

# Anglo American ICMM Performance Expectations Self-Assessment Declaration

Operating year 2025



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## Introduction

Metals and minerals play a critical role in enabling the global energy transition and broader economic development. Stakeholder expectations continue to drive growing demand for responsibly sourced materials and global mining companies are therefore subject to heightened scrutiny from investors, customers, regulators and civil society.

Anglo American remains committed to responsible mining practices and to the transparent disclosure of its environmental, social and governance (ESG) performance. This includes active participation in recognised industry frameworks and standards, such as the Initiative for Responsible Mining Assurance (IRMA), the Copper Mark, the International Council on Mining and Metals (ICMM) Performance Expectations, as well as engagement in the development of new emerging global sustainability standards.

Anglo American's approach to sustainability is guided by its Purpose of re-imagining mining to improve people's lives and is delivered through our Sustainability Strategy, which sets out clear priorities and performance targets aligned to long-term value creation.

We continue to implement and assess performance against the ICMM Performance Expectations (PEs). The 2025 reporting period reflects ongoing implementation of the ICMM Assurance and Validation framework, including updated self-assessments, continued progression of third-party validation activities, and annual public disclosure.

As part of realising Anglo American's corporate strategy, certain businesses within the Group are currently subject to planned divestment and/or demerger. These include our Steelmaking Coal operations, De Beers business, and Nickel operations. The Platinum Group Metals (PGM) portfolio demerged from the Group in May 2025. As a result, all of these operations and associated sites have been excluded from the scope of the 2025 ICMM Performance Expectations reporting. The 2025 disclosures reflect the future state portfolio within Anglo American's operational control during the full reporting period once the planned divestments and demergers are complete. They do not reflect Anglo American's anticipated merger with Teck Resources, which was announced during 2025.

## Background

Anglo American is a founding member of the ICMM, a global leadership organisation that promotes responsible mining practices to support a safe, just and sustainable world enabled by responsibly produced minerals and metals.

ICMM members are required to implement and measure performance against the ICMM Mining Principles, including associated Position Statements and Performance Expectations (PEs) as well as to report publicly against recognised reporting frameworks, such as the Global Reporting Initiative (GRI). Together, these establish a comprehensive framework for responsible environmental, social and governance practices.

The ICMM Assurance and Validation framework provides a structured approach to assessing and demonstrating conformance with the Performance Expectations. The framework is designed to enhance transparency, and consistency through a combination of self-assessment, independent validation and public disclosure.

Under the ICMM framework, member companies are required to:

- **Undertake self-assessments** of all in-scope operations to evaluate the implementation of systems and practices aligned with the Performance Expectations
- **Prioritise operations for validation** using a risk-based approach within a rolling three-year validation cycle
- **Conduct third-party validation** through qualified and independent validation service providers
- **Disclose validation activities annually** through public reporting

Performance against each Performance Expectation is assessed using defined conformance categories:

- **Meets:** Systems and practices are implemented, and sufficient evidence demonstrates alignment with the intent of the PE
- **Partially Meets:** Systems and practices are partially implemented, or gaps exist that may limit full alignment
- **Does Not Meet:** Systems and practices are not in place, not implemented, or cannot be evidenced
- **Not Applicable:** The PE is not relevant to the operation

This combined approach supports both accountability and continuous improvement, while positioning the Group to adapt to future developments in global mining standards.

## Our Approach

Anglo American's approach to PE self-assessment leverages existing assurance activities to maximise efficiency and minimise duplication. Evidence from recognised third-party assurance programmes (including IRMA and other relevant standards), together with internal standards such as the Social Way and Safety, Health and Environment (SHE) Way, is used where appropriate.

Where gaps in coverage are identified, targeted engagement is undertaken with site teams to validate the implementation of systems and practices.

Anglo American continues to integrate ICMM Performance Expectations validation into its broader assurance programme and is committed to advancing responsible mining standards for the wider sector. This includes consideration of how existing assurance activities and internal standards may evolve to align with a consolidated global framework, such as the Consolidated Mining Standard Initiative (CMSI).

