

Annual report for the Voluntary Principles on Security and Human Rights 2021



Introduction

Anglo American is a leading global mining company, with a world class portfolio of mining and processing operations and undeveloped resources, with more than 106,000 people working for us around the world, in 15 countries.

We provide many of the essential metals and minerals that are fundamental to the transition to a low carbon economy and enabling a cleaner, greener, more sustainable world, as well as meeting the growing consumer-driven demands of the world's developed and maturing economies. And we do so in a way that not only generates sustainable returns for our shareholders, but that also strives to make a real and lasting positive contribution to society as a whole.

Guided by our Purpose, our strategy is to secure, develop and operate a portfolio of high quality and long life mineral assets, to deliver sustainable value for all our stakeholders and leading shareholder returns. We achieve this through innovative practices and technologies – in the hands of our world class people.

Portfolio

The quality and long life of our mineral assets are the foundations of our global business. We actively manage our asset portfolio to improve its overall competitive position, providing products that support a fast growing population and a cleaner, greener, more sustainable world.

Innovation

Across every aspect of our business, we are thinking innovatively about how we work to ensure the safety of our people, enhance our sustainability performance, and deliver industry leading margins and returns. We are developing a replicable model of differentiated practices and capabilities that is designed to deliver superior value to all our stakeholders from assets that are in our hands.

People

Our people are critical to all that we do: we create working environments and an inclusive and diverse culture that encourages and supports high performance and innovative thinking. The partnerships we build, both within Anglo American and with our stakeholders – locally and globally – are central to maintaining our regulatory and social licences to operate and our sustained commercial success.

Further details can be found on the [Anglo American website](#).

Purpose of report

This report details our efforts to implement or assist in the implementation of the Voluntary Principles on Security and Human Rights (VPs), a set of principles that guides companies on how to conduct their security operations while respecting human rights.

A) Commitment to VPs

Our commitment to VPs

We are committed to respecting all internationally recognised human rights. This commitment is explicitly stated in our [Code of Conduct](#) and is reflected in our core Values of Safety, Care and Respect, Integrity, and Accountability. Our commitment is further expressed through our being a supporter of the UN Guiding Principles on Business and Human Rights (UNGPs). Our approach to human rights is set out in our [Human Rights Policy](#) and is embedded in a number of our internal policy documents, including those related to employment practices, social performance and security.

We are committed to maintaining the safety and security of our operations and staff within an operating framework that encourages respect for human rights via any necessary interactions with both public and private security providers. Our commitment to the VPs is reflected in our [Code of Conduct](#) and [Human Rights Policy](#) and reiterated in our Annual Report and Sustainability Report. Our [Code of Conduct](#) applies to everyone in the Anglo American Group and we expect our contractors and suppliers to work in a way that is consistent with our Code. Our [Human Rights Policy](#) applies to our relationships with employees, contractors and other public and private sector partners when acting on our behalf. Further information on our relevant policies is set out in section B.

Engagement in the Voluntary Principles Initiative (VPI)

The VPI is a multi-stakeholder initiative that promotes the implementation of the VPs. The VPI holds Corporate Pillar meetings, which bring together corporate members of the VPI that have committed to implementing the VPs – the purpose of these meetings is to collaborate and share best practices. In 2021, we participated in VPI Corporate Pillar meetings on a regular basis.

We are committed to providing timely responses to reasonable requests for information from other participants in the VPI in order to facilitate greater understanding of issues related to our implementation of the VPs.

Transparency

We report annually on our human rights and security risk management approach, as well as our human rights performance more broadly, in our Sustainability Report. We also report annually on our implementation of the VPs. Previous reports can be found on the [Anglo American website](#).

