



INVESTING **in the future**

HUMAN RIGHTS REPORT **2021**

OUR 2021 SUITE OF REPORTS

Our 2021 reports are:



<IR>
Integrated Report



<R&R>
Mineral Resource and Ore Reserve Report



<SR>
Sustainability Report



<AFS>
Annual Financial Statements



<NOM>
Notice of Annual General Meeting and Summarised Financial Information (Notice of Meeting)



Reporting website



Our 2021 reporting suite, together with supporting financial, operational and sustainability data, is available at: www.aga-reports.com

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Stakeholder feedback

We welcome feedback on our reporting. Should you have any comments or suggestions on how we could improve the quality of our reports, contact our investor relations team at: investors@anglogoldashanti.com

ABOUT THIS REPORT

AngloGold Ashanti has a responsibility to respect human rights and, where practically possible, to leverage its position and influence to ensure that state actors, as well as our suppliers and other partners, protect human rights.

Our values are underpinned by a respect for human rights and are enshrined in our Human Rights Policy. AngloGold Ashanti is committed to the United Nations Guiding Principles (UNGPs) and other international initiatives, including the United Nations Global Compact and the Voluntary Principles on Security and Human Rights. We also work to ensure that our broader governance is human rights compliant, recognise our responsibility to respect human rights with regard to all our operations and communities, and respect the laws of the countries in which we operate.

The implementation of comprehensive Human Rights Due Diligence (HRDD) processes underpins our commitment to the UNGPs and ensures effective management of human rights risks. The implementation of our HRDD processes, which includes

internal HRDD and Social Licence to Operate (SLO) assessment tools, supports AngloGold Ashanti's values to "uphold and promote fundamental human rights where we do business" and to "contribute to building productive, respectful and mutually beneficial partnerships in the communities in which we operate". The ongoing refinement of appropriate methods of redress, through a properly functioning set of grievance mechanisms, remains a priority.

Modern Slavery Statement 2021

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 and mitigate these risks. It is responsive to the requirements of both the Australian Modern Slavery Act 2018 and the UK Modern Slavery Act 2015 (against which we report on a voluntary basis).

Our 2021 Modern Slavery Statement (published this year) can be read [here](#)

ABOUT ANGLOGOLD ASHANTI



VISION

To be the

LEADING MINING COMPANY



OUR MISSION

To create value for our shareholders, our employees, and our business and social partners by safely and responsibly exploring, mining and marketing our products.



OUR VALUES

Our six values guide all decisions made and actions taken in the conduct of our business. These values link our business activities to our environmental, social and governance (ESG) goals and commitments.

OUR 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.

