

This table sets out how the Global Reporting (GRI) Reporting Framework has been applied across our Annual Report, Sustainability Development Report and website. We have prepared the table to help you navigate to the information you want quickly. Simply click on a **cross-reference** to view the page.

The GRI Reporting Framework forms a key part of our commitment to economic, environmental and social sustainability and achieving the highest level of performance and most transparent level of reporting. Assured by PricewaterhouseCoopers, we have applied the GRI Framework to the highest A+ standard.

For further information on the GRI, please visit <https://www.globalreporting.org/Pages/default.aspx>

G3.1 Content Index – Mining & Metals Sector Supplement

Application Level A+

Self-declared

Assured by PricewaterhouseCoopers

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 organisation.	●	SDR page 02-05			
1.2	Description of key impacts, risks, and opportunities.	●	SDR page 12-13			

STANDARD DISCLOSURES PART I: Profile Disclosures – continued
2. Organisational 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 organisation.		SDR front cover			
2.2	Primary brands, products, and/or services.		www.angloamerican.com/business			
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.		www.angloamerican.com/business			
2.4	Location of organisation's headquarters.		www.angloamerican.com/siteservices/contactus/corp_officedetails			
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.		www.angloamerican.com/about/operate			
2.6	Nature of ownership and legal form.		Anglo American is a publicly held and traded company.			
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).		AR page 1 (inside cover) and pages Iron Ore: AR page 55 Met Coal: AR page 61 Thermal Coal: AR page 65 Copper: AR page 69 Nickel: AR page 73 Platinum: AR page 77 Diamonds: AR page 83 OMI: AR page 87			
2.8	Scale of the reporting organisation.		www.angloamerican.com/about/operate			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.		SDR page 77			
2.10	Awards received in the reporting period.		www.angloamerican.com/development/our-performance/awards-and-recognition/environment			

STANDARD DISCLOSURES PART I: Profile Disclosures – continued
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.		01 January 2012-31 December 2012			
3.2	Date of most recent previous report (if any).		01 January 2011-31 December 2011			
3.3	Reporting cycle (annual, biennial, etc.)		Annual			
3.4	Contact point for questions regarding the report or its contents.		Hermien Botes: hermien.botes@angloamerican.com			
3.5	Process for defining report content.		Anglo American has applied the GRI guidance and principles on defining report content. See SDR pages 12-13. Sustainability context is discussed on SDR page 10. 100% of material issues as determined on pages 12-13 for managed operations are reported on in full and in a timely manner (monthly or quarterly internally and annually externally).			
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.		SDR page 01			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).		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 organisations.		SDR page 01			
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.		SDR page 78			
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).		SDR pages 75			
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		SDR pages 74,78 (exclusion of sponcom from CO2 emissions)			
3.12	Table identifying the location of the Standard Disclosures in the report.		www.angloamerican.com/development/reports/aareports/2013gr			
3.13	Policy and current practice with regard to seeking external assurance for the report.		SDR pages 68-69			

STANDARD DISCLOSURES PART I: Profile Disclosures – continued
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 organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.		AR 90-134			
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.		No			
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.		AR 92-93			
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		SDR page 15; AR pages 98-99. Employees are engaged via regular briefing sessions with the CEO and other executives, during which they are encouraged to provide input/raise issues/concerns. In addition, employee surveys are conducted periodically. Feedback on material issues is given to the Board.			
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).		Safety targets form part of all executive remuneration. Energy, water and CO2 targets are included in all BU CEO performance contracts. General information available in AR pages 108-127			
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.		AR 97			
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.		AR 102-103. Expertise and skills regarding sustainability are considered in NomCo decisions, given that these issues are crucial to the Board's responsibility, in particular the role of the Board S&SD Committee.			
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.		SDR pages 18-21 www.angloamerican.com/development/approach-and-policies			
4.9	Procedures of the highest governance body for overseeing the organisation'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.		SDR pages 18-21			
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		AR 96; We describe our process for evaluating Board performance on AR page 96, which included the performance of the Board S&SD committee.			