Promoting awareness throughout the organisation

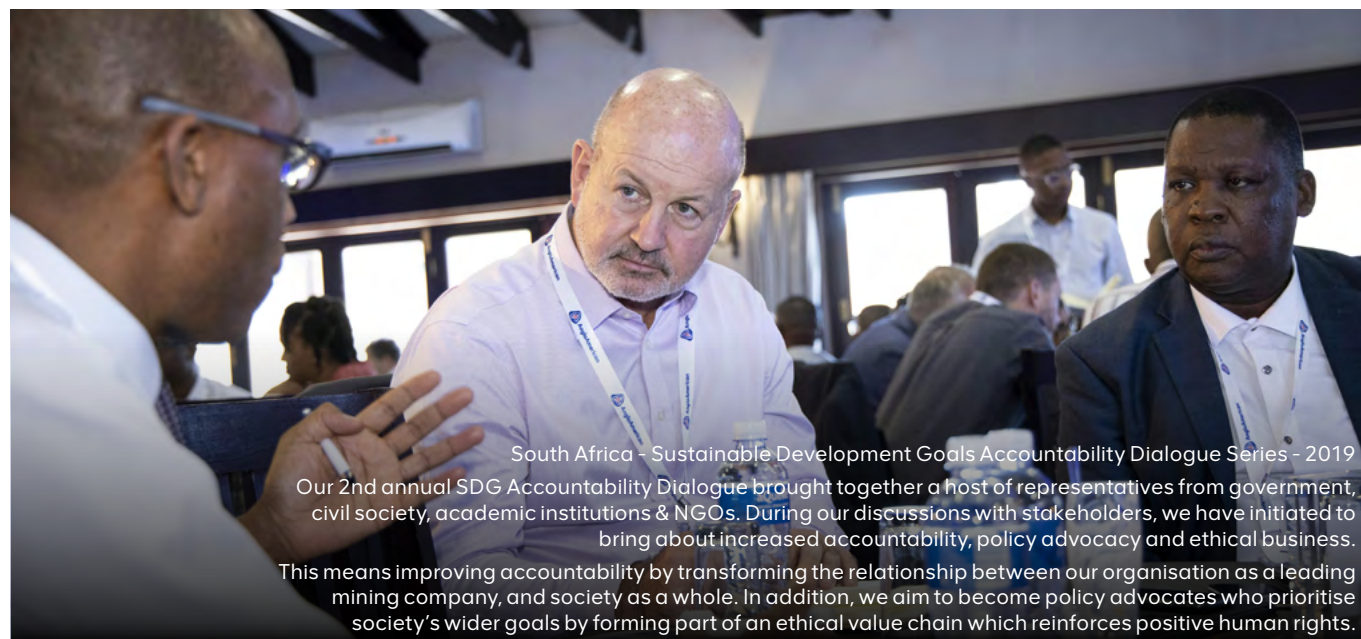
In 2021, we continued to promote VPs awareness throughout the business, including by:

- Raising internal awareness of our security and human rights-related policies (see section B) and by supporting our sites to implement these policies.
- Maintaining engagement with our sites through the Group Security Committee (see section B).
- Providing support to our sites with respect to security-related risk and impact assessments.
- Delivering and maintaining training on security and human rights, including training on the VPs, to employees, private security personnel and public security personnel (see section C).

Promoting and advancing implementation internationally

In 2021, we had the opportunity to share our approach to managing human rights (and, in some cases, security) risks at various national and international forum. This included workshops organised by the UN Global Compact Ecuador and UN Global Compact Mexico, International Labour Organization for Economic Co-operation and Development, Global Reporting Initiative, Danish Institute for Human Rights and Business, and Institute for Human Rights and Business.

Our Group Security function and business units engaged with stakeholders, including local communities, to continue strengthening our security and human rights approach. For example, in September 2021, Group Discovery and Geosciences Ecuador engaged with local communities and made those communities aware of the VPs and Anglo American's commitment to the VPs.



South Africa - Sustainable Development Goals Accountability Dialogue Series - 2019
Our 2nd annual SDG Accountability Dialogue brought together a host of representatives from government, civil society, academic institutions & NGOs. During our discussions with stakeholders, we have initiated to bring about increased accountability, policy advocacy and ethical business.
This means improving accountability by transforming the relationship between our organisation as a leading mining company, and society as a whole. In addition, we aim to become policy advocates who prioritise society's wider goals by forming part of an ethical value chain which reinforces positive human rights.

B) Policies, procedures and related activities

Policies and procedures

In addition to our [Code of Conduct](#) and [Human Rights Policy](#), we have embedded our commitment to the VPs in various other policy documents.

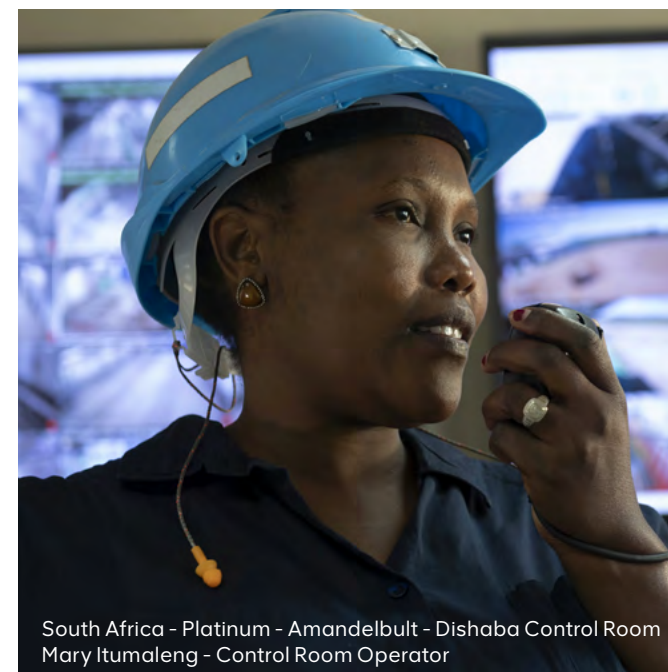
- The Group Security Policy states that security and business continuity activities should be fully compliant with the VPs.
- The updated Social Way 3.0 management system was launched in 2020 and comprises a policy, toolkit and assurance framework. The toolkit provides comprehensive guidance and tools to our sites on security and human rights risk management throughout the asset lifecycle, including implementation of the VPs, in section 4B on [Contractor Social Management](#), section 4E on [Security Management and the Voluntary Principles on Security and Human Rights](#) and section 4J on [Conflict Management](#).