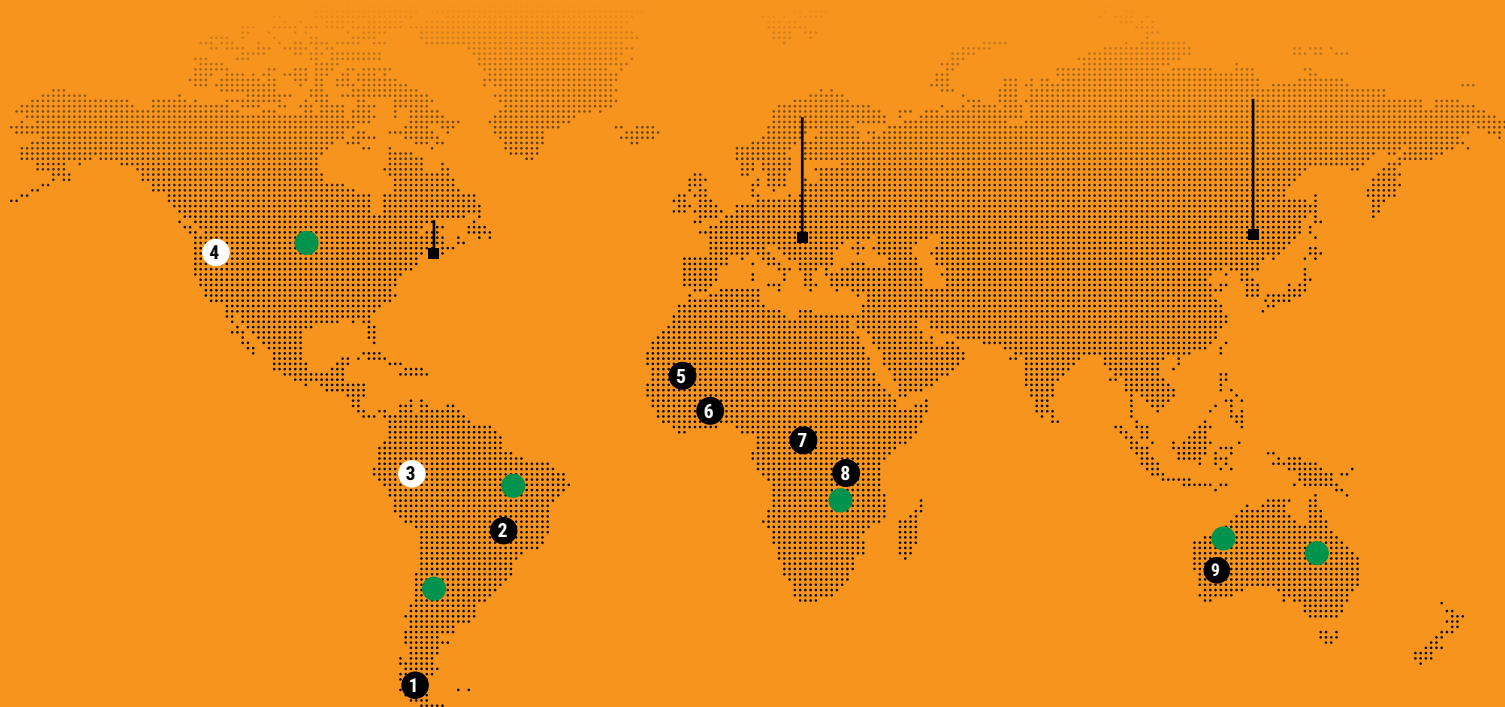


We respect the environment.

ABOUT ANGLOGOLD ASHANTI

AngloGold Ashanti is an independent global gold mining company with a diverse, high quality portfolio of operations, projects and exploration activities in nine countries across four continents. We pursue value-creating opportunities involving other minerals, where we can leverage our existing assets, shareholdings, skills and experience.

OUR FOOTPRINT



LEGEND

- Operations
- Projects
- Exploration

AMERICAS

- 1 Argentina**
Cerro Vanguardia (92.5%)
- 2 Brazil**
Serra Grande
AGA Mineração
- 3 Colombia**
Gramalote (50%) ⁽¹⁾
La Colosa
Quebradona
- 4 United States**
Silicon ⁽²⁾

AFRICA

- 5 Guinea**
Siguiri (85%)
- 6 Ghana**
Iduapriem
Obuasi ⁽³⁾
- 7 Democratic Republic of the Congo (DRC)**
Kibali (45%) ⁽⁴⁾
- 8 Tanzania**
Geita

AUSTRALIA

- 9 Australia**
Sunrise Dam
Tropicana (70%)

⁽¹⁾ Gramalote is managed by B2Gold Corp.

⁽²⁾ As at 31 December 2021, a maiden Mineral Resource was declared for Silicon

⁽³⁾ Obuasi's redevelopment project began in 2019

⁽⁴⁾ Kibali is operated by Barrick Gold Corporation (Barrick)

OUR MATERIAL HUMAN RIGHTS ISSUES



The material human rights issues which we take into account across our all our sites, operations and offices, as well as the day-to-day work of the business include, but are not limited to:

- 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

CEO MESSAGE



Alberto Calderon
Chief Executive Officer

Our second annual Human Rights Report is another important step in demonstrating the ways in which we integrate a fundamental respect for human rights in how we do business.

This requires a great deal of work to put in practice, starting with our clear commitment to respect human rights, a pledge that is backed by a thorough Human Rights Due Diligence process and follow-through in closing any gaps that this process identifies. We recognise that physical and social environments are dynamic, and so the work needed to identify the impacts of our business – and to address them – is necessarily ongoing.

Today's challenges are many: climate change is an ever-present threat to the planet and to our business; we're faced by political instability exacerbated by growing imbalance between countries and within society and – for the moment at least – high rates of inflation that threaten the livelihoods of the world's most vulnerable.

In addition, as a multinational mining company, we are focused on a range of human rights issues, including the protection of Indigenous

Peoples' rights, ensuring a workplace free from discrimination and harassment, upholding the rights of our workforce, maintaining an ethical supply chain, applying the highest standards of governance to the management of our tailings storage facilities, and providing adequately for the closure of our operations. This is hardly an exhaustive list, but it shows that human rights cut across every facet of our business.

