



Volunteering in 2021

Making a positive impact, together



Pictured on front cover:

South Africa, Platinum Amandelbult, Dishaba Control Room. Lindiwe Sekgobela, Vent recorder.

Welcome



Each and every day we're guided by our Purpose – as individuals, as employees in our organisation, and in our communities. And it's through volunteering that we are each empowered to bring our Purpose to life.

Here at Anglo American, our volunteer work and projects support the wider aims of our Sustainable Mining Plan, and at De Beers our Building Forever Pillars. From protecting and maintaining a healthy environment, to building thriving communities with better health, education and levels of employment – volunteering helps us to re-imagine mining to improve people's lives.

On a personal level, volunteering is very close to my heart. It gives me the opportunity to support and champion the causes I'm passionate about and to help make a potentially life-changing difference to the world around me – whether that's in my local area, or the wider global community. More importantly, volunteering provides the opportunity to widen my personal horizons. To learn from diverse cultures and see the world through another person's eyes. And that's important, especially as the world begins to settle into a pattern of new normal following the unprecedented impact of the global covid-19 pandemic.

To all of our incredible and inspiring volunteers at Anglo American and De Beers,

thank you for everything you do – your efforts are making a difference.

If you're considering becoming an employee volunteer, please remember that each and every one of us is unique with an extraordinary set of skills to share with the world. What are your skills and how could you help to make a difference and change the world around us?

I'm proud to share our 2021 Volunteer Report that gives a small window into some of the ways we've lived our Purpose in recent times.

A handwritten signature in black ink, appearing to read 'Stephen Pearce'.

Stephen Pearce (Finance Director)



Bringing our Purpose to life through volunteering

Personal/employee

In 2021 we saw more employees than ever volunteering at Anglo American and De Beers, and naturally we were curious to understand your motivations as individuals and employees – especially during a second year of uncertainty due to the nature of the ongoing covid-19 pandemic. As you would expect, each respondent gave a unique mix of personal and professional reasons, but there were patterns too. Universal themes included: a feeling of greater engagement with the broader Anglo American and De Beers communities; a positive impact on colleagues' ability to engage in teamwork; acquiring, developing or improving skills, especially communication, teamwork and collaboration; an overwhelming belief that volunteering had a positive impact on teamwork; and increased job satisfaction. For the majority of our employees, the opportunity to help make a real difference and change the world around us was an important personal development opportunity that also matched personal career goals.

Community

Volunteering gives our employees the platform to each share their professional and personal skills as well as the opportunity to learn from diverse cultures and communities from across the world. Through collaboration our volunteers and partners continued to find new and innovative ways to deliver their programmes in 2021, often through a combination of virtual and in-person engagement. As a result, 97% of our partner organisations said the Ambassadors for Good programme improved their impression of Anglo American and De Beers, while 95% of partner organisations expect the support received from the Ambassadors for Good programme to be a change agent for their organisation.

Company

Volunteering is important for so many reasons – not only for the local communities and organisations that we give our time to. It's also vital for Anglo American and helps give us our social licence to operate. Volunteering gives each of us the power to drive meaningful change in the world around us, and through living our Values of Collaboration, Accountability, Innovation, Safety, Care and Respect we can trial new ideas, services, skills and practices that will help to make the world a better place. Many of our projects support the wider aims of our Sustainable Mining Plan and the De Beers Building Forever pillars. The possibilities are endless.



Our volunteer programmes

Ambassadors for Good

Brazil, Canada, Ireland, Namibia, Peru, Singapore, South Africa, United Kingdom

A popular skills-based employee volunteering programme that gives Anglo American and De Beers Group employees the opportunity to support and champion the causes they're passionate about, and make a life-changing difference to those around them, backed by funding from the Anglo American Foundation. An Impact 2030 Innovation Award winner, the programme was successfully launched as a pilot in the UK and South Africa in 2018, and continues to expand each year. In 2021 the programme accepted 123 projects in eight countries.

Embajadores Programme

Chile

Our Embajadores Programme empowers employees to become active volunteers in their communities by raising awareness and enabling them to use their skills and abilities to help others. The programme offers the chance to work with not-for-profit organisations on projects that meet the needs of the communities around them. Employees can participate as volunteers, devoting their time and talent to serving their communities. The success of the Embajadores programme is what inspired the design of Ambassadors for Good. From 2022 our Embajadores programme will become part of our global Ambassadors for Good programme.



