Voluntary Principles on Security and Human Rights 2025

AngloAmerican

Introduction

Anglo American is a global mining company with a portfolio of mining and processing operations, primarily focused on copper, premium iron ore and crop nutrients. We have approximately 43,000 employees around the world, and operate mainly in South Africa, Chile, Brazil, Peru, Australia and the UK.

Purpose of this report

This report provides an update on our efforts to implement the VPs in 2025, a set of principles that guides companies on how to conduct their security operations while respecting human rights.

We are committed to respecting human rights across every area of our business. 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 has been prepared to align with the requirements of the Voluntary Principles Corporate Pillar Reporting Guidelines.

In 2024, Anglo American launched a significant portfolio simplification process which led, in May 2025, to the demerger of our platinum group metals business (PGMs), now known as Valterra Platinum. PGMs' 2025 activities are not included in this report. Anglo American has also agreed the sale of its steelmaking coal business in Australia and its nickel business in Brazil.

In September 2025, we announced our planned merger with Teck Resources (Teck) to form Anglo Teck. We continue to work closely with Teck and regulatory authorities to obtain the necessary approvals to progress this transformational deal towards completion. VPs implementation will be considered as part of the integration of Anglo Teck.

For more information on Anglo American and its portfolio simplification and merger with Teck Resources, please see the Integrated Annual Report.

Contents

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:
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Commitment to the Voluntary Principles

Our commitment

We are committed to respecting human rights across every area of our business. 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

– 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 available leverage to influence compliance with the policy.

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

As a member of the Voluntary Principles Initiative Corporate Pillar, Anglo American engages regularly with the Initiative and provides a report on implementation of the VPs on an annual basis. In 2025, Group representatives from Human Rights and Security teams attended the Annual Plenary Meeting of the Voluntary Principles Initiative.

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 mandatory training on the Code of Conduct. The Responsible Sourcing Standard for Suppliers clarifies expectations of suppliers, referencing the VPs.

Application of 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, including 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

The table summarises Anglo American policies that are relevant to security and human rights and the management tools that guide implementation of the VPs.

Key policies	Supporting policies, standards, procedures and guidance
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.	**Whistleblowing Policy and YourVoice** Individuals or groups that have concerns about Anglo American meeting its Code of Conduct can raise complaints. These can include issues related to health and safety, environmental harm, fraud, bribery, corruption and human rights, among others, and can be raised confidentially if preferred. This Policy applies to all Anglo American managed operations globally. It is available to employees, contractors, trainees, suppliers, customers, and any other stakeholder. Anglo American is committed to non-retaliation against whistleblowers or those that raise grievances. **Managing supply chain risks:** – Responsible Sourcing Standard: This Standard sets supplier expectations, requiring compliance with national laws, regulations, and internationally recognised human rights conventions. It references the VPs, and all security provider contracts include Security and Human Rights clauses – Marketing Responsible Commodity Sourcing Policy: Expects counterparties to assess and address supply chain risks, including any direct or indirect support to armed groups or security forces acting illegally.
Social Way Policy The Social Way Policy 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. This Policy applies to all Anglo American-managed sites globally throughout the life of the asset, and to all Anglo American employees, contractors, and suppliers; accountability for its implementation is multi-disciplinary and cross-functional.	**Social Way Toolkit** The Social Way Toolkit contains detailed guidance on the processes, procedures and tools required for sites to implement the Social Way Policy. The Toolkit includes section 4E on Security Management and the Voluntary Principles on Security and Human Rights, as well as the requirement for all managed operations to conduct conflict and human rights-related risk and impact assessments and develop management measures. Management actions include ensuring consultation with relevant stakeholders; due diligence on potential public and private security service providers; training security service providers; and monitoring and evaluation controls, including investigating and addressing allegations of security-related human rights abuses.
Group Security Policy The Group Policy on Security provides co-ordination, accountability and standardisation of all security matters across Anglo American. One of the key principles of the policy is always remaining compliant with the VPs. Through the Group Policy on Security, 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 all Anglo American managed sites and projects, and private security service providers retained in any capacity.	**Security Management Standards** 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. **Security governance** The governance model has been updated to strengthen Business level accountability for implementation and monitoring of the Security Policy and Use of Force and Firearms Management Standard, with advisory support from the Group-level Threat Intelligence team as needed. Any security incidents that involve threat to workforce or use of force are reported to Group level to support investigations and sharing of learnings needed.

Policies and procedures continued

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 its training material and approach to reflect the local human rights context, meet the capacity and experience of security personnel and contractors and address the level of risk. In 2025, 1,932 security personnel and employees participated in training. The numbers from the Platinum Group Metals (PGMs) business are excluded from this total as it was demerged in May 2025. In addition, at Kumba Iron Ore in South Africa, training on Security and Human Rights in 2025 was prioritised for security personnel and e-learning was not rolled-out to non-security employees. As a result, the absolute number of employees trained on the VPs is lower than previous years. Nevertheless, security personnel across all businesses were trained on Security and Human Rights in line with our commitment to the Voluntary Principles and contractual requirements.

