

G3 Content Index - Mining & Metals Sector Supplement ANGLO AMERICAN

Application Level: A+					Assured by	PwC
STANDARD DISCLOSURES PART I: Profile Disclosures						
1. Strategy and Analysis						
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
1.1	Statement from the most senior decision-maker of the organization.	Fully	SDR: 2-3; 6-9			
1.2	Description of key impacts, risks, and opportunities.	Fully	SDR: 4,5; 12,13			
2. Organizational Profile						
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
2.1	Name of the organization.	Fully	SDR: front cover			
2.2	Primary brands, products, and/or services.	Fully	SDR: Overview Online: http://www.angloamerican.com/business			
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	SDR: Overview Online: http://www.angloamerican.com/business			
2.4	Location of organization's headquarters.	Fully	SDR: Overview, Back page			
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	SDR: Overview (We report on all countries of operation, but focus on South Africa which hosts the majority of our workforce and operations.) Online: http://www.angloamerican.com/business			
2.6	Nature of ownership and legal form.	Fully	Anglo American is a publicly held and traded company.			
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	AR: Iron Ore (5-56); Metallurgical Coal (61); Thermal Coal (65); Copper (69); Nickel (73); Platinum (77-78); Other Mining and Industrial Businesses (85-87)			
2.8	Scale of the reporting organization.	Fully	SDR: Overview Online: http://www.angloamerican.com/business AR: 138 (Revenue by product); 201-204 (production statistics); 137 (total capitalisation by cash and debt)			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	None to report.			
2.10	Awards received in the reporting period.	Fully	Online: http://www.angloamerican.com/development/our-performance/awards-and-recognition/environment			
3. Report Parameters						
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	01 January 2011-31 December 2011			
3.2	Date of most recent previous report (if any).	Fully	01 January 2010-31 December 2010			
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Annual			
3.4	Contact point for questions regarding the report or its contents.	Fully	Hermien Botes: hermien.botes@angloamerican.com			
3.5	Process for defining report content.	Fully	SDR: 11, 12			
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	SDR: 1 (About this report)			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	None to report.			
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	SDR: 1 (About this report)			
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	SDR: 66-67			
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	SDR: 25 (2010 LTIFR and fatality figures restated)			
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	None to report.			
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	This document, available on the Anglo American website: (URL to be provided in Index, once in place)			
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	SDR: 60, 61			
4. Governance, Commitments, and Engagement						
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	AR: 90-93, 98-101			