Pictured: Peru, Copper Quellaveco. Community Impact, Aruntaya community. Community clothing production (left), Productive ventures (above) Emprendimientos productivos Aruntaya.

Group impact at a glance, 2021

Personal/employee



486

Number of volunteers

Nine

Number of countries involved across Anglo American and De Beers



2,811

Total volunteer hours

3,828

Total work hours

Community:



48,594

Number of beneficiaries

266

Number of charities and social projects supported

Company:

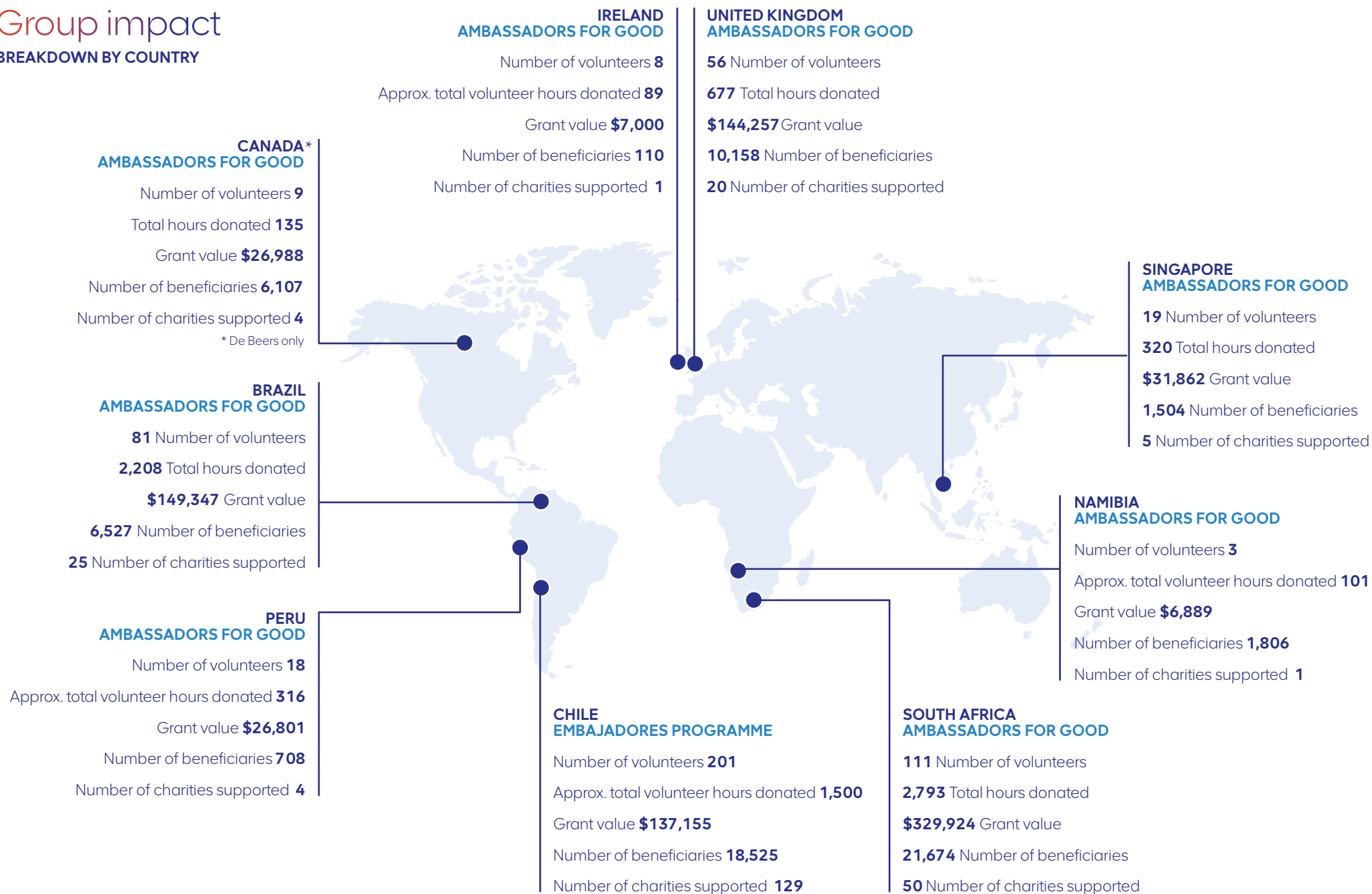
\$393,000

Total grant value*

* Approximate based on exchange rates for disbursement period of August-December 2021

Group impact

BREAKDOWN BY COUNTRY



What our volunteers said*

About volunteering

Percentage of volunteers who

84%

Said it made them feel more motivated to perform in their work.

