

Biodiversity Standard

Owner

Head of Nature and Land

Area

Group Strategy and Sustainability

Approved by

Director of Strategy and Sustainability

Approval Date

December 2023

Purpose

This Standard defines the key objectives and minimum mandatory requirements for biodiversity management at Anglo American, which include:

- Defining and assessing impacts to Significant Biodiversity Features (SBF)
- Rigorously applying the mitigation hierarchy throughout all phases of our business
- Minimising residual impacts to Biodiversity using the Biodiversity Management Programme to drive Net Positive Impact (NPI)
- Maintaining and improving biodiversity features that support Priority Ecosystem Services (PES)
- Implementing Additional Conservation Actions (ACAs) aligned with relevant local, regional and/or national initiatives or priorities to support unmitigated historical disturbances.

This Standard is owned by the Head of Nature and Land but its implementation is multi-disciplinary. It involves, but is not limited to, Social Performance; Risk; Operations; Safety, Health and Environment; Security; Human Resources; Legal; Mine Planning; and Supply Chain.

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SCOPE

This Standard applies to:

- 1.1. All employees, contractors, and visitors involved with Anglo American managed businesses and operations, including:
 - 1.1.1. Entire mining phases (e.g., exploration, design/projects, construction, operation, and closure).
 - 1.1.2. All types of mining activities (e.g., open cut, underground, alluvial, and marine) and related infrastructure.
 - 1.1.3. Processing activities (e.g., smelting and refining).
 - 1.1.4. Support activities (e.g., offices, warehouses, logistics, ports).

This Standard does not apply to:

- 1.2. **Non-managed operations**, in which Anglo American or its businesses have a shareholding. Anglo American should seek to influence these operations to adopt the requirements of this Standard and, at a minimum, to comply with local laws and requirements.

Legal compliance:

- 1.3. This Standard must be applied in conjunction with all applicable national laws and standards in the countries in which Anglo American operates.
- 1.4. National laws and standards always take precedence. If any of the provisions of this Standard conflict with applicable national laws and/or standards, the latter must be complied with. However, the remaining non-conflicting provisions in this Standard continue to apply.
- 1.5. This Standard must be complied with even if it contains more stringent provisions than those contained in the applicable national laws and/or standards.

Exemptions:

- 1.6. Exemptions from this Standard require the implementation of specified risk-based controls, approved by GM, Country & Regional Head, SME and Group Head of Function, and must comply with the **Technical Standards Governance Standard (AA TS 001)**.

Supporting documents:

- 1.7. The Biodiversity Guideline contains more detailed guidance on how to meet the minimum requirements outlined in this Standard.

MANDATORY REQUIREMENTS

PLANNING AND DESIGN (Biodiversity Management Programme Steps 1-3)

All sites within scope must:

- 2.1. Make sure no activities that impact physical footprint within the organisation are conducted within UNESCO World Heritage Sites, including their recognised buffer zone area.
- 2.2. Make sure no activities impacting physical footprint are conducted within legally designated protected areas and/or internationally recognised protected areas. If activities must be conducted in these areas, there must be a written endorsement from the Anglo American Director Strategy & Sustainability, supported by an independent report which:
 - 2.2.1. clearly demonstrates that impacts will not damage the integrity of the designated special values.

2.2.2. states that no residual impacts to these values and integrity of such areas will occur.

- 2.3. Screen: Conduct high level biodiversity screening and due diligence on an identified potential or determined operational area. Where possible, include upstream and downstream value chain(s), and areas of relevant biodiversity features within the landscape or seascape prior to any significant change to physical footprint or apply this approach to any new impacts in already established operational areas.
- 2.4. Baseline: Conduct a desktop baseline survey to identify Significant Biodiversity Features (SBF) including species, habitats and legally protected and/or internationally recognised areas within a site's area of influence, to inform the site's biodiversity value assessment (new potential sites or expansion of existing).
- 2.5. Risk assessment: Identify and consider disclosure of potential high-level biodiversity and nature related dependencies, risks, impacts, liabilities, and opportunities in line with internationally accepted frameworks. This includes actions identified through regulatory and/or permitting requirements.
- 2.6. Determine importance: Assess biodiversity impacts to SBFs through an Environment, Social & Health Impact Assessment (ESHIA) or similar assessment exercise. This must include conducting an assessment to determine full life of asset and post-closure impacts and consider mitigation options where relevant.
- 2.7. Mitigate and manage: Systematically apply the steps of the mitigation hierarchy (see Appendix E) to avoid, minimise and restore all impacts on SBFs in line with a Net Positive Impact (NPI) goal over the life of the asset.
- 2.8. Record: Assess the outputs of the assessment to ensure data is updated, collected, managed, stored and shared.
- 2.9. Compensate: Identify priority biodiversity insets (use of non-operated owned land) or offsets needed to achieve NPI if residual impacts remain to SBFs after mitigation measures have been considered and implemented.
- 2.10. Manage legacy loss: Design and implement regional ecological restoration strategies, Additional Conservation Actions (ACAs) or other actions supported by stakeholders to ecologically compensate for unmitigated historical disturbance to SBF from Anglo American ownership to 1 January 2018.

