
COMPLIANCE WITH THE INTERNATIONAL COUNCIL FOR MINING AND METALS ASSURANCE.

2023

As a member of the International Council on Mining and Metals (ICMM), Anglo American adheres to the ICMM Assurance Procedure. This statement sets out how we respond to the five Subject Matters contained within this Procedure. [The IBIS assurance report in the 2023 sustainability report page 102 contains their findings in respect of our response to the ICMM Assurance Procedure].

Alignment of Anglo American's policies to ICMM's 10 Sustainable Development Principles

ICMM requirement

Anglo American response

Principle 1

Implement and maintain ethical business practices and sound systems of corporate governance

Develop and implement company statements of ethical business principles, and practices that management is committed to enforcing.

During 2019, we launched our Purpose statement *Re-imagining mining to improve people's lives*.

Linked to this work, our six values, Safety, Collaboration, Care and Respect, Integrity, Accountability, and Innovation were given new definitions and rebranded.

The Anglo American Code of Conduct outlines our approach to ethical business practices. For more information on Code of Conduct please see <https://www.amgloamerican.com/code-of-conduct>

Our Business Integrity Policy sets out the standards of ethical business conduct that we require at every level within our business – including our subsidiaries and those joint operations we manage – in combating all types of corrupt behaviour. For non-managed joint ventures, we seek to influence the adoption of a framework commensurate with the requirements of our policies and procedures and, at a minimum, to comply with local laws and requirements. Industry associations of which we are a member are also required to align with our policy positions, or an equivalent approach

The Trusted Corporate Leader pillar of our Sustainable Mining Plan includes the area of ethical value chains that support and reinforce positive human rights and sustainability outcomes through our value chains. We require all our suppliers to comply at a minimum with all relevant laws and applicable industry regulations. We also expect them to meet Anglo American's policies, site requirements and other supply conditions, including those outlined in our Responsible Sourcing Standard. The standard sets out our conditions for working with our business. This includes our expectations of suppliers in relation to protecting the health and safety of workers and the environment, respecting labour, and human rights, contributing to thriving communities, and ethical business conduct. The Standard also clarifies steps that suppliers must take to comply with the standard.

Implement policies and practices that seek to prevent bribery and corruption.

Comply with or exceed the requirements of host-country laws and regulations.

Our Compliance Management System (CMS) is the framework we use to support the implementation of key policy requirements across the Group. It covers topics including bribery and corruption, competition compliance, tax evasion and data privacy. To further embed these topics and increase understanding and consistency, the Ethical Business Conduct team regularly engages with business integrity leaders across the Group to clarify and discuss relevant topics. We use the CMS risk assessment process, trend, and root cause analysis to identify our top-level Group business conduct risks. Group-led initiatives are then implemented to improve the mitigation strategies for managing these risks.

The Audit Committee reviews and monitors the effectiveness of the company's arrangement to counter the risk of bribery and corruption. The Audit Committee and executive leadership team is supported by the Group Compliance Committee in overseeing the implementation of an annual compliance management programme that supports building and sustaining a culture of compliance with business-integrity-related policy requirements.

During 2023, we received 1,403 reports through YourVoice, a 29% increase over 2022. The increase can be attributed to several awareness initiatives, including running an 'Action for Integrity' campaign in August 2023 to raise the awareness and use of the YourVoice channel.

An independent investigation team reviews the allegations. In 2023, 25% of those received were substantiated or partially substantiated. Corrective actions were taken against substantiated allegations in accordance with our policies, resulting in 182 sanctions against employees and contractors, which include 55 exits from the organisation.

Our operating assets also run site-level grievance mechanisms to allow community and other external stakeholders to raise issues with us.

We developed and launched a new online training module on Doing Business with Integrity, which combined several business integrity-related topics providing practical examples and showing the connections between the compliance areas. By the end of 2023, 12,355 of our colleagues had completed the training.

In the final quarter of 2023, we ran several face-to-face training workshops on the business integrity risks of working with public/government officials. These were delivered using a new interactive game format, based on the common risks employees may face. The training was well received, and by year end, 249 colleagues had completed the training.

Anglo American's commitment to collaborate with stakeholders, including governments, is included in the Code of Conduct, Government Relations Handbook, and the Social Way.

Partner with governments, industry, and other stakeholders to achieve appropriate and effective public policy, laws, regulations, and procedures that facilitate the mining, minerals, and metals sector's contribution to sustainable development within national sustainable development strategies.

Within the Sustainable Mining Plan, the vision of our policy advocacy stretch goal is to take a lead on issues that affect our business in a way that is collaborative and aimed at society's wider goals. We are members of the UN Global Compact, Extractive Industries Transparency Index (EITI), Voluntary Principles for Security and Human Rights, Initiative for Responsible Mining Index (IRMA), and the Responsible Jewellery Council. Examples of issues we have tackled in the past are HIV/AIDS, revenue transparency and human rights.

Anglo American has signed the Public Statement on Supporting Civic Freedoms, Human Rights Defenders, and the Rule of Law, which was published by the Business Network on Civic Freedoms and Human Rights Defenders.

Principle 2

Integrate sustainable development considerations within the corporate decision-making process

Integrate sustainable development principles into company policies and practices.

FutureSmart Mining™ is Anglo American's blueprint for the future of our business. The intrinsic links between technology and many of our sustainability outcomes are driving the innovations that will transform the nature of mining and how our stakeholders experience our business. A future in which broad, innovative thinking, enabling technologies and collaborative partnerships are helping to shape an industry that is safe, sustainable, efficient, and harmonised with the needs of host communities and society. This is about transforming our physical and societal footprint.

