – a commitment that is supported in our Group Human Resources Policy and included in the Anglo Supply Chain Sustainable Development Code. More than 83% of Anglo American employees are represented by work council, trade unions or other similar bodies, with 47% covered by collective bargaining agreements.

Principles 4 and 5: performance and practical actions

We prohibit child labour in our operations and continued to report no cases of forced labour or child labour at Anglo American during 2009. Our Business Principles also state that we will develop a responsible approach to ending child labour that ensures the welfare of the children, should we encounter cases in our supply chain. The Anglo Supply Chain Sustainable Development Code prohibits the use of exploitative child labour and states that the Company will not tolerate forced, bonded or involuntary prison labour.

Principle 6: performance and practical actions

Anglo American's commitment to eliminate discrimination is included in our Business Principles, and supported by the Group HR policy, which states that Anglo American and its subsidiaries will promote workplace equality and will seek to eliminate all forms of unfair or arbitrary discrimination. Anglo American dismissed ten employees during 2009 as a consequence of unfair discrimination practised by those employees. The Anglo Supply Chain Sustainable Development Code also requires that suppliers eliminate all forms of unfair discrimination and encourage diversity in their workforce.

It is our policy to provide equitable access to employment opportunities and to employ the best person for any role. We will put in place meaningful support structures based on individual needs for those who may have been previously disadvantaged, to enable every employee to realise their full potential. Diversity is of particular importance in South Africa, which hosts the majority of Anglo American employees. [More on diversity](#)

The Principles

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4: Eliminate all forms of forced and compulsory labour

Principle 5: Ensure effective abolition of child labour
Principle 6: Eliminate discrimination in respect of employment and occupation

Related policies

[Anglo American Good Citizenship Business Principles](#)

[Anglo American Supply Chain Sustainable Development Policy](#)

Environmental responsibility

Anglo American's commitment to environmental responsibility

The Anglo American Environmental Vision is to minimise harm to the environment by designing, operating and closing all of our operations in an environmentally responsible manner. We support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies within the Company.

Principle 7: performance and practical actions

Anglo American's precautionary approach to environmental issues is embedded in the Anglo Environment Way's Social and Environmental Impact Assessment (S&EIA) Standard and are inherent in the seven other performance standards that constitute the suite of Anglo Environment Way Performance Standards. The purpose of the S&EIA standard is to ensure that all Anglo American projects proactively consider social and environmental matters in their planning and decision-making. The other Performance Standards relate to water, air quality, mine closure, biodiversity, rehabilitation, mineral residue, non-mineral waste and hazardous substances.

Principle 8: performance and practical actions

Anglo American's commitment to environmental responsibility is stated in the Group's overarching Good Citizenship Business Principles. To encourage a uniform approach to environmental management across the Group, corporate environmental policy, an environmental management framework, and specified mandatory environmental performance standards have been set. These are all included in The Anglo Environment Way. The Anglo Supply Chain Sustainable Development Code sets out environmental performance requirements of suppliers and contractors who work with Anglo American.

More information on initiatives to promote greater environmental responsibility, within the business and beyond its boundaries, is available in the Anglo American Report to Society (2009) on pages 22-32 and on the [environmental section](#) of the Anglo American website.

Principle 9: performance and practical actions

The development and diffusion of environmentally-friendly technologies is built into our commitment to minimise harm to the environment by designing, operating and closing all of our operations in an environmentally responsible manner.

Our approach to climate change is underpinned by a number of strategic interventions. These include a focus on energy efficiency, carbon-reducing 'synergy projects', low-carbon technologies and adaptation to climate change. Fundamental to each of these is innovation and the development and employment of cutting-edge technologies. Notable examples include research into clean-coal technologies and carbon sequestration. The development and implementation of new technologies and novel processes are also critical success factors for the effective management of water and waste, as well as mine closure, biodiversity and rehabilitation.

More information on the development and diffusion of environmentally-friendly technologies, as well as innovative approaches to environmental responsibility, is available in the Anglo American Report to Society (2009) on pages 22-24; 26; 29-31; on the [environmental section](#) of the Anglo American website; and on the [case study section](#) of the Anglo American website.

The Principles

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Related policies

[Anglo American Good Citizenship Business Principles](#)

[The Anglo Environment Way: Volume I](#)

[The Anglo Environment Way: Volume II](#)

[Anglo American Supply Chain Sustainable Development Policy](#)

Anti-corruption

Anglo American's commitment to business integrity

Anglo American's Business Principles outline the expectations we have of our employees and our associates; our stance on anti-corruption, including political donations and gifts; and our approach to transparency, anti-competitive behaviour, business assurance and securities trading.

Principle 10: performance and practical actions

Our *Business Principles*, supported by our new Business Integrity policy, prohibit making donations to any political party or politicians, and require that our employees, in giving or receiving gifts and hospitality, abide by our policies and procedures, act in a transparent manner and ensure that they do not seek any improper advantage when conducting business or in their dealings with public officials.

We do not allow our employees, or those acting on our behalf, to offer, solicit, pay or accept bribes. We also do not condone anti-competitive practices and will not tolerate any such activity by our employees. Our employees are also prohibited from trading securities when in possession of unpublished, price-sensitive information.

Anglo American supports the *Extractive Industries Transparency Initiative* (EITI) and reports annually on the *tax and royalty payments* we make in our significant countries of operation.

We also promote our standards with organisations we work with, and through the Anglo Supply Chain Sustainable Development Code.

The Principle

Principle 10: Work against corruption in all its forms, including extortion and bribery

Related policies

*Anglo American Good
Citizenship Business
Principles*

*Anglo American Supply Chain
Sustainable Development
Policy*

EITI: Principles and Criteria

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