

GRI standards contents index

Anglo American has reported the information cited in this GRI content index for the reporting period 1 January 2023–31 December 2023, with reference to the GRI Standards.

GRI 1: Foundation 2021

The content index reflects where our material issues have been reported against related disclosures and management approach. Where information is available, we have also included additional disclosures beyond our core material topics. To locate the topics and our responses, please refer to the references column where we have provided the source of information and, in some instances, have included a direct response within the index. The references include our Sustainability Report 2023, Integrated Annual Report 2023, and Tax and Economic Contribution Report 2023.

► See more on our sustainability data on the Anglo American website
Visit [angloamerican.com/sustainabilitydata](https://www.angloamerican.com/sustainabilitydata)

GRI 2: General disclosures 2021

Indicator	Disclosure	Reference
2-1	Organizational details	SR: 3-4
2-2	Entities included in the organization's sustainability reporting	SR: 107
2-3	Reporting period, frequency and contact point	SR: 105; 114
2-4	Restatements of information	Any material restatements will be reflected in the data tables on the Anglo American website.
2-5	External assurance	SR: 102-103
2-6	Activities, value chain and other business relationships	SR: 4-5,10, 99-100
2-7	Employees	More on sustainability data tables; SR 41-43
2-8	Workers who are not employees	More on sustainability data tables.
2-9	Governance structure and composition	SR: 48-49
2-10	Nomination and selection of the highest governance body	IAR: 166-167
2-11	Chair of the highest governance body	IAR: 142
2-12	Role of the highest governance body in overseeing the management of impacts	SR: 48-49; IAR:148-150
2-13	Delegation of responsibility for managing impacts	SR: 48-49
2-14	Role of the highest governance body in sustainability reporting	SR: 48
2-15	Conflicts of interest	IAR: 142-145; Anglo American Code of Conduct.
2-16	Communication of critical concerns	SR: 13-15, 22-24
2-17	Collective knowledge of the highest governance body	IAR: 142-145
2-18	Evaluation of the performance of the highest governance body	IAR:156-157
2-19	Remuneration policies	IAR: 185-190
2-20	Process to determine remuneration	IAR: 191-211
2-21	Annual total compensation ratio	IAR: 208
2-22	Statement on sustainable development strategy	SR: 16-17
2-23	Policy commitments	SR: 32-33, 48-51
2-24	Embedding policy commitments	SR: 32-33, 48-51
2-25	Processes to remediate negative impacts	See more in each section of the Sustainability Report.
2-26	Mechanisms for seeking advice and raising concerns	SR: 32-33
2-27	Compliance with laws and regulations	AR: 155; 220; 330-333
2-28	Membership associations	SR: 93; More here: www.angloamerican.com/~/_/media/Files/A/Anglo-American-Group-v5/PLC/investors/annual-reporting/2022/aa-industry-associations-review-2023.pdf
2-29	Approach to stakeholder engagement	SR: 76
2-30	Collective bargaining agreements	SR: 13, 37

GRI 3: Material Topics 2021

Indicator	Disclosure	Reference
3-1	Process to determine material topics	SR: 22-23
3-2	List of material topics	SR: 22-23
3-3	Management of material topics	SR: See the material topics within the report.

GRI 201: Economic Performance 2016

Indicator	Disclosure	Reference
201-1	Direct economic value generated and distributed	SR: 101
201-2	Financial implications and other risks and opportunities due to climate change	IAR: 132-137. Please refer to our TCFD table. Climate change matters are covered throughout the Integrated Annual Report and Sustainability Report.
201-3	Defined benefit plan obligations and other retirement plans	IAR: 268-272
201-4	Financial assistance received from government	None received

GRI 203: Indirect Economic Impacts 2016

Indicator	Disclosure	Reference
203-1	Infrastructure investments and services supported	SR: 77-78, 80-81 101
203-2	Significant indirect economic impacts	Examples can be found throughout the Sustainability Report and Integrated Annual Report.

GRI 204: Procurement Practices 2016

Indicator	Disclosure	Reference
204-1	Proportion of spending on local suppliers	More on sustainability data tables.

