

## Social performance indicators: human rights

Human rights	
Core indicators	Additional indicators
<b>Strategy and management</b>	
<p><b>HR1. Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results. State how policies relate to existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the ILO</b></p>	<p><b>HR8. Employee training on policies and practices concerning all aspects of human rights relevant to operations. Include type of training, number of employees trained, and average training duration</b></p>
<p>Human rights are entrenched within the company's values and business principles, and regulated by legislation in most of the countries in which AngloGold Ashanti operates</p>	<p>The company's values and business principles have been communicated to employees and various forms of training have been provided to employees, particularly security personnel</p>
<p><b>HR2. Evidence of consideration of human rights impacts as part of investment and procurement decisions, including selection of suppliers/contractors</b></p>	
<p>There is a vendor approval process in place to ensure that vendors meet the minimum requirements of doing business with AngloGold Ashanti. All vendors are required to comply with labour legislation to ensure that there are no human rights abuses. A further example would be the 'guidelines for contractors' which stipulates minimum compliance requirements for contractor employees</p>	
<p><b>HR3. Description of policies and procedures to evaluate and address human rights performance within the supply chain and contractors, including monitoring systems and results of monitoring</b></p>	
<p>There is a supplier monitoring committee in place that discusses non-compliance or unethical behaviour by suppliers. If there is evidence to suggest wrong doing, the supplier/contractor is removed from the approved vendor list</p>	
<p><b>HR4. Description of global policy and procedures/programmes preventing all forms of discrimination in operations, including monitoring systems and results of monitoring</b></p>	
<p>Policies relating to discrimination and harassment are in place at all operations and are guided by both the company's business principles, as well as local legislation</p>	
<p><b>HR5. Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programmes to address this issue</b></p>	
<p>Freedom of association is entrenched within the company's values and business principles, in legislation in many of the countries in which the group operates and within regional recognition agreements and policies. In addition, AngloGold Ashanti is party to a <i>bilateral international agreement with the International Federation of Chemical, Energy, Mine and General Workers' Unions (the ICEM)</i> on the promotion and implementation of good human and industrial relations in AngloGold Ashanti's operations worldwide</p>	

Human rights	
Core indicators	Additional indicators
<b>Child labour</b>	
<b>HR6. Description of policy excluding child labour as defined by the ILO Convention 138 and extent to which this policy is visibly stated and applied, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring</b>	
In addition to the business principles in which this is entrenched, the prohibition of child labour is also contained within and monitored in terms of the legislation of the various countries in which the group operates. See discussion on adherence to ILO principles on page L7	
<b>Forced and compulsory labour</b>	
<b>HR7. Description of policy to prevent forced and compulsory labour and extent to which this policy is visibly stated and applied as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring. See ILO Convention No. 29, Article 2</b>	
In addition to the business principles in which this is entrenched, the prohibition of forced or compulsory labour is also contained within and monitored in terms of the legislation of the various countries in which the group operates. See discussion on adherence to ILO principles on page L7	
<b>Disciplinary practices</b>	
	<b>HR9. Description of appeal practices, including, not limited to, human rights issues. Describe the representation and appeals process</b>
	Disciplinary processes in place at all operations include appeal procedures. Details available on request
	<b>HR10. Description of non-retaliation policy and effective, confidential employee grievance system (including, but not limited to, its impact on human rights)</b>
	Grievance procedures in place at all operations. Details available on request

## Social performance indicators: product responsibility

Core indicators	Additional indicators
<b>Customers' Health and Safety</b>	
<b>PR1. Description of policy for preserving customer health and safety during use of products and services, and extent to which this policy is visibly stated and applied, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring</b>	<b>PR4. Number and type of instances of non-compliance with regulations concerning customer health and safety, including the penalties and fines assessed for these breaches</b>
Not applicable	Not applicable
	<b>PR5. Number of complaints upheld by regulatory or similar official bodies to oversee or regulate the health and safety