## Prioritisation

Operations are prioritised for third-party validation based on a risk-based methodology that considers operational risk profile, ESG materiality, geographic context and alignment with existing assurance activities.

Validation scheduling is coordinated, where practicable, with external assurance and certification programmes to optimise efficiency and reduce duplication.

The Group is implementing a structured validation plan to ensure that all in-scope operations are subject to independent validation within the ICMM three-year validation cycle.

## Self-Assessment Status

All in-scope operations have completed baseline self-assessments against the ICMM Performance Expectations. These assessments are regularly reviewed and updated to reflect changes in operations, risk profile and management systems.

During 2025, Anglo American continued to progress implementation of the ICMM Assurance and Validation framework, including:

- Updating self-assessments where material changes have occurred
- Advancing third-party validation activities in line with the three-year cycle
- Maintaining annual public disclosure of validation status and outcomes

Operations entering or exiting the portfolio during the reporting period are incorporated into, or excluded from, the assessment scope in accordance with ICMM requirements and reporting boundaries.


## Detailed Disclosure of Self-Assessment Results





Detailed results of the self-assessments and validation activities are presented in the following section, providing transparency and progress on performance against the ICMM Performance Expectations.

KEY:  Meets  Partially meets  Doesn't meet

ICMM PERFORMANCE EXPECTATIONS	Sishen	Kolomela	Minas Rio	Los Bronces	Chagres	El Soldado	Quellaveco	GROUP	COMMENTS
<b>Principle 1: Ethical Business</b>									
1.1 Establish systems to maintain compliance with applicable law.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	We have implemented governance and risk management frameworks, internal standards and management systems that require operations and sites to monitor applicable laws and track compliance obligations, typically through structured compliance processes and controls.
1.2 Implement policies and practices to prevent bribery and corruption, and to publicly disclose facilitation payments.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Our Code of Conduct, Conducting Business with Integrity Policy, and the Group Anti-Bribery Standard sets out zero-tolerance commitments to bribery, corruption and unethical conduct, supported by mandatory training, due-diligence processes for third parties, and confidential whistleblowing mechanisms.
1.3 Implement policies and standards consistent with the ICMM policy framework (applicable to corporate level only).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<input checked="" type="radio"/>	We have implemented governance systems including the company's Code of Conduct, sustainability framework, and internal standards (such as the Social Way and SHE Way ) that are designed to align corporate policies and operational practices.
1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level (applicable to corporate level only).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<input checked="" type="radio"/>	The Board of Anglo American is responsible for approving the company's policies in respect of safety, health and the environment; human rights; social performance; and the Code of Conduct, amongst others. It is further responsible for governance regarding matters that have material reputational, social or environmental implications for the Group. The Board's Sustainability Committee is responsible for overseeing Group level policies, processes and strategies designed to manage safety, health, environment, socio political and supply chain (together "sustainability") risks; to achieve compliance with sustainability responsibilities and commitments; and to strive to be a leader in responsible mining.
1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary (applicable to corporate level only).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<input checked="" type="radio"/>	Our Business Integrity Policy and Code of Conduct expressly prohibit political donations. Our Business Integrity procedures further describe mechanisms to manage instances where political donations may be implied as well as the political involvement by individuals who are employees of the Company.
<b>Principle 2: Decision-making</b>									
2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments in the design, operation and closure of facilities (applicable to corporate level only).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<input checked="" type="radio"/>	Sustainability is a core enabler of Anglo American's corporate strategy. It informs both operational decision-making and portfolio choices for long term value creation. Sustainability considerations are embedded in our capital allocation processes, project development standards and operational management systems, including requirements under internal policies such as environmental and social standards and life-of-mine planning. These processes are intended to ensure that risks and opportunities related to climate change, biodiversity, social performance, water and mine closure are assessed and managed throughout the asset lifecycle.
2.2 Support the adoption of responsible physical and psychological health and safety, environmental, human rights and labour policies and practices and by joint venture partners, suppliers and contractors, based on risk.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	The Anglo American Responsible Sourcing Standard defines expectations for suppliers and contractors in relation to environmental, social and governance performance. Our Contractor Performance Management (CPM) framework, introduced in 2023, supports implementation through defined processes, systems and performance requirements. Ongoing efforts focus on consistent embedding of CPM requirements across operations and contractor engagements.