4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	AR: 88 (no)			
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	AR: 90-91			
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Employees are engaged via regular briefing sessions with the CEO and other executives, during which they are encouraged to provide input and raise issues/concerns. In addition, employee surveys are conducted periodically, which the S&SD Committee reviews; feedback on material issues is given to the Board. Site any additional commentary/sections of reports/online. Shareholders have the opportunity to raise concerns directly with the company via the IR function and at the Annual General Meeting (also see AR p. 96).			
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	AR: 106, 104-115			
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	AR: 94			
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Fully	AR: 91, 94, 99			
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	SDR: 14 Online: http://www.angloamerican.com/development/approach-and-policies			
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	SDR: 14, 15			
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	AR: 88-89			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	In line with Anglo American's commitment to the principles of the Global Compact and various internal policies and procedures (including The Environment Way and SEAT), the principles that underlie the precautionary approach always take precedence, notably in our activities relating to management of occupational safety and health, and our impacts on the environment. Examples of how we implement these principles in our activities are raised in various sections of our SDR: 46-58			
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	SDR: 2, 67			
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	SDR: 3 "Power of partnerships", 7			
4.14	List of stakeholder groups engaged by the organization.	Fully	SDR: 12 "Identifying our stakeholders' interests"			
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	SDR: 12 "Identifying our stakeholders' interests"			
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	SDR: 12 "Identifying our stakeholders' interests"; 34-37			
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	SDR: 12 "Identifying our stakeholders' interests"; 16; 34-37			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)							
G3 DMA	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
DMA EC	Disclosure on Management Approach EC						
Aspects	Economic performance	Fully	Goals and Performance (AR: 10-11); Policy (AR: 10-11); Additional Contextual Information (AR: 42-47)				
	Market presence	Fully	SDR: 10, 23, 18i, 41, 66 AR: Iron Ore (5-56); Metallurgical Coal (61); Thermal Coal (65); Copper (69); Nickel (73); Platinum (77-78); Other Mining and Industrial Businesses (85-87). We are, according to our Human Resources Principles and Business Principles, committed to providing competitive and fair wages and believe that we do so at all our operations. Entry level wages are always equal to, or above, local minimum wage in value.				
	Indirect economic impacts	Fully	SDR: 3, 15, 38-39 "The economic value we add" and associated pie charts				
DMA EN	Disclosure on Management Approach EN						
Aspects	Materials	Fully	AR: 11; 14-15; 22 (asset optimisation). Anglo American's drive to reduce materials consumption is managed through the Group asset optimisation (AO) drive. A central AO function runs major, Group-wide projects with broad application, while every mine investigates and implements local opportunities. Goals and performance indicators relate to financial value realised, though environmental benefits (like water and energy savings) are also reported separately.				
	Energy	Fully	SDR:13, 52-54 Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/environment				
	Water	Fully	SDR: 13, 48-51 Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/environment				
	Biodiversity	Fully	SDR: 56-57 Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/environment				
	Emissions, effluents and waste ^{COMM}	Fully	SDR: 58-59 Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/environment				
	Products and services	Fully	SDR: 58-59 (REACH)				
	Compliance	Fully	SDR: 48-59 (Anglo American operations are required to comply with local legislation; Anglo American Standards and attain certification to internationally recognised standards (such as ISO and OHSAS) Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/environment				
	Transport	Fully	Anglo American's most material transportation issue is ocean freight. Our commitment in this regard is in the context of Scope 3 GHG emissions, where we will seek to "understand and respond to the carbon life-cycle risks and opportunities of our products."				
	Overall	Fully	Online: http://www.angloamerican.com/development/envs Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/environment				

DMA LA	Disclosure on Management Approach LA						
Aspects	Employment ^{COMM}	Fully	SDR: 15, 20-22 Policy http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf				
	Labour/management relations ^{COMM}	Fully	SDR: 22 (Labour rights) Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf				
	Occupational health and safety ^{COMM}	Fully	SDR: 13, 24-31 Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/safety-and-health				
	Training and education	Fully	SDR: 21 (Developing our people)				
	Diversity and equal opportunity	Fully	SDR: 22 (Promoting workforce diversity) Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf				
DMA HR	Disclosure on Management Approach HR						
Aspects	Investment and procurement practices	Fully	SDR: 45 (procurement); Rigorous guidelines are applied to the evaluation and execution of all acquisitions that require the approval of the Investment Committee and Group Management Committee and, subject to size, the Board.				
	Non-discrimination	Fully	SDR: 22 (Promoting workforce diversity) Policies: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf				
	Freedom of association and collective bargaining	Fully	SDR: 22 (Labour rights) Policy: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf				
	Child labour	Fully	SDR: 22 (Labour rights) Policy: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf				
	Forced and compulsory labour	Fully	SDR: 22 (Labour rights)				
	Security practices	Fully	SDR: 36 (Anglo American supports and follows the Voluntary Principles on Security and Human Rights)				
	Indigenous rights ^{COMM}	Fully	Online: http://www.angloamerican.com/development/social/community-engagement/indigenous-peoples				

