



2023 Annual Report

Voluntary Principles on Security and Human Rights

Introduction

Anglo American is a leading global mining company with a world-class portfolio of mining and processing operations and undeveloped resources, providing tailored materials solutions for our customers, with around 60,000 employees working for us around the world.

Using more precise technologies, less energy and less water, we aim to reduce our environmental footprint for every ounce, carat and kilogram of precious metal or mineral.

We are combining smart innovation with operational excellence and the utmost consideration for our people, their families, local communities, our customers and the world at large – to better connect precious resources in the ground to all of us who need and value them. And we are working together to develop better jobs, better education and better businesses, building brighter and healthier futures around our operations in host countries and ultimately for billions of people around the world who depend on our products every day.

Our metals and minerals help unlock a cleaner future for our planet and help meet the needs of a growing population, from homes and electronics, to food and luxuries – 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), while continuously improving our implementation approach, is one of the tools we use to help us deliver on this commitment.

This report provides an update on our efforts in 2023 to implement or assist in the implementation of 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 2023 Overview

Anglo American's operations are assessed annually against the VPs' requirements. In 2023, all 20 managed operations were assessed. Nine were assessed as fully meeting all criteria which relate to: risk assessment, planning, due diligence, public engagement, memoranda of understanding, and monitoring, evaluation and reporting.

The area identified as needing strengthening was monitoring, evaluation and reporting. There were no security incidents related to human rights in 2023 (see page 5 for more information).

In 2023, 8,169 security personnel participated in training, including employees and contracted private security providers.

Country	Number of personnel trained
Botswana	325
Brazil	153
Canada	26
Chile	109
Namibia	324
Peru	1,122
South Africa and Zimbabwe	5,980
RoW (UK, Asia, US)	130
Total	8,169

Risk assessments have indicated security contexts around operations did not change significantly in 2023. In order to strengthen identification of potential risks and impacts in 2024, Anglo American is working with a third-party security and human rights specialist to update and inform external-context reviews in Brazil, Chile, Peru and South Africa.

Key actions for 2024 include:

- Updating Social and Human Rights Impact and Risk Assessments (SHIRA), building on feedback from external-context reviews undertaken in South America and South Africa
- Strengthening our approach to cross-Functional sharing to identify opportunities to improve monitoring, evaluation and reporting of leading and lagging indicators.
- Ongoing actions:
 - engaging with external stakeholders to raise awareness of and manage security and human right risks
 - training of security personnel and people from other relevant Functions.

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Social channels

- Facebook: AngloAmerican
- X: @angloamerican
- LinkedIn: Anglo American
- YouTube: angloamerican
- Instagram: angloamericanplc

Our reporting suite

You can find this report and others, including the Integrated Annual Report, the Climate Change 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 changing the way we operate through smart innovation that connects technology, digitalisation and a holistic approach to sustainability.

► 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 Voluntary Principles on Human Rights (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 an area of salient human rights risk for Anglo American, and therefore regularly addressed as part of this engagement with senior leaders.

Engagement and transparency

Anglo American is an active member of the Voluntary Principles Initiative Corporate Pillar, and this creates opportunities for colleagues from a number of business areas to engage on these issues. For example, in 2023, representatives from Anglo American Platinum attended the VPs Plenary in London.

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. These are outlined in the country sections of this report.

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 UN Guiding Principles on Business and Human Rights and applying the Voluntary Principles on Security and Human Rights (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; Human Resources; 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 in full 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.

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 addition, our Group Security team helps to ensure the security of people, operations and assets through the best use of technology and intelligence to enable delivery of the business strategy. This team was established in 2020 to co-ordinate and enhance our security approach and ensure that it meets best practice.

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

- Intelligence
- Investigations
- Physical security
- Security risk assurance.

One of Group Security's objectives is for Anglo American to be a leader in security practice. Its approach is to operate in accordance with both international standards and the laws of the countries where we operate, and to be technology-enabled, intelligence-led and fully compliant with the VPs.