Our employees have a critical role to play in ensuring we deliver on our human rights commitments. Training and communication help ensure they understand what human rights are, what they mean in the context of mining and what their responsibilities are in protecting them. AngloGold Ashanti also has a responsibility, where practically possible, to leverage its position and influence to ensure state actors also respect human rights. This is a responsibility we take seriously, and to this end are committed to engaging on the issue with the relevant stakeholders across all our operating jurisdictions.

I'm pleased to report that even during a year marked by an ongoing global pandemic, our teams across the portfolio have managed to ensure the implementation of the Human Rights Due Diligence process, allowing us to improve our understanding of our human rights priorities and to embed the steps to better integrate them into our core business processes. External reporting is a key part of this process, and I trust this report provides a useful window into our experience as we continue our journey of improvement.

Alberto Calderon



OUR HUMAN RIGHTS COMMITMENTS

AngloGold Ashanti believes in the right of every person to enjoy their universal human rights and the importance in reflecting this in the way we do business. This is evident in our values which underpin our commitment and responsibility to respect and uphold human rights. AngloGold Ashanti has in place a Human Rights Governance Framework and a Human Rights Policy which is aligned to the UNGPs and all our memberships, associations and voluntary commitments.

LABOUR RIGHTS

AngloGold Ashanti is committed to providing a good working environment where equality and diversity are promoted and where employees are treated fairly and with respect. We adhere to internationally accepted labour standards in our employee practices at all our operations. We abide by our Fundamental Labour Rights Policy which promotes the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the core ILO Conventions.

MODERN SLAVERY

A review and analysis by KPMG in 2021 identified five areas as potential modern slavery risk hotspots for AngloGold Ashanti. The report also considered four key 'inherent risk factors' which elevate the risk of modern slavery, namely:

- Vulnerable populations
- Business models structured around high-risk work practices
- High-risk product and service categories, often sector specific, and
- Organisation engagement in high-risk geographies

Our controls in mitigating these risks remain in place and are critical to our commitment to prevent modern slavery across our operations.

HEALTH AND SAFETY

The health and safety of our employees is paramount. As a responsible mining company, we follow best practices in global safety standards and are seeing improvements in injury frequency rates and a long-term reduction in fatal accidents. In line with our health and well-being strategy, we are adopting a suite of updated health standards based on systematically identified major health risks or hazards. In 2021, we introduced a three-year work plan to revitalise our safety strategy.

SECURITY AND HUMAN RIGHTS

Protecting our employees, assets and products is vital for the continuity and sustainability of our business. Whilst associated risks and threats are complex and dynamic, our approach to security is guided by policies and strategies designed to meet security needs and demonstrate absolute respect for human rights. Our commitment to the Voluntary Principles on Security and Human Rights is a key driver for our security management practices.

RIGHT TO REDRESS

AngloGold Ashanti is committed to maintaining an accessible grievance mechanism to receive concerns and grievances from our employees, communities, suppliers and partners/associates. We have mechanisms in place to report grievances and concerns, including our Speak Up hotline. Site-specific grievance processes for employees and communities at large exist to report concerns that are also related to human rights infringements amongst other matters.

Grievance mechanisms available in all our sites and accessible to local communities are guided by our Management Standards on Complaints and Grievances, and Community Incident Management, both of which are aligned with the International Finance Corporation and the UN's Guiding Principles on Business and Human Rights (UNGPs).

DIVERSITY AND INCLUSION

AngloGold Ashanti supports a diverse and inclusive workforce reflective of the world that we live in. We remain committed to aligning our values according to the UN SDGs and the UNGC on diversity. Added to this, we have designed a Diversity and Inclusion Policy that aims to foster a culture that empowers staff, irrespective of race, gender, ethnicity, religion and sexual orientation.

SEXUAL HARASSMENT

AngloGold Ashanti aspires towards a working environment free of unfair discrimination and harassment, where personal integrity and dignity is respected by all. As a result, we have developed a Discrimination and Harassment Standard.

INDIGENOUS PEOPLE'S RIGHTS

Understanding and respecting the values, cultures and traditions of local and Indigenous People where we operate is enshrined in our values. Our Standard on Indigenous Peoples is in line with international standards and treaties. Furthermore, our commitment to Indigenous Peoples' rights is also supported by our Cultural Heritage and Sacred Sites Management Standard.