STANDARD DISCLOSURES PART I: Profile Disclosures – continued
4. Governance, Commitments, and Engagement – continued

Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.		In line with Anglo American's commitment to the principles of the Global Compact and the various internal policies and procedures (including The Environmental 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 (pages 54-67).			
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.		SDR pages 02-03; 17; 77			
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.		SDR pages 15-19, 22-23, 54-67			
4.14	List of stakeholder groups engaged by the organisation.		SDR page 14-16			
4.15	Basis for identification and selection of stakeholders with whom to engage.		SDR page 25			
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		SDR pages 14-17, 29			
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.		SDR pages 14-17, 29			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

DMA EC Disclosure on Management Approach EC

G3.1 MMSS DMAs	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Aspects	Economic performance	●	SDR pages 26-31 and AR 42-47			
	Market presence	●	SDR inside cover, pages 26-35, 40-43. 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	●	SDR pages 24-26, 29-35			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) – continued
DMA EN Disclosure on Management Approach EN

G3.1 MMSS DMAs	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Aspects	Materials		Anglo American most significant input materials are fossil fuels (page 62) and water (page 58). 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. Please also see SDR pages 66-67. 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. Goal and performance indicators relate to financial value realised, though environmental benefits (like water and energy savings) are also reported separately.			
	Energy		SDR page 60-63			
	Water		SDR pages 56-59			
	Biodiversity		SDR pages 64-65			
	Emissions, effluents and wasteCOMM		SDR pages 66-67			
	Products and services		SDR pages 66-67			
	Compliance		SDR page 18-21. 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.			
	Transport		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		www.angloamerican.com/development/envs Policies: www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/environment			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) – continued
DMA LA Disclosure on Management Approach LA

G3.1 MMSS DMAs	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Aspects	EmploymentCOMM	●	SDR pages 38-43			
	Labour/management relationsCOMM	●	SDR page 42			
	Occupational health and safetyCOMM	●	SDR pages 44-51			
	Training and education	●	SDR pages 40-41			
	Diversity and equal opportunity	●	SDR pages 41-42			
	Equal remuneration for women and men	●	Anglo American's Business Principles and Human Resources Principles are based on equal opportunity and non-discrimination, there is no difference 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.			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) – continued
DMA HR Disclosure on Management Approach HR

G3.1 MMSS DMAs	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Aspects	Investment and procurement practices	●	SDR pages 32-35. 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	●	SDR page 42 Policies www.angloamerican.com/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf			
	Freedom of association and collective bargaining	●	SDR page 42 Policies www.angloamerican.com/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf			
	Child labour	●	SDR page 42 Policies www.angloamerican.com/~media/Files/A/Anglo-American-Plc/siteware/docs/citizenship_bus_principles.pdf			
	Prevention of forced and compulsory labour	●	SDR page 42			
	Security practices	●	SDR page 32 Anglo American supports and follows the Voluntary Principles on Security and Human Rights			
	Indigenous rightsCOMM	●	Online: www.angloamerican.com/development/social/community-engagement/indigenous-peoples			
	Assessment	●	SDR page 33			
	Remediation	●	SDR pages 32-33			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) – continued
DMA S0 Disclosure on Management Approach S0

G3.1 MMSS DMAs	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Aspects	Local communities		SDR page 24			
	Artisanal and small-scale mining		No material artisanal mining. Our SEAT process would ensure that we assess operations and their zones of influence to identify artisanal and small-scale mining and any associated risks. These would be managed in line with The Anglo American Social Way Performance standards, local legal requirements and with the aid of relevant SEAT tools.			
	Resettlement		Online: www.angloamerican.com/development/approach-and-policies/human-rights/resettlements			
	Closure planningCOMM		SDR page 21			
	Grievance mechanisms and procedures		SDR pages 32-33			
	Emergency PreparednessCOMM		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		100% All operations; risks including corruption risks, are reviewed every year. SDR page 18-20			
	Public policy		SDR page 16			
	Anti-competitive behaviour		AR page 52			
	Compliance		All Anglo American policies and business principles are, in the first instance, concerned with legal compliance. For more information go to: www.angloamerican.com/development/approach-and-policies/policies-standards-commitments/environment			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) – continued