Our Group Security Committee comprises security representatives from each of our businesses and key internal stakeholders. The purpose of the Committee is to share security intelligence, and drive excellence and standardisation in our approach to security management throughout Anglo American.

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; each 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 training is provided below; where needed, additional description is provided in the following country implementation sections.

Country	Number of personnel trained
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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.

To help strengthen the external review, in 2023 Anglo American started work with a third-party Security and Human Rights specialist to undertake external-context reviews in Brazil, Chile, Peru and South Africa. The process to integrate the findings into social and human rights risk assessments will continue into 2024.

Grievances and incidents

Effective grievance mechanisms are a core element of our human rights approach, and having a complaints and grievance procedure is mandatory across all our operations, which includes addressing complaints related to security arrangements. We require all sites to maintain a community grievance mechanism aligned to the requirements of the UN Guiding Principles on Business and Human Rights. 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. 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.

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 a 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 social consequence.

We rate the seriousness of incidents according to the consequences experienced by stakeholders, the most significant being Level 5. Since human rights touch on almost every aspect of human life, a number of 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 categorised as incidents with Level 4–5 safety, health, environment or social consequences.

In 2023, there were no level 4–5 security incidents linked to human rights.

Working with private security providers

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. Security screening is also conducted on third-party security service providers to ensure there are no recorded previous human rights violations. Screening takes place prior to employment and at regular intervals throughout the duration of the employment or contract.

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.

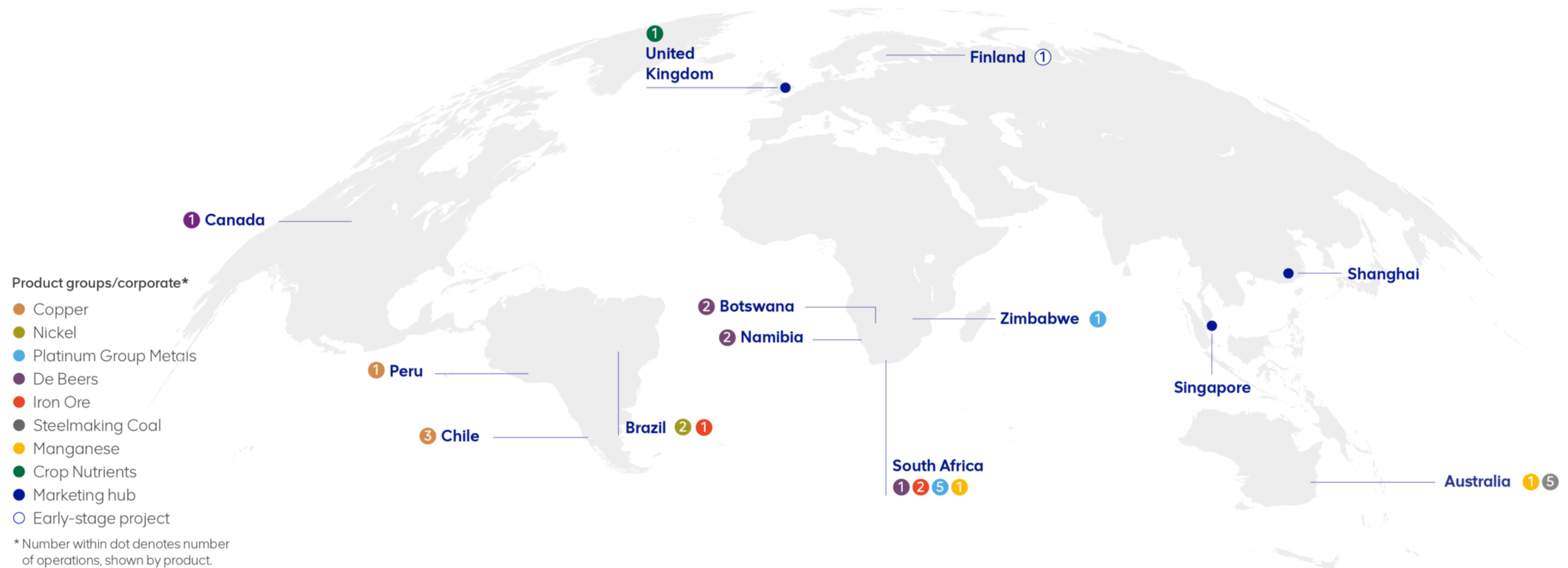
The specific approach to screening and vetting varies by country, aligned with national laws and data privacy requirements.

