

A photograph of four people walking along a dirt path in a forest. They are wearing high-visibility orange safety vests over dark clothing. The person on the far left is holding a shovel. The person on the far right is holding a long-handled tool, possibly a chainsaw or a similar cutting tool. The forest is lush with green trees and undergrowth. A large, curved, semi-transparent blue and purple graphic element is on the left side of the image.

2024 Annual Report

Voluntary Principles on Security and Human Rights



Summary

Mining for a safer, smarter, more sustainable future.

We are combining integrity, creativity and smart innovation to unlock enduring value for our shareholders, for our people, local communities, our customers and the world at large – to better connect precious resources in the ground to all of us that need and value them.

Using more precise technologies, less energy and less water, we aim to reduce our physical footprint for every tonne of metal or mineral that we produce.

Together with our business partners and diverse stakeholders, we aim to help build brighter and healthier futures around our operations in host communities and ultimately for billions of people around the world who depend on our products every day.

Our products are essential ingredients in so much of modern life – from smartphones, electric vehicles and household appliances to solar panels, wind turbines, data centres and the systems that power artificial intelligence (AI). They build our homes, offices, railways and airports and will help feed a healthier and growing global population. Simply put, our products move the world towards a more sustainable future – these are future-enabling products.

Purpose of this report

Our commitment to respecting human rights is a critical foundation of the way Anglo American operates. Implementation of the Voluntary Principles on Security and Human Rights (VPs), and continuously improving our implementation approach, helps us deliver on this commitment.

This report provides an update on our efforts in 2024 to implement the VPs, a set of principles that guides companies on how to conduct their security operations while respecting human rights. This report has been prepared to align with the requirements of the Voluntary Principles Corporate Pillar Reporting Guidelines.

Security and Human Rights 2024 overview

Anglo American's operations are assessed annually against the VPs' requirements. In 2024, all managed operations self-assessed against criteria which relate to the following elements: risk assessment, planning, due diligence, public engagement and memoranda of understanding, and monitoring, evaluation and reporting. Of 19 managed sites, 15 met all the criteria in all elements. Monitoring, evaluation and reporting was an area of improvement for 2024, identified in 2023, and sites are making progress. Gaps in assessments and feedback from teams indicates that remaining improvement areas include understanding the effectiveness of training, and improving opportunities for sharing and learning.

In 2024, 7,366 security personnel and employees participated in training, including employees and contracted private security providers.

Risk assessments were reviewed, and in some cases updated, following updates to external-context reviews in 2023 for Brazil, Chile, Peru and South Africa. A number of updates were made to risk assessments, but, overall, security contexts around operations did not change significantly in 2024.

Priority improvement areas include:

- Testing options to improve sharing learning from security incidents as part of strengthening monitoring and evaluation.
- Identifying contexts where further training is needed for specific scenarios – e.g., contexts with no security team – including piloting training on crisis and conflict management to support stakeholder engagement teams.
- Maintaining VPs training and identifying opportunities to create additional, more scenario/risk-specific materials.

Ongoing improvement actions identified in previous years:

- Raising cross-disciplinary awareness to better understand and address risks to human rights defenders.

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Social channels

-  AngloAmerican
-  @angloamerican
-  Anglo American
-  angloamerican
-  angloamericanplc

Our reporting suite

You can find this report and others, including the Integrated Annual Report, our Tax and Economic Contribution Report, and the Ore Reserves and Mineral Resources Report, on our corporate website.

- For more information, visit:
angloamerican.com/reporting

FutureSmart Mining™

In order to live up to our Purpose, we are transforming our physical and societal footprint through our integrated approach to sustainability and innovation.

- For more information, visit:
angloamerican.com/futuresmart



Commitment to the Voluntary Principles

Our commitment

We have enshrined human rights as one of the critical foundations of our Sustainable Mining Plan. Respect for human rights is stated explicitly in our [Code of Conduct](#) and is reflected in our Values. Specific commitments are expressed in our [Group Human Rights Policy](#), which is aligned with the UN Guiding Principles on Business and Human Rights (UNGPs).

Our commitment to human rights is further expressed through our being a signatory to the UN Global Compact, the VPs, and the Business Network Commitment on Civic Freedoms and Human Rights Defenders.

Our commitment to the VPs is embedded in additional policy documents and systems, including our:

- Group Security Policy
- Social Way Policy and Toolkit
- Responsible Sourcing Standard for Suppliers.

The Code of Conduct, Human Rights Policy and commitment to the VPs apply to Anglo American's relationships with employees, contractors and other public and private sector business partners in what they do on the organisation's behalf. In those situations where Anglo American does not have management control, the Human Rights Policy requires Anglo American to exercise leverage to influence compliance with its requirements.