ENVIRONMENTAL RIGHTS

Taking care of the environment is a responsibility we should all share, and AngloGold Ashanti's commitment is enshrined in its Environmental Policy. This policy articulates our pledge to avoiding, minimising and mitigating the impact of our activities on the environment and to proactively managing risks to air, land, biodiversity and water resources during the mining lifecycle.

In 2021, we developed a new Climate Change Strategy and published our first Climate Change Report. We also committed to the ICMM's target of net zero Scope 1 and 2 GHG emissions by 2050 or sooner and in October 2022 we set a target to achieve a reduction in absolute Scope 1 and Scope 2 emissions of 30% by 2030.

INDUSTRY STANDARDS AND SUSTAINABILITY INITIATIVES

Industry standards and sustainability initiatives

AngloGold Ashanti takes pride in informing and influencing global standards and practices through its active participation in a number of industry initiatives. These memberships also allow us to remain abreast of emerging expectations, issues and risks.

We subscribe to several industry standards and sustainability initiatives, including:

International Council on Mining and Metals



Extractive Industries Transparency Initiative



World Gold Council Conflict-Free Gold Standard



International Cyanide Management Code for the gold mining industry



Responsible Gold Mining Principles



Global Reporting Initiative



World Economic Forum



Voluntary Principles on Security and Human Rights



United Nations Global Compact



Sustainability Accounting Standard Board



African Union Agenda 2063



AngloGold Ashanti also engages with various Environmental, Social and Governance ratings agencies, index providers and other organisations which rate our sustainability and human rights risks and performance.

SUSTAINABLE DEVELOPMENT GOALS

United Nations Sustainable Development Goals (SDGs)

We recognise the importance of working in partnership with governments and communities to prioritise and help support the achievements of the SDGs. Although **all the SDGs have importance and relevance**, some specific focus areas include:



HUMAN RIGHTS FRAMEWORK

AngloGold Ashanti's **HUMAN RIGHTS** Framework



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

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 our sites, they are required to take steps to ensure a proper response, including using relevant reporting mechanisms. Where allegations or violations involve the supply chain, they will be given the opportunity to respond appropriately.

AngloGold Ashanti will work with the identified contractor or supplier to take action, which may include termination of service and contract. AngloGold Ashanti will also, where appropriate, work with appropriate authorities to investigate allegations of human rights violations and seek resolution. Our Human Rights Framework is based on the critical foundation of our Human Rights Policy, Human Rights Standards and Human Rights Guidance documents.

The starting point for AngloGold Ashanti’s human rights work is the risk management process. Cutting across disciplines and the entire project lifecycle, the human rights risk assessment process forms part of the Group enterprise risk management system. The HRDD process forms a critical part of this system.

Training and ongoing communication ensure that AngloGold Ashanti employees, contractors and suppliers and other relevant external stakeholders are aligned on the interpretations of human rights, what they mean in the context of mining, and what their responsibilities are in upholding these. Awareness-raising is critical, and every employee should be able to act as an advocate and ambassador 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 our commitment to protecting human rights in our supply chain. This includes attention to the risks of modern slavery, along with how supplier and contractor employees are treated, and the supplier’s own approach to human rights. We published our first Modern Slavery Statement (for the 2020 calendar year) in 2021; and our second in June 2022 (for the 2021 calendar year).

To support continuous improvement across all the other pillars, we engage on an ongoing basis with all stakeholders, internal and external, to ensure that awareness of human rights issues is ongoing and ever-present.



PROTECT, RESPECT, REMEDY –

THE ANGLOGOLD ASHANTI VIEW



AngloGold Ashanti is firmly committed to the United National Guiding Principles on Human Rights (UNGPs) of “Protect, Respect, Remedy”.

We are conscious that the Guiding Principles place a significant – binding – responsibility on us as a business, no matter which country we are operating in, and the wider context of that region. We cannot say that something is not our responsibility, but rather that of a state actor, when it comes to human rights. Even in instances where a matter does – in the view of the UNGPs – fall under the purview of the state, if it is a human rights matter that in any way relates to our work or presence in that country, then we have a responsibility to escalate accordingly.