Country implementation

Anglo American manages more than 30 mining operations and 10 processing operations globally, including in Australia, Brazil, Canada, Chile, Peru, South Africa and Zimbabwe. Anglo American has non-managed joint operations, including in Botswana, Chile, Namibia and South Africa, and engages in exploration activities in many countries around the world.

All private security is required to meet the Group Security Policy and Standard, which includes compliance with the VPs. Unless otherwise stated in the forthcoming country implementation reports, pre-employment screening for security employees and private service providers is standard practice. 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.

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.



Country summaries

Angola

Exploration: In 2023, exploration activities were carried out in Angola following a comprehensive risk assessment that covered social and human rights risks within the framework of the annual operational risk management process. Service agreements established with contractual partners and suppliers expressly stipulated adherence to the VPs, with an accompanying policy document annexed to all agreements. Private contracted security services were employed for surveillance at a managed warehouse in Luanda.

Australia

In Australia, Anglo American's Steelmaking Coal business includes five mines in Queensland's Bowen Basin. The company operates in a highly regulated and low-risk environment from a security and human rights perspective. A security and human rights risk assessment that was conducted in 2022 identified no material adverse findings, and all security management controls were assessed as being effective. A new security provider was appointed by the Steelmaking Coal business in 2022 following verification that the company only employs trained and licensed security staff. No additional risks were identified in 2023.

Exploration: In Australia, exploration activities were undertaken in remote areas. These activities also occur within a highly regulated and low-risk environment from a security and human rights perspective. In 2023, the security and human rights risk assessment was reviewed, finding no security and human rights concerns.

Botswana

Anglo American's interests in Botswana are linked to its indirect shareholding in Debswana, a 50% joint venture between De Beers and the Government of the Republic of Botswana.

Debswana employs in-house security personnel and contracts private security to protect its assets at its mining operations located at Orapa, Letlhakane, Damtshaa (OLDM) and Jwaneng. Support from public security forces is only requested for product-movement escorts.

Jwaneng mine reviewed its VPs risk assessment in 2023, and confirmed there are no material security and human rights risks. The operation continued to engage regularly with law enforcement agencies and private security providers on the VPs, as well as with relevant communities.

OLDM conducted a security and human rights risk assessment in 2023, and no material security and human rights risks were identified.

Private security is contracted to provide access control and guarding services at the main corporate office building in Gaborone. The Diamond Trading Company Botswana (DTCB) and De Beers Global Sightholder Sales (DBGSS) offices, also in Gaborone, are protected by in-house security personnel.

The DTCB is a licensed precious stones dealer. It reviewed its security and human rights risk assessment in 2023 and no material risks were identified.

DBGSS works in partnership with the DTCB. It reviewed its security and human rights risk assessment in 2023 and no material risks were identified.

Annual training remains a priority and is provided for all security personnel internally and via the De Beers Group Security e-Learning platform; in 2023, 325 security personnel received VPs training.

Brazil

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

Security and human rights risk assessments were updated in 2023 for both nickel and iron ore operations. Anglo American works with a private security contractor. Training sessions were undertaken at both iron ore and nickel operations on human rights and the VPs; representatives from civil and military authorities also participated. Training sessions covered: racism; gender identity; homophobia; gender-based violence; fundamental rights; humanitarian law; and the VPs. Topics relevant to security and human rights also included daily safety dialogues on site with teams of employees, contractors, security and health and safety teams and military police. These included substance abuse, domestic violence, sexual harassment and other forms of harassment and safety. In addition, face-to-face meetings took place with local commanders of the Military Police of Minas Gerais and Goiás to discuss the VPs.