Our Sustainable Mining Plan, integral to FutureSmart Mining™, is built around three Global Sustainability Pillars and sets out our commitment to stretching goals – driving sustainability outcomes through technology, digitalisation, and our innovative approach to sustainable economic development. Our Sustainable Mining Plan is designed to be a living plan and we continue to evolve it to ensure it stays relevant and suitably stretching, in tune with our employees' and stakeholders' ambitions for our business. We are currently exploring several areas that we feel would benefit from being incorporated into the Sustainable Mining Plan and will update the plan when we have developed these options more fully.

Our site five-year sustainability plans have been integrated into the integrated planning process to ensure work strategies are planned and budgeted for to achieve short-, medium- and long-term targets and commitments. Also, we are integrating our Sustainable Mining Plan criteria into project design through the Investment Development Model.

Plan, design, operate and close operations in a manner that enhances sustainable development.

Implement good practice and innovate to improve social, environmental, and economic performance, while enhancing shareholder value.

Our Sustainable Mining Plan outlines our strategic approach to sustainability and upholds our commitment to being stewards of the natural environment in which we operate. In particular, the Sustainable Mining Plan focuses on a mindset of causing zero harm to the environment; delivering a net positive impact (NPI) for biodiversity; and a lasting positive legacy for society. We look beyond what we can achieve alone, collaborating globally with a diverse range of partners to develop and implement sophisticated solutions that support our sustainability goals. We believe that delivering positive outcomes for the environment in turn delivers positive outcomes for people and our business. This is consistent not only with our Purpose and our Sustainable Mining Plan, but also with the UN SDGs and Kunming-Montreal Global Biodiversity Framework.

Our approach prioritises the environment throughout the lifespan of our operations. We look at the entire ecosystem to understand the intertwining relationships of people, nature, climate, air, water, land, and the economy.

Our Mine Closure Toolbox (MCT v3) is a structured, risk-based guidance tool for planning and managing any closures. It supports our operations to comply with the requirements of the Global Tailings Standard (GTS) for Mine Closure. It also covers social transition by embracing our Social Way, focusing on economic diversification, and establishing sustainable post-mining land uses while we are operating. During 2023, we reviewed and updated our mine closure standard to

reflect regenerative solutions and align with evolving global regulatory processes.

As an integral part of our Sustainable Mining Plan and in line with our Purpose, Collaborative Regional Development (CRD) addresses these needs by providing a partnership-based model designed to catalyse scalable and sustainable regional development in geographies where we see an opportunity to co-create development opportunities. Our CRD initiatives are designed to provide long-term job opportunities in communities independent of our mines, so they can prosper when an operation reaches the end of its lifecycle.

Encourage customers, business partners and suppliers of goods and services to adopt principles and practices that are comparable to our own.

The Anglo American Responsible Sourcing Standard for Suppliers articulates performance requirements. The standard addresses supplier compliance with local and applicable international regulations.

The standard summarises key expectations of them to: protect the safety and health of their workforce; demonstrate the protection of the environment; respect all labour and human rights through their value chain; be good corporate citizens within the communities and regions where they operate; conduct business with the utmost integrity; and always act in a proper manner, fairly and lawfully.

Provide sustainable development training to ensure adequate competency at all levels among our own employees and those of contractors.

Anglo American strives to enable a continuous learning culture and a passion for breakthrough performance and innovative thinking, driven by agile people development approaches that unlock the full capabilities of our people. Learn+, our main learning platform, offers a single, user-friendly interface that makes it easy for our employees to access a growing range of online learning resources. This learning experience platform feeds from other areas to provide learning experiences, with a focus not only on what people learn, but how learning can be delivered in the line of work, at the time of need.

In 2023, 427 leaders participated in our various Leadership Academy events during the year (2022: 552). Our programmes provide rich, immersive learning experiences that enable our most talented people to lead the way to a safer, brighter future for our people and our communities. In 2023, the Leadership Academy delivered six programmes aimed at developing emerging leaders through to senior executives. These include:

- Achievers – fostering leadership effectiveness and impact
 - Accelerators – developing the skills needed to drive change and deliver our Purpose
 - GameChangers – encouraging responses to social, economic, and environmental challenges that align with our Purpose
 - FutureShapers – helping leaders grow value by executing our strategy, inspiring teams and being an enabler of change
 - Relinventors – a small cohort continued the inaugural programme in 2023. Three participants were promoted to more senior roles, including two onto the executive leadership team
 - Amplify – ensuring that women have the tools, networks, and space they need to become authentic, impactful, and effective leaders. The course has been designed to address the three areas of self-acceptance, self-development, and self-management. In 2023, 80 of our female leaders formed the third cohort of Amplify.
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Our Technical Academy performs quarterly performance review sessions with all technical disciplines to prioritise the learning required. A steering committee then validates these priorities to ensure cross-discipline alignment. Feedback from surveys indicates an effective level of engagement and partnership between internal stakeholders and our Technical Academy. The strong relationship that we have built with our business and the multi-vendor relationships that we have in place with learning partners have enabled us to continue to deliver excellent technical learning. We continue to seek opportunities to focus on key future skills for disciplines.

Our Safety Academy is led by Group Safety in partnership with our Technical Academy. It provides a platform for best in class learning resources and support, curated to develop safety professionals of today and for the future – people who can drive safety operational excellence through insight, influence, and impact across our global operations. The three core offerings of the Safety Academy include:

Safety Academy Knowledge Centre, which enables easy access to an innovative range of training courses and supporting materials to help learners build safety technical skills, Safety Faculty, which is made up of hand-picked experts who provide coaching, mentoring and advice in real time SafetyNet, which is a global community for safety professionals to connect with internal peers as well as industry experts and networks.