Leadership engagement

A human rights update is presented to the Executive Leadership Team and the Board's Sustainability Committee at least annually. Security and human rights has been identified as a salient human rights issue for Anglo American and where there are emerging external issues, or concerns to address with regard to security and human rights, these are raised and addressed as needed as part of this cadence of engagement with senior leaders.

Engagement and transparency

Anglo American is an active member of the Voluntary Principles Initiative Corporate Pillar.

In line with the governance rules of the Voluntary Principles Initiative, and as part of sharing our implementation approach publicly, Anglo American provides a report on implementation of the VPs on an annual basis.

Raising awareness

Employees, contractors and business partners are made aware of Anglo American's commitment to the VPs via various mechanisms, including references and mandatory requirements in policy documents, training, reports, and internal and external information platforms.

All employees undertake training on the Code of Conduct, which is mandatory for connected employees. The Responsible Sourcing Standard clarifies expectations of suppliers, referencing the VPs.

Compliance with the VPs is a specific requirement in Anglo American's [Social Way](#) – a publicly available social performance management framework. The Social Way states that sites should not only assess risks to a site, but also assess the potential adverse social and human rights impacts of a site's security context and security arrangements, as required by the VPs.

Promoting implementation

Each country team tailors its approach to engaging local community, government and security stakeholders in identifying and addressing risks and raising awareness around security and human rights issues, alongside the VPs.

If further information is needed, Anglo American is committed to providing timely responses to reasonable requests for information from other participants in the Voluntary Principles Initiative to support understanding of issues related to the implementation of the VPs, including examples of collaboration.



Policies and procedures

Relevant policies and procedures

Policies: Anglo American policies that are materially relevant to security and human rights include the following:

Code of Conduct and Human Rights Policy

The Code of Conduct details the values and behaviours that are expected of employees, contractors, suppliers and agents acting on Anglo American’s behalf. The Human Rights Policy elaborates on specific human rights commitments and expectations. Both documents require that Anglo American maintain the safety and security of operations and staff within an operating framework that encourages respect for human rights via any necessary interactions with both public and private security providers.

Social Way Policy

The Social Way Policy applies to Anglo American-managed sites globally, throughout their life of asset. It provides a framework and underlying principles for social performance management, with the vision to deliver a lasting, positive contribution to local communities and those affected by our activities.

It explicitly aligns with Anglo American’s Human Rights Policy, supporting the UNGPs and VPs in impact and risk prevention and management.

The policy applies to all Anglo American employees, contractors and suppliers, and accountability for its implementation is multi-disciplinary and cross-functional. Social Performance; Risk; Operations; Safety, Health and Environment; Security; People and Organisation; Legal and Corporate Affairs; Mine Planning; and Supply Chain are accountable for implementing aspects of the policy.

As part of our commitment to improving standards across our industry, the Social Way Policy and Toolkit are available externally, providing other organisations with approaches to manage and monitor performance in a responsible way, and act as a potential model on which to base their own standards and processes.

Group Security Policy

The purpose of the Group Security Policy is to provide co-ordination, accountability and standardisation of all security matters across Anglo American. It provides direction on how to mitigate security risks to our people and reduce the impacts of our security-related activities on external stakeholders as far as possible, reflecting our core values of Safety, Care and Respect, Integrity, and Accountability. One of the key principles of the policy is always remaining compliant with the VPs. Through the Group Security Policy, the most senior manager at any site is accountable for the implementation of the policy and its accompanying standards and specifications, including commitments to the VPs.

This policy is applicable to the Anglo American Group, including De Beers and all Anglo American managed sites and projects, and also applies to private security service providers retained in any capacity.

Responsible Sourcing Standard

The Responsible Sourcing Standard outlines Anglo American’s expectations of suppliers. It specifies that suppliers must comply with all national statutory and regulatory requirements, including internationally recognised human rights conventions. The standard references the VPs; all contracts with security providers include specific clauses relating to the VPs.

Marketing Responsible Commodity Sourcing Policy

This policy sets an expectation that counterparties must implement appropriate mechanisms to evaluate and address supply-chain-related risks for metals and minerals they supply to our Marketing business, including as regards any direct or indirect support to non-state armed groups and/or public and private security forces acting illegally.

Procedures: The following procedures, management approach and tools guide the effective implementation of the VPs at Anglo American:

Social Way Toolkit

The Social Way Toolkit contains detailed guidance on the standards, processes and procedures required for sites to implement the Social Way Policy. The Toolkit is organised around four sections: Governance; Review and Planning; Engagement and Analysis; and Impact and Risk Prevention and Management.