We are conscious of – and in agreement with – the statement made in last year’s review “**UNGPs 10+ A roadmap for the next decade of business and human rights**” that “The UNGPs have led to significant progress by providing a common framework for all stakeholders in managing business-related human rights risks and impacts. Yet, considerable challenges remain when it comes to coherent implementation with respect to ensuring better protection and prevention of adverse human rights impacts, with particular attention to the most marginalized and vulnerable, and to ensuring access to remedy for harms that occur. Therefore, what we need now for the next decade is to raise the ambition and increase the pace of implementation, to improve coherence and create greater impact.”



The updated goals highlighted in **Action Area 3: Business Responsibility to Respect of the UNGPs 10+ Roadmap** also ring true for us.*



Goal 3.1 Scale up business uptake and translate commitments to respect into practice

Major challenges also continue particularly where activities or business relationships connect to corruption, criminal activities, or contexts requiring “heightened” due diligence... Yet, emerging practices...demonstrate that meeting the business responsibility to respect is possible. For the next decade, uptake needs to move more widely into the mainstream of the business community, beyond pioneers, and with a step change in moving from commitments to changes in business processes and practice.

Goal 3.2 Embed human rights due diligence in corporate governance and business models

The UNGPs...use a well-understood concept within existing corporate governance systems of due diligence and enterprise risk management but set out what is distinct when applied to risks to people. To realize lasting change and ingrain business respect for human rights as part of companies’ “DNA”, there is a need for a culture change, supported by integration of human rights due diligence into governance and organizational frameworks, and into the core of the business model.

Goal 3.3 Challenge business practices that are inconsistent with respect

Improving consistency in business practice is critical for realizing effective implementation of the UNGPs. Addressing practices that are inconsistent with public commitments to the business responsibility to respect human rights is therefore a key issue for the next decade. Human rights due diligence in line with the UNGPs, widely applied across all business functions and relationships, provides an essential tool for achieving greater coherence.

* Drawn directly from the UN Statement

(<https://www.ohchr.org/sites/default/files/2021-12/ungps10plusroadmap.pdf>)

THE HUMAN RIGHTS DUE DILIGENCE PROCESS

Ongoing HRDD flowchart



The implementation of HRDD processes underpins our commitment to the UNGPs and ensures effective management of human rights risks. The implementation of our HRDD processes, which includes our internal HRDD and Social Licence to Operate assessment tools, supports AngloGold Ashanti's values.

In addition, the ongoing refinement of appropriate methods of redress, through a properly functioning set of grievance mechanisms, remains a priority. The development and implementation of the internal HRDD and Social Licence to Operate assessment tools has remained an area of focus, enhancing our ability to identify and understand specific human rights risks, and to take the necessary actions to prevent and mitigate them.

Despite the delays and interruptions caused by COVID-19, by the end of 2020, all operations had conducted HRDD and Social Licence to Operate self-assessments. In 2021, all sites underwent Group-level Social Licence to Operate verification assessments as part of our company combined assurance process, and we are on track to complete the same for the HRDD assessments by the end of 2022.

The overall outcomes of the Social Licence to Operate assessments, which include five assessment components (business disruptions; complaints and grievances; litigation; partnerships and collaboration; public/media perception), and inherently assess potential human rights impacts in the communities within which we operate, noted a marked improvement in the partnerships with stakeholders as well as improving acceptance and trust levels with our communities, in most jurisdictions. At the same time, where gaps were identified, operational action plans have been instituted to address these.

The HRDD group-level assessments focus on twelve assessment components applicable to our business



The group-level assessments and the associated assessment criteria for each component, have been well received at our operations, and produced very thorough and engaged discussions which raises awareness and sensitivity regarding potential human rights impacts.

Topical issues such as Modern Slavery and Sexual Harassment form part of the assessment criteria – and the assessment process also creates the requisite knowledge and awareness around these issues. To date, the most significant generic challenges are related to Artisanal and Small-Scale Mining and the associated negative human rights impacts; the inherent risks associated with any relocation or resettlement; and the ever present issues related to mining activities which include noise, dust and blasting impacts to structures.

The HRDD process provides a mechanism to identify potential human rights risk timeously, but more importantly it acts as a monitoring mechanism to appropriately prevent, mitigate risk, and where necessary take remedial action.

CASE STUDY 1

AngloGold Ashanti's commitment to fair resettlement



In the course of the company's work, we sometimes need to reach agreements with communities in order to access land in areas where they may work and live. In some instances, after significant negotiation and based on fair and informed consent, people are compensated and relocated.