A training programme on the Workplace Health Standard, aimed at managers, was developed, and rolled out across the Group. In collaboration with the Group Learning Academy, our Health team also developed and launched training videos on medical emergency management. The series of videos depicts how agencies and mechanisms in the mining environment can cause the most critical injuries, which could result in a fatality if appropriate and lifesaving medical care is not available rapidly. The course aims to prepare medical staff and first responders to effectively provide such care to injured persons.

Anglo American's commitment to collaborate with stakeholders, including governments, is included in the Code of Conduct, Government Relations Handbook and Social Way. Our Code of Conduct, Business Integrity Policy, and Prevention of Corruption Procedures set out the conduct required in areas where bribery and corruption risk may be present.

In 2018, we launched our accountability forums, which bring together NGOs, government, and other stakeholders to engage on topics that they believe are important for us to address and act upon.

As part of our ongoing series of SDGs Accountability Dialogues in the countries where we operate, in November 2023 we held our sixth annual summit in South Africa, focusing on SDG16: Peace, Justice and Strong Institutions. At the event, we consulted with external stakeholders – including local and national government officials, NGOs, community organisations, academia, and other groups – about our performance against the SDG targets. We take dialogue as an opportunity to hear from voices outside the organisation, share our knowledge, explore potential partnerships with stakeholders, and most importantly, raise our ambitions in achieving the SDGs. The focus on SDG 16 allowed robust discussions on Anglo American's advocacy performance, the state of the mining industry, and

Support public policies and practices that foster open and competitive markets.

ultimately, the social challenges South Africa is experiencing in the face global economic turbulence.

The SDG accountability dialogues help build a two-way accountability where we can share our opportunities for learning and collaboration with our stakeholders and hold each other accountable to targets and commitments. We have also participated in the UN Global Compact Young SDG Innovators, a nine-month programme aimed at connecting the world’s business leaders, policymakers, civil society, and academia to act on the SDGs. In South Africa, we had our 3rd cohort of participants, with UK and Brazil participating for the 2nd year.

Principle 3

Uphold fundamental human rights and respect cultures, customs, and values in dealings with employees and others who are affected by our activities

<p>Ensure fair remuneration and work conditions for all employees, and never use forced, compulsory or child labour.</p> <p>Implement policies and practices designed to eliminate harassment and unfair discrimination in all aspects of our activities.</p>	<p>Our commitment to respect human rights, as stipulated in our Human Rights Policy, includes recognition of all internationally recognised human rights, including the International Labour Organization (ILO) Core Labour Rights, and is aligned with the UN Guiding Principles on Business and Human Rights.</p> <p>As per The Anglo American Code of Conduct, we are committed to the International Labour Organisation’s core labour rights, covering the right to freedom of association and collective bargaining, the right to equal remuneration for equal work, and a zero-tolerance approach to modern slavery, forced labour, child labour and unfair discrimination. We are committed to ensuring that every employee at Anglo American earns a fair wage, and we are confident that this principle is applied to all our employees in each of our locations.</p> <p>We implement a performance-management and remuneration framework that is designed to reward our people based on their performance and recognised potential, giving equal emphasis to delivery and behaviour through a combination of short- and long-term incentives.</p> <p>The Anglo American Code of Conduct also addresses forced, compulsory or child labour, harassment, and unfair discrimination. The Code of Conduct is supported by the Bullying, Harassment and Victimisation Policy.</p> <p>We are committed to eliminating all forms of bullying, harassment, and victimisation across our organisation, through our global policy and Stand Up for Everyone campaign. We provide mandatory training for our colleagues to ensure they are aware of our zero-tolerance approach, are familiar with our reporting structures, and feel confident to act as inclusion and diversity advocates.</p> <p>To ensure accountability, our YourVoice confidential reporting service empowers employees, contractors, suppliers, and other stakeholders to raise concerns anonymously about potentially unethical, unlawful, or unsafe conduct or practices that conflict with our Values</p>
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	<p>and Code of Conduct. YourVoice is operated by an independent multilingual whistleblowing service provider. During 2023, we received 1,403 reports through YourVoice, a 29% increase over 2022.. The increase can be attributed to several management awareness initiatives, including running an ‘Action for Integrity’ campaign in August 2023 to raise the awareness and use of the YourVoice channel. An independent investigation team reviews the allegations. In 2023, of those received were substantiated or partially substantiated. Corrective actions were taken against substantiated allegations in accordance with our policies, resulting in 182 sanctions against employees and contractors, which include exits from the company. Our operating assets also run site-level grievance mechanisms to allow community and other external stakeholders to raise issues with us.</p>
<p>Engage constructively with employees on matters of mutual concern.</p>	<p>Our commitment to employee (and other) stakeholder engagement is included in our Code of Conduct and Human Rights Policy.</p> <p>We take a decentralised approach to working with trade unions, works councils and other representative bodies, enabling our businesses to address specific issues and concerns affecting them. We continue to engage with IndustriALL, the global union federation, on topics such as health, safety and gender-based violence; our Sustainable Mining Plan and the UN Sustainable Development Goals; our Code of Conduct; and policy matters of shared interest. Following on from the success of the South African Tripartite Structure – a partnership between the mining regulator, organised labour, and industry councils to jointly address health and safety issues in the workplace, our Steelmaking Coal business launched a similar structure in March 2023</p> <p>In 2019, we established the Global Workforce Advisory Panel, in line with the 2018 Corporate Governance Code.</p> <p>Our Global Workforce Advisory Panel helps the Board to better understand the views of our workforce, in line with the recommendations of the UK Corporate Governance Code. The Panel is currently made up of 12 employees, representing the countries where the Group has a significant presence. Panel members are nominated using agreed criteria set out in its terms of reference and selected to ensure representatives throughout the organisation are appropriately balanced across the areas of gender, ethnicity, age, and seniority. In 2023, the panel met on three occasions – one of which was in person in South Africa – and the panel Chair, non-executive director, Marcelo Bastos, shared the key messages from those meetings with the Board and Executive Leadership Team</p> <p>We continued to engage with internal stakeholders through our Inclusion and Diversity Working Group. It is chaired on behalf of the executive leadership team by Monique Carter, People & Organisation Director, and features representatives from each Group function and business. The working group meets regularly to align our strategy across our operations and ensure that the voices of all colleagues are heard and valued.</p> <p>As part of our Colleague Insight Strategy, we run regular global surveys to identify areas where we can share best practice and where we need to do more to improve the employee experience; for example, to ensure that colleagues feel psychologically safe, cared for and respected. Inclusion index questions are included in our</p>