Section 4E on Security Management and the Voluntary Principles on Security and Human Rights, combined with 4J Conflict Management, requires all managed operations to: conduct conflict- and human-rights-related risk and impact assessments and develop management measures; ensure consultation with relevant stakeholders; conduct due diligence on potential public and private security service providers; train security service providers as appropriate; and monitor and evaluate controls, including investigating and addressing allegations of security-related human rights abuses.

Compliance with Social Way requirements is assessed at managed operations annually. In 2024, this was undertaken through self-assessment by sites. Throughout 2024, as part of the ongoing update of the Social Way Policy framework, we have been conducting a strategic review of our Social Way assurance process. We intend to pilot our revised internal assurance process in 2025 before wider roll-out across the portfolio in 2026.

► [For more information](#)
See pages 57 – 58 of the Sustainability Report 2024

Security management standards and processes

The Security Management Standard and the Use of Force and Firearms Management Standard mandate the observance of the principles of security and human rights, and set out strict controls on the use of force and firearms at our sites.

In 2024, the Group Security Committee comprised security representatives from each business and key internal stakeholders, including Social Performance. The committee shared security intelligence and lessons learned, driving alignment of security management with Anglo American standards, including VPs implementation.

There will be changes to Anglo American’s approach to security governance in 2025 as part of implementing our portfolio simplification process.



Training

In-house security personnel and private security contractors receive regular VPs training available through e-learning materials as well as face-to-face training options.

All security personnel are expected to be trained on the VPs. Where security teams are needed, the operation tailors training material and training approach to reflect the local human rights context, meet the capacity and experience of security personnel and contractors and address the level of risk. An overview of security personnel and employee training on VPs is provided below.

Country	Number of personnel trained
Botswana	316
Brazil	145
Canada	28
Chile	87
Namibia	331
Peru	262
South Africa and Zimbabwe	5,978
Rest of World (UK, Asia, US)	219
Total	7,366

Risk assessment

The assessment of Social and Human Rights Impacts and Risks (SHIRA) forms part of the annual Operational Risk Management (ORM) process. Potential and actual social and human rights impacts and risks and associated controls should be recorded in the Baseline Workplace Risk Assessment and Controls (WRAC). This process should be co-ordinated and facilitated by the risk manager, or other trained person, and include the Social Performance team, Security team, and Supply Chain, as well as other Functions as relevant. Assessment and management of security and Human rights risks are covered in section [4E Security management and the voluntary principles on security and human rights](#), which includes guidance on:

- assessing social and human rights risks related to security
- developing a security management plan
- procurement of private security services
- training private security staff
- working with public security forces
- developing a procedure for equipment transfers.

Based on stakeholder engagement and internal- and external- context reviews, security and human rights impacts and risks are identified through the SHIRA. For more detail on this process, see the relevant [Social Way](#) guidance.

In 2024, sites in Brazil, Chile, Peru and South Africa integrated third-party external-context reviews (completed in 2023) into risk assessments and updated potential risks as necessary.

Grievances and incidents

Effective grievance mechanisms are a core element of our human rights approach. Having a community grievance mechanism is mandatory across all our operations. These grievance mechanisms enable operations to respond to or address any concerns raised related to security arrangements. We require all sites to maintain a community grievance mechanism aligned to the requirements of the UNGPs. Where there are Indigenous Peoples within the area of influence of our operations, these grievance mechanisms need to be designed to be culturally appropriate, including consideration of customary practices, traditions, gender roles, decision making, and language, to ensure that all voices have the opportunity to be heard, and to serve as an effective remedy for conflicts and disputes. There are various mechanisms in place through which security incidents can be reported: ranging from incidents reported directly to the security departments, to investigations of grievances raised, to anonymous disclosure reports made via the YourVoice whistleblowing service (available to employees, contractors and external stakeholders). These mechanisms can be used to raise and address concerns related to the company’s actions, and/or private security, and/or public security, as relevant to Anglo American’s activities. All Anglo American’s managed sites have grievance mechanisms in place.

Anglo American defines a grievance as a complaint from an external stakeholder relating to the site, its policies, activities, real or perceived impacts, or the behaviour of its employees or contractors. Grievances are an expression of dissatisfaction with the company on the part of stakeholders. Incidents with social consequences are the unwanted events related to site activities that have an adverse impact on the health and safety, economic welfare, personal and political security, and/or cultural heritage of stakeholders. An incident with social consequences may arise from a site’s technical failure or accident, or a failure to anticipate, prevent or mitigate an impact.