At Iduapriem in Ghana, as the development of the Beposo Tailings Storage Facility (TSF) and the Return Water Dam resettlement action plan progressed, it became clear that three affected communities - Domeabra, Acheampongkrom and Nkwantakrom - all fell within the zone of influence of the Beposo TSF construction and were in close proximity to Block 5 Pit remining. This meant that resettlement had to be considered.

The resettlement was intended to:

- ensure safer alternative locations for these communities;
- ensure compliance with both local and international regulations; and
- protect the human rights of the people involved

The process followed sought to ensure that the voices and needs of the community were placed at the forefront of engagements; and ensured that the company was adhering to international best practice. The company's Management Standard on Land Access and Resettlement and Iduapriem's Standard Operating Procedure on Land Access and Resettlement were both key guides in the process. Stakeholder engagement was detailed and comprehensive, with multiple community consultation sessions. We engaged with the relevant regulatory agencies, traditional leaders and local authorities, sharing the content of the Environmental Impact Statement and ensuring we worked closely with all stakeholders. We also engaged an external consultant to prepare a Resettlement Action Plan ("the Plan"), in accordance with the IFC's Handbook for Preparing a Resettlement Action Plan.

The Plan was presented to the affected communities and the entitlement framework was discussed with them. It was then reviewed by an external consultant to ensure compliance with international standards and human rights were respected. Following this, the Plan was submitted to the required government entities for review and approval before implementation. In addition, a Resettlement Monitoring Committee – made up of representatives of all key stakeholders including a representative from Ghana's Human Rights Commission – was established to oversee implementation.

The resettlement site was inspected by members of the affected communities, and the Resettlement Monitoring Committee, and was approved by all of them. The housing plans were also shared with the affected communities for their input, with the design concept taking into consideration the current lifestyle of the affected communities. New houses were allocated on a random basis, using an open balloting system with all affected community members present. Finally, a Complaints and Grievance Mechanism is in place to allow those affected to register any concerns or opinions.

All AngloGold Ashanti resettlement projects align to:

- IFC Performance Standard 5, Land Acquisition and Involuntary Resettlement
- IFC Handbook for preparing a Resettlement Action Plan
- The rule of law of the jurisdiction in which the resettlement is taking place

Brazil update

In Brazil, at our Serra Grande Operations, we oversaw the voluntary resettlement project at Santos Reis community in Crixás, Goiás State. Progress has been made and 48 of 51 families to be relocated are now occupying their new homes. The final three have reached an agreement and will move to their new homes in the next few months.

The Santos Reis community was the nearest Crixás neighbourhood to the Serra Grande operation and lacked public infrastructure. The resettlement was requested by the neighborhood's population and this relocation also reduced the impact on the community and promoted the wellness of the families involved. The agreement between the community representatives and AngloGold Ashanti was made in 2018, with the public prosecution services and local government following the process and discussion.



CASE STUDY 2

AngloGold Ashanti's modern slavery prevention work



AngloGold Ashanti's human rights work is multifaceted and as part of our efforts to uphold our commitments, we have published two Modern Slavery Reports. These reports present the checks and balances we are putting in place to ensure that our operations globally do not hire people who may be victims of, or associate with businesses that could be linked to, the practice of modern day slavery.

Modern day slavery is seen in situations where coercion, threats or deception are used to exploit victims and to undermine or deprive them of their freedoms. It includes human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour. Our reporting, to a degree, was prompted by legislation in Australia which requires modern slavery reporting for larger companies operating in Australia. Our Modern Slavery reports respond to both the Australian Modern Slavery Act 2018 reporting requirements and the UK's 2015 Modern Slavery Act (against which we report on a voluntary basis).

We operate using group-wide corporate governance and risk frameworks to assess and manage our human rights risks, including modern slavery. Joint venture partners are made aware of our human rights and modern slavery approaches. All AngloGold Ashanti entities report on modern slavery risks in their supply chains as part of HRDD processes. Our corporate governance and risk management framework (which includes our Code of Conduct, policies, standards, procedures and tools) is developed centrally by the AngloGold Ashanti Board, the Social, Ethics and Sustainability Committee and management. It applies across the AngloGold Ashanti Group, including at joint ventures which we operate.

There are risks we need to monitor closely, particularly in respect of some of our lower income country operations, such as risks associated with local supply chains. Like all major employers in economically underdeveloped regions, our operations are expected to prioritise local procurement to facilitate economic development. The company's due diligence standard, designed for compliance with the UN Guiding Principles on Business and Human Rights, already addresses modern slavery risks. We are adding any refinements that may be required as we further develop our understanding of these risks.