	<p>broader colleague surveys and pulse surveys to measure progress.</p> <p>Our Pulse survey was launched in April 2023, aimed primarily at our more senior and functional colleagues. Over 8,000 colleagues answered questions covering engagement, advocacy, accountability, collaboration, and communication. This survey suggested an employee engagement score of 90%, consistent with previous global surveys.</p>
<p>Ensure all employees, including security personnel, are provided with appropriate training and guidance on cultural issues and human rights.</p>	<p>In our Human Rights Policy, we commit to actively communicating the policy, including awareness raising and training on human-rights-related issues. Our Code of Conduct training includes aspects of human rights. Specific security and human rights training is provided for security personnel and relevant employees.</p> <p>We believe it is of utmost importance to preserve the cultural heritage of our host communities, without exception. As we create shared benefit from resource development, we proactively manage any potentially adverse impacts that our activities may cause. We do this across our operations, working with custodians of the land on which we operate, to ensure that cultural heritage duties of care are closely adhered to.</p> <p>At a site level, the Social and Human Rights Impact and Risk Analysis (SHIRA) process required by our new social performance management system (Social Way 3.0) contributes to the ongoing identification, reporting and management of potential social and human rights impacts, aligned with UN Guiding Principles on Business and Human Rights requirements.</p>
<p>Minimise involuntary resettlement and compensate fairly for adverse effects on the community where resettlement cannot be avoided.</p>	<p>Anglo American recognises the significant impact of displacement on communities and the importance of managing it in a way that promotes positive and sustainable outcomes for both the affected communities and the business.</p> <p>The Social Way Land Access, Displacement and Resettlement (LADAR) guidance is aligned with the International Finance Corporation (IFC). Under the Anglo American Social Way ('The Social Way'), every Anglo American site is required to identify, assess and manage LADAR impacts in a timely, consistent and transparent manner. This requirement applies across all stages of the asset lifecycle.</p> <p>All resettlement projects are treated as capital investment projects and follow the governance requirements as set out in the Investment Committee (InvestCo) Terms of reference (ToR). The Social Way toolkit provides a step-by-step guide to manage land access, displacement impacts, and resettlement projects that is aligned with the Investment Development Model's (IDM) Investment Criteria by Stage (ICbS) requirements.</p> <p>The Social Way also defines guiding principles the operational and project teams must adopt during planning and implementation of resettlement projects.</p>

	<p>(https://socialway.angloamerican.com/en/toolkit/impact-and-risk-prevention-and-management/land-access-displacement-and-resettlement/introduction/about-land-access-displacement-and-resettlement)</p>
<p>Respect the culture and heritage of local communities, including Indigenous Peoples.</p>	<p>Anglo American recognises Indigenous Peoples have profound and distinct connections with their lands, territories, and resources, and that these are tied to their physical, spiritual, cultural, and economic well-being. We support the United Nations Guiding Principles on Business and Human Rights, which include duties and responsibilities for companies and states in relation to Indigenous Peoples. We respect the rights of Indigenous Peoples, particularly for activities that affect their lands, territories, or resources. This includes implementing appropriate processes – for human rights due diligence, engagement and agreement making – early and throughout the mining lifecycle.</p> <p>Our approach to Indigenous Peoples is aligned with the ICMM Position Statement and outlined in the Social Way toolkit, <i>section 41 – Indigenous Peoples</i> and the relevant International Finance Corporation Performance Standards.</p> <p>Our cultural heritage performance expectations are included in the Social Way Policy and in a dedicated chapter in the Social Way Toolkit, as well as in the SHE Policy and SHE Way.</p> <p>Each of our sites is required to identify, assess, and manage any adverse impacts on cultural heritage, throughout the asset lifecycle. To do this, they develop and implement a cultural heritage management plan. At a minimum, this plan must comply with national regulations and align with International Finance Corporation (IFC) Performance Standard 8 on Cultural Heritage. They are also required to put in place a chance-find procedure, in case a previously unknown heritage resource is encountered. To provide a checkpoint against our requirements, we engage annual third-party assessors.</p>

Principle 4

Implement risk management strategies based on valid data and sound science

Consult with interested and affected parties in the identification, assessment, and management of all significant social, health, safety, environmental and economic impacts associated with our activities.

Inform any parties potentially affected by significant risks from operations and spell out the measures that will be taken to manage such risks effectively.

Develop, maintain, and test effective emergency-response procedures in collaboration with potentially affected parties.

The SHE Way and Social Way include requirements to engage with stakeholders on the identification, assessment and management of all significant sustainability risks associated with our activities. Stakeholder engagement requirements are also usually addressed in local legal requirements. Our materiality process evaluates matters that are of common material interest to our stakeholders and to our business. We consult with stakeholders to include their views in the materiality assessment.