Our objective is to avoid incidents, but also to encourage stakeholders to raise their grievances or concerns with us in a free and open manner. Because of this, while we keep track of the number of grievances received, we do not use this as a performance indicator. An increase in the number of grievances may reflect greater confidence that grievances will be heard and acted upon. As a metric of performance, we prefer to focus on the number of actual incidents with consequences for people.

We rate the seriousness of incidents according to the consequences experienced by stakeholders and the environment, the most significant being Level 5. Since human rights touch on almost every aspect of human life, many incidents relate in some way to human rights. Our focus is on incidents with the most severe actual or potential human rights impacts. Such incidents are generally linked to incidents with Level 4–5 safety, personal security, health, environment or social consequences.

In 2024, no grievances related to security practices were raised. However, we recognise that an absence of grievances does not necessarily mean an absence of concern or impact.

There were two security incidents, both in South Africa, which raised human rights considerations, and are subject to ongoing police investigations:

- The South African Police Services (SAPS) responded to intruders on site and engaged the suspects, resulting in one fatality – a person who was one of a small group that gained unauthorised access to the site. This is an ongoing police investigation. In parallel, meetings have been undertaken with local SAPS to discuss security arrangements and reconfirm alignment on minimum use of force.
- A security guard was fatally shot while responding to armed intruders on site. Emergency protocols were immediately initiated, including informing the SAPS, and attendance by emergency medical staff. This is also a current police-led investigation. A ‘call to action’ was issued internally following this incident to ensure security teams across Anglo American were aware of the incident, reviewed this scenario, and ensured risk management measures are in place.

Working with private security providers

All private security is required to meet the Group Security Policy and Standard, which includes compliance with the VPs.

The Group Security Policy includes requirements for security background screening and vetting of all persons employed by and/or providing contracted services to the company, and who have access to company premises, assets, information and/or systems. Screening takes place prior to employment and at regular intervals throughout the duration of the employment or contract.

The process can differ between countries, but typically includes the submission of criminal-clearance certificates and psychological assessments to ensure individuals have never participated in mercenary work or operated in conflict areas against legitimate governments, and checks for complicity in human rights infringements. All screening and vetting approaches align with national laws and data privacy requirements.

Security screening is also conducted on third-party security service providers to ensure there are no recorded previous human rights violations.

Security service providers are required to ensure that all their contracted employees comply with relevant legislation in relation to the respect for human rights, and Anglo American’s standards, especially the Use of Force and Firearms Management Standard.

Country implementation

In 2024, Anglo American managed 19 operations globally, including in Australia, Brazil, Canada, Chile, Peru, South Africa and Zimbabwe. Anglo American has non-managed joint operations, including in

As part of reviewing their alignment with the Social Way in 2024, sites considered due diligence with regard to security and human rights, based on their implementation of the following steps aligned with the VPs:

- Implementation/review of security and human rights risk assessment
- Engagement and collaboration with public security and other stakeholders
- Due diligence with regard to private security providers
- Monitoring and evaluation of security controls and reporting.

Security and human rights risk assessments were reviewed, and updated as needed at 95% of managed sites, including integration of external-context information from assessments from third-party reviews in 2023. All sites have undertaken due diligence on private security providers, and engaged public security on the VPs. Training and awareness activity was implemented in line with risk assessments and to support alignment with private security providers.