ICMM PERFORMANCE EXPECTATIONS	Sishen	Kolomela	Minas Rio	Los Bronces	Chagres	El Soldado	Quellaveco	GROUP	COMMENTS
<b>Principle 3: Human Rights</b>									
3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence (including undertaking processes that assess perceived, potential and actual human rights impacts on rightsholders, including human rights defenders and other vulnerable groups) and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.	●	●	●	●	●	●	●	●	Commitments to the UN Guiding Principles on Business and Human Rights are established in the Code of Conduct, Human Rights Policy and Social Way Policy. At the operational level the Social and Human Rights Impact Assessment (SHIRA) process is implemented to identify, assess and manage potential and actual human rights impacts, including those affecting vulnerable groups. Anglo American also makes available a guidance on how to identify, respect and protect human rights defenders.
3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people.	●	N/A	◐	●	N/A	●	●	N/A	The Social Way Policy mandates the application of the mitigation hierarchy in respect of involuntary resettlements. Where relevant, Land Access and Displacement Strategies are developed when resettlement cannot be avoided or as a tool to support the planning of future activities and projects.
3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights. This includes identifying potential and actual human rights impacts on vulnerable groups.	●	●	●	●	●	●	●	N/A	Anglo American is a signatory to the Voluntary Principles on Security and Human Rights. Risk assessments are periodically reviewed and updated, and the Group Security Standard and Social Way Standard defines requirements for implementing security arrangements at site level.
3.4 Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.	●	●	●	●	●	●	●	●	We respect the International Labour Organisation's fundamental labour rights which includes respecting the right of association and collective bargaining and a zero-tolerance approach to forced or bonded labour, child labour and unfair discrimination. In the host countries where we operate, these rights are also established in law. We have an anonymous grievance mechanism which is customised for each asset available for all employees and contractors.
3.5 Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.	●	●	●	●	●	●	●	●	Remuneration and working conditions are aligned with applicable legal, national or industry requirements. Where applicable, collective agreements govern wages and working hours. Group-level policies do not explicitly define minimum wage or working hour standards.
3.6 Respect the rights, interests, aspirations, culture, Indigenous knowledge and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; carry out due diligence to address potential adverse impacts; and share benefits in a manner that is aligned with Indigenous Peoples' aspirations for social and economic development.	N/A	N/A	N/A	●	●	●	●	N/A	Respect for the rights, interests and perspectives of Indigenous Peoples is a requirement of our Code of Conduct. Sites give effect to this through implementation of the Social Way requirements.
3.7 Obtain agreement with affected Indigenous Peoples demonstrating their consent to anticipated impacts to their land or other rights, and setting out the terms by which impacts may occur and be managed. Where potential impacts include the relocation of Indigenous Peoples from their lands or territories, or significant impacts to their critical cultural heritage, companies will explore feasible alternatives to project design in order to avoid such impacts. If relocation and/or significant impacts on critical cultural heritage are unavoidable, companies will obtain agreement demonstrating the consent of affected Indigenous Peoples in accordance with ICMM's Indigenous Peoples and Mining Position Statement. In any instance where agreement is not obtained, ICMM members will develop a policy or approach outlining the steps they have taken to fulfil the commitments set out in the position statement.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Our sites are required to demonstrate that Indigenous Peoples affected by our activities have provided Free, Prior and Informed Consent for new activities or amendments to existing activities on lands and territories or with respect to significant adverse impacts on Indigenous Peoples and/or critical cultural heritage resources. This is governed by our Social Way Policy and Standard, which is aligned with the relevant ICMM Position Statement.
3.8 Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace.	●	●	●	●	●	●	●	●	Rights and interests of women are included in our Inclusion and Diversity Policy, Code of Conduct, anti-harassment measures, and parental leave and flexible working provisions. Initiatives such as gender diversity targets, monitoring of workforce gender metrics, women's networks, leadership development programmes, and the introduction of maternity-specific personal protective equipment to support women's participation in the workplace are being implemented.
3.9 Implement policies and practices to respect the rights and interests of all workers and improve workforce representation in the workplace so it is more inclusive.	●	●	●	●	●	●	●	●	Rights and interests of all workers are included in our Code of Conduct, Human Resources Policy, Inclusion and Diversity Policy as well as human rights commitments, inclusion and diversity strategy, and mechanisms supporting fair treatment, workforce representation, and employee engagement.