DMA SO	Disclosure on Management Approach SO						
Aspects	Community	Fully	SDR: 34-42				
	Artisanal and small-scale mining	Not	There are currently no such operations within Anglo American.	All	Not applicable	There are currently no operations within Anglo American near which artisanal mining takes place.	
	Resettlement	Fully	Online: http://www.angloamerican.com/development/approach-and-policies/human-rights/resettlements				
	Closure planningCOMM	Fully	SDR: 5 Online: http://www.angloamerican.com/development/mine-closure-planning/approach				
	Grievance mechanisms and procedures	Fully	SDR: 36 Social Way: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/aa_social_way.pdf				
	Emergency PreparednessCOMM	Fully	Anglo American's environment, health and safety standards contain requirements relating to emergency preparedness and response. They are that each operation is required to establish, implement and maintain a procedure(s) to identify potential emergency situations and potential accidents that can have an impact(s) on the environment and how it will respond to them. It is also a requirement that they respond to actual emergency situations and accidents and prevent or mitigate associated adverse environmental impacts; and periodically test related procedures, where practicable.				
	Corruption	Fully	SDR: 13 " Ensuring business integrity and good governance" Business Integrity Policy: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/business_integrity.pdf				
	Public policy	Fully	Anglo American has dedicated individuals at corporate and business unit levels who are responsible for government relations. We also participate in local and global industry associations and business coalitions where we input into major international policy processes. All of our significant public policy positions are in the public domain. It is our policy to not pursue aggressive lobbying activities.				
	Anti-competitive behaviour	Fully	AR: 52 (Business integrity) Business Integrity Policy: http://www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/~media/Files/A/Anglo-American-Plc/siteware/docs/business_integrity.pdf				
	Compliance	Fully	SDR: throughout (Anglo American operations are required to comply with local legislation; Anglo American Standards and attain certification to internationally recognised standards (such as ISO and OHSAS)				

DMA PR	Disclosure on Management Approach PR						
Aspects	Materials stewardship	Fully	Online: http://www.angloamerican.com/development/envs/materials-stewardship				
	Customer health and safety	Fully	SDR: 59 (Material Safety Data Sheets) Online: http://www.angloamerican.com/development/envs/materials-stewardship				
	Product and service labelling	Not	Not material	All	Not material	Anglo American's 'products' are raw materials typically used as inputs into further manufacturing processes. Packaging is not applicable to bulk product transport by rail and bulk shipping.	
	Marketing communications	Not	Not material	All	Not material	Marketing communications is not applicable as Anglo American is not directly involved in consumer advertising, and does not deal directly with consumers but sells on commodity markets and to a small number of industrial users.	
	Customer privacy	Not	Not material	All	Not material	Customer privacy is not applicable as Anglo American is not directly involved in consumer advertising, and does not deal directly with consumers but sells on commodity markets and to a small number of industrial users.	
	Compliance	Fully	Pg. 15. Anglo American Group companies ensure that their products are compliant with appropriate regulations: all EU-bound products are now registered with the European Chemicals Agency (ECHA). In addition, in collaboration with the metals consortia, our ores and concentrates have been classified according to the EU's Classification, Labelling and Packaging (CLP) regulation.				

STANDARD DISCLOSURES PART III: Performance Indicators							
Economic							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Economic performance							
EC1 ^{COMM}	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	SDR: 38 (The value we add: economic value generated; value distributed [to suppliers; providers of capital; employees; investors; payments to governments); 42 (Social investment)				
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	SDR: 3;8-9 (CE and Chair statements); 52-55 Platinum SDR: 48-49; 139 (fuel cells) Kumba Iron Ore: 78				
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	AR: 112; 131-132; 135				
EC4	Significant financial assistance received from government.	Fully	None received				
Market presence							
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Not	Anglo American has a policy of providing fair and competitive wages, with entry level wages always at least equal to local minimum wage.	N/A	Not material	All wages are determined at operational level to national norms, based on skills and in accordance with Anglo American Human Resources Principles and Business Principles. We are committed to providing competitive and fair wages and believe that we do so at all our operations. Entry level wages are always equal to, or above, local minimum wage in value.	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	SDR: 41 (Local is defined as national and localised is defined as 'close to the operation'). Factors that influence supplier selection include their social and environmental performance.				
EC7 ^{COMM}	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	Fully	At all our operations our practices favour employing locally, including hiring for senior management positions (approximate Patterson bands 1-5). More than 95% of permanent employees are from host countries and more than 95% of senior management at corporate centres is from host countries (with the exception of the London office). As some Anglo American operations are situated in very remote locations with no, or small, local communities, most business units have policies and procedures relating to local hiring in place, in addition to training programmes aimed at providing local communities with mining-related skills.				