We assess our compliance with the VPs requirements set out in the [Social Way](#) through our annual third-party Social Way assurance process. Our 2021 assurance process results demonstrate that while most sites are conducting private sector due diligence and engaging with public security forces on the VPs, there is room for improvement with respect to conducting external context reviews and assessment of security-related risks and impacts, as well as monitoring and evaluating of the associated security controls. As the Social Way 3.0 raised the bar for social performance across our business, our sites are currently in a transition period, with implementation expected by the final quarter of 2022.

- The [Responsible Sourcing Standard for Suppliers](#) states that providers of security-related services to our sites must adhere to the VPs. Private security providers are required to commit to the requirements set out in the Responsible Sourcing Standard for Suppliers as a pre-condition to supply, and contracts typically include clauses relating to VPs implementation.
- All private security providers are procured following the Group Supply Chain Policy and Standards, with the relevant VPs clauses included in the terms and conditions of their contractual agreements. All site security plans must include provision for appropriate investigation of any incidents and/or allegations of human rights infringements by our Security employees, and access to remedy in the event of any human-rights-related concern being raised in the context of our security arrangements.

We are also developing a standard that sets out strict controls on the use of force and firearms at our sites, which will enhance our current approach and provide greater clarity on expectations at our sites.

Some parts of our business implement additional policies in light of their specific contexts. De Beers, for example, has a [Security Services and Human Rights Policy](#) setting out guiding principles De Beers subscribes to in order to “protect the inherent human rights of its employees and the communities in which it operates”. The Policy states “that training and guidance materials will be provided to employees performing security services to promote respect for human rights, as set forth in the Universal Declaration of Human Rights and international humanitarian law”.



Group Security function

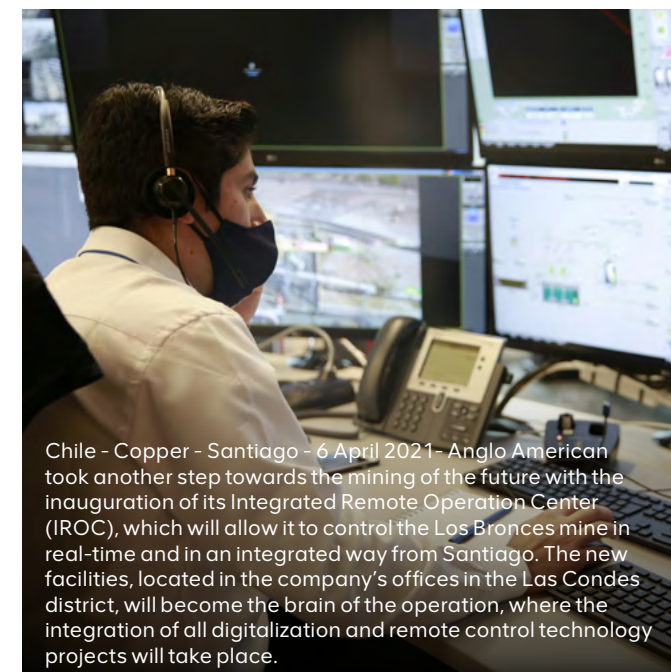
Our Group Security function helps to ensure the security of people, operations and assets through appropriate use of technology, security practice and intelligence, thereby supporting the business to help meet its strategic goals. This function was established in 2020 to coordinate and enhance our security approach and ensure that it meets best practice. Our Global Head of Security reports to the Group Director – Technical & Sustainability, who is an executive director of Anglo American and a member of the Anglo American Group Management Committee.