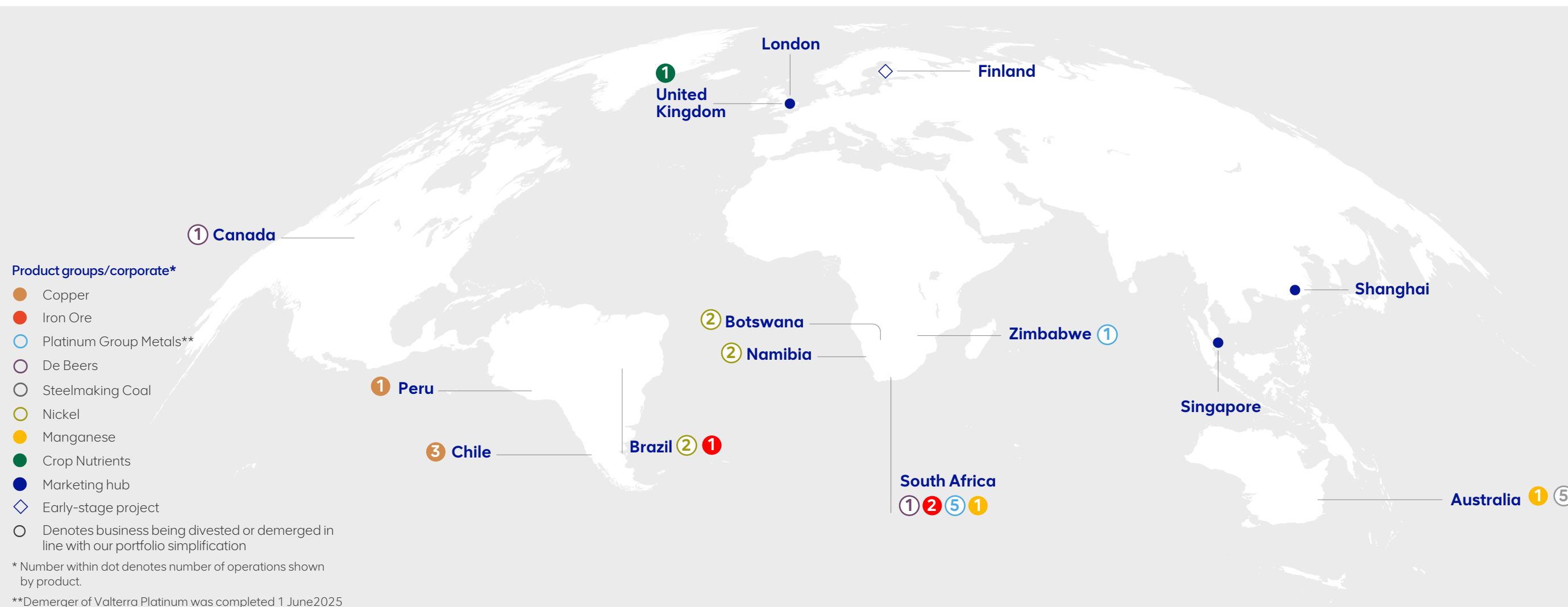
Botswana, Chile, Namibia and South Africa, and engages in exploration activity in many countries around the world.

In addition, all operations routinely provide VPs training to private and public security personnel, as well as other employees. Information on the number of individuals trained is reported on page 5.

In our Discovery (exploration) team, assessment of security and human rights risks was integrated into Workplace Risk Assessment and Controls (WRAC) processes, and training undertaken in line with risks assessed. More information about security and human rights risks in Discovery is summarised in the following section.

The following section provides examples to illustrate how the VPs are implemented in Anglo American operations and highlights lessons learned and areas for improvement that have been identified, including:

- Understanding and responding to security and human rights risk without a security team – lessons from Projects and Discovery.
- Focus on continuous improvement: overview of implementation from Brazil.
- VPs training: lessons learned in South Africa.



Example 1:

VPs implementation without a Security team

In some contexts, risk assessments indicate that a security team is not required to support mining-related activities. If this is the case, it is often where Anglo American's footprint and assets are limited; for example, during exploration activities or in the early stages of mine design and permitting. In 2024, this was the case for Anglo American's Sakatti project in Finland and for a number of exploration sites. Security teams are those regularly targeted as the audience for VPs training, with training of other employees on the VPs undertaken if needed. Experiences from Sakatti and Discovery risk reviews led to identifying actions to better support VPs implementation where there is no Security team on site.



Country implementation

Sakatti project experience

Background:

The Sakatti deposit is located in Sodankylä, in Finland's Central Lapland region. Sakatti's principal metals are copper and nickel, and the ore has recoverable levels of platinum group metals (platinum and palladium), cobalt, gold and silver. The goal is to start construction of the mine in the late 2020s, with mining operations commencing in the early 2030s.

Part of the Sakatti deposit is located beneath a protected wetland that is part of the Natura 2000 network. Development of the project would require a derogation from Natura and a change to the Mire Protection Act. The aim is to implement a carbon-neutral underground mine with no above-ground structures in the protected area. A commitment has been made to net-positive impacts on biodiversity over the life of the mine. During the exploration phase drilling activity within the protected area was necessary. The natural values of the area imposed strict boundary conditions on this activity, which included controls such as only drilling in winter during snow cover, keeping strictly to carefully prepared tracks and drill pads, using a closed-water-circuit drilling system and limiting activities to the time period outside the breeding season of protected bird species.

Responding to protests:

From late December 2023 to March 2024, there were a number of protest activities directed at the Sakatti project, with disruption experienced at the drilling sites in the protected area on 30 days during that period. Before this disruption, risk assessments had not identified concerns of significant human rights abuses by private or public security providers in Finland, and there had been no permanent security team supporting the drilling activity.

The Sakatti team engaged with the protesters to understand where they were from, their concerns, and to discuss safety risks, with the aim of preventing injury and interruption to work.

A diversity of concerns were raised by the protesters, including about the negative environmental impacts of mining, the view that no activities in protected areas should be allowed, and an objection to the private ownership of mineral resources.

Owing to the continued disturbance, Anglo American had to construct fencing around each drill rig and hire private security as part of its response.