Indirect economic impacts							
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	An outline of Anglo American's indirect economic impacts is provided in the "Socio-economic development" (SDR p.38-42). Development partnerships include CARE International and CARE Brazil. Anglo American's corporate social investment spend focuses on socio-economic development which includes investments in infrastructure (SDR p. 42). Specific examples available in Anglo American Platinum (6; 118); Kumba Iron Ore (67-68); Thermal Coal; Brazil and Chile (to be released in Q2 2012). Needs analyses are conducted initially through Social and Environmental Impact Assessments and every three years via the Anglo American Socio-Economic Assessment Toolbox.				
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	It is through Anglo American's core business activities – employing people, paying taxes to governments and making payments to our suppliers – that we make our most significant positive contribution to national and local economies. The "Socio-economic development" section of our SDR (p. 38-42) briefly reviews the nature and scale of Anglo American's economic value added, describes our Socio-Economic Assessment Toolbox (SEAT) process aimed at enhancing the development outcomes of our host communities, and reviews our performance relating to enterprise and skills development, local procurement and social investment. Through the multiplier effect, the positive economic contributions of our operations extends significantly further than these direct forms of value distribution. Stakeholder priorities are identified on a site-by-site basis according to the common methodology in SEAT and results in job-creation being identified as one of the most prominent local stakeholder expectations. All of our standards and processes are aligned with important international frameworks such as the principles of the UN Global Compact and the ICMM Sustainable Development				

Environmental							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Materials							
EN1	Materials used by weight or volume.	Fully	Anglo American most significant input materials are fuels (diesel and other fossil fuels) (p.54) and water (p.48). Other materials used by weight or volume are not recorded on a Group level owing to the diverse processes used throughout Anglo American operations, business units do report these individually. These may be found in the following business unit reports: Anglo American Platinum (153); Kumba Iron Ore (75).				
EN2COMM	Percentage of materials used that are recycled input materials.	Not	N/A	All	Not material	Anglo American is a producer of primary raw materials. Due to the nature of the company's business it is not seen to be practical to distinguish between "recycled input materials", nor is it sufficiently material to record and report such information. The quantities of recycled materials used as inputs are not material, aside from Scaw Metals that uses a significant amount of recycled scrap metal for producing its final product. 2010 and 2011 figures are however not disclosed, for competitive reasons.	
Energy							
EN3	Direct energy consumption by primary energy source.	Fully	SDR: 54				
EN4	Indirect energy consumption by primary source.	Fully	SDR: 54, 65				
EN5	Energy saved due to conservation and efficiency improvements.	Partially	Information from individual business units is available from the following reports: Anglo American Platinum (p.44); Kumba Iron Ore (p.77).	Not reported in aggregated form	Not available	During 2011, operations completed energy-savings project registers which include information on actual savings as well as savings expected to materialise from approved and future projects. The energy savings from these conservation and efficiency projects are not currently aggregated at a Group level, but will be reported from 2012 onwards.	2012

EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Partially	As a mining company, Anglo American core businesses do not produce products or offer services. We are, however, actively involved in a number of clean coal research projects to mitigate the CO2 released from the combustion of coal. SDR: 52-53 (carbon capture and storage and algal synthesis)	Quantitative values	Not available	No quantifiable emissions reductions have been achieved due to the early stages of research projects.	2016
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Partially	Information from individual business units is available from the following reports: Anglo American Platinum (p.44); Kumba Iron Ore (p.77); Thermal Coal; Chile; and Brazil reports to be released in Q2 2012.	Not reported in aggregated form	Not available	During 2011, operations completed energy-savings project registers which include information on actual savings as well as savings expected to materialise from approved and future projects. The energy savings from these conservation and efficiency projects are not currently aggregated at a Group level, but will be from 2012 onwards.	2012
Water							
EN8	Total water withdrawal by source.	Fully	SDR: 50				
EN9	Water sources significantly affected by withdrawal of water.	Fully	SDR: 50				
EN10	Percentage and total volume of water recycled and reused.	Fully	SDR: 48				
Biodiversity							
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Partially	SDR: 57; Anglo American Platinum (68); Kumba Iron Ore (80); Thermal Coal; Brazil and Chile reports to be released in Q2 2012.	Land rehabilitated reported and qualitative description of areas of high biodiversity value, but areas and location not reported.	Not available	In 2011 we developed a 'biodiversity overlap assessment tool', through which we will be overlaying biodiversity data available from the World Database on Protected Areas (WDPA) with our own site-based data. This will further help us to identify and prioritise the main biodiversity risks and opportunities for our operations and is a first step towards piecing together a global map of Anglo American operations in relation to protected areas.	2012
EN12 ^{COMM}	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	SDR: 57 (Habitat loss through land disturbed by our mining, processing and mineral-waste disposal activities is 86,702 Ha). Issues important to local circumstances are reported in BU reports: Platinum: 69; Kumba: 80-81.				

MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Fully	SDR: 57 (Total land disturbed and not yet rehabilitated: 544,878 Ha; total amount of land newly disturbed within the reporting period: 1,380 Ha; total amount of land newly rehabilitated within the reporting period to the agreed end use: 1,008.)				
EN13COMM	Habitats protected or restored.	Fully	SDR: 57 (land rehabilitated and qualitative description of land protected). Specific habitats reported in business unit reports: Anglo American Platinum (68); Kumba Iron Ore (80); Thermal Coal, Brazil and Chile reports to be released in Q2 2012.				
EN14COMM	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	SDR: 56-57				
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Fully	SDR: 56. 23 Anglo American are considered to have a potentially significant impact on biodiversity and are required to have BAPs in place. All of these (100%), as well as and additional 33 mines have BAPs in place. Amapa mine in Brazil, which was acquired in 2008, has several biodiversity initiatives in place, and is in the process of arranging these into a formal Anglo American BAP format.				
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Fully	SDR: 57 (Belloto del Norte tree - protected)				
Emissions, effluents and waste							
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	SDR: 65				
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	SDR: 65				
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Partially	SDR: 54; Anglo American Platinum (44); Kumba Iron Ore (77); Thermal Coal, Brazil and Chile reports to be released in Q2 2012.	Qualitative description at Group and BU level, quantitative figures at BU level.	Not available	During 2011, operations completed GHG-savings project registers which include information on actual savings as well as savings expected to materialise from approved and future projects. The energy savings from these conservation and efficiency projects are not currently aggregated at a Group level, but will be reported from 2012 onwards.	2012
EN19	Emissions of ozone-depleting substances by weight.	Not	N/A	All	Not material	Given the nature of Anglo American's business, ozone-depleting substances (ODSs) are not considered a significant environmental impact of the company since emissions from these substances are not material.	

EN20 COMM	NOx, SOx, and other significant air emissions by type and weight.	Partially	The potential for impacts on ambient air quality from our mining and processing activities results primarily from particulate emissions (fine and coarse dust), sulphur dioxide (SO₂), nitrogen oxides (NOx) and volatile organic compounds (VOCs). Coarse dust and SO₂ are primarily local pollutants, with the most significant impacts potentially occurring in close vicinity of the source. Air emissions (aside from SO₂ - see SDR page 59) are therefore reported at a local level, e.g. Platinum: 58-59.	SO2 is reported at a Group level, while other localised pollutants are reported on in business unit reports.	Not material	The potential for impacts on ambient air quality from our mining and processing activities results primarily from particulate emissions (fine and coarse dust), sulphur dioxide (SO ₂), nitrogen oxides (NOx) and volatile organic compounds (VOCs). Coarse dust and SO ₂ are primarily local pollutants, with the most significant impacts potentially occurring in close vicinity of the source.	
EN21	Total water discharge by quality and destination.	Partially	SDR: 50 (Water quality; acid rock drainage) ; Anglo American Platinum (70-71; 74) Kumba Iron Ore (80)	Qualitative description at Group and BU level, some quantitative figures at BU level.	Not material	All significant incidents are reported as level 1-5 incidents. Reporting volumes and qualities of discharges at a Group level provides no information on whether they exceeded local volume or quality allowances.	
EN22 COMM	Total weight of waste by type and disposal method.	Partially	SDR: 58-59 (qualitative); Anglo American Platinum (154: qualitative and quantitative); Kumba Iron Ore (76: qualitative); Thermal Coal, Brazil and Chile reports to be released in Q2 2012.	Qualitative description at Group and BU level, some quantitative figures at BU level.	Not available	The focus has been on effective waste management, which is highly regulated and well managed at a local level. During 2011 we included a number of new waste parameters in our Group database, which will aid Group-level reporting.	2013
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Partially	SDR: 58-59 (qualitative); Anglo American Platinum (154: qualitative and quantitative); Kumba Iron Ore (76: qualitative); Thermal Coal, Brazil and Chile reports to be released in Q2 2012.	Qualitative description at Group and BU level, some quantitative figures at BU level.	Not available	The focus has been on effective waste management, which is highly regulated and well managed at a local level. During 2011 we included a number of new waste parameters in our Group database, which will aid Group-level reporting.	2013