The security team also shares online training on Human Rights and Voluntary Security Principles, which can be accessed by external partners as needed. The main topics covered are: an overview of the VPs, risk analysis, interaction between companies and public security, interaction between companies and private security, and progressive use of force.



Anglo American participates in the Business Security Systems Integration Community for mining companies in Minas Gerais. A meeting is held monthly at each mining company. In June 2023, a meeting was held at Anglo American, discussing:

- VPs: a Dialogue on Security and Human Rights in the extractives industry
- Approach to implementation of requirement 4E of the Social Way on security and human rights.

Participants included members of public security and private security from mining companies in Minas Gerais, employees from Anglo American and consultants.

Community Public Security Councils were suspended during the Covid-19 pandemic, but are now beginning to be reinstated. Anglo American participates in the Conceição do Mato Dentro Public Security Council. The council provides an opportunity to hear perspectives from civil society on any concerns related to the mining sector in the municipality. Anglo American intends to expand its participation in the public security councils of other municipalities in Minas Gerais and Goiás. In these forums, in addition to listening to civil society, police agencies are also present, and there is an opportunity to share the VPs.

Due diligence is undertaken on all security providers; in line with Brazilian law, security providers must meet strict certification requirements with regard to qualifications. Contracts with private security contractors include commitments to the VPs, and security contractors must also follow the standards of the Group Security Policy that addresses the use of force.

Teams at iron ore and nickel operations continue to work closely with public security and raise awareness of the VPs and identify opportunities to build the principles into ways of working, and collaborate on key issues; in 2023, this included understanding support to survivors of domestic violence.

The formal communication channel for Anglo American in Brazil, *Fale Conosco*, is accessible for raising concerns, complaints, grievances, and incidents related to security and human rights by employees, contract-partner workers, and external stakeholders. Grievances can also be raised anonymously through YourVoice.

Exploration: Exploration activities were undertaken in remote areas. The assessment of security and human rights risks was completed as part of the WRAC process and revealed no significant issues. The regional office utilises private security services that strictly adhere to both Anglo American's Code of Conduct and the Group Security Policy. As with other Brazilian operations, grievances can be raised through the *Fale Conosco* channel, or anonymously through YourVoice.



Canada

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

Twenty-six protective services and private security staff members completed VPs training in 2023. Service providers are required to be licensed to provide security services and must complete and successfully pass security training covering subjects such as the Canadian Charter of Rights, the Criminal Code of Canada, and Use of Force. Gahcho Kué mine employs predominantly in-house protective services, which are supported by private security officers.

The security and human rights risk assessment was reviewed in 2023, with no new risks identified. In 2023, De Beers rolled out mental health training to all security personnel and other relevant teams in line with actions identified through the 2022 assessment.

Exploration: Security and human rights risks were assessed through the WRAC process. The risk assessment encompassed a thorough review of the local context, anticipated project activities, and adherence to SHIRA guidance. Service agreements with contract partners and suppliers explicitly mandated compliance with the VPs, with a policy document appended to all agreements, and project inductions reiterated this. Relevant personnel underwent training in Business Integrity, and the Code of Conduct. Information about the YourVoice confidential reporting service was communicated and made accessible to both internal and external parties.

Chile

In Chile, Anglo American manages two copper mines, Los Bronces and El Soldado, and one copper smelter, Chagres. It also has a 44% interest in Collahuasi, a non-managed, joint operation.

A human rights due diligence and security services study was completed at the three sites in November 2022 and reviewed in 2023. The study did not identify adverse human rights impacts resulting from the business's security services. Access to drinking water is an ongoing source of actual or potential conflict across all three sites and, in particular, El Soldado; the issue is being monitored continuously. In addition, there are indications that increasing crime levels could create additional security risks.