Risk assessment

The assessment of Social and Human Rights Impacts and Risks (SHIRA) forms part of the annual Operational Risk Management (ORM) process. 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 of the Social Way on 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 and training private security staff
- working with public security forces
- developing a procedure for equipment transfers.

Security and human rights impacts and risks are identified through the SHIRA, reflecting stakeholder engagement and internal and external context reviews. For more detail on this process, see the relevant Social Way guidance.

Grievances and incidents

Effective grievance mechanisms are a core element of our human rights approach. 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.

The YourVoice confidential reporting service is open to employees, contractors, suppliers and other stakeholders to raise concerns related to Anglo American's alignment with our Code of Conduct. Security incidents can be reported through these mechanisms and also internal reporting processes directly to security teams.

These mechanisms enable operations to address any concerns raised related to security arrangements, including the company's actions, private security, and/or public security, as relevant.

Anglo American defines a grievance as a complaint from an external stakeholder (including contractors) relating to the site, its policies, activities, real or perceived impacts, or the behaviour of its employees or contractors. 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 2025, no grievances related to security practices were raised through site mechanisms or YourVoice. However, we recognise that an absence of grievances does not necessarily mean an absence of concern or impact. No security incidents raised human rights concerns.

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.

Country implementation

In 2025, Anglo American managed operations in Australia, Brazil, Canada, Chile, Peru and South Africa. Anglo American has non-managed joint ventures in Botswana, Chile, and Namibia and engages in exploration activity in many countries around the world.

All managed sites that have security teams have undertaken due diligence on private security providers and engaged public security, and updated risk assessments in the past two years. In addition, managed sites routinely provide VPs training to private and public security personnel, as well as other employees. An overview of security personnel and employee training on VPs in 2025 is provided in the table.

Country	No. security personnel and employees trained
Botswana	193
Brazil	182
Canada	29
Chile	104
Namibia	309
Peru	181
South Africa[1]	817
Rest of World (UK, Asia, US)	117
Total	**Total 1,932**

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.

Anglo American holds interests in a number of non-managed joint ventures and seeks to incorporate its expectations and preferred outcomes into joint venture agreements, including expectations related to alignment with the VPs.

In 2025, Anglo American undertook a strategic review of its Social Way framework and piloted a revised site-level assurance process, with wider implementation planned for 2026. During this transition, sites continued to be subject to independent external assessments. In 2025, Anglo American met its target for all managed sites to be assessed against responsible mining standards, including the Initiative for Responsible Mining Assurance (IRMA), Copper Mark, and Towards Sustainable Mining (TSM), which include consideration of security and human rights issues.

This section provides selected examples of how the VPs are implemented in Anglo American's operating countries drawn from external reviews and site reports, with a case study on stakeholder engagement in Peru.

Peru – Quellaveco

At Quellaveco, the most recent human rights due diligence (HRDD) process was initiated in 2025. Risks and potential adverse impacts related to the use of public and private security were incorporated into this (HRDD) process, including risk of disproportionate use of force in interactions between public security forces, private security providers, and members of the community. Quellaveco has developed a strategy focused on strengthening preventive actions. Specific human rights protection clauses are included in contractual arrangements with private security providers, and any breach may result in penalties or contract termination.

» More information on Peru see **VPs stakeholder engagement**

South Africa – Kumba Iron Ore

Kumba Iron Ore Sishen and Kolomela mines have maintained the IRMA 75 rating, signifying that they met all critical requirements and achieved at least 75% performance across each of IRMA's four pillars of responsible mining. Findings from IRMA surveillance audits and site reports indicate that security and human rights risk management continues to be strengthened, with no reported complaints, grievances or security-related incidents involving human rights violations. Key risks identified include community disruptions arising from increasing expectation for employment and business opportunities, and capacity constraints in public security. In response, measures have been implemented to strengthen collaboration with local police, and maintain ongoing training and oversight of security personnel. Security arrangements will continue to be reviewed to ensure their continued adequacy and alignment with human rights commitments.

» For more information on Anglo American and IRMA see **Integrated Annual Report 2025**

Brazil – Barro Alto

The Barro Alto nickel mine achieved the IRMA 75 rating level, signifying it has met all critical requirements and achieved at least 75% performance across each of IRMA's four pillars of responsible mining. In 2025, an IRMA surveillance audit found that comprehensive human rights training, strict controls on the use of force, and robust risk assessment processes are embedded within security operations. The mine has strengthened its commitment through the implementation of a Voluntary Principles on Security and Human Rights Plan, regular monitoring of local security risks, and ongoing engagement with community security committees.

» For more information on Anglo American and IRMA see **Integrated Annual Report 2025**

Chile - managed operations

Anglo American's three operations in Chile - Los Bronces, El Soldado and Chagres - have assessed security and human rights risks and have VPs management plans in place. The assessment identifies potential impacts, including excessive use of force, contractor non-compliance, and labour-related risks. The plan translates these findings into practical mitigation measures, including training, screening of security personnel, stakeholder engagement, grievance mechanisms, and enhanced security controls.