EN23	COMM	Total number and volume of significant spills.	Fully	SDR: 50 (none to report)				
EN24		Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Partially	The main sources come from our laboratories, medical facilities, waste oil and radioactive cells. This is managed at a decentralised level, in accordance with relevant legislation. The disposal of these wastes is carefully managed, both at the operations through internal and third-party audits, and at the receiving waste facilities that are subject to regular second party audits. Anglo American has established a REACH Group office in London to support business units supplying substances into the EU. This office ensures that all substances that are imported into the EU meet the EU's regulatory requirements.	Quantitative values	Not material	We do not generate significant volumes of hazardous waste and the small volumes that we do generate are disposed of very carefully according to local legal requirements. Recording this figure at a Group level has not been considered a valuable management metric in the past.	
EN25		Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Fully	None to report.				
Products and services								
EN26		Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Partially	Initiatives to mitigate the most significant environmental impacts of products/service groups in relation to materials use relates to water (p. 48-9) and direct energy (p. 54) reduction initiatives; other initiatives are described on pages 48-50 (water), 52-54 (GHGs); 50 (effluents); 30 (noise); and 58-59 (waste).	Qualitative descriptions given; some quantitative.	Not available	Not all figures are available at a Group level. Business units report on a risk-basis	2013
EN27		Percentage of products sold and their packaging materials that are reclaimed by category.	Not	N/A	All	Not applicable	Anglo American's 'products' are raw materials typically used as inputs into further manufacturing processes. Packaging is not applicable to bulk product transport by rail and bulk shipping.	
Compliance								
EN28		Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Partially	191 actions; \$1.8 million in legal costs	Format of reporting is currently actions and legal costs; not non-monetary sanctions and fines.	Not available	Reporting systems do not currently accommodate exact GRI requirements	2013
Transport								
EN29		Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Partially	GHG emissions from ocean freight is Anglo American's most material environmental transportation issue. Our current goal is to understand such Scope 3 emissions, after which formal reduction initiatives may be pursued.	Methodology for determining environmental impact not reported.	Not available	A full environmental impact assessment on the impact of ocean freight has not been conducted.	
Overall								
EN30		Total environmental protection expenditures and investments by type.	Partially	AR: 149 (The Group makes contributions to controlled funds that were established to meet the cost of some of its restoration and environmental rehabilitation liabilities, primarily in South Africa).	Total environmental expenditure	Not material	Environmental expenditure is an integral part of operating costs and is not accounted for separately. Hence, this indicator is not considered to be useful by the company.	