The Group Security strategy is built on four distinct security pillars:

- Security of people
- Operational security
- Asset protection
- Validation of security risk

One of the Group Security function's objectives is for Anglo American to be a leader in security best practice. Its approach is to operate in accordance with both international standards and the laws of the countries where we operate, and to be technology-enabled, intelligence-led and fully compliant with the VPs. Group Security is committed to adhering to the highest international standards with regard to respect for human rights in the application of the security measures at our sites and projects.

Our Group Security Committee comprises security representatives from each business unit and key internal stakeholders. The Committee meets once a week to receive a comprehensive security threat intelligence assessment, focusing on countries of operation, with the purpose of sharing intelligence on threats to the business, driving excellence and bringing co-ordination and standardisation to physical security throughout Anglo American.



Employee awareness and implementation of VPs

We use a combination of engagement tools to drive implementation of the VPs by our employees, contractors and partners, including through dissemination of our policies, training, and internal information platforms.

Further information about our security and human rights training is set out in section C.

Risk assessments

We require all security-related human rights risks and impacts to be managed in compliance with the VPs.

Group-level risk assessments

In 2017-2018, European Conflict and Security Consulting (ECAS) conducted a Group-wide review of our human rights framework and identified our salient human rights risks, one of which is security. In 2020, ECAS conducted a review of our due diligence processes relevant to our salient human rights risks. This review identified that implementation of the VPs by sites is well established and that the VPs are understood by site security managers. An improvement opportunity identified related to consistency of the level of implementation of the VPs across our sites.

Site-level risk and impact assessments

Section 4E of the [Social Way](#) sets out the process sites are required to follow to assess security and human rights risks and impacts. It is designed to be fully aligned with the requirements of the VPs and requires sites to:

- Engage with stakeholders such as local communities, public security providers, host-country governments and non-governmental organisations and human rights defenders to understand the external context and any actual or potential security-related social and human rights impacts.



- Undertake an external context review, which is refreshed annually, to determine existing and potential security-related impacts and collect and maintain up-to-date information about private and public security providers, including their history and track record.
 - Undertake an internal context review to evaluate their security arrangements annually, including the level of public and private security provision, training of private security personnel, whether current arrangements are proportionate to the risks and potential social and human rights impacts, and whether current arrangements disproportionately affect certain groups, including vulnerable groups.
 - Identify potential security-related risks and impacts, drawing on the information gathered, including in relation to threats to site staff, protests against the site, conflict within and between local communities, intimidation and harassment of local communities and organised crime.
 - Incorporate security-related risks and impacts and the approach for managing these risks and impacts into a Social Management Plan and Security Management Plan. This may include the development of safeguards in relation to equipment (e.g., fuel, use of vehicles, etc.) transfers.
- Analysing the external context to establish if there are any issues that may cause, drive or trigger conflict.
 - Conducting an exercise to better understand the root causes, drivers, triggers and manifestations of conflict.
 - Identifying and analysing parties to existing or potential conflict.
 - Identifying the dynamics of conflict, including current trends, as well as factors that are likely to prolong conflict.
 - Assess the site's conflict sensitivity and conflict management capacity using our [Organisational Conflict Sensitivity and Capacity Assessment Tool](#) (a self-assessment tool focused on assessing a site's commitment, human resources and the integration of conflict sensitivity into the site activities and the asset lifecycle).
 - Assess conflict-related risks and impacts, and associated prevention and mitigation measures, drawing on the information gathered.
 - Incorporate conflict-related risks and impacts in a Social Management Plan and Conflict Management Plan.
 - Determine a conflict management approach, which could include negotiation, facilitation, mediation or arbitration.

Section 4J of the [Social Way](#) sets out the process that relevant sites are required to follow with respect to conflict management. It requires sites to:

- Undertake a conflict analysis to understand the nature and extent of existing conflict and conflict dynamics or the potential for future conflict. This should include:

For information on risk assessments conducted by our sites in 2021, see section C.

Security and human rights-related incidents

Security and human rights incidents can be reported in the following ways:

- Employees can report such incidents to a line manager or someone in a supporting function such as Human Resources or Group Legal.
- Employees, suppliers, business partners and stakeholders of Anglo American can report such incidents through YourVoice, a confidential reporting service.
- External stakeholders, including contractors, can report such incidents through a site-level social incident and grievance mechanism. As stated in the [Social Way](#), these mechanisms should follow the criteria of effectiveness for operational-level grievance mechanisms in the UNGPs.