ICMM PERFORMANCE EXPECTATIONS	Sishen	Kolomela	Minas Rio	Los Bronces	Chagres	El Soldado	Quellaveco	GROUP	COMMENTS
<b>Principle 4: Risk Management</b>									
4.1 Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders and publicly disclose assessment results.									The requirement to undertake environmental and social impact assessments (ESIA) is driven by legislation in the jurisdictions in which we operate as well as our group standards. The assessment of environmental and social risks is embedded in our capital allocation processes, project development standards and operational management systems. Public consultation is undertaken as part of the ESIA processes that ensures the assessment results are publicly disclosed. The ESIA process and associated stakeholder engagement is considered and reviewed as part of the Project evaluation processes that are governed by the Anglo American Investment Development Model.
4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area.									No current operations or sourcing activities have been identified in conflict-affected or high-risk areas. Screening processes are implemented at site level to assess potential exposure. Procedures are being enhanced to incorporate supplier-related risk indicators and red flag identification.
4.3 Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy physical and psychological health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.								N/A	Sites implement management systems in line with the requirements of our SHE Way and Social Way, which is aligned with recognised international risk management practices. Sites obtain external certification for their safety, health, environmental and social management systems and act on findings, where applicable, in pursuit of continuous improvement.
4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice.								N/A	Emergency preparedness and response plans are developed at site level, aligned to site-specific risks, and are periodically tested. These plans are supported by defined governance and assurance processes to ensure ongoing effectiveness. In line with the requirements of the Global Industry Standard on Tailings Management (GISTM) and broader risk management practices, external stakeholders, including potentially affected communities, are increasingly integrated into the development, communication and testing of emergency response arrangements. Ongoing improvements are focused on strengthening the consistency and effectiveness of stakeholder participation, including workers, contractors and communities, in emergency preparedness and response processes.
<b>Principle 5: Health and Safety</b>									
5.1 Implement practices aimed at continually improving workplace physical and psychological health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries, psychosocial hazards and prevention of occupational diseases, based upon a recognised international standard or management system.									The SHE Way establishes the requirements of a SHE management system that includes the identification, assessment, elimination, control and monitoring of health and safety hazards and occupational diseases utilising our Technical Risk Management approach.
5.2 Provide workers with training in accordance with their responsibilities for physical and psychological health and safety and implement health surveillance and risk-based monitoring programmes based on occupational exposures.									Training and health surveillance programmes are implemented in accordance with SHE requirements. Occupational exposure limits are defined and monitored. Improvement actions include strengthening response protocols for exceedances and enhancing verification of training effectiveness.
5.3 Safeguard the health of workers against exposure to diesel particulate matter (DPM) emissions in all underground mining operations by implementing a comprehensive DPM management programme.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	None of the operations that have been assessed as part of the 2025 review have underground operations.