DMA PR Disclosure on Management Approach PR						
G3.1 MMSS DMAs	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Aspects	Materials stewardship		Online: www.angloamerican.com/development/envs/materials-stewardship			
	Customer health and safety		Not material	All	Not material	Anglo American does not deal directly with consumers but sells on commodity markets and to a small number of industrial users.
	Product and service labelling		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 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 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		SDR pages 18-21 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
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.		SDR pages 26-31			
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.		SDR pages 02-05, 54, 60-63			
EC3	Coverage of the organisation's defined benefit plan obligations.		AR 144			
EC4	Significant financial assistance received from government.		None received			

Market presence

EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		SDR pages 33-35, 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.		SDR pages 40-41, 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.		SDR pages 24-25, 29-35. Needs analyses are conducted initially through Social and Environmental Impact Assessments and every three years via the Anglo American Socio-Economic Assessment Toolbox. Results of assessments are published in operational SEAT reports and specific to the operation's zone of influence.			
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.		SDR pages 26, 32-35.			

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Environmental

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
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Materials

EN1	Materials used by weight or volume.		Anglo American most significant input materials in terms of environmental impact and risk to the business are fossil fuels (page 62) and water (page 58). Other materials, such as lime, explosives, tyres and grease are not recorded at a Group level owing to the diverse processes used throughout Anglo American operations, business units do report these individually.			
EN2 COMM	Percentage of materials used that are recycled input materials.		Not material	All	Not material	Anglo American is a producer of primary raw materials.

Energy

EN3	Direct energy consumption by primary energy source.		SDR page 62			
EN4	Indirect energy consumption by primary source.		SDR pages 62-63			
EN5	Energy saved due to conservation and efficiency improvements.		SDR page 62			
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.		SDR pages 60-63			

Water

EN8	Total water withdrawal by source.		SDR page 58			
EN9	Water sources significantly affected by withdrawal of water.		SDR page 58	Size of water source and if source is designated protected area	Not available	The biodiversity overlap assessment tool was developed in 2012 and will be used to develop global map of our operations and their greatest biodiversity risks.
EN10	Percentage and total volume of water recycled and reused.		SDR page 58			

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Environmental – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
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.		SDR page 65	Size of operational site	Not available	the biodiversity overlap assessment tool was developed in 2012 and will be used to develop global map of our operations and their greatest biodiversity risks.
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.		SDR pages 64-65			
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.		SDR pages 64-65			
EN13 COMM	Habitats protected or restored.		SDR pages 64-65	Restoration independently verified	Not available	In South Africa final verification must be given by the government, which to date is outstanding
EN14 COMM	Strategies, current actions, and future plans for managing impacts on biodiversity.		SDR page 64-65	Target	Not available	The Anglo American land and biodiversity strategy is being reviewed in 2012/3 and will set relevant targets
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.		SDR page 64-65			
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		SDR page 65			
Emissions, effluents and waste						
EN16	Total direct and indirect greenhouse gas emissions by weight.		SDR page 62			
EN17	Other relevant indirect greenhouse gas emissions by weight.		SDR page 62			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.		SDR page 62			
EN19	Emissions of ozone-depleting substances by weight.		Not material	All	Not material	Given the nature of Anglo American's business, ozone-depleting substances are not a significant environmental impact of the company
EN20 COMM	NOx, SOx, and other significant air emissions by type and weight.		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 67) are therefore reported at a local level.	SO2 is reported at a Group level, while other localised pollutants are reported on in business unit reports.	Not available	In 2013 we will begin to collect group wide data on Sox and Nox associated with the combustion of diesel and explosives.