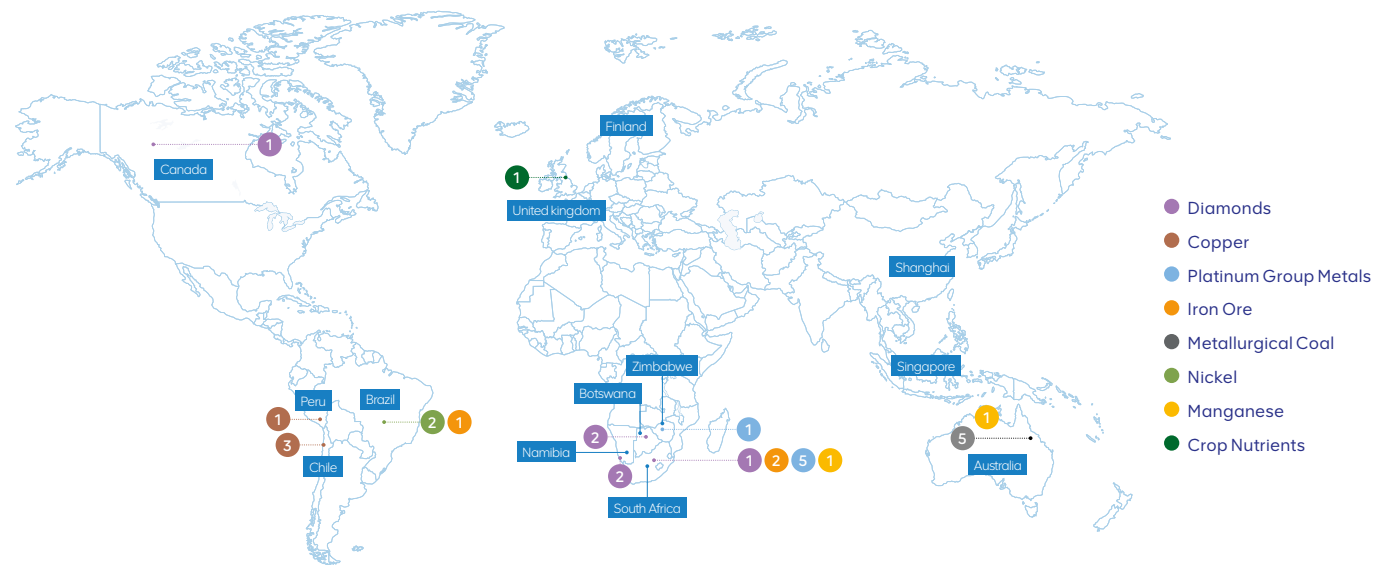
In accordance with the [Social Way](#), sites are required to respond to, investigate and resolve grievances received. This includes grievances related to personal and political security such as confrontation or interaction with private and public security providers. Where an adverse impact is established, sites have a responsibility to provide remediation.

In 2021, we recorded seven incidents with social consequences related to personal and political security through site-level social incident and grievance mechanisms. Each incident was investigated and actions were taken based on the conclusions of each investigation.

C) Country implementation

Overview of country operations

Anglo American's business units manage more than 30 mining operations and 10 processing operations globally, including in Australia, Brazil, Chile, Peru and South Africa. Anglo American has non-managed joint venture operations, including in Botswana, Canada, Namibia and South Africa. Exploration activities are conducted in various countries, including Angola, Australia, Brazil, Canada, Ecuador, Finland, Peru, South Africa and Zambia.



Our Covid-19 response

Covid-19 has caused considerable hardship in the communities in which we operate which has in some cases resulted in increased conflict risk. We have sought to mitigate the health, social and economic impacts of the pandemic through our WeCare programme.

The programme is designed to protect the health and wellbeing of our more than 90,000 employees and full-time contractors around the world by helping colleagues to better understand how to protect themselves and others from catching the virus, monitoring their health to pick up early symptoms, and to manage their health if they test positive for Covid-19.

In order to provide the most effective and relevant support to our communities, we have designed a Community Response Plan to guide site teams as to the initiatives that should be undertaken to support their host communities.

Australia

In Australia, Anglo American's Metallurgical Coal business includes five mines in Queensland's Bowen Basin, producing high quality hard coking coal for steel production. The company operates in a highly regulated and low-risk environment.

In 2020, our Australian business unit undertook a baseline VPs risk and impact assessment across all operations, which was refreshed in 2021. A number of low-level VPs-relevant risks and impacts were identified, with effective controls in place. These are monitored through the operation's internal systems and are reported on quarterly to the Metallurgical Coal Leadership Team.

VPs training was planned across all operations but was delayed owing to Covid-19 impacts.

Botswana

Anglo American's interests in Botswana are linked to its indirect shareholding in Debswana, a 50% joint venture between De Beers and the Government of the Republic of Botswana. We have been advised that in 2021, Debswana conducted a VPs risk and impact assessment. The main issue identified related to the speed of shipment cars affecting the safety of local communities. This issue has been addressed by putting in place set speed limits for these cars.