Our approach to Emergency Preparedness and Response Planning is outlined in the Social Way toolkit, *section 4D* – Emergency Preparedness and Response Planning.

Regularly review and update risk-management systems.

The Anglo American Group Integrated Risk Management Policy outlines the high-level principles which direct the application of risk management with Anglo American, the key roles and responsibilities in this regard, and where to go for further information.

The Anglo American Operating Model and Operational Risk Management process ensure that continuous risk management is used to inform improved approaches to operational practices and risk management.

Principle 5

Seek continual improvement of our health and safety performance

Implement a management system focused on continual improvement of the health and safety of employees, contractors, and people in the communities where we operate.

Our overarching approach to safety and health is incorporated in our Safety, Health, and Environmental management framework, covered in our SHE Policy and SHE Way which is aligned with OHSAS 18001 and is mandatory throughout the Group.

Take all practical and reasonable measures to eliminate workplace fatalities, injuries and diseases among employees and contractors.

The SHE Way is supported by mandatory performance standards (relating to, for example, fatal risks and hearing conservation) and operational safety improvement plans.

We renewed our focus on three key safety levers: supporting operational leaders to spend more time in the field; using our Operating Model principles to deliver planned work, with risk identification and mitigation at the heart of that work; and implementing our new Contractor Performance Management framework across the business. A comprehensive account of measures taken by Anglo American to us move towards an injury- and fatality-free workplace is available in the 2023 Sustainability Report.

The behaviours we expect of employees are clearly articulated in our Values, and align to the vision of safe, responsible production.

Provide all employees with health and safety training and require employees of contractors to undergo the same training.

The SHE Way requires that businesses and operations must have formal systems in place to ensure that their personnel, contractors, and business partners are competent and capable to perform their activities in alignment with the SHE Way, the Capability Framework, the Accountability Framework, and compliance obligations to meet Anglo American's SHE intended outcomes. All employees and contractors undergo health and safety training as required and safety and health training to ensure legal compliance in all operating geographies is maintained.

Our goal is to develop and foster industry-leading, highly competent, and proficient safety leaders and professionals across all levels of work. Integral to this process is building capability by training and supporting line managers and supervisors to manage potentially fatal and catastrophic risks.

Our Safety Academy is led by Group Safety in partnership with our Technical Academy. It provides a platform for best in class learning resources and support, curated to develop safety professionals of today and for the future – people who can drive safety operational excellence through insight, influence, and impact across our global operations. The three core offerings of the Safety Academy include: Safety Academy Knowledge Centre, which enables easy access to an innovative range of training courses and supporting materials to help learners build safety technical skills, Safety Faculty, which is made up of hand-picked experts who provide coaching, mentoring and advice in real time SafetyNet, which is a global community for safety professionals to connect with internal peers as well as industry experts and networks.

A training programme on the Workplace Health Standard, aimed at managers, was developed, and rolled out across the Group. In collaboration with the Group Learning Academy, our Health team also developed and launched training videos on medical emergency management. The series of videos depicts how agencies and mechanisms in the mining environment can cause the most critical injuries, which could result in a fatality if appropriate and lifesaving medical care is not available rapidly. The course aims to prepare medical staff and first responders to effectively provide such care to injured persons.

Implement regular health surveillance and risk-based monitoring of employees. Rehabilitate and re-

Risk-based medical surveillance is required at all operations, in line with the SHE Way and local legal requirements.

integrate employees into operations following illness or injury, where feasible.

Our Health Standard requires that employees have access to occupational health practitioners who can help mitigate the effects of ill-health on their ability to work safely and effectively, including facilitating employee rehabilitation and return to work post-illness or post injury. Operations must also have a system in place to provide access to primary, secondary, and emergency medical facilities as well as counselling and employee assistance where appropriate.

Principle 6**Seek continual improvement of our environmental performance**

Assess the positive and negative, the direct and indirect, and the cumulative environmental impacts, of new projects – from exploration to closure.	The assessment of the environmental impacts of new projects throughout the mining life cycle is a legal requirement in each of the countries where we operate. The Anglo American Mine Closure Toolbox provides additional, best practice, guidance on effective mine closure planning throughout the mining lifecycle. The investment development model includes sustainability criteria that need to be met at each stage-gate of a project.
Implement an environmental management system of continual improvement to review, prevent, mitigate, or ameliorate adverse environmental impacts.	The Anglo American SHE Way is aligned with ISO 14001 and is mandatory throughout the Group.
Rehabilitate land disturbed or occupied by operations in accordance with appropriate post-mining land uses.	<p>Our Group rehabilitation strategy, which outlines the requirements for our operations to integrate rehabilitation into their planning processes, including resource development plans and life of asset plans, is integral to improving site rehabilitation outcomes across the business. Our goal is to reduce our disturbance footprint and to generate value for Anglo American and our stakeholders. Our operations develop and implement five-year rolling rehabilitation plans that outline the targets, monitoring, maintenance, and management programmes required to drive towards meeting our post-mining land management ambitions and reducing our net footprint intensity. Our operations trial innovative technologies to improve the ecosystem services value of all types of rehabilitation.</p> <p>Anglo American owns or manages over 654,000 hectares with approximately 11% (69,814 hectares) disturbed for mining or processing operations. The nature of mining requires Anglo American to disturb additional land each year to access orebodies or to build supporting infrastructure. Our rehabilitation programmes are designed to ensure we actively rehabilitate areas that are no longer required for operations, with approximately 20% (c.12,000 hectares) of our disturbance currently rehabilitated in line with Anglo American's standard or local legal requirements. Land rehabilitation (reshaping and seeding completed) performance is embedded in our executive remuneration arrangements and is reflected in executive director bonus payouts. This metric is also subject to external assurance as part of the year end reporting process.</p>
Provide for safe storage and disposal of residual waste and process residues.	<p>The Anglo American Mineral Residue Standard is mandatory and addresses the matter of safe storage and disposal of mineral waste. Waste management is also subject to extensive legal compliance requirements.</p> <p>Anglo American played an active role in the multi-stakeholder process of developing the GISTM, which covers standards and practices over the entire tailings facility lifecycle and sets a high bar for the mining industry to achieve strong social, environmental, and technical outcomes. The GISTM is intended to be applied to existing and future tailings facilities, wherever they are found, and to whomever operates them. We have made very significant progress towards conformance with the GISTM over the past three years, building upon our already high technical standards. We continue our prudent approach to align with several specific GISTM requirements, as well as the social and community aspects that are already encompassed in our comprehensive Social Way management system. We are addressing the few outstanding areas for the tailings facilities with Very High and Extreme Consequence Classification Ratings and have set out the work needed to get us there.</p> <p>We are committed to contributing to the circular economy in our operations and an important component of that means being a leader in materials stewardship – where all materials, including those currently viewed as waste, are managed for the long-term benefit of all stakeholders. Our intention is to focus on the</p>