To better understand these risks, KPMG completed an assessment of possible risk hotspots across our business in 2021 and we are developing a modern slavery risk assessment tool that is enabled by data analytics. To date, no instances of modern slavery have been reported in our operations or supply chains, and we are committed to identifying and reporting on modern slavery risks should they manifest.

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 concessions or those operated by our business partners, through engagement with relevant stakeholders.

As a part of the broader AngloGold Ashanti Human Rights Framework, Modern Slavery has been identified as an area of focus, and AngloGold Ashanti started a global assessment of its external supply chain in March 2021. We partnered with KPMG to add third party due diligence and expertise in the effort to accelerate our response in this area. A data-driven approach was used to analyse supplier locations and categories of global spend and identify "hot spots" where risk may be more prevalent. Findings have informed areas of potential risk which we are focusing on.



CASE STUDY 3

New Discrimination and Harassment Standard



AngloGold Ashanti's new Discrimination and Harassment Standard was published in 2022 with the aim of ensuring that all feel safe and welcome at work.

AngloGold Ashanti is committed to promoting human rights across its workplaces. In order to ensure this environment for our workforce, a new Discrimination and Harassment Standard and a Careline was set up in every Business Unit to provide confidential trauma support, medical advice and other specialised support services along with Employee Assistance Programme (EAP) services.

In July 2022 we launched our global Don't Cross the Line Sexual Harassment Awareness campaign. In launching the campaign, our CEO Alberto Calderon said:

"I cannot overstate how important it is that the working environment at AngloGold Ashanti – in every office and on every operating site and exploration property – is safe, respectful, and inclusive for every employee and contractor that arrives to work. Ensuring that this is the case is personally important to me, as it is for every member of the leadership team, and every director on the Board. It is also consistent with the values of our company."

At AngloGold Ashanti we want to create an environment where every person, no matter who they are or where

they work, feels safe to speak up if they see or experience harassment, and where anyone who suffers harassment is fully supported. More than this, we recognise that we have a responsibility to ensure a zero-tolerance approach to sexual assault and sexual harassment and we take this responsibility very seriously.

A new Careline section has been added to the company's intranet. It gives employees, contractors and affected stakeholders access to reporting lines and it can be accessed by clicking on the Careline logo on the intranet homepage. The Whistleblowing service, which allows for the confidential reporting of misconduct or unethical activity, was rebranded as the Speak-Up Line. This line can also be used to report sexual harassment and sexual assault.

Our Speak-Up process provides an opportunity for individuals who observe or become aware of misconduct or unethical activity with the mechanism to report this activity. Anyone who knows of unethical or illegal practices are encouraged to Speak-Up and report this to AngloGold Ashanti.

Employees can Speak-Up by email, phone, online or in-person. They can report any misconduct to their managers, legal department or group compliance; and more importantly, they have the option to remain anonymous on the online and telephone Speak-Up channels. AngloGold Ashanti currently uses the services of an independent third party, Tip-offs Anonymous, for its online and telephone reporting channels.



CHIEF SUSTAINABILITY & CORPORATE AFFAIRS OFFICER'S MESSAGE



Stewart Bailey

Respect for human rights is embedded in AngloGold Ashanti's core values. We understand living up to these values requires continual effort and application, and that the organisation must always review its performance and adapt to a constantly changing environment to ensure it is equal to that commitment.