Brazil

Anglo American manages two nickel mines: Barro Alto and Codemin; one iron-ore mine: Minas-Rio; and one nickel processing plant: Niquelândia.

In 2019, an external consultant conducted a VPs risk and impact assessment on our Minas-Rio and Nickel operations, including the Brazil business unit's relationship with and reliance on public security forces for security provision. Implementation of the risk and impact assessment's recommendations, which included providing VPs training to security professionals and developing operating guidelines for land inspection, commenced in 2020 and continued in 2021.

Exploration in Brazil

In 2021, exploration activities were conducted in Brazil. Security personnel were employed at our main office in Goiânia.

At the end of 2021, an internal security audit was completed by the Anglo American Brazil Corporate Security Management team. The assessment covered security weaknesses and opportunities to improve controls at our office. The audit recommended replacing nightly and weekend armed surveillance by unarmed guards, implementation of digital surveillance for perimeter security, and an alarm system, together with other minor opportunities for improvement. These recommendations will be implemented during 2022.

Canada

In Canada, De Beers manages three diamond mines: Gahcho Kué, Snap Lake and Victor. The Snap Lake mine is under care and maintenance and the Victor mine is now in the closure phase, with closure expected to be completed in 2024. Gahcho Kué is a joint venture between De Beers (51%) and Mountain Province Diamonds Inc. (49%) and is currently the only operating De Beers mine in Canada.

In 2021, De Beers conducted a VPs risk and impact assessment. The assessment identified the need for security personnel to receive training on how to deal with those who may suffer with mental health issues as a result of issues such as substance abuse, stress and anxiety, so that they are able to assist people in distress without the use of force. De Beers will roll out mental health training for security employees in 2022.

Chile

Anglo American manages two copper mines: Los Bronces and El Soldado; and one copper smelter: Chagres, in Chile.

The Vincular Center of the Pontifical Catholic University of Valparaíso, an academic institution, is currently conducting a study in relation to our three operations in Chile. The purpose of the study is to review the external content in order to determine existing and potential security-related impacts in line with section 4E of the [Social Way](#) and to conduct a VPs risk and impact assessment of our private security contractors. The results of this assessment are expected in March/April 2022.

Ecuador

Exploration in Ecuador

In 2021, exploration activities were conducted in Ecuador. Our exploration base camp was staffed with security personnel.

In 2020, a human rights and security assessment was conducted in Ecuador. To address the findings of the assessment, in 2022, we are planning cultural projects with local communities to communicate a peace and non-violence message.

In 2021, Group Discovery and Geosciences Ecuador held monthly meetings with the public security force in its area of operations. During these interactions, the police force was informed of our activities, with the purpose of obtaining advance information of possible events and avoiding security situations involving the police force and local communities.

Namibia

Namdeb, De Beers Marine Namibia and the Namibian Diamond Trading Company (NDTC) are wholly owned subsidiaries of Namdeb Holdings (Proprietary) Limited, a 50% non-managed joint venture between the Government of the Republic of Namibia and De Beers.

We are advised that, in 2016, the NDTC conducted a VPs risk and impact assessment, which is refreshed annually. In light of the findings, in 2021, the NDTC engaged with law enforcement agencies in relation to compliance with the VPs and, inter alia, incorporated the VPs in employee induction training. In 2022, the NDTC will develop a VPs policy and procedure to strengthen implementation of the VPs.

In 2017, Namdeb conducted a VPs risk and impact assessment, which is also refreshed on an annual basis. An improvement opportunity identified during the assessment related to the reaction of security personnel (whether public, private or internal) to armed robberies and attacks on property. In 2017, De Beers Marine Namibia also conducted a VPs risk and impact assessment; again, this is refreshed each year.

Peru

Anglo American manages one copper mine in Peru: Quellaveco.

Since the introduction of the revised [Social Way](#) in 2020, Quellaveco personnel have taken steps to implement the policy, including by engaging with stakeholders, conducting a review of the internal and external context, conducting a VPs risk and impact assessment, and providing training to private security personnel and employees. The risk and impact assessment of Quellaveco identified an improvement opportunity related to the use of force. As a result, we developed a manual on human rights and the VPs for public and private security personnel, and a training manual on security and human rights for private security personnel and other employees. The manual provides guidance on how to identify and evaluate security risks, while the training manual provides guidance on relevant security and human rights standards.

In 2021, Quellaveco was recognised by the Ministry of Energy and Mines in Peru for its human rights due diligence process.

South Africa

Anglo American has several operations in South Africa that are managed by its Platinum Group Metals (PGMs), De Beers and Kumba Iron Ore businesses. The South African Thermal Coal business was divested in 2021 and accordingly we have not included further in relation to such operations.