GRI 205: Anti-corruption 2016

Indicator	Disclosure	Reference
205-1	Operations assessed for risks related to corruption	SR: 32-33
205-2	Communication and training about anti-corruption policies and procedures	SR: 32-33
205-3	Confirmed incidents of corruption and actions taken	SR: 32-33

GRI 206: Anti-competitive Behavior 2016

Indicator	Disclosure	Reference
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR: 32-33.

GRI 207: Tax 2019

Indicator	Disclosure	Reference
207-1	Approach to tax	TEC: 45-46
207-2	Tax governance, control, and risk management	TEC: 45-46
207-3	Stakeholder engagement and management of concerns related to tax	TEC: 45-46
207-4	Country-by-country reporting	TEC: 13-14. The latest update is available on our website.

GRI 302: Energy 2016

Indicator	Disclosure	Reference
302-1	Energy consumption within the organization	SR 58
302-3	Energy intensity	SR 58
302-4	Reduction of energy consumption	SR 58

GRI 303: Water and Effluents 2018

Indicator	Disclosure	Reference
303-1	Interactions with water as a shared resource	SR: 65-67. More on sustainability data tables.
303-2	Management of water discharge-related impacts	SR: 65-67. More on sustainability data tables.
303-3	Water withdrawal	SR 66. More on sustainability data tables.
303-4	Water discharge	SR 66. More on sustainability data tables.
303-5	Water consumption	SR: 66

GRI 304: Biodiversity 2016

Indicator	Disclosure	Reference
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	More on sustainability data tables.
304-2	Significant impacts of activities, products and services on biodiversity	SR: 62-64 ; We are working to improve our disclosure on 304-2b in the coming years

GRI 305: Emissions 2016

Indicator	Disclosure	Reference
305-1	Direct (Scope 1) GHG emissions	SR: 58
305-2	Energy indirect (Scope 2) GHG emissions	SR: 58
305-3	Other indirect (Scope 3) GHG emissions	SR: 58
305-4	GHG emissions intensity	SR: 58
305-5	Reduction of GHG emissions	SR: 58
305-6	Emissions of ozone-depleting substances (ODS)	More on sustainability data tables.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR: 72

GRI 306: Waste 2020

Indicator	Disclosure	Reference
306-1	Waste generation and significant waste-related impacts	SR: 70-71
306-2	Management of significant waste-related impacts	SR: 70-71
306-3	Waste generated	SR: 70
306-4	Waste diverted from disposal	SR: 70
306-5	Waste directed to disposal	SR: 70

GRI 308: Supplier Environmental Assessment 2016

Indicator	Disclosure	Reference
308-1	New suppliers that were screened using environmental criteria	SR: 99-100
308-2	Negative environmental impacts in the supply chain and actions taken	SR: 99-100

GRI 401: Employment 2016

Indicator	Disclosure	Reference
401-1	New employee hires and employee turnover	SR: 37; More on sustainability data tables.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We are unable to provide this data at a Group level due to different regulatory requirements in the jurisdictions where we operate.
401-3	Parental leave	SR: 41

GRI 402: Labor/Management Relations 2016

Indicator	Disclosure	Reference
402-1	Minimum notice periods regarding operational changes	We are unable to provide this data at a Group level due to different regulatory requirements in the jurisdictions where we operate.

GRI 403: Occupational Health and Safety 2018

Indicator	Disclosure	Reference
403-1	Occupational health and safety management system	SR: 26-28, 50
403-2	Hazard identification, risk assessment, and incident investigation	SR: 26-28
403-3	Occupational health services	SR: 29-30
403-4	Worker participation, consultation, and communication on occupational health and safety	SR: 30
403-5	Worker training on occupational health and safety	SR: 29-30
403-6	Promotion of worker health	SR: 29-30
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: 26-28, 29-30
403-8	Workers covered by an occupational health and safety management system	SR: 29-30
403-9	Work-related injuries	SR: 26-28
403-10	Work-related ill health	SR: 29-30

GRI 404: Training and Education 2016

Indicator	Disclosure	Reference
404-1	Average hours of training per year per employee	SR: 38. Anglo American measures training in monetary terms, as well as the number of individuals in structured programmes.
404-2	Programs for upgrading employee skills and transition assistance programs	SR: 38-39
404-3	Percentage of employees receiving regular performance and career development reviews	SR 36-37

GRI 405: Diversity and Equal Opportunity 2016

Indicator	Disclosure	Reference
405-1	Diversity of governance bodies and employees	SR: 41-3; AR: 145; 74
405-2	Ratio of basic salary and remuneration of women to men	SR: 42 (UK Gender Gap highlights); AR: 206-207

GRI 406: Non-discrimination 2016

Indicator	Disclosure	Reference
406-1	Incidents of discrimination and corrective actions taken	SR: 32-33. Details associated with potential incidents of discrimination are confidential. However, actions taken on YourVoice complaints are included on page 33.