VPs training has focused on employees and security contractors; scheduled training sessions on the VPs and the Human Rights Policy are carried out for the site's private security personnel at least once a year. This is in addition to the internal training programmes of the security services companies. Human rights training, including the VPs, has been integrated into induction training for all employees. This was rolled out to corporate employees in 2023, and will continue with site and security contractors in 2024.

Vetting was conducted before engaging the private security contractor; the contract incorporates specific clauses that commit to compliance with the VPs. The review of security risks has identified that it would be beneficial to strengthen monitoring and follow-up with security contractors.

In 2023, there were two road blockades in El Soldado, which were resolved in a few hours through dialogue and agreement, and with no violence.

Regular meetings are held between public security forces and Anglo American to communicate Anglo American's commitments to the VPs and Human Rights. These meetings not only serve to communicate these commitments, but also to share relevant information, address concerns and co-ordinate efforts to mitigate risks associated with the socio-political context and interaction with the community. These interactions are critical to maintaining effective communication and fostering collaboration in the protection of human rights at the sites.

A Site Equipment Transfer Procedure has been developed, to achieve a mutual understanding of security arrangements and procedures in line with the VPs, should public-sector protection providers respond to related incidents at the operation or security events near the operation.

Exploration: Exploration activities took place in remote areas. A thorough assessment of security and human rights risks was completed, through the WRAC process; no significant risks were identified. Anglo American actively participated in quarterly meetings of the Group for Sustainable Exploration (GES), a voluntary group of exploration company representatives that

meets to share information and discuss topics relevant to the exploration industry. The government invited the GES to participate in a series of round tables, orchestrated by the Ministry for Mines, aimed at understanding perspectives from the industry. These discussions revolve around topics related to the VPs, security issues and controls, and fostering a collaborative dialogue with peer companies. Throughout the year, multiple meetings and engagements took place between Anglo American and various stakeholders.

Ecuador

Exploration: A comprehensive evaluation of security and human rights risks was carried out for exploration activities, utilising the WRAC process. Service agreements established with contractual partners and suppliers expressly stipulated adherence to the VPs, with an accompanying policy document annexed to all agreements. Employees and contract-partner workers, including private security personnel, underwent training in business integrity, the Code of Conduct, the VPs, and stakeholder engagement.





Private contracted security services were employed for surveillance at the exploration camp. Regular monitoring of security protocols took place; communication and grievance resolution were facilitated by providing authorities, community stakeholders, employees, and contract partners' workers with a grievance/complaint mechanism and channels of communication.

In early 2023, anti-mining protests took place against Anglo American's presence. The protesters were mainly from outside the local community area. During these events, the local police were deployed to maintain peace and order. Although there was some damage to Anglo American property, no employee, local community member or anti-mining protester reported any injuries or harm. Following these protests, Anglo American's Group Security provided in-country risk assessments and security recommendations, which were implemented and re-evaluated and are monitored for effectiveness. In addition, Anglo American engages with the local police on topics related to how we operate as a company and how our standards relate to human rights. We continue to engage with communities to understand and address any concerns, and not create or exacerbate inter- and intra-community tensions.

Finland

Anglo American is developing the Sakatti project in Finland. The 2023 risk assessment considering security and human rights was undertaken as part of the WRAC process and raised no concerns about conflict and security.

Germany

Exploration: In 2023, exploration activities took place in Germany. The WRAC process revealed no conflict or security concerns.

Greenland

Exploration: In 2023, exploration activity was undertaken in Greenland. Security and human rights risks were assessed as low. The risk assessment encompassed a thorough review of the local context, anticipated project activities, and adherence to SHIRA guidance. Information about the YourVoice confidential reporting service has been communicated and the service made accessible to both internal and external stakeholders.