IMPLEMENTATION AND MANAGEMENT (Steps 4, 5)

Each site should identify and allocate a site Standard Champion responsible for facilitating implementation of the Standard. All sites within scope must:

- 3.1. Implement and maintain a Biodiversity Management Programme (BMP) (see Appendix E).
- 3.2. Identify and develop engagement and communication channels with conservation organisations, academic institutions and/or businesses for collaboration and management of biodiversity including, where possible, upstream and downstream value chain(s) partners (supply chain and customers).
- 3.3. Integrate the management of biodiversity risks and requirements of this Standard, including the necessary controls, within the site's risk management and planning processes, including Operational Risk Management (ORM) and Continuous Risk Management (CRM) processes.
- 3.4. Implement measures to avoid the potential for accidental or unintended introductions of invasive alien species and the continued spread of existing invasive alien species.

- 3.5. Establish and maintain systems for managing the information and data required to support the effectiveness of this Standard and ensure compliance obligations are met.

PERFORMANCE MONITORING (Step 6)

All sites within scope must:

- 4.1 Complete the specified self-assessment on renewal of this Standard in accordance with the **Technical Standards Governance Standard (AA TS 001)**.
- 4.2 Comply with systems and internal requirements through the recording, reporting, investigation, implementation, close-out and communication of corrective or remedial actions to address biodiversity-related environmental incidents.
- 4.3 Implement a monitoring and management framework using science-based metrics (Quality Habitat Hectares (QHH) – see Appendix E) to enable a functional and practical assessment of biodiversity loss and gain performance derived from the actions of the BMP to demonstrate the NPI pathway over time (see Appendix E).
- 4.4 Report progress on BMP programme completion and against NPI pathways using QHH on a quarterly basis, to make sure implementation of mitigation and management measures is dynamic.
- 4.5 Conduct biodiversity, restoration, rehabilitation and biodiversity-offsetting performance monitoring against defined end land use success criteria. Implement action plans and maintenance activities to achieve objectives.
- 4.6 Make sure the BMP remains accurate and up to date, incorporating changes to the site footprint or area of influence as they occur. Show impacts of these changes on the biodiversity plans.
- 4.7 Report accurate and complete biodiversity data to Group in accordance with frequency requirements as set out by Group to align with internal, Board and external reporting frameworks. This should include BMP progress indicators on reporting systems (Isometrix and Objectives & Targets).
- 4.8 Have the BMP externally assured at least every three years by an independent, reputable conservation organisation, institution, or relevant certification body.

APPENDIX A: INTEGRATION WITH OTHER DOCUMENTS

For detailed information on specific document references, we encourage you to access the PowerBI Tool which contains the Standards Glossary and References. You can access it directly via this [link](#).

APPENDIX B: RECORD OF AMENDMENTS

Version	Approved	Authors	Changes Made
Version 1	November 2018	Warwick Mostert, Lizanne Gildenhuys	
Version 2	May 2020	Warwick Mostert, Lizanne Gildenhuys, Kristina, S&SD Heads & Coordinators	Reference "SUMMARY OF CHANGES TO BIODIVERSITY STANDARD FROM VERSION 1 TO 2" document
Version 3	February 2022	Warwick Mostert, Lizanne Gildenhuys, Kristina Miller,	The following high level changes were made to the Standard and supporting document:

Version	Approved	Authors	Changes Made
		S&SD Heads & Coordinators	Recommendations from the recent Environmental, Social and Health Impact Assessment (ESHIA) were added to both documents as necessary. Several areas under scope were combined to reduce repetition, Additional ORM content added, Additional external commitment content (picked up from the Equivalency Project Phase 1) relating to International Financing Corporation gaps was added, Additional assurance detail required added into the Standard, Details and specific sections from the specification were incorporated into the Standard, Biodiversity Management Programme (templates) will now form part of the Supporting Documents suite
Version 4	December 2023	Warwick Mostert	Document Number Change, FutureFit Standards Review and Technical Writing Review

APPENDIX C: GLOSSARY

For detailed information on specific terms or abbreviations, we encourage you to access the PowerBI Tool which contains the Standards Glossary and References. You can access it directly via this [link](#).