Protestors climbed over the fences, entering the work area, with some climbing on to the drill rigs and locking themselves to equipment. Whenever this happened, police were called to site. Police were called out to site on 15 days and a number of people were removed from the site by the officers.

Owing to the limited number of police officers available to cover a vast area, the ongoing disruptions placed considerable demands on the police force. Throughout the protests, the Sakatti team was able to maintain engagement with the key stakeholders involved, which included not only the protest groups, but the police, park authorities and local community leaders and members.

Sakatti lessons learned and areas for improvement:

- Although identified as a lower-risk context, when a security response was needed it became clear that the risk profile and potential for harm could escalate quickly, particularly when Anglo American team members – and to some extent, the private security team – had limited experience of dealing with conflict.
- A significant private sector security response was needed. Onboarding of private sector security providers included ensuring their awareness of the Anglo American Code of Conduct, and Use of Force Standard. Onboarding had to be done quickly and repeatedly to ensure individual security guards understood and were aligned with what was expected.
- Ongoing engagement with stakeholders, including protestors, was vital – but difficult to sustain by Sakatti's small team the longer the protests went on.

Discovery experience

Background:

In 2024, Anglo American's Discovery team operated across countries in southern Africa, Europe, Australia, North America and South America. Security and Human Rights risks are assessed and, where needed, management measures captured through the Workplace Risk Assessment and Controls (WRAC) process. Training is undertaken as needed in line with risks identified. In 2024, no significant risks related to security and human rights were identified, and support from Security teams was not required by in-country teams. This meant that no VPs training was undertaken by the Discovery business teams in 2024. However, not undertaking any training raised the question of what training is needed for teams in low-risk contexts to support them in addressing unexpected conflict, and staying aligned with the VPs.

Actions for Projects and Discovery to support VPs implementation without Security teams:

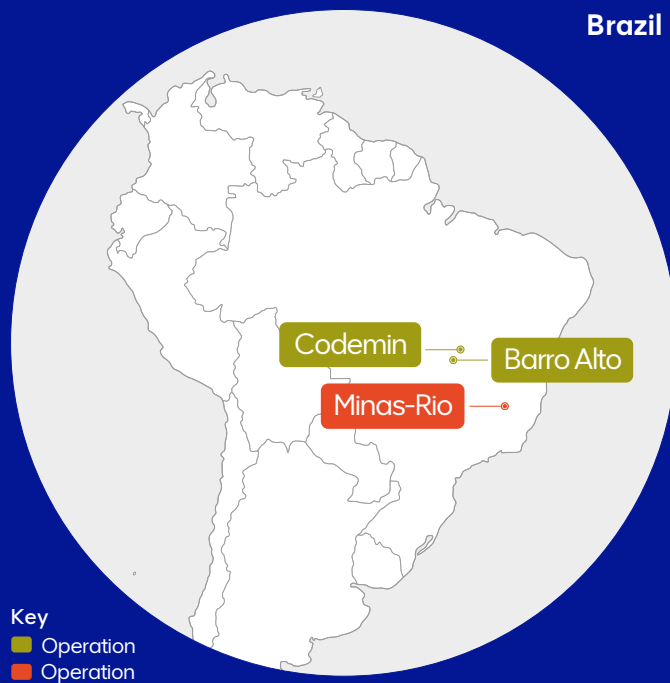
- Identify priority projects for scenario planning with security teams, even where security and human rights risks are assessed as low, in order to take appropriate prevention and management measures if a rapid response is needed.
- Pilot further training and support for the Project and Discovery teams on conflict management to support stakeholder engagement teams to minimise escalation of conflict or as part of pre-empting an incident.



Example 2:

Implementation of the Voluntary Principles in Brazil

At all our operations Security teams work closely with Social Performance teams to understand risks, align on management measures, and assess effectiveness. This example outlines the approach taken to implementation of the VPs by Anglo American in Brazil.



Country implementation

Background

In 2024, Anglo American's footprint in Brazil included the integrated Minas-Rio operation and two ferronickel production sites, Barro Alto and Codemin. Minas-Rio comprises an open-pit mine, beneficiation plant, pipeline and filtration plant. Oversight for security, including implementation of the VPs, was through one Security team, which applied the same policies and procedures across iron ore and nickel operations.

Risk assessment

In 2024, the Brazil security team updated security and human rights risk assessments, integrating new information from the external-context reviews undertaken in 2023, and publicly available analysis of updated crime data. Risk assessments were broadened to manage scenarios for any hostile interaction – where, previously, the focus had been physical violence on site. A broader perspective on risks is enabling a more proactive approach to conflict management, and maintaining a safe and healthy work environment for all. External factors highlighted in the risk assessment include common and violent crime levels and gender-based violence, including domestic violence.