[1] The Valterra demerger in 2025 means Zimbabwe is no longer in the Anglo American footprint.

Case study:
Advancing the Voluntary Principles through stakeholder engagement

In 2025, Quellaveco strengthened its implementation of the Voluntary Principles on Security and Human Rights through stakeholder engagement. By participating in industry associations, multi-stakeholder initiatives, engagement with civil organisations, and collaboration with public and private security forces, Quellaveco contributed to advancing shared standards, supporting capacity building, and promoting security practices aligned with human rights.

Background

Our Quellaveco copper mine in Peru has found that stakeholder engagement helps manage risks and contributes to broader improvements in security practices. The mine is located in Moquegua, which has a history of large-scale, formalised mining and relatively stable security environment for mining in contrast to other regions in Peru. Key risks to manage include potential disproportionate use of force in responding to protests and managing potential for informal or unauthorised activities on or around operations. In 2025, Quellaveco strengthened its participation in industry initiatives, dialogue with civil society, and partnerships with public and private security providers, recognising that effective implementation of the VPs depends on co-ordination and continuous learning.

Engagement with stakeholders at the national level

Quellaveco participated in the Security Committee and Human Rights Committee of the National Society of Mining, Oil and Energy, to exchange good practices with other businesses, discuss common challenges, and promote consistent application of the VPs. The team also participated in multi-stakeholder dialogue platforms bringing together companies, government entities, and civil society, including the Dialogue and Mining group.

These forums support inclusive discussion and help build trust among stakeholders with diverse perspectives.

In December 2025, Anglo American promoted an event celebrating the 25th anniversary of the VPs and the 15th anniversary of the VPs Working Group in Peru. Quellaveco contributed funding and participated in the panel on business best practices. The event allowed stakeholders to share best practices and strengthen commitments to the VPs. Quellaveco became part of the central committee of the VP Steering Group in Peru in January 2026, together with universities, non-governmental organisations, embassies, and other extractive companies.

Engagement with public and private security forces

In 2025, Quellaveco renewed its co-operation agreement with the National Police of Peru. The agreement establishes clear expectations regarding respect for human rights and includes clauses aligning the conduct of public security forces with the VPs, and excluding personnel with a record of human rights violations from deployment in support of the operation.

Also in 2025, the contract with the private security provider was renewed, with specific clauses aimed at prohibiting violations of human rights of all individuals with whom they engage, due to improper use of force, issues of discrimination, or non-compliance with Peruvian law.

Quellaveco also facilitates regular training for public and private security personnel on the VPs and their practical application.

Together, these measures strengthen accountability and promote a shared understanding of human rights standards among security actors, key components of Quellaveco's VPs implementation.

Engagement with community leaders

Quellaveco undertook interviews with community leaders as part of its human rights due-diligence process to identify potential community impacts and mitigation measures. No grievances or issues related to current security management measures were raised, and it was agreed to maintain transparency and engagement to prevent concerns arising. The operation's human rights action plan sets out actions until 2029, including keeping principles related to security, safety and human rights up to date to proactively address risks associated with technology and security.

For the first time, the Quellaveco team promoted security projects within Anglo American's Ambassadors for Good employee volunteering programme, working with non-profit partners, including the Institute of Criminology and Violence Studies, to develop an initiative in the province of Ilo that seeks to foster a culture of peace in a local school and raise awareness among young people about their human rights related to security.

» For more information see **Ambassadors for Good**.

Key lessons and plans for 2026

Quellaveco's experience of active engagement with stakeholders on topics related to security and human rights in 2025 reinforced several important lessons for its approach to implementing the VPs:

- Building trust with community stakeholders is not only about managing potential human rights impacts in responding to security incidents, it is also about demonstrating a shared interest in community security, and taking concrete steps to support safety locally.
- Good ideas that turn into good practices come from open, transparent, respectful, and multi-disciplinary dialogue. This means valuing engagement with a range of stakeholders and hearing a diversity of perspectives.
- The rules for working with security providers must be clear upfront, including circumstances under which co-operation or contractual agreements are broken.
- Using Ambassadors for Good in 2025 enabled a different approach to engaging stakeholders and employees in the promotion and respect of the VPs.

In 2026, Anglo American will work to further reinforce our engagement with stakeholders at the local and national levels Peru.

Implementation and lessons learned

Priority improvement areas remain and will be considered as part of integration planning:

– Testing options to improve the sharing of lessons from security incidents to strengthen monitoring and evaluation.
– Identifying contexts where further training is needed for specific scenarios – e.g., contexts with no security team, such as some Discovery projects. This includes piloting training on crisis and conflict management to support teams de-escalate conflict.
– 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.

Ongoing actions:

– engagement with external stakeholders to raise awareness of and manage security and human right risks;
– training of security personnel and other relevant Functions.

Contacts and other information

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