APPENDIX D: ACCOUNTABILITIES SUMMARY

For comprehensive details regarding the responsibilities involved in implementing this Group Technical Standard, consult the **Technical Standards Governance Standard (AA TS 001)**. This document outlines the specific roles and duties associated with the implementation of this Standard.

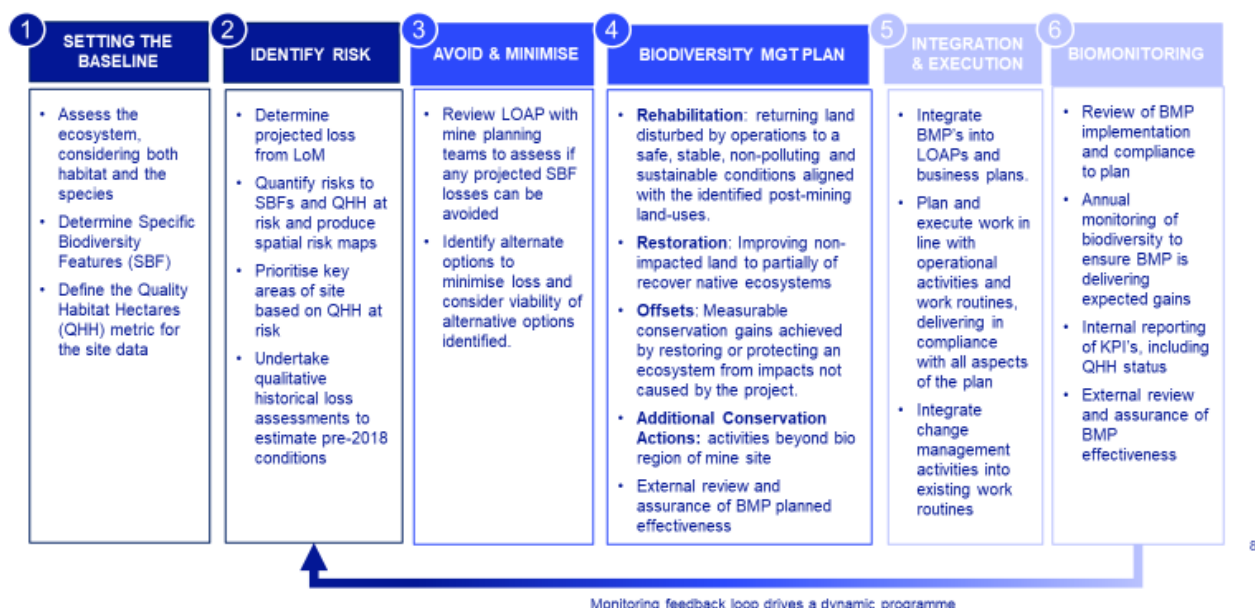
APPENDIX E: SUPPORTING DIAGRAMS

1. Biodiversity Management Programme

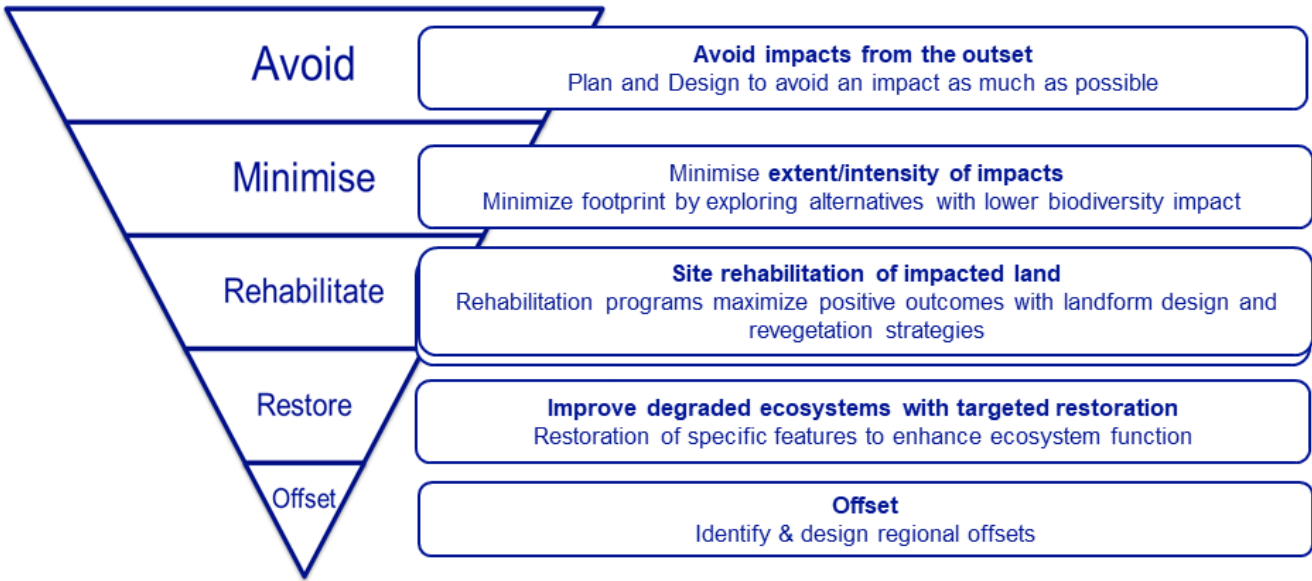
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Biodiversity Management Programme