Namibia

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

Namdeb performs land-based prospecting and alluvial mining operations in Namibia's southern coastal regions. Namdeb primarily makes use of in-house security personnel and private security officers. De Beers Marine Namibia recovers diamonds offshore along the southern Atlantic coast of Namibia and operates seven vessels. It employs in-house security personnel on the vessels, with contracted security services providing anti-piracy training.

In 2023, security and human rights risk assessments were updated for both Namdeb and Debmarine and no material risks were identified.

Peru

Anglo American manages and operates one copper mine in Peru: Quellaveco.

A human rights due diligence exercise was completed in 2020, and security and human rights risks were reviewed in 2023. Actions were developed to help track compliance with the human rights policy and to address any non-compliance. Background checks confirmed public and private security forces have not been involved in human rights violations. Due diligence also confirmed the security contractor has a human rights policy and training programme on human rights, including monthly training sessions. All security personnel also undertook Anglo American's training programme covering human rights, use of force and the VPs. In 2023, police also undertook human rights training. This was implemented through the Quellaveco Association and overseen by the NGO National Human Rights Commission, which has a framework agreement with the National Police of Peru. Topics covered included: human rights and its application to police work, progressive and differentiated use of force in a crisis, and social conflict management – based on the national legal framework of the Peruvian state.

Anglo American is a member of the Business and Human Rights Working Group – Voluntary Principles and Guiding Principles, which is made up of representatives of civil society, the State, embassies, universities, and companies, to promote the VPs and their implementation.

Anglo American collaborates with the Chamber of Mines and National Confederation of Private Entrepreneurial Institutions (representative of all business associations), in the implementation of safety, human rights and the VPs through exhibitions, workshops, working groups, and the exchange of good practices.

Anglo American has an agreement with the Peruvian National Police, which includes agreement that police officers are trained on security and human rights regulations, as well as their application. Anglo American also periodically shares information about the VPs and Anglo American's Human Rights Policy with the police officers who are part of the security agreement.

The AngloAmerican *Te Escucha* (AngloAmerican Listens to You) system is available to stakeholders for any enquiries or grievances.

Exploration: During 2023, exploration and rehabilitation activities were carried out in Peru. A comprehensive evaluation of security and human rights risks was completed through the WRAC process. The results indicated no significant security issues. Training on the VPs was delivered to relevant teams to support risk management.

South Africa and Zimbabwe

Anglo American has several operations in South Africa that are managed by its Platinum Group Metals (PGMs), De Beers, and Kumba Iron Ore businesses.

PGMs

In South Africa, our PGMs business unit operates five mines: Mogalakwena, Dishaba, Tumela, Twickenham and Mototolo; three smelters: Polokwane, Mortimer and Waterval; and two refineries: the Precious Metals Refinery and Rustenburg Base Metals Refinery. In Zimbabwe, PGMs has one operation: Unki, which incorporates a mine and a smelter.

During 2023, the PGMs business reviewed security and human rights risks. The business continues to face significant security challenges and potential consequences from unrest. As a consequence, we implemented more robust preventative and reactive measures, resulting in a decrease in the level of violence during protests, as well as in the number of physical and armed attacks on employees, contractors and company infrastructure. In 2023, a priority was placed on strengthening the relationships disrupted during Covid-19 lockdowns. This has included ways of working with neighbouring mines and South African Police Services in hotspots for unrest, as well as increasing local authorities' awareness of the PGMs business's long-term strategy and approach towards maximising community benefits.

Our PGMs business holds all security contractors to the same VPs training standards as its permanent security personnel. VPs basic and annual refresher training for all Anglo American Platinum permanent and contracted security personnel is a key performance indicator. As such, all security training resources are dedicated to the VPs in the first quarter of every year. All personnel who receive VPs training simultaneously receive training in use of force and rules of engagement procedures.

The VPs form the basis of the above-mentioned procedures, which are reviewed every 24 months in co-operation with Anglo American Platinum's Legal department to ensure full compliance with local legislation, as well as international legislation and best practice.