PGMs

In South Africa, our PGMs business unit operates five mines: Mogalakwena, Dishaba, Tumela, Twickenham and Mototolo; three smelters: Polokwane, Mortimer and Waterval; and two refineries: the Precious Metals Refinery and Rustenburg Base Metals Refiners.

During 2021, the business unit reviewed all its risk and impact assessments, which found that the Covid-19 pandemic had increased human rights-related challenges across the country. Pandemic-related national restrictions placed severe strain on the economy and social fabric, leading to significant losses of employment and household income.

As in 2020, there was an increase in criminal activity in and around PGMs' sites. Operations were also the target of community protests owing to a perception that they should be employing more local people and providing greater support for host communities. These protests were marked by a considerable increase in violence, as well as attacks on company infrastructure, employees and private security personnel.

Disruptions occurred at Mogalakwena, Mototolo and the Mortimer and Waterval smelters. In some cases, shots were fired at employees and private security personnel, while there were arson attacks aimed at heavy mobile equipment at one

of our PGM operations in early 2021. We sought to uphold our commitment to the VPs in relation to these incidents.

The VPs risk and impact assessment showed unarmed security personnel, employees and assets to be at significant risk. As a consequence, PGMs deployed specialised contract security providers, armed with firearms, to ensure the safety of employees and assets. Before security providers were deployed, extensive background checks and due diligence were conducted and intensive training provided on the VPs, and on PGMs' procedures on the use of force. The business unit utilised this model again later in 2021 following large-scale riots and looting.

The pandemic also resulted in challenges in maintaining relationships with key stakeholders, such as local communities, although these eased slightly as we found ways to adapt to the pandemic. The business continued to actively engage with stakeholders remotely and it was able to schedule a limited number of in-person sessions, while observing all Covid-19 protocols.

In 2021, five security and human-rights-related incidents were identified. Each incident was investigated by specialised employees and actions were taken based on the conclusions of each investigation.

Kumba Iron Ore

Our Kumba Iron Ore business operates two iron ore mines in the Northern Cape of South Africa: Sishen and Kolomela.

In 2019, Kumba conducted a VPs risk and impact assessment. In 2021, the business unit continued to engage with the local public security force to strengthen compliance with the VPs, and various members of the force attended VPs training at Sishen and Kolomela.

De Beers South Africa

De Beers' operations in South Africa include Venetia mine, Voorspoed mine (going into the closure phase), Namaqualand mine (under care and maintenance), the Oaks mine (in closure phase), De Beers Group Services, De Beers Marine South Africa, De Beers Sightholder Sales South Africa, Kimberley, and Element Six.

Various risk and impact assessments have been conducted in relation to De Beers' operations in South Africa, with actions taken to address identified risks and impacts. For example, in 2021 De Beers conducted a VPs risk and impact assessment of Venetia. An improvement opportunity identified related to the treatment of company owned equipment by public and private security personnel – as a result, a procedure was developed to prohibit company-owned equipment that has the potential to cause harm from being shared with security personnel.

Additionally, in 2021, De Beers conducted a VPs risk and impact assessment of Voorspoed. Based on the findings of the assessment, remote surveillance was conducted, perimeter fence cameras were installed and all redundant copper cables were removed in order to prevent illegal mining at the site.

In 2021, two security and human rights-related incidents were identified. Each incident was investigated and actions were taken based on the conclusions of each investigation.

Exploration activities in South Africa

In 2021, exploration activities were conducted in the Limpopo province of South Africa. Private security personnel were employed at all exploration locations.

In August 2021, a combined Mogalakwena and Group Discovery and Geosciences South Africa VPs risk and impact assessment was conducted, which identified improvement opportunities related to interactions between local communities and security, damage to company property, and attacks on security personnel by armed perpetrators (for further information see the "PGMs" section).

Zambia

Exploration in Zambia

In 2021, exploration activities were conducted in Zambia. Security personnel were used at our Lukasa office and our exploration base camp.

In 2022, a review will be conducted of security personnel at our office and base camp.

Exploration

In addition to the exploration activities set out above, we also carried out exploration activities in various geographies in 2021. In a number of countries, such as Australia, security and human rights risks and impacts were assessed as being low and security forces were not engaged.

Engagement with stakeholders on country implementation

We are committed to engaging with a range of stakeholders in relation to implementation of our security and human rights approach, including employees, private and public security providers, local communities and non-governmental organisations (NGOs). More detail in relation to our engagement with stakeholders in relation to country implementation is set out in section C.