Social: Labour Practices and Decent Work							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Employment							
LA1	Total workforce by employment type, employment contract, and region.	Partially	SDR: 23	Headcount figures are currently reported according to employment contract, business unit and geography, but not according to employment type.	Not available	We started recording this in 2011, but will only be able to report in 2012	2012
LA2	Total number and rate of employee turnover by age group, gender, and region.	Partially	SDR: 66	Split by gender, age and region	Not available	The split is not a material management indicator because of Anglo American's policy of non-discrimination. However, a Group-wide headcount reporting project is now collecting these figures which may be available for reporting purposes in 2012.	2012
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Partially	Examples of benefits provided to only fulltime employees are share options and pension schemes.	Due to Anglo American's operations being in diverse countries with different requirements, we do not currently report specifically on all elements of this parameter.	Not available	We do not believe that is sufficiently material to provide information on this issue at the recommended level of detail.	
Labour/management relations							
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	SDR: 22				
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Partially	Anglo American Platinum's ERRA - a collective agreement that regulates the relationship between the recognised unions and the business - covers any organisational changes and how management consults on issues impacting on employees or their unions. A minimum of one month's notice is specified in the agreements	Anglo American currently only reports on this parameter at Anglo American Platinum.	Not material	The issue is not considered material for other business units to report. Throughout our operations, systems are in place aimed at ensuring effective dialogue and relations with all employee representative groups. Notice periods vary significantly based on skills set and national norms, and are generally specified in both individual and collective contractual agreements.	
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Fully	SDR: 22				

Occupational health and safety							
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Partially	In the mining industry in South Africa, which hosts 72% of our permanent workforce, in line with legislation requiring that every mine with 20 or more employees must have a health and safety representative for each shift at each designated working place at the mine, approximately 5% of the workforce is represented.	Remaining 28% of workforce; level the committee are represented on.	Not material	The most material health and safety concerns are in South Africa where the issue is legislated, although similar safety committees are in place in other operation. The level of these committees is not seen as a material risk.	
LA7 ^{COMM}	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Partially	SDR: 24-31; definitions on page 66.	Absenteeism	Not available	These figures are reported on internally in full, but are under review.	2012
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	SDR: 30-31				
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	In South Africa, where 72% of our permanent workforce is located, this is either determined by law or negotiated with trade unions. Topics include the selection, appointment and dismissal or safety representatives and conditions relating to refusal to work.				
Training and education							
LA10	Average hours of training per year per employee by employee category.	Partially	SDR: 21 (Developing our people)	Total training costs and training costs as a percentage of total employee costs reported. Training hours is not a management metric, although the HR reporting project will enable us to report on training hours in the future.	Not available	Total training costs and training costs as a percentage of total employee costs reported. Training hours is not a management metric, although the HR reporting project will enable us to report on training hours in the future.	2013
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	SDR: 21 (Developing our people)				
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	SDR: 21 (Developing our people)				
Diversity and equal opportunity							
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Partially	AR: 90-91 (executive management and Board), SDR p. 66 (gender and diversity split by management and full employee population)	Split by age and employee category are not reported.	Not available	Not currently available at a Group level	2013
LA14	Ratio of basic salary of men to women by employee category.	Partially	Anglo American's Business Principles and Human Resources Principles are based on equal opportunity and non-discrimination; there is no differentiation between male and female employee salaries. All remuneration is calculated according to a single banding framework, which does not take into account gender, race or age. The framework is based on pre-defined role descriptions.	Ratio not reported	Not material	The actual ratio is not recorded because we are satisfied that our HR processes ensure that there is no discrimination. In addition, basic ratio's are not, on their own, an effective indication of equal opportunity.	

LA 15 (NEW)	Return to work and retention rates after parental leave, by gender.	Not	N/A	All	Not material	There is no discrimination towards employees who take parental leave, ensuring equal opportunity on their return to the workplace. Turnover rates are not currently linked with parental leave as this is not seen as being material.	
Social: Human Rights							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Investment and procurement practices							
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Partially	100%	Total number	Proprietary information		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Fully	All suppliers go through the formal supply chain process which includes human rights screening. The number of contracts declined is not reported, but 30 improvement plans have been agreed with existing suppliers, to date (p. 45)				
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	No specific training drives occurred in 2011, though training and awareness initiatives such Business Integrity training and inductions always include human rights aspects.				
Non-discrimination							
HR4	Total number of incidents of discrimination and actions taken.	Fully	No significant incidents reported				
Freedom of association and collective bargaining							
HR5COMM	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Fully	No operations are currently in geographies where this is a risk. Anglo American supports these rights through human rights awareness raising along our value chain (SDR p. 22)				
Child labour							
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	Fully	None; SDR: 22				
Forced and compulsory labour							
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	Fully	None; SDR: 22				
Security practices							
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	Included in all security personnel training.				
Indigenous rights							
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Partially	SDR: 9 (Pebble); 57 (Sakatti project). SEAT requires that operations engage specifically with indigenous groups.	Only significant engagements are reported on.	Not applicable	Only significant engagements are reported on.	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	None reported				
Social: Society							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Community							
SO1COMM	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully	SDR: 34-40. SEAT mandates the measures that are required to be in place for social inclusion. These relate to extensive stakeholder engagement processes (p.38 "strategy and SEAT process").				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Fully	None to report.				
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Fully	Complaints and grievance mechanism in place at all operations; no disputes to report.				
Artisanal and small-scale mining							
MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Fully	None to report.				