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Environmental – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
EN21	Total water discharge by quality and destination.		SDR pages 58-59	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.		SDR page 66-67	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.
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.		SDR page 66	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.
EN23 COMM	Total number and volume of significant spills.		SDR page 67, Zero			
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.		SDR page 66, Zero			
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.		SDR page 58	Size of water body	Not available	The biodiversity overlap assessment tool was developed in 2012 an will be used to develop global map of our operations and their greatest biodiversity risks.

Products and services

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		Initiatives to mitigate the most significant environmental impact of products /service groups in relation to materials use relates to water (pages 56-59) and GHG and direct energy (pages 60-63) reduction initiatives; other initiatives are described on pages 48-50 (noise); 66-67 (waste) and 58 (effluents).	Quantitative information for initiatives described.	Not available	Not all figures are available at a Group level. Business units report on a risk-basis
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		Not material	All	Not applicable	Anglo American "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.		7 actions; USD \$71 ,687.58 in legal costs			
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STANDARD DISCLOSURES PART III: Performance Indicators – continued
Environmental – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Transport						
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.		GHG emissions from ocean freight are 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.		SDR pages 58,60 and 65	Expenditure on material environmental risks is reported (e.g. water and climate change R&D). Expenditure related to legal compliance and the every day operational activities is not reported separately.	Not available	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.

STANDARD DISCLOSURES PART III: Performance Indicators – continued
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
Employment						
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.		SDR page 40, 75	Headcount figures are currently reported according to employment contract, business unit and geography, but not according to employment type and gender	Not available	We started recording this in 2011, but will only be able to report in 2013
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.		SDR page 75	Employee turnover numbers categorised by gender and region and age	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 in 2013.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		Share options and pension schemes are examples of benefits to full-time employees			
LA15	Return to work and retention rates after parental leave, by gender.		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.
Labour/management relations						
LA4	Percentage of employees covered by collective bargaining agreements.		SDR page 42			
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		Anglo America Platinum's ERRR – 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.		SDR page 42			

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Social: Labour Practices and Decent Work – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
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.		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 and by gender.		SDR pages 44-51, 70-71	Absenteeism rate	Not available	These figures are monitored and reported internally, but require further scrutiny for consistency and accuracy before public reporting is possible,
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		SDR pages 49-51			
LA9	Health and safety topics covered in formal agreements with trade unions.		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 gender, and by employee category.		SDR pages 40-41	Total training cost 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 cost 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.
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		SDR page 41			
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.		SDR page 41	Quantitative measure	Not available	These figures were not recorded in 2012 because they tend to mirror management and non-management levels. They will be recorded again in 2013.
Diversity and equal opportunity						
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		SDR pages 41-42, AR 92-3	categorisation by age group	Not applicable	Anglo American does not discriminate on the basis of age or any other characteristic that is arbitrary to the ability to perform work duties. Gender and racial diversity are material issues for Anglo American, in South Africa in particular, and these are reported on comprehensively. Age is not a material issue.

STANDARD DISCLOSURES PART III: Performance Indicators – continued**Social: Labour Practices and Decent Work** – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Equal remuneration for women and men						
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.		None	Ratio not reported	Not material	Anglo American's Business Principles and Human Resources Principles are based on equal opportunity and non-discrimination, there is no difference 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.

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Social: Human Rights

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Investment and procurement practices						
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	●	SDR page 32			
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	●	SDR page 32			
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.	●	SDR pages 26, 32			
Non-discrimination						
HR4	Total number of incidents of discrimination and corrective actions taken.	●	No significant instances of discrimination reported. SDR page 42			
Freedom of association and collective bargaining						
HR5 COMM	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	●	SDR pages 32, 42 Significant suppliers are those that have been identified as high-risk from an SD perspective due to factors such as their industry or location. Anglo American's Business Principles actively support the right to collective bargaining and freedom of association - these apply throughout our business and our supply chain.			
Child labour						
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	●	SDR pages 32, 42 Anglo American operations have formal procedures to verify, among other things, the age of employees. Significant suppliers are those that have been identified as high-risk from an SD perspective due to factors such as their industry or location. Anglo American's business principles advance the abolition of child labour and these apply throughout our business and supply chain.			