Working with private sector security – due diligence and training

The security industry in Brazil is highly regulated, with oversight at the federal level of all private security providers. Anglo American businesses also undertake due diligence on all security contractors and includes contractual clauses relating to implementation of the VPs in security contracts.

Training is provided for all security personnel; public sector security is also invited to join. Training reflects the issues recommended by Brazil's Ministry of Human Rights of Brazil, and Anglo American's Human Rights Policy and commitment to the VPs. To help consolidate training, the Security team in Brazil developed a tailored booklet on Human Rights and the VPs. All inspection posts receive a copy of the booklet, and there are routine checks by management to verify the level of knowledge of the guards.

In addition, security teams have 'Daily Dialogues' to raise awareness of a range of topics, including some relevant to security and human rights. In 2024, this included guidelines on recognising and responding to domestic violence.

Engaging with public security

There is national regulation of public security at federal and state levels. All police organisations have internal affairs structures which would undertake investigations should the potential for human rights abuses or crimes be raised. All states have a police ombudsman, who has responsibility for notifying the relevant institutions if they receive reports of human rights abuses.

Anglo American works closely with regional security forces and in 2022 signed a Protocol of Intent (Pol) with the Military Police of Minas Gerais, which provides guidance on the management and transfer of equipment and information, in line with legal requirements including data privacy.



Following an annual Social Way assessment, it was agreed to strengthen connections to the VPs in the Pol. The document was revised in 2024 to more clearly reference and define the roles and responsibilities of each party related to VPs implementation.

Stakeholder engagement and grievance management

Anglo American works with municipal public security councils to understand community concerns related to security and human rights and share information on Anglo American's approach. Whilst the organisation of the security councils was disrupted by the Covid-19 pandemic, they are being re-established. The stakeholders on the councils are members of the local community, and can include city council members, public prosecutors, community associations, and public security institutions — including the Military Police, Fire Department, and Municipal Guard. Participation is voluntary and unpaid.

In 2024, Anglo American was an active participant in the Community Public Security Council (CONSEP) in Conceição do Mato Dentro. Concerns raised through the council related to how the mining industry could better support public safety. Anglo American works closely with public security to understand how best to provide support and ensure analysis of common and violent crime and gender-based violence is part of risk assessments.

Anglo American plans to expand participation in the CONSEPs of other municipalities in Minas Gerais, to better understand stakeholder perspectives.

The *Fale Conosco* whistleblowing line is also available for stakeholders to raise any concerns or grievances related to security. In addition, communities can raise concerns through co-existence committees that have been established with the communities directly affected by Anglo American's operations. The co-existence committees were originally designed to support alignment with communities on permitting commitments, but have become a space where operations and communities can raise and address social impacts more broadly.

Cross-functional working

Whenever necessary, there is engagement between our Security and Social Performance teams to support implementation of the VPs. Any concerns that may have an impact on human rights are addressed in a multi-disciplinary way, through the Social and Environmental Management Working Group. In addition, the Social Performance, Security, and Supply Chain teams came together to manage the process to identify and contract Anglo American's private security provider in Brazil, ensuring alignment with the VPs. The Social Performance, Security, and Health teams also work together to improve our understanding of gender-based and domestic violence.

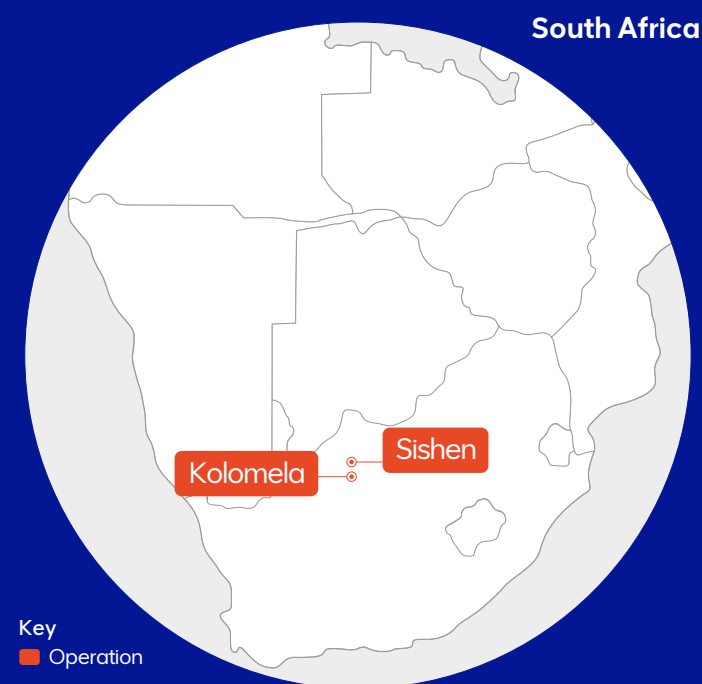
Priority actions for continuous improvement

- Maintaining VPs training and further integrating private security personnel into assessing risks, and developing actions to manage risks.
- Maintaining and strengthening cross-functional working to better understand and respond to issues related to domestic and gender-based violence, including working with the Social Performance team, the Wellbeing team, and private security.