86%

Said it made them feel more engaged with the broader Anglo American or De Beers communities.

89%

Said it positively impacted their ability to engage in teamwork within their normal role.

91%

Said it increased their job satisfaction.

About contributing

Percentage of volunteers who

79%

Felt that they contributed to the Sustainable Mining Plan Strategic Pillars through the implementation of their project.

87%

Believe they acquired, improved or developed skills or competencies as a result of their participation in the programme.

74%

Said their knowledge of sustainable development issues in the workplace increased as a result of participation.

What our recipients said

About Anglo American and De Beers

Percentage of partner organisations who

94%

Believe Anglo American and De Beers are a positive influence in the communities in which they work.

97%

Said the Ambassadors for Good Programme improved their impression of Anglo American and De Beers.

95%

Expect the support received from the Ambassadors for Good programme to be a change agent for their organisation.

* These comments are taken from the Ambassadors for Good programme

What our partner organisations said

It was a very eye opening experience, hearing about the diversity of projects operating in so many different countries.

Partner organisation

They understand the importance of building sustainable communities in any place where mines exist.

Partner organisation

They help community and the organisations which need assistance where the community can't reach.

Partner organisation

This programme has changed how our school teaches and delivers technology lessons to young minds. Our children would not normally have access to quality education like this.

Partner organisation

These employees show support for a range of causes, organisations and projects that seek to drive social and environmental change at a local, national and international level.

Partner organisation

Social issues and the environment are now recognised as crucial for the future of humanity and the planet.

Partner organisation

We were blown away by how involved Anglo American representatives wanted to be a part of the projects and how determined they were in making a lasting change.

Partner organisation

We learned practically how Anglo American builds thriving communities, not only physically but, morally, spiritually, physiologically, cognitively and psychologically with better health, education and levels of employment and empowerment. The team was absolutely dynamic in making time to meet virtually with all.

Partner organisation

This programme brings a sense of development in the townships and builds the community. It sets goals to achieve together as one either big or small team.

Partner organisation

The combination of support through financial and human capital is a game changer for our organisation.

Partner organisation

Some of the ways our volunteers made a difference in 2021



Health and wellbeing

- We designed wellness journals and fact sheets.
- We created a channel for the community to reach out for support with mental health issues.
- We ran an awareness campaign around HIV, AIDS and teenage pregnancy.
- We helped to rehabilitate homeless people.
- We packed and delivered emergency food hampers.
- We took underprivileged city children to woodland walks and days out.
- We helped adolescent girls create a Safe Space for themselves.



Healthy environment

- We ran training workshops about bioconstruction.
- We built and planted a food tunnel.
- We transformed an unloved public space into a recreational area.
- We ran an education campaign around animal welfare.
- We helped to plant 5,000 bulbs.



Education

- We implemented a training programme aimed at university students on issues of law and citizenship and women's rights.
- We gave career guidance to year 11 learners.
- We built a playground that helped develop motor skills in orphaned and vulnerable children.
- We created and delivered 300 home learning packs.
- We built a jungle gym for kids.



Livelihoods

- We gave tours of the city's waterfalls to boost tourism.
- We helped set up an animal clinic.
- We ran community-based tourism agent training courses.
- We ran training courses for low-income communities.
- We helped them grow their YouTube channel.
- We ran workshops around self-knowledge, career and market and digital transformation.



*Pictured left: South Africa, Kumba Iron Ore, Kolomela.
Community CPF volunteers ready for bicycle patrols on their new bikes.*



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The Ambassadors for Good programme is funded entirely by the Anglo American Foundation and is supported by our global implementation partner PYXERA Global and our South African grant making partner Tshikululu Social Investments.