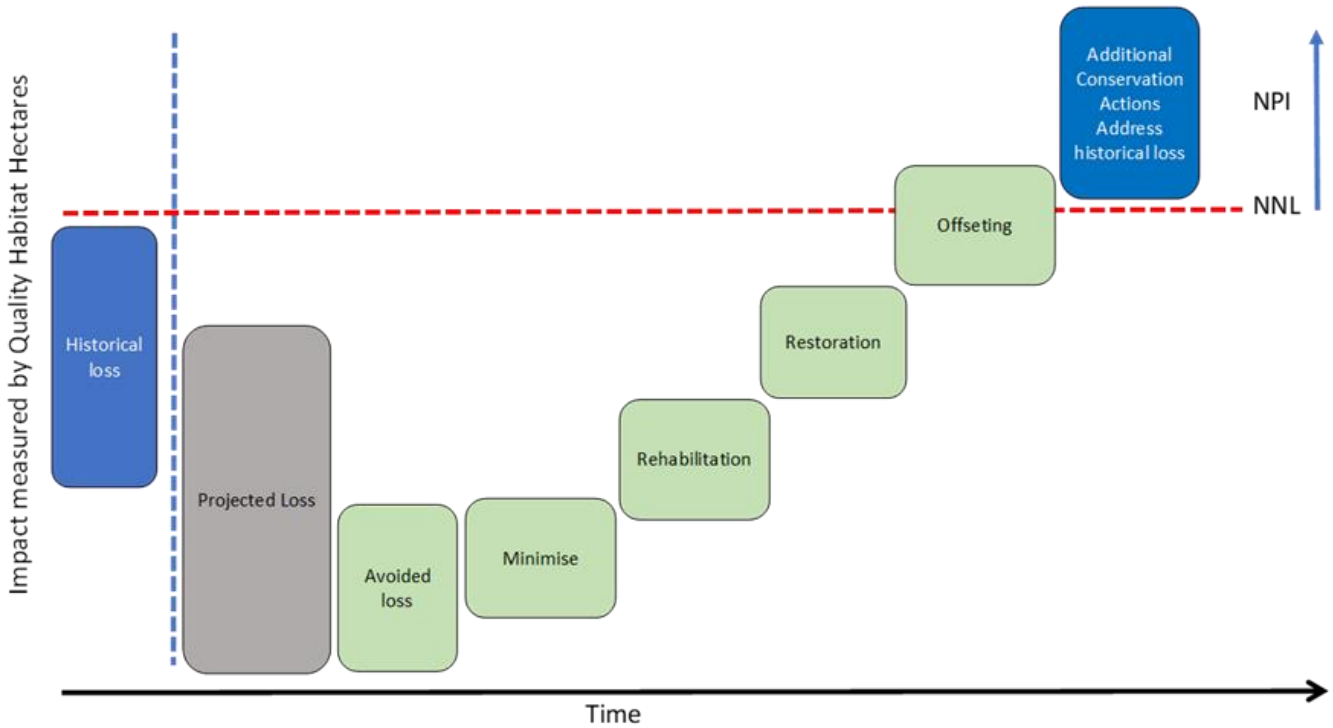
The Biodiversity Management Programme is designed to support the achievement of NPI and is supported by the Biodiversity Standard



2. Mitigation Hierarchy



3. Pathway to Net Positive Impact



4. Quality Habitat Hectares (QHH)