Arrangements with public and private security contractors

Public security providers

As stated in the [Social Way](#), in higher-risk contexts, sites should work towards a memorandum of understanding (MoU) with public security forces, and efforts to reach an MoU should be documented. The [Social Way](#) states that typically an MoU includes:

- Scope and purpose of the deployment of public security forces.
- Commitment to ongoing engagement between a site and public security forces on relevant issues such as security risks and human rights.
- Clear procedures for the use of force and the manner in which security forces are armed.
- Recruitment and vetting procedures of security personnel to ensure the exclusion of individuals who may have a history of committing (alleged) human rights abuses or criminality.
- Commitment to ensure the proper and appropriate level of training for public security forces on basic standards of conduct and human rights.
- Basis upon which equipment or resources may be provided by the company to public security forces.
- The method by which abuses by public security forces will be reported and investigated.
- The process for the removal of individuals within public security forces from the community if there are allegations of abuse.

A number of our sites have MoUs in place with public service providers.

Private security providers

Private security contractors are procured taking into account section 4B of the [Social Way](#) related to Contractor Social Management, as all contracts with private security providers are deemed to be socially material.

As stated in the [Social Way](#), the procurement of private security contractors should involve gathering certain information about contractors – including the contractor's history of respect for human rights; and training provided by the contractor to its employees on human rights, including the VPs and policies and systems in place to meet the VPs requirements. Before mobilisation, the background of all private security staff must be checked as part of a pre-employment screening to ensure that individuals credibly implicated in human rights abuses are not deployed.

Contracts with private security providers are required to include commitments to adhere to the VPs and International [Code of Conduct](#) for Private Security Contractors. Information about the training we provide for private security contractors is set out in the next section.

Education and training

Security awareness training and educational materials are provided to enable relevant employees to make informed decisions regarding personal security, the security of colleagues and dependants and the security of Anglo American products and property, as well regarding expectations of the company in relation to the implementation of and compliance with the VPs.

The [Social Way](#) states training in human rights and the VPs is essential for private security contractors. Training is currently provided by sites to employees, private security personnel and, in some cases, public security personnel. For example, in 2021:

- Quellaveco provided security and human rights training to employees and private security personnel through the delivery of three training modules. In addition, Quellaveco held a workshop for 103 private security personnel on the VPs.
- Kumba Iron Ore provided both in-person and online VPs training to employees, private security personnel and public security personnel. In addition to covering the principles set out in the VPs the training covered specific human rights, including the rights to: life, security of person, peaceful assembly and freedom of movement. Local communities were invited to attend in-person training.
- Our PGMs business provided VPs, use of force, and rules of engagement training to all employees and private security personnel as part of the onboarding process. Management teams receive a VPs briefing at least once every 12 months.
- Our business unit in Chile provided training on the VPs and our [Human Rights Policy](#) to private security personnel. In addition, all new general personnel received training on our [Human Rights Policy](#) and the [Social Way](#).
- Group Discovery provided quarterly training on the VPs and use of force to employees and private security persons in Ecuador. They also discussed the VPs with the police force during various interactions.



South Africa - Platinum - Amandelbult - Dishaba Control Room
Lindiwe Sekgobela - Vent recorder

In 2021, the Covid-19 pandemic impacted on the delivery of security and human rights training. A total of 5,842 personnel (comprising employees, and private and public security personnel) participated in our security and human rights training courses.

Country	No. of Personnel Trained
Botswana	46
Brazil	197
Canada	23
Chile	74
Ecuador	37
Namibia	181
Peru	286
South Africa	4,861
De Beers downstream entities (various geographies)	137
Total	5,842

Reviewing progress on VPs implementation at sites

Site-level risk and impact assessments are used to review progress on VPs implementation. Information on the risk and impact assessments conducted by sites during 2021 is set out in the “Overview of country operations” section.

D) Lessons and issues

During 2021, we continued to focus on responding to the challenges brought by the Covid-19 pandemic, including those related to security and human rights. The pandemic highlighted the importance of finding different ways to continue engagement with local communities and other stakeholders – such as in informing actions to prevent protests. For example, we were able to find different ways of engaging with community members to understand and resolve issues early, which we believe may have reduced escalated actions (including protests) that are likely to carry greater risks of security-related human rights harm.

In 2021, we also recognised that security and human rights training provided by our sites varies, and that there is a need for greater consistency across our sites in the content covered during training, who delivers it, how it is delivered, and how its effectiveness is measured. As a result, during 2022, we will be updating the security and human rights training provided at the site level.



South Africa - Platinum - PMR Covid Measures Level 0 to 1.
L to R are Security Officer Lukas Molantsi and Senior Accountant Sarah Moganetsi

References to Anglo American

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Exploration - Finland - Sakatti - 2021 Winter shoot.
Jouni Raninen [technician] on hydrogeological field work.

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