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<b>Principle 6: Environmental Performance</b>									
6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.									Mine closure plans and associated financial estimates are prepared at each site in line with Anglo American standards and local legal requirements. A range of financial provision instruments exists across the Group.
6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.									Water management practices are implemented in line with internal standards and policies. Ongoing improvements include enhanced assessment of current and future water requirements and increased consideration of catchment-level impacts and dependencies.
6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure.					N/A				Along with other members of the ICMM, Anglo American has committed to conforming with the requirements of GISTM by August 2025. All tailings storage facilities are now declared as in full conformance with GISTM according to Anglo American self-assessed conformance reports.
6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment.								N/A	Risk Assessments are undertaken at sites that identify high risk environmental impacts. Controls are developed and implemented based on the outcomes of the risk assessments in alignment with the mitigation hierarchy. Site-specific plans are developed in line with legal requirements to manage identified pollution sources.
6.5 Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO2 equivalent (GHG) emissions.									We have set a target to reduce operational (Scope 1 and Scope 2) emissions by 30% by 2030 (vs. 2020 baseline). Our ambition is to achieve carbon neutrality by 2040 across managed operations (excluding Kumba Iron Ore due to the currently stated life of mine for its assets). Emissions are monitored and reported through a centralised system, and decarbonisation initiatives are being implemented across operations. We report our emissions in line with the GHG Protocol, with progress on emission reductions reported each year in our Integrated Annual Report. Our Transition Plan 2026–2028 outlines the actions we expect to take over the next three years to execute on our climate ambition.
<b>Principle 7: Conservation of Biodiversity</b>									
7.1 Neither explore nor develop new mines in UNESCO World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated.									Our Code of Conduct commits us to not explore or mine in UNESCO World Heritage Sites. This commitment is supported by the implementation of the Group's Biodiversity Standard, which establishes requirements for the management of biodiversity risks and impacts across operations. Site-level biodiversity baseline studies, risk assessments and management plans are implemented to ensure a comprehensive understanding of biodiversity values, including critical habitats and protected areas.
7.2 Assess and address material risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy to achieve a minimum of no net loss (NNL) or net gain of biodiversity by completion of closure.									Biodiversity baseline and value assessments, including identification of priority ecosystem services, are undertaken at site level to inform risk management and decision-making. Anglo American has committed to achieving a Net Positive Impact (NPI) on biodiversity, based on a 2018 baseline that enables the measurement of losses and gains over time. This is supported by application of the mitigation hierarchy, avoiding and minimising impacts, undertaking rehabilitation and restoration, and implementing offsets where required. All operations are required to implement the Group's Biodiversity Standard and associated Biodiversity Management Programmes, supporting delivery of the NPI commitment and requiring sites to demonstrate a credible pathway towards NPI by closure.

KEY:  Meets  Partially meets  Doesn't meet

ICMM PERFORMANCE EXPECTATIONS	Sishen	Kolomela	Minas Rio	Los Bronces	Chagres	El Soldado	Quellaveco	GROUP	COMMENTS
<b>Principle 8: Responsible Production</b>									
<b>8.1</b> In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources, and materials.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Resource efficiency principles are integrated into project design and operational processes, including initiatives to improve water and energy efficiency and reduce waste generation.
<b>8.2</b> Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Hazards associated with mining products are assessed in accordance with applicable legal requirements, including preparation of material safety data sheets and labelling for transport. A Hazardous Materials Management Standard was implemented across the Group in 2024 ensuring alignment with the UN Globally Harmonised System.
<b>Principle 9: Social Performance</b>									
<b>9.1</b> Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic wellbeing, in partnership with government, civil society and development agencies, as appropriate.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Socio-economic development and social management plans are developed at site level in alignment with host community priorities and the Social Way framework. Implementation is undertaken in partnership with local stakeholders where feasible.
<b>9.2</b> Enable access by local enterprises to procurement and contracting opportunities across the project life cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Our Code of Conduct and Local Procurement Policy establish the framework and formal requirements for actions related to local suppliers. This includes consultation with communities to support initiatives for improving economic opportunities and including post-closure considerations.
<b>9.3</b> Conduct stakeholder engagement based upon an analysis of the local context, including with human rights defenders and other vulnerable groups, and provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	N/A	Stakeholder engagement plans and grievance mechanisms are implemented in alignment with the Social Way and the UN Guiding Principles on Business and Human Rights. Improvement actions are focused on enhancing effectiveness, accessibility and stakeholder confidence in grievance processes.
<b>9.4</b> Collaborate with government, where appropriate, to support improvements in environmental and social practices of local Artisanal and Small-scale Mining (ASM).	N/A	N/A	N/A	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	N/A	N/A	No ASM activities are directly associated with operations or supply chains. Our Social Way requires each site to screen for ASM. Where ASM is present, the site is required to identify, assess and manage ASM-related impacts and risks in accordance with applicable legal requirements and risk-based approaches.
<b>Principle 10: Stakeholder engagement</b>									
<b>10.1</b> Identify and engage with key corporate level external stakeholders on sustainable development issues in an open and transparent manner. (applicable to corporate level only).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<input checked="" type="radio"/>	Practices are in place to identify and engage with corporate-level external stakeholders through our Group Government and International Relations Policy. Engagement activities are reported throughout our Integrated Annual Report and on our website.
<b>10.2</b> Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	We are committed to supporting the EITI as stated in our Code of Conduct and Business Integrity policy. We publish an annual Tax and Economic Contribution report and our project-by-project level payments to governments is shared under the EU and ESTMA rules.
<b>10.3</b> Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards. (applicable to corporate level only).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<input checked="" type="radio"/>	We publish an independently assessed Integrated Annual Report, and a Sustainability-related disclosures and data supplement that is aligned to the GRI standards.
<b>10.4</b> Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements. (applicable to corporate level only).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<input checked="" type="radio"/>	Independent assurance of sustainability performance and alignment with ICMM Principles is conducted annually and disclosed in the Sustainability-related disclosures and data supplement or Integrated Annual Report. Asset-level validation of Performance Expectations is undertaken in accordance with ICMM assurance and validation requirements.