GRI 407: Freedom of Association and Collective Bargaining 2016

Indicator	Disclosure	Reference
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR: 99-100

GRI 408: Child Labor 2016

Indicator	Disclosure	Reference
408-1	Operations and suppliers at significant risk for incidents of child labor	SR 99-100. No operation is considered to be at significant risk for incidents of forced or compulsory labour. This risk is managed via the Anglo American Responsible Sourcing Standard.

GRI 409: Forced or Compulsory Labor 2016

Indicator	Disclosure	Reference
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR 99-100. No operation is considered to be at significant risk for incidents of forced or compulsory labour. This risk is managed via the Anglo American Responsible Sourcing Standard.

GRI 410: Security Practices 2016

Indicator	Disclosure	Reference
410-1	Security personnel trained in human rights policies or procedures	SR 45-46

GRI 411: Rights of Indigenous Peoples 2016

Indicator	Disclosure	Reference
411-1	Incidents of violations involving rights of indigenous peoples	SR: 76, 85-87

GRI 413: Local Communities 2016

Indicator	Disclosure	Reference
413-1	Operations with local community engagement, impact assessments, and development programs	SR: 76, 82, 92
413-2	Operations with significant actual and potential negative impacts on local communities	SR: 76, 82, 92

GRI 414: Supplier Social Assessment 2016

Indicator	Disclosure	Reference
414-1	New suppliers that were screened using social criteria	SR: 99-100
414-2	Negative social impacts in the supply chain and actions taken	SR: 99-100

GRI 415: Public Policy 2016

Indicator	Disclosure	Reference
415-1	Political contributions	SR 93. In accordance with our Code of Conduct, we do not make political donations or donations that could be perceived as such, either directly or through third parties.

GRI 416: Customer Health and Safety 2016

Indicator	Disclosure	Reference
416-1	Assessment of the health and safety impacts of product and service categories	Not applicable to the mining industry.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable to the mining industry.

GRI 417: Marketing and Labeling 2016

Indicator	Disclosure	Reference
417-1	Requirements for product and service information and labeling	SR 96-97

GRI 418: Customer Privacy 2016

Indicator	Disclosure	Reference
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not material to the Group.

Omissions

GRI 202: Market Presence 2016

Indicator	Disclosure	Reference
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We are unable to provide this data at a Group level.
202-2	Proportion of senior management hired from the local community	We are unable to provide this data at a Group level.

GRI 301: Materials 2016

Indicator	Disclosure	Reference
301-1	Materials used by weight or volume	We are looking to improve on our disclosures in this area in the coming years.
301-2	Recycled input materials used	We are looking to improve on our disclosures in this area in the coming years.
301-3	Reclaimed products and their packaging materials	We are looking to improve on our disclosures in this area in the coming years.

GRI 302: Energy 2016

Indicator	Disclosure	Reference
302-2	Energy consumption outside of the organization	We do not report against 302-2. We do disclose the Scope 3 emissions and these can be found on the sustainability data tables.
302-5	Reductions in energy requirements of products and services	We do not report against 302-5. We do disclose the Scope 3 emissions and these can be found on the sustainability data tables.

GRI 304: Biodiversity 2016

Indicator	Disclosure	Reference
304-3	Habitats protected or restored	We are looking to improve on our disclosures in this area in the coming years.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We are looking to improve on our disclosures in this area in the coming years.

GRI 417: Marketing and Labeling 2016

Indicator	Disclosure	Reference
417-2	Incidents of non-compliance concerning product and service information and labeling	We are looking to improve on our disclosures in this area in the coming years.
417-3	Incidents of non-compliance concerning marketing communications	We are looking to improve on our disclosures in this area in the coming years.