hierarchy of waste management, with a special impetus on avoiding the production of waste in the first place and then in finding value where there was none. We are working towards the characterisation of all our mineral waste, which will provide us with a better understanding of how we can use it as a resource. We also developed a new Groupwide dashboard to account for non-mineral waste. Based on the experience of our PGMs business, we agreed a roadmap for the business to achieve zero waste to landfill and developed a technical and communications toolkit based on the latest behavioural science.

Design and plan adequate resources to meet the closure requirements of all operations.

Local legal requirements dictate requirements around financial provisioning for closure requirements. The Mine Closure Toolbox offers best-practice guidance on the provision of adequate operational resources.

Principle 7

Contribute to conservation of biodiversity and integrated approaches to land-use planning

Respect legally designated protected areas.

Anglo American respects legally designated protected areas as a standard aspect of legal compliance.

Disseminate scientific data on and promote practices and experiences in biodiversity assessment and management.

We have several partnerships with international and local biodiversity NGOs, with the express purpose of promoting best practices and experiences in biodiversity assessment and management. We have a formal memorandum of understanding with Fauna & Flora International at a global level (<http://www.angloamerican.com/sustainability/approach-and-policies>).

Support the development and implementation of scientifically sound, inclusive, and transparent procedures for integrated approaches to land-use planning, biodiversity, conservation, and mining.

The vision of the Sustainable Mining Plan is to deliver net positive impact across Anglo American through implementing the mitigation hierarchy and investment in biodiversity stewardship. The 2023 Anglo American Sustainability Report provides several examples of partnerships with NGOs and academic institutions on matters related to biodiversity (pg. 63)

Principle 8

Facilitate and encourage responsible product design, use, re-use, recycling, and disposal of our products

<p>Advance understanding of the properties of metals and minerals and their lifecycle effects on human health and the environment.</p> <p>Develop and promote the concept of integrated materials management throughout the metals and minerals value chain.</p> <p>Provide regulators and other stakeholders with scientifically sound data and analysis regarding our products and operations as a basis for regulatory decisions.</p> <p>Support the development of scientifically sound policies, regulations, product standards and material choice decisions that encourage the safe use of mineral and metal products.</p>	<p>Our starting point in our product stewardship mission is to ensure regulatory compliance for products across our business. This includes implementation of the UN's Globally Harmonized System of Classification and Labelling of Chemicals, and the EU's Registration, Evaluation, Authorisation and Restriction of Chemicals, as well as variants emerging in other jurisdictions. We have also established new structures to ensure compliance in the UK, post-Brexit.</p> <p>We stay informed of any new or upcoming regulations, and actively engage with market stakeholders to ensure ongoing compliance in other regions and in other parts of the value chain – including transport and shipping. Our membership of industry associations, such as the International Council on Mining and Metals (ICMM), Eurometaux, the Nickel Institute, and the International Copper Association, also helps us in this endeavour.</p> <p>Adopting the IRMA Standard, in addition to our long-standing commitment to the Responsible Jewellery Council's (RJC) Code of Practice for our De Beers sites, will help us achieve our ethical value chains global stretch goal of ensuring that all operations undergo third-party assessments against recognised mine-certification systems by 2025.</p> <p>To date, we have undergone third-party assurance audits at 14 of our operations. In 2023, an IRMA on-site audit was conducted at PGM's Mogalakwena mine. This adds to the audits that have been conducted at Mototolo (PGMs), Kolomela (Iron Ore), Sishen (Iron Ore), Amandelbult (PGMs), Barro Alto (Nickel), Minas-Rio (Iron Ore) and Unki (PGMs) sites. All sites participated in the optional 12-month corrective action period to put in place interventions to improve on sustainability requirements. Several reports are expected in the first quarter of 2024. The audit reports will provide us with feedback from diverse stakeholders, including employees and local communities. In addition, Venetia and Gahcho Kué (both De Beers) have undergone RJC certification, while our Los Bronces and El Soldado copper operations have adopted Coppermark certification. We also completed our first audits in Steelmaking Coal using the Towards Sustainable Mining (TSM) standard at Capcoal and Aquila mines.</p> <p>This represents further progress on our Sustainable Mining Plan target of having all our operations undergo third-party audits against responsible mine certification systems and having our Responsible Sourcing Standard for Suppliers fully implemented by 2025. As more of our sites go through this process, it improves our ability to build an understanding of areas where we can continue to improve and take our ESG performance to the next level.</p>
<p>Conduct or support research and innovation that promote the use of products and technologies that are safe and efficient in their use of energy, natural resources, and other materials.</p>	<p>Refer to pg16 of 2023 Sustainability Report on Our approach to Sustainability which includes Innovation. Refer to pg. 95 for details on Hydrogen and pg98 for details on Valutrax</p> <p>We are engaging with stakeholders in the hydrogen ecosystem in several jurisdictions, including Europe, Asia, Africa, the Americas, and Australia. We are also a member of various relevant interest groups promoting the hydrogen economy, as well as a founding and Board member of the global CEO-led initiative, the Hydrogen Council.</p> <p>The development of a hydrogen economy represents one of the key solutions for the decarbonisation of fossil-fuel intensive industries, including steel and transportation. For Anglo American, diesel used for vehicles and equipment, as well as transportation in our value and supply chains, is a major contributor to GHGs. To help us meet our climate ambitions, we are developing hydrogen</p>