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Social: Human Rights – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Prevention of forced and compulsory labour						
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.		SDR page 32 No significant incidents of forced/compulsory labour was found in our 2012 supplier audits. Measures to contribute to the elimination of forced/compulsory labour include the human rights requirements in our Supplier Sustainable Development Code and related supplier audits. (We broadly define significant as an issue that can materially impact on the Group or a Group business' profitability and/or reputation or that has the ability to materially influence decisions made by key stakeholders concerning the Company.)			
Security practices						
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.		SDR page 32			
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.		All of our Australian operations take place in or adjacent to Indigenous People's Territories. Each of our Queensland operations (Moranbah North, Grosvenor, Capcoal, Foxleigh, Dawson and Callide) has formal Aboriginal cultural heritage agreements with their local Indigenous groups. In addition, Moranbah North, Grosvenor and Callide have previously executed native title agreements with their local Indigenous groups for the grant of mining leases or subsidiary approvals over land subject to native title. Neither of our New South Wales operations/projects (Drayton/Dartbrook) has agreements regarding Aboriginal cultural heritage, as it is dealt with under a government permit system in that state. Neither Drayton nor Dartbrook has required any native title agreements.			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		SDR pages 32-33			

STANDARD DISCLOSURES PART III: Performance Indicators – continued**Social: Human Rights** – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Assessment						
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.		All operations have SEAT reports in place. These include human right simpact assessment requirements.			
Remediation						
HR11	"Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms."		SDR pages 32-33	Categorisation of grievances	Not material	Detail on the in-depth categorisation of grievances is reported internally but not material enough to report externally as the issues raised were not considered material.

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Social: Society

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Local communities						
SO1 COMM (MMSS)	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	●	SDR page 24			
SO1 (G3.1)	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	●	SDR page 24			
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	◐	SDR pages 32-33	Nature and description of disputes	Not material	None of the issues raised were material at a Group level and were therefore only reported on in an aggregated manner.
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.	●	SDR pages 32-33			
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.	●	No artisanal mining poses a significant risk to Anglo American operations.			
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.	●	No artisanal mining poses a significant risk to Anglo American operations.			
Resettlement						
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	●	www.angloamerican.com/development/approach-and-policies/human-rights/resettlements			
Closure planning						
MM10	Number and percentage of operations with closure plans.	●	SDR page 21 (52/52 have close plans in place). Financial information provisions can be found in the SDR page 65.			
SO9	Operations with significant potential or actual negative impacts on local communities.	●	All operations have the potential to impact on local communities			
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	●	SDR pages 24-35; 51			

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Social: Society – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Corruption						
SO2	Percentage and total number of business units analyzed for risks related to corruption.		100% All operations; risks including corruption risks, are reviewed every year.			
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.		SDR pages 20-21			
SO4	Actions taken in response to incidents of corruption.		SDR page 20			
Public policy						
SO5	Public policy positions and participation in public policy development and lobbying.		SDR page 16			
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		SDR page 16			
Anti-competitive behavior						
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		None			
Compliance						
SO8 COMM	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		169 sanctions; USD \$1 385 250.21 in legal costs			

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Social: Product Responsibility

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Materials Stewardship						
MM11	Programs and progress relating to materials stewardship.		SDR pages 60-61, 66			
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.		Much of our life cycle analysis takes place with regard to materials use related to water (pages 58-59) and GHG emissions (pages 62-63). We also conduct assessment as part of compliance requirements for REACH (page 66).	Marketing and promotion	Not applicable	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.		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.		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 material			
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.		None to report			
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		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.

STANDARD DISCLOSURES PART III: Performance Indicators – continued
Social: Product Responsibility – continued

Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Marketing communications						
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		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.		None to report			
Customer privacy						
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		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.		None to report			