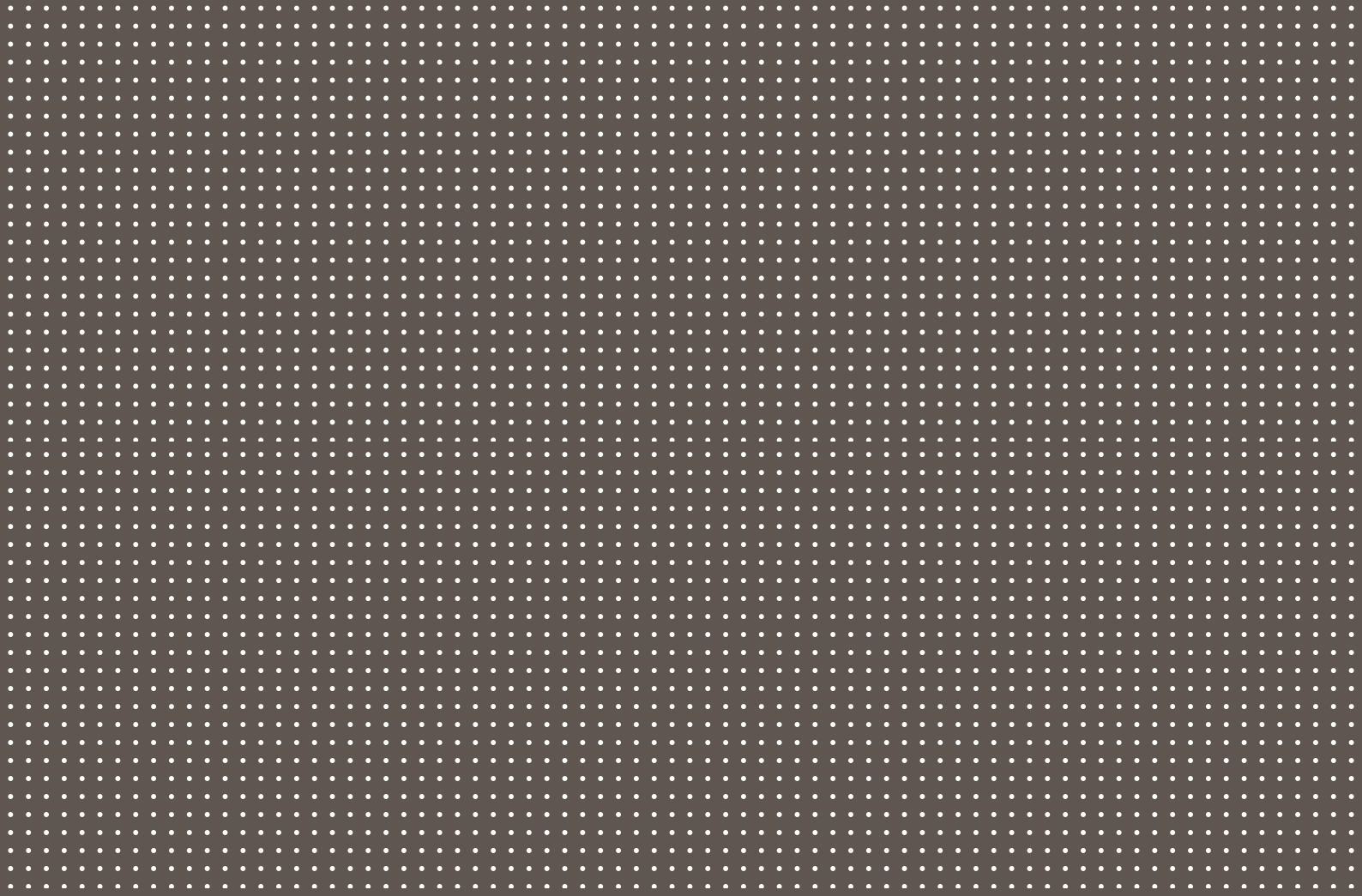
Over the past year, we focused on better operationalising our human rights commitments, making them less aspirational and more tangible at the site level. This involved ensuring that our teams, across the portfolio, understand our commitments and the practical actions that are needed to meet them. To this end, and despite the disruption created by the pandemic, each site has conducted a Human Rights Due Diligence process consistent with its own local context and in line with AngloGold Ashanti's values and external pledges. Specific verification linked to these HRDD self-assessments will be concluded in 2022.

In addition, each site has also carried out verification process linked to our own Social License to Operate assessments. These are all important components of our overall governance framework that are designed to ensure respect for – and protection of – human rights. As we move forward, we will sharpen our focus on climate change and its consequences for the environments in which we work, and the people who neighbour our operations. Our social, economic and infrastructure investments will consider how to improve their overall resilience and mitigate the impact that changing weather patterns will have on them.

More work is also required to understand macroeconomic changes across the globe, driven by higher inflation, rising food prices and the ever-present migration of people potentially changing the intensity and prevalence of traditional artisanal and small scale mining across many of the world's gold-producing regions. We work to continually assess the risks these challenges bring to the sustainability of our business and to all our stakeholders. And as we work to mitigate these risks, respecting and upholding fundamental human rights is key.

Stewart Bailey





www.anglogoldashanti.com