solutions, such as our nuGen™ Zero Emissions Haulage Solution and the related supporting infrastructure.

Anglo American is engaging with stakeholders in the hydrogen ecosystem around the world. In 2022, we continued to work with partners in government and the power sector in southern Africa on a renewable energy ecosystem. This initiative envisages the development of a hydrogen supply infrastructure as part of a multi-factor solution that also includes solar and wind.

We are a member of various relevant interest groups promoting the hydrogen economy, as well as a founding and Board member of the global CEO-led initiative, the Hydrogen Council. We consult in a transparent manner with governments and civil society in Europe, southern Africa, South America, North America and the UK, as well as through multilateral organisations and industry groups.

We provided \$100 million, matched by South Africa's Public Investment Corporation, to set up an independent fund management business AP Ventures. The company funds start-up companies that develop technologies to meet the challenges of resources scarcity and the transition to new sources of energy.

Anglo American recognises that many mined materials, previously regarded as a liability, and discarded as waste, may have value, or potential value. Our intention is to focus on the hierarchy of waste management, with an impetus on avoiding the production of waste in the first place where possible, and then in finding value for those materials and, if needed, create markets and partnerships to enable new value chains.

The principles of circularity that form the basis of our approach are:

- Appropriate characterisation of all materials: and understanding the social, environmental, and economic impacts as they move through their life cycle
- Materials science, digital innovation, and nature-based solutions.
- Integration with discovery, resource development, mine planning and execution processes.
- Developing relationships with different stakeholders to enable beneficial use of materials as well as the minimisation or elimination of risks to human health and the environment.
- Throughout our value chains and across our Marketing business, we work to maximise the value of our products during their full lifecycle. We also support the development of technological innovation that can serve to advance this goal

As we gain a deeper understanding of circularity and how it intersects with our business, we work to embed circular principles further into our processes and build a culture that both thinks and acts more systematically.

In 2023, we successfully concluded the second cohort of CircuLab, a programme designed to encourage people in our organisation to develop ideas with the potential to move our business towards circularity, embracing the principles of the circular economy. The second cohort included 10 projects from around the business – covering diverse topics such as sustainable uniforms for De Beers, eliminating single-use plastic from a site in Botswana, and creating a circular economy programme for high school students in Chile. One of the projects presented, the Reverse Vending Machine, was successfully piloted in our offices in Johannesburg. The first cohort of CircuLab, our internal circular economy incubator, continued to advance their innovations. In Brazil, the team carried out testing on hydrotreated vegetable oil (HVO) fuel and, at Barro Alto, the prototype of a sawdust recovery robot was tested in real-life conditions.

Principle 9

Contribute to the social, economic, and institutional development of the communities in which we operate

<p>Engage at the earliest practical stage with likely affected parties to discuss and respond to issues and conflicts concerning the management of social impacts.</p>	<p>Our commitment to, and process for, engaging with interested and affected parties, including vulnerable groups; contributing to community development throughout the project lifecycle; partnerships with relevant stakeholders; social impact assessments and poverty reduction, are included in the Social Way. Sites are also required to undertake human rights due diligence.</p>
<p>Ensure that appropriate systems are in place for continual interaction with affected parties; ensure that minorities and other marginalised groups have equitable and culturally appropriate means of engagement.</p>	<p>Collaborative Regional Development involves Anglo American acting as a facilitator and catalyst for change in the regions that host our operations. We look to form partnerships with other stakeholders to jointly identify and then deliver long-term social and economic development beyond our operations' immediate zones of influence.</p>
<p>Contribute to community development from exploration to closure in collaboration with host communities and their representatives.</p>	<p>Collaborative Regional Development is a critical enabler of the Sustainable Mining Plan goals related to our thriving communities pillar, which include goals for health, education, and job creation.</p>
<p>Encourage partnerships with governments and non-governmental organisations to ensure that programmes (such as community health, education, and local business development) are well designed and effectively delivered.</p>	<p>Our approach to mine closure emphasises the need to manage our financial liabilities rigorously, work with stakeholders to address social impacts, and start rehabilitating mines while they are still active. Under our concurrent rehabilitation strategy, we are committed to reducing the backlog of our disturbed land that requires rehabilitation, during the lifetime of our current mines rather than after operations cease.</p>
<p>Enhance social and economic development by seeking opportunities to address poverty.</p>	<p>Our accountability forums foster partnerships with governments and NGOs. The focus of the forums links closely with the aims of the UNSDGs and the global stretch goals within our Sustainable Mining Plan.</p>
	<p>Our activities in socio-economic development focus on enterprise development, supplier development and youth development. The aim is to deliver these programmes through community-based hubs, expert partners, and closer collaboration with internal functions such as Supply Chain.</p>
	<p>Our stretch goals for the Sustainable Mining Plan linked to the Thriving Communities pillar are available on page 74-89 of the 2023 Sustainability Report.</p>

Principle 10

Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders

Report on economic, social, and environmental performance and contribution to sustainable development.