Example 3:

South Africa – VPs training – lessons learned from Kumba Iron Ore

All our operations implement VPs training for Security team members and contractors. Kumba Iron Ore (Kumba) commenced its formal VPs training programme in 2014, and this example reflects on what has worked well over time, as well as areas in need of strengthening.



Country implementation

Overview

Kumba Iron Ore operates mines (Sishen and Kolomela) in Northern Cape province, South Africa. Key security and human rights risks identified relate to appropriate use of force in responding to protests and criminal activity. The assessment of security and human rights risks is completed through working closely with the Social Performance team as part of the Operational Risk Management (ORM) process, and integrated into social and human rights risk analyses carried out for the overall risk management of operations. Risk and impact reviews are undertaken quarterly, and deeper analysis, which involves cross-functional review of risks, every 12 months – unless there are significant changes to the operation or context, which would also trigger a deep dive.

Local Mine Crime Combat Forums (LMCCF) provide the opportunity for communities' representatives, farmers, the South African Police Services (SAPS), mining companies, and other infrastructure and utilities companies to discuss security challenges, share security arrangements and discuss any concerns. In this way, communities gain greater knowledge of security arrangements, including what to do in the case of a security incident, and agree ways of working together to improve safety and security. A commitment to the VPs is included in the Terms of Reference for the forum.

Training approach

The VPs training programme commenced in 2014, and covers the following content:

- Introduction to the VPs
- VPs Overview: Risk assessment; Interaction with public security providers; Interaction with private security providers
- Meaning of human rights
- Core principles of human rights
- Understanding specific human rights
- Right to equality
- Right to human dignity
- Right to life
- Right to freedom and security of person
- Right to freedom of expression
- Right to peaceful assembly, picketing, demonstration and petition
- Right to freedom of movement and residence
- Right of Arrested, Detained and Accused Persons.

To ensure maximum participation, employees and contractors have the option of completing an online VPs training programme, available to those with access to personal computers. Site classroom training is conducted for those employees who either prefer face-to-face training or who do not have access to PCs. The classroom training is arranged for every site approximately every three months to ensure that everyone has an opportunity to attend the classroom training.

Security personnel, contractors and Kumba employees attend the classroom training to ensure alignment with the VPs and the provisions of the South African Bill of Rights. Annual refresher training is provided to emphasise Kumba's commitment to implement the VPs and the provisions of the Bill of Rights, and set those expectations for contractors and employees.

To further broaden awareness, the VPs have been incorporated into the induction process to make all employees, contractors and visitors aware of the principles and Kumba's approach.

The SAPS, members of the affected local communities and NGOs are always invited to attend training. Participation levels from other stakeholder groups has been low, to date, but the LMCCF provides an opportunity to discuss security arrangements and any VPs-related concerns across such groups.

Effectiveness and areas for continuous improvement

To date, all Security personnel are requested to undertake VPs training in line with requirements, and, qualitative feedback from teams indicates Security team awareness of their role in respect of human rights is good. The diversity of training channels is effective in reaching all relevant Kumba employees and security contractors. Kumba's Security team has identified potential to strengthen training by tailoring material for some security personnel to explore scenarios linked to specific security risks.



Ongoing areas for improvement

Anglo American operations self-assessed implementation of the VPs in 2024. Risk assessments were reviewed and updated as needed at 95% of sites, and all of Anglo American's managed operations undertook due diligence on private and public security providers. Sites are improving in their approach to monitoring and evaluation; however, as in 2023, this remains the area in need of greatest strengthening.

Priority improvement areas include:

- Testing options to improve sharing learning from security incidents as part of strengthening monitoring and evaluation.
- Identifying contexts where further training is needed for specific scenarios – e.g. contexts with no security team – including piloting training on crisis and conflict management to support stakeholder engagement teams minimise escalation of conflict.
- Maintaining VPs training and identify opportunities to create additional, more scenario/risk-specific materials.

Ongoing improvement actions identified in previous years:

- Raising cross-disciplinary awareness to better understand and address risks to human rights defenders.



Contacts and other information

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