Resettlement							
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Fully	Anglo American Platinum's long-standing Motlhotlo relocation process is reported on page 127 of the Platinum SDR. No resettlements have been undertaken during the year at Kumba, though it has reported a case study on its proposed Dingleton relocation on pages 24-25 of the Kumba report.				
K							
MM10	Number and percentage of operations with closure plans.	Fully	SDR: 05; AR: 149				
Corruption							
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	100% All operations; risks, including corruption risks, are reviewed every year.				
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Partially	SDR: 16 (2,000; 2% of total workforce)	Figure not disaggregated by employee level	Not available	This figure is broken down internally depending on risk, and not by management level.	2012
SO4	Actions taken in response to incidents of corruption.	Fully	No significant incidents reported				
Public policy							
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	The most significant issues that were the focus of our participation in public policy development and lobbying related to carbon pricing mechanisms in South Africa and Australia. In both instances, Anglo American has confirmed its commitment to finding workable solutions to reduce carbon emissions. In South Africa, Anglo American's position on the government's proposed climate change policy that it would not necessarily drive achievable behavioural change because of inelasticity in the local energy market. In Australia, Anglo American's concern related to the proposed carbon pricing mechanism which had the potential to severely impact our global competitiveness.				
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	None				
Anti-competitive behaviour							
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fully	None				
Compliance							
SO8 ^{COMM}	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Partially	\$3 million (SHE legal costs and fines). No significant judgements to report.	Monetary value of significant fines and number of non-monetary sanctions not reported, nor are cases brought through dispute resolution mechanisms.	Not available	Not currently reported according to GRI definitions	2012
Social: Product Responsibility							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Materials Stewardship							
MM11	Programs and progress relating to materials stewardship.	Fully	SDR: 59 (REACH); 52-53 (Technology - clean coal).				
Customer health and safety							
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Partially	SDR: 59 (REACH).	Anglo American's programmes in this area do not currently span materially beyond REACH compliance.	Not material	Our most material compliance issue has related to REACH. A gap analysis will determine whether additional reporting is required.	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	None to report.				

Product and service labelling							
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	Anglo American Group companies ensure that all their relevant products (commodities) are compliant with appropriate regulations. All EU-bound products subject to the REACH process with regard to their safe use are now registered with the European Chemicals Agency (ECHA). In addition, in collaboration with the metals consortia, our ores and concentrates have been classified according to the EU's Classification, Labelling and Packaging (CLP) regulation. Mineral Safety Development Sheets are provided with all our mining products and directed at industrial users. None of our products are delivered directly to consumers. The sourcing of components is not material. The content of products with regard to substances that might produce an environmental or social impact is not applicable for commodities. Safe use of our commodities is not applicable; disposal of our product and environmental/social impacts is not applicable because commodities are typically input materials.				
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Fully	None to report.				
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not	N/A	All	Not material	This parameter is not regarded as material to Anglo American as the Group does not deal directly with consumers but sells on commodity markets and to a small number of industrial users with whom there is a direct relationship and therefore direct feedback.	
Marketing communications							
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not	N/A	All	Not material	This parameter is not regarded as applicable to Anglo American as Anglo American is not directly involved in consumer advertising.	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	None to report.				
Customer privacy							
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	None to report.				
Compliance							
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	None to report.				