Provide timely, accurate and relevant information.

Engage with and respond to stakeholders through open consultation.

Anglo American releases annual financial and sustainability reports within three months of year-end and hosts a biannual sustainability performance report-back by the chief executive.

Our website contains detailed disclosure on specific issues where they are material to our stakeholders:
<https://www.angloamerican.com/sustainability>

Our accountability stretch goals' vision is to transform the relationship between mines and communities, and wider society.

We also run a biannual global Sustainability Performance Day, where we share the work we are doing on sustainability in more detail with the investor and NGO community.

Alignment of Anglo American's sustainability policies to the ICMM's Position Statements

ICMM Principles for climate change policy design

Anglo American supports the ICMM's position statement on climate change and related work on implementing a global solution for managing a low-emissions economy, and its principles for climate-change policy design. We have a clear position on climate change in our business.

This is available for download at: <https://www.angloamerican.com/investors/annual-reporting>

Mining: Partnerships for Development Position Statement

Anglo American implements the requirements for the ICMM Partnerships for Development Position Statement through the Social Way, available at: www.angloamerican.com/sustainability/approach-and-policies

The 2023 Sustainability Report provides a detailed description of Anglo American's approach to socio-economic development. The report is available at: <https://www.angloamerican.com/investors/annual-reporting>

Transparency of Mineral Revenues Position Statement

Anglo American has voluntarily provided information about our tax payments on a country-by-country basis for the past 14 years. A detailed account of performance in this regard is available in our annual Tax and Economic Contribution Report, which will be available from 5 March 2024: <https://www.angloamerican.com/investors/annual-reporting>

Indigenous Peoples and Mining Position Statement

As a member of the ICMM, we committed to the 2013 ICMM Position Statement on Indigenous Peoples and Mining, which endorses the principles of Free, Prior and Informed Consent. This commitment is incorporated into our Social Way. Aligned with the Position Statement and our own policy, we accordingly seek the consent of Indigenous Peoples for all new projects (and changes to existing projects) that are located on lands traditionally owned by, or under customary use of, Indigenous Peoples and are likely to have significant adverse impacts on them.

Mining and Protected Areas Position Statement

In line with the Position Statement, Anglo American commits to respecting legally designated protected areas, and to not exploring or mining at any World Heritage sites. The biodiversity section of our Sustainability Report (pg. 62) details our approach to environmentally sensitive areas and outlines how they address related risks and opportunities.

Preventing Catastrophic Failure of Tailings Storage Facilities

In December 2016, Anglo American signed up to the ICMM Position Statement on Preventing Catastrophic Failure of Tailings Storage Facilities, which sets out its members' approach to the governance of tailings storage facilities (TSFs) to minimise the risk of catastrophic failure of tailings facilities. The requirements of the Position Statement are addressed in the Anglo American Mineral Residue Technical Standard.

In 2023, we continued to work towards full implementation of the GISTM, while also working to develop and implement technological solutions, including enhanced and standardised control systems, across our operations. We publish detailed disclosures relating to TSFs, which can be found at: <https://www.angloamerican.com/sustainability/tailings-summary/managing-tailings-safely>

Position Statement on Water Stewardship

In January 2017, the ICMM released a Position Statement on Water Stewardship, which sets out ICMM members' approach to water stewardship. Consistent with our commitment to align our water reporting with industry standards, water reporting is now fully consistent with ICMM water reporting guidelines.

Anglo American does not own any mines that produce mercury as a primary product.

Subject Matter 2

Anglo American's material sustainable development risks and opportunities form the basis of our review of the business and the views and expectations of our stakeholders.

Page 22 of the 2023 Anglo American Sustainability Report describe our approach to defining material matters and consider the views and expectations of stakeholders.

Subject Matter 3

The existence and status of implementation of systems and approaches that Anglo American is using to manage each of the identified material sustainable development risks and opportunities

Our sustainability standards are articulated in the Anglo American Safety, Health, and Environment (SHE) Way, the International Government Relations Policy, and the Social Way. The policies and 'Ways' apply throughout the Group and set out the vision, principles, policies, management-system requirements, and performance expectations for managing our core sustainability risks and opportunities. We also promote comparable standards in joint ventures and associate companies.

Group Technical Standards define the mandatory minimum requirements we set for managing a wide range of specific issues. In relation to sustainability, these include, for example, the management of water, energy, tailings storage facilities and various technical aspects of mining that relate to safety. Through our responsible-sourcing programme, we aim to ensure that those we do business with follow a set of minimum standards of responsible business conduct that are comparable to what we expect of ourselves.

The 'Way' documents, along with other key policies, tools and guidance documents, are available at: <https://www.angloamerican.com/sustainability/approach-and-policies>

Subject Matter 4

Anglo American's performance during the given reporting period for each (or a selection) of the identified material sustainable development risks and opportunities

A full account of Anglo American's performance in relation to the material issues identified is available at: <https://www.angloamerican.com/investors/annual-reporting>

A set of key performance indicators has been assured by IBIS. The assurance scope and opinion statement are available in the 2023 Anglo American Sustainability Report available at: <https://www.angloamerican.com/investors/annual-reporting>

Subject Matter 5

Anglo American's prioritisation process for the selection of assets for PE validation.

Prioritisation of sites to conform with the ICMM PEs will align with our prioritisation process to certify our mine sites in line with our IRMA / RJC and other mine certifications. Sites are prioritised in line with strategic initiatives as well as our own internal processes for risk and materiality assessments of each site. To mitigate additional work at sites, we will dovetail the work of mine certification bodies and ICMM PEs.