# Cautionary Statement

## Group terminology

In this document, references to “Anglo American”, the “Anglo American Group”, the “Group”, “we”, “us”, and “our” are to refer to either Anglo American plc and its subsidiaries and/or those who work for them generally, or where it is not necessary to refer to a particular entity, entities or persons. The use of those generic terms herein is for convenience only, and is in no way indicative of how the Anglo American Group or any entity within it is structured, managed or controlled. Anglo American subsidiaries, and their management, are responsible for their own day-to-day operations, including but not limited to securing and maintaining all relevant licences and permits, operational adaptation and implementation of Group policies, management, training and any applicable local grievance mechanisms. Anglo American produces group-wide policies and procedures to ensure best uniform practices and standardisation across the Anglo American Group but is not responsible for the day to day implementation of such policies. Such policies and procedures constitute prescribed minimum standards only. Group operating subsidiaries are responsible for adapting those policies and procedures to reflect local conditions where appropriate, and for implementation, oversight and monitoring within their specific businesses.

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disputes and economic and financial conditions around the world, evolving societal and stakeholder requirements and expectations, shortages of skilled employees, unexpected difficulties relating to acquisitions or divestitures, competitive pressures and the actions of competitors, activities by courts, regulators and governmental authorities such as in relation to permitting or forcing closure of mines and ceasing of operations or maintenance of Anglo American’s assets and changes in taxation or safety, health, environmental or other types of regulation in the countries where Anglo American operates, conflicts over land and resource ownership rights and such other risk factors identified in Anglo American’s most recent Annual Report. Forward-looking statements should therefore be construed in light of such risk factors, and undue reliance should not be placed on forward-looking statements. These forward-looking statements speak only as of the date of this document. Anglo American expressly disclaims any obligation or undertaking (except as required by applicable law, rules or regulations) to release publicly any updates or revisions to any forward-looking statement contained herein to reflect any change in Anglo American’s expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.

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### Alternative Performance Measures

Throughout this document a range of financial and non-financial measures are used to assess our performance, including a number of financial measures that are not defined or specified under IFRS (International Financial Reporting Standards), which are termed 'Alternative Performance Measures' (APMs). Management uses these measures to monitor the Group's financial performance alongside IFRS measures to improve the comparability of information between reporting periods and businesses. These APMs should be considered in addition to, and not as a substitute for, or as superior to, measures of financial performance, financial position or cash flows reported in accordance with IFRS. APMs are not uniformly defined by all companies, including those in the Group's industry. Accordingly, it may not be comparable with similarly titled measures and disclosures by other companies.

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