



# Group Human Rights Policy

January 2026

## Overview: Who we are

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Anglo American has a strong commitment to human rights. Respect for human rights is stated explicitly in our Code of Conduct and is reflected in our core values of safety, care and respect, integrity and accountability.

Our commitment to human rights is further expressed through our being a signatory to the United Nations Global Compact and the Voluntary Principles on Security and Human Rights (VPSHR), and through being a supporter of the UN Guiding Principles on Business and Human Rights (Guiding Principles).

At Anglo American:

- We accept and support the corporate responsibility to respect human rights and actively seek to avoid involvement with human rights abuses.
- We aim to identify, assess and minimise potential adverse human rights impacts that we may cause or contribute to, or that are linked to our business, through on-going due diligence and appropriate management, as stated in the Guiding Principles.
- We recognise that our host governments have a duty to protect the human rights of everyone within their jurisdiction. Where it is appropriate and within our power to do so, we also seek to promote the observance of human rights in the countries where we work and will work with states to build capacity in support of that objective.

This Policy applies to all stages of operational life cycles and to our relationships with our employees, contractors and other public and private sector business partners in what they do on our behalf. In those situations where Anglo American does not have full management control, we will exercise our available leverage to influence compliance with this Policy.

*Italics are used to indicate words that are defined or explained for the purpose of this Policy (refer to the section on Key Terms).*

## Our Principles and Commitments

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### Respected Rights

Our commitment to respect human rights includes recognition of all internationally-recognised human rights, in particular: those contained in the International Bill of Human Rights (which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights); the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work; and international humanitarian law, where applicable.

Our commitment to the International Labour Organisation's fundamental labour rights entails respect for the right to freedom of association and collective bargaining, the right

to equal remuneration for equal work, and a zero tolerance approach to forced and bonded labour, child labour and unfair discrimination.

As a signatory to the Voluntary Principles on Security and Human Rights (VPSHR), we have made a commitment 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.

We commit to address both adverse human rights risks and impacts and to contribute positively to an enabling environment for human rights to be respected. We are also committed to paying special attention to the rights of potentially vulnerable groups.

We recognise that the nature of mining operations, from the earliest stages in the life of our mines, creates the potential for a wide range of human rights risks and we seek to mitigate the risk of any breaches.

As part of our commitment to respect human rights and to a comprehensive approach, we also undertake appropriate due diligence throughout the lifecycle of mining operations.

Where we have caused or contributed to adverse human rights impacts we contribute to their remediation as appropriate. We will inform and engage appropriately with affected and potentially affected persons on risks, impacts and management measures and keep them involved in monitoring performance.

We place a strong emphasis on engaging proactively with those who are most vulnerable, especially in situations where they may face barriers to expressing their views or having their voices heard. We strive to identify and implement additional, targeted measures to avoid, prevent, or mitigate any adverse impacts on these individuals or groups.

Civic freedoms and the rule of law are important to the functioning of our business and well-being of our stakeholders. Human rights defenders play a crucial role in protecting civic freedoms and human rights. We recognise our duty to respect human rights defenders and commit to working with partners to promote civic freedoms and the rule of law.

### Delivery and Implementation

We commit to embed this Policy into our corporate culture and practices. Our efforts are guided by the relevant sections of the Guiding Principles and will include:

- Incorporating ongoing human rights due diligence into relevant business processes as appropriate, such as impact assessments.
- Engaging with relevant, potentially affected stakeholders in assessing and addressing impacts.
- Including human rights-related requirements within contractual arrangements with business partners and host governments as appropriate.
- Collaborating with or providing access to remedy through effective complaints and grievances procedures.

We will continue to play an active and constructive role in relevant human rights-related multi-stakeholder initiatives, including the VPSHR, for which the continued implementation is an important pillar of the human rights approach set out in this Policy.

Anglo American will always comply with applicable laws and respect the rule of law. In situations where there is a conflict between domestic legal requirements and international human rights norms, we shall seek to uphold our company values. In doing so we will consider all options; this may include refraining from new, or exiting from existing, investments in the respective jurisdiction.

### Expectations of our *People*

It is everyone's responsibility to uphold our commitment to show respect for human rights in every aspect of how we do business. This means we must demonstrate care and respect in our interactions with each other and with our stakeholders. It also means we must undertake risk-based due diligence of any new activity or business partner where there is a possibility of adverse human rights impacts arising as a result of that activity or relationship, and also on an ongoing basis in our existing activities. It also highlights the importance of having the courage to report any potential or suspected labour or human rights abuse you may observe in our operations or in those of a business partner.

## Further guidance, breaches and reporting

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### Further guidance

This Policy is supported by training and other resources, available through our Policy Hub and intranet sites.

Human rights principles are embedded in several of our internal Policy documents, including those related to employment practices, exploration, environmental practices, social performance and security.

Community impact human rights risks are addressed and monitored as part of the Anglo American Social Way. Suppliers' and contractors' human rights performance are monitored as stipulated in their contractual agreements with Anglo American as outlined in the Group's Responsible Sourcing Standard.

### External references

- United Nations Global Compact
- United Nations Guiding Principles on Business and Human Rights
- Voluntary Principles on Security and Human Rights
- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Labour Organization (ILO) Fundamental Conventions

### Contacts

If you have any questions or comments about this Policy, please contact the Sustainability and Social Impact team.

## Reporting suspected breaches

Our *people* must report any breaches, or potential breaches, of this Policy or applicable Human Rights laws, by themselves, a colleague or a supplier, to their line manager, Group Legal or anonymously via YourVoice.

Our YourVoice facility provides a confidential and secure means for our *people*, contractors, suppliers, business partners and other external stakeholders to report and raise concerns about conduct which is contrary to our Values, Code of Conduct and policies. For more information, go to: [www.yourvoice.angloamerican.com](http://www.yourvoice.angloamerican.com)

## Consequences of incidents

*People* are held accountable for their behaviour when working for or on behalf of Anglo American, and appropriate action is taken where behaviour is inconsistent with the Code of Conduct, policies, standards and procedures. Consequences depend on the circumstances, and could range from a warning to dismissal, as per our Accountability Framework, and subject to applicable laws.

Breach of laws can lead to individual and corporate consequences, including fines, legal proceedings for damages, criminal penalties (such as imprisonment), and director disqualification, alongside significant reputational damage.

## Key terms

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Defined for the purposes of this Policy.

- **People** include full-time employees, temporary employees, contractors, subcontractors and suppliers, who provide services for or work within Anglo American.

## About the Policy

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### Scope and application

This is a Group Policy that applies to Anglo American globally, unless any aspect of the Policy is not permitted by local law or regulation. Our *people* have a duty to uphold and comply with the laws of the countries and jurisdictions in which they operate.

This Policy sets out Anglo American's position in respect of areas within its scope. It is not, and is not intended to be, comprehensive and should not be regarded as legal advice. Appropriate guidance on this Policy, relevant laws and their application to any particular situation should always be sought.

This Policy applies to all directors, employees, contractors and representatives of entities in which Anglo American plc has a direct or indirect interest of greater than 50% unless notified to the contrary, and/or unless any aspect of the Policy is not permitted by local law or regulation.

### Group Terminology and Responsibility

In this Policy, and any related procedures or standards, 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 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 licenses 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.

### Prevailing language

The English language version of this Policy shall be controlling in all respects and shall prevail in case of any inconsistencies with translated versions, if any. Any other language versions of this Policy are provided for convenience only.

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