



# Re-imagining mining to improve people's lives

## Welcome

Anglo American and De Beers Group continue to evolve what it means to be a responsible business, and that includes how we show up for our employees and in the communities where we operate. The Ambassadors for Good programme is a powerful expression of our Purpose: re-imagining mining to improve people's lives. Through the skills, time and dedication of our employees, we are helping unlock sustainable value far beyond our operational sites and offices.

Now in its eighth year, Ambassadors for Good continues to reflect the essence of who we are. In 2024, employees from 15 countries came together to design and implement 268 skills-based projects that reached nearly 150,000 people across the communities where we operate. It's more than just a volunteer programme – it's how we live up to our Purpose and Values.

What sets this programme apart is not only the scale of the impact, but also the spirit in which it is carried out.

Ambassadors choose the causes that matter most to them.

They contribute their time and professional expertise to tackling real-world community challenges, from advancing gender equity and food security to promoting education, mental health and sustainable livelihoods.

Importantly, none of this would be possible without the ongoing support of the Anglo American Foundation. The Foundation's investment is instrumental in enabling our employees to strengthen the impact of local organisations, champion community-led projects, and foster a culture of action and compassion across the regions where Anglo American operates.

For me, what makes Ambassadors for Good truly extraordinary is that it is a hands-on, community-focused initiative and a true team effort. Whether supporting learners, mentoring entrepreneurs, building sustainable homes, or equipping fire fighters, our Ambassadors show what it means to lead with heart and humility.

As we look ahead, I'd like to thank Matt Daley, who has served as Global Executive Sponsor for the programme over the past two years. Matt's leadership, passion and unwavering belief in the power of volunteering have helped shape the programme into what it is today. We are deeply grateful for his contributions and wish him all the best in his next chapter.

As you read through this report, I hope you feel as inspired as we do. To every Ambassador, volunteer, partner organisation and supporter – thank you. You remind us that real impact starts when we lead with purpose.



**Alison Atkinson** 

Chief Projects & Development Officer and Global Executive Ambassadors for Good Programme Sponsor

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## Company perspective

Ambassadors for Good continues to demonstrate the power of skills-based volunteering to drive meaningful impact in the communities where we operate. In 2024, the programme supported 268 employee-led projects across 15 countries, reaching an estimated 150,000 people through targeted, skills-based interventions. These included mental health and education support, digital literacy, food gardens and small business mentoring – each co-designed and delivered in partnership with local partner organisations.

# A global network of change agents

Since its inception, the programme has engaged over 2,400 Anglo American and De Beers Group employees, who have collaborated with more than 800 local partner organisations to deliver over 1,283 community projects. Collectively, the community projects have reached more than 653,000 beneficiaries since 2018. The majority of projects were led by local employees working in their own communities, affirming the growing strength of locally rooted, employee-driven impact.

In 2024, we saw a significant increase in the number of projects led by our Copper business in Chile, underscoring the programme's expanding geographic footprint and growing relevance across Latin America. This momentum reflects the deepening resonance of Ambassadors for Good in the region.

With stronger collaboration between regional businesses, delivery partners and the Anglo American Foundation, we continue to evolve our approach into a more cohesive, accessible and inclusive programme.



# 2024: our impact at a glance

## Community:



n 150,000 268 243

Number of people reached Number of community projects implemented

Number of local partner organisations supported

## **Employees:**



Number of employee volunteers

Number of countries

Number of hours contributed by volunteers to their Ambassadors for Good projects

## Company:



>\$1.6m

Total grant value disbursed to partner organisations\*

## Types of community projects:

- Training & Education
- Built Environment & Material Improvements
- · Business Consulting & Organisational Capacity Building
- Event Planning & Community Engagement
- Developing Collaborative Partnerships
- Environmental Restoration & Sustainability

<sup>\*</sup> Approximate based on exchange rates for disbursement period of August-December 2024. Each partner organisation receives a grant of \$6,500 (or the equivalent in local currency) to implement their approved project. All figures supplied are from programme surveys with all participants in the programme (employees and partner organisations) conducted by implementation partner Pyxera Global

# **Employee** perspective

Volunteering provides our employees the opportunity to contribute their time and skills while learning from the communities they support. Our Ambassadors collaborate in small teams with a community partner of their choice to design and implement projects that make a meaningful difference in the lives of people where we operate.

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It's a great opportunity to put your personal or professional challenges into perspective, through shifting your focus to a charitable cause. It's a reminder that time is better spent helping people rather than worrying about trivial things in your own life.

Daniel Ryan, Research & Technical Support Scientist, United Kingdom, De Beers Group 3C

Through this project, I experienced both personal and professional growth. I learned to communicate more effectively with artisans and value their work. This experience reinforced my commitment to sustainable development and local culture.

Lilian Valcarcel, Audit Specialist, Copper Peru, Anglo American 55

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My participation was a transformative experience, both personally and professionally. I had the opportunity to grow as a person, learning to look beyond myself and understand the impact that well-planned actions can have on people's lives.

João Vitor Soares de Paiva, Mining Pipeline Mechanic, Iron Ore Brazil, Anglo American  $\frac{9}{}$ 

of participating employees feel they made a personal contribution to our Sustainability Strategy (or De Beers' Building Forever strategy) 84%

of participating employees agreed that participation in the programme made them feel more engaged with the broader Anglo American and De Beers Group host communities



#### Art and Media Project in Gororós, Brazil (2024)

We designed this project to equip and empower residents of the Gororós community in Dom Joaquim with digital storytelling skills. Using mobile phones, cameras, computers and other accessible tools, we trained participants to produce their own videos, capturing local stories, voices and perspectives. This initiative built technical capacity, fostered creative expression and strengthened community identity.



#### Agroecological Transition in Congonhas do Norte, Brazil (2024)

Originally funded by the Ambassadors for Good programme, this ongoing initiative in Dom Joaquim, Minas Gerais, connects small-scale farmers with local families through weekly deliveries of organic, pesticide-free food baskets. Regular planning meetings and training sessions support continuous improvement, while a new marketing effort is expanding its reach. Sustained by strong community ownership, the project continues to improve nutrition, generate income and strengthen local food systems.

# Insights from the 2024 independent evaluation

In 2024, the Ambassadors for Good programme underwent an independent impact evaluation, conducted by Khulisa Management Services, covering the 2018–2023 period. The evaluation was commissioned to assess the programme's relevance, effectiveness, outcomes, value and sustainability, and to ensure it remains fit for purpose.

At its heart, Ambassadors for Good is a living expression of Anglo American's Values – Safety, Care and Respect, Integrity, Accountability, Collaboration, and Innovation. It empowers employees to create sustainable change in their communities and make a meaningful contribution to society.

The evaluation affirmed the programme's strong alignment with Anglo American's and De Beers' socio-economic development (SED) goals and highlighted its expansion, streamlined processes and tangible impacts in community development and employee growth.

This reinforces our focus on the Livelihoods goal within the Thriving Communities pillar of our Sustainability Strategy.

Building on the findings of the evaluation, the Ambassadors for Good team has taken targeted steps in 2025 to refine the programme model, enhance equity and inclusion, scale long-term impact and improve impact monitoring.



#### Rule of Law, Peru (2024)

Pictured above are beneficiaries of the Rule of Law project in Peru.

In partnership with the International Law Book Facility (ILBF), Anglo American employees from the Legal team in Peru volunteered their time and networks to advance access to justice in developing regions. Through this initiative, team members supported the shipment of legal textbooks to not-for-profit organisations, judiciaries and universities in the communities where we operate.

Now in its eighth year, the Rule of Law project combined administrative support, beneficiary identification and donor engagement to ensure that over 1,200 boxes of books reached 33 organisations globally. Volunteers also facilitated feedback, training, and resource accessibility, maximising the impact of each donation. By leveraging their professional skills and networks, the team strengthened legal education infrastructure while deepening their own understanding of sustainability and development.

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# Community perspective

Through our Ambassadors for Good programme, communities gain access to dedicated teams of professionals who bring fresh ideas, skills and energy to locally driven projects. By working hand-in-hand with our Ambassadors, local partner organisations help shape initiatives that reflect their unique needs and aspirations – ensuring that every project is not only impactful but also sustainable and respectful of local culture and context.

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The beneficiaries of this project are now self-sustained... the community was mobilised and opened to possibilities of creating their own industries.

Sese Village Development Committee, Botswana GG

The programme is a fantastic initiative that transforms lives and promotes real, positive change in our society.

Casa de Acolhimento Institucional Vida e Esperança, Brazil 92

of partner organisations believe support from Ambassadors for Good will be a change agent for their organisation. 91%

of partner organisations agree that Anglo American or De Beers Group are a positive influence in the communities where they operate.







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# Some of the ways our volunteers made a difference in 2024



## **Health and well-being**

- In Singapore, we supported St Luke's Hospital through Project Green Thumb, creating a therapeutic garden to aid patient recovery and promote mental wellness.
- In China, the Green Light-Year Resilience Plus Project focused on mental health and well-being for volunteers, offering emotional support tools and training.
- In South Africa, the Pet Sterilisation and Vaccination Drive provided veterinary care and education to improve animal and community health in Postmasburg.
- In the United Kingdom, the Melodic Minds project used music therapy to support emotional wellness among children in Oxfordshire schools.
- In Botswana, a project provided reusable sanitary towels and sexual health education to girls, helping reduce school absenteeism and improve dignity.



## Healthy environment

- In Chile, a water repurposing initiative addressed scarcity by redirecting discarded water for agricultural use, improving local flora.
- In Finland, a project restored the Luirojoki River, improving biodiversity and water quality through habitat rehabilitation.
- In the UAE, we planted 100 mangrove trees and sponsored 3,000 saplings through the Mangroves for Life 2 project, supporting carbon capture and coastal resilience.
- In Brazil, the Quintal Sustentável project promoted agroecological practices and community gardening in rural areas.
- In Zambia, the Kabompo Dome Project trained local communities in sustainable beekeeping, supporting income generation and biodiversity.



#### Education

- In Peru, the Ruta Emprendedora
   Juvenil project trained young people
   in entrepreneurship and digital skills to
   prepare them for the modern job market.
- In Brazil, the Leia e Brinque project revitalised a school library and created a reading space to promote literacy and imagination among children.
- In China, the PC Recycling 2024 project provided refurbished computers to underserved communities, promoting digital inclusion and learning.
- In the United Kingdom, the Rule of Law Ambassadors programme, in partnership with the International Law Book Facility, supported legal education by distributing thousands of books to not-for-profit organisations, judiciaries and universities in the communities where we operate.
- In Singapore, the Domestic Worker
   Outreach programme empowered
   migrant workers with education on rights,
   health and financial literacy.



### Livelihoods

- In Zimbabwe, the Strengthening Youth Entrepreneurship initiative provided business training and mentorship to young people in Shurugwi.
- In Brazil, the Caseado e Cores project offered craft workshops and selfawareness training for elderly women, promoting social inclusion and economic empowerment.
- In Peru, the Manos Moqueguanas project supported artisans with entrepreneurship training and access to national markets through a partnership with the MALI museum.
- In South Africa, the Umphakathi
   Partnership for Skills Development
   provided training and mentorship to
   youth in Johannesburg's inner city.
- In Singapore, the Publishing the Missing Anthology project empowered marginalised voices through storytelling and creative writing workshops.



For further information contact: info@ambassadorsforgood.com

The Ambassadors for Good programme is funded by the Anglo American Foundation and implemented by PYXERA Global, and our South African grant-making partner, Tshikululu Social Investments.

The Anglo American Foundation is an independent charity dedicated to championing youth for a green and fair future. Founded by Anglo American, the Foundation places young people at the heart of everything it does, equipping them with the tools, resources and opportunities they need to drive change and unlock their full potential. angloamericanfoundation.org