The basic principles of the VPs form part of the briefing certificate, which is presented and signed by every security personnel member before the commencement of every large security operation.

Anglo American continuously monitors social media platforms for any indication of alleged human rights violations by its permanent or contracted security employees, as well as contract security service providers. Community-level grievance mechanisms provide a direct channel for community feedback on the conduct of Anglo American personnel. The YourVoice confidential reporting line is also available to employees, contractors or community members to raise concerns.

Exploration: Exploration activity was carried out near existing assets at Mogalakwena mine. These sites utilised private contracted security services. Teams underwent training in the VPs and Anglo American's Code of Conduct. Service agreements with contract partners explicitly mandated adherence to the VPs. The SHIRA was completed and controls for material risks were implemented. Meetings were convened with community leaders and groups to promote and enhance understanding of the VPs, amongst other topics. Complaint and grievance reporting and tracking were effectively managed through Mogalakwena's Social Performance management system.

Kumba Iron Ore

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

Kumba uses in-house security personnel supported by private security companies. Private security is selected through tender processes that take place every three years.

All service providers are registered at applicable bodies according to South African law, including the Private Security Industrial Regulating Authority. No public security providers are used, although close co-operation with the South African Police Services is maintained as needed.

All security contracts include requirements to meet the VPs, and VPs training is compulsory for all security personnel. In 2023, Kumba focused on VPs training and ensuring refresher training is undertaken as needed. Local communities have also been invited to participate in VPs training courses – attendance levels remain low, but the business continues its efforts to involve stakeholders in these training opportunities.

De Beers South Africa

De Beers' operations in South Africa include Venetia mine, Voorspoed mine (in closure phase), De Beers Group Services, De Beers Marine South Africa, and De Beers Sightholder Sales South Africa.

De Beers' operations mainly make use of in-house security personnel and contracted security.

Formal VPs training is provided for all in-house and private security officials via the De Beers Group Security e-Learning platform. Risk and impact assessments have been conducted in relation to De Beers' operations in South Africa, with actions taken to address identified risks and impacts.

United Kingdom (UK)

Anglo American has its corporate headquarters in London and is developing a crop nutrients project in the north-east of England. The Security teams consist of small in-house teams, supported by contracted guards.

The UK is a highly regulated environment where contracted security is governed by the Security Industry Authority (SIA). Security Officers are all SIA-licensed. To obtain this licence, officers undergo training that includes modules on relevant legislation, including laws relating to human rights. This training ensures that licensed security officers understand the importance of upholding human rights in their roles.

The contracted London corporate Security Officers undergo annual refresher training on the VPs. The Crop Nutrients security contract was recently awarded to a new contractor and there is a plan during 2024 to train all staff on the voluntary principles on security in human rights.

Zambia

Exploration: In 2023, exploration activities were undertaken in Zambia, requiring office and camp facilities. Risk assessment was undertaken and private security contracted as needed. Site-induction packages include topics related to security and human rights for both employees and contracted workers. Effective communication and grievance resolution are facilitated by providing government, authorities, community stakeholders, employees, and contract partner workers with a grievance/complaint mechanism and channels of communication.



Implementation and lessons learned

Anglo American operations are assessed annually against the VPs requirements through Social Way Assessments. In 2023, all 20 of Anglo American's managed operations undertook due diligence on private and public security providers. Nine sites were assessed as fully compliant across all criteria, which relate to: risk assessment, planning, due diligence, public engagement and memoranda of understanding, as well as monitoring, evaluation and reporting. The area identified as needing greatest strengthening across those sites that were not fully compliant is monitoring, evaluation and reporting.

To help build capacity, key actions for 2024 include:

- Updating social and human rights impact and risk assessments, building on feedback from the external-context reviews undertaken in South America and South Africa
- Strengthening the approach to cross-Functional working, and sharing to identify opportunities to improve monitoring, evaluation and reporting of leading and lagging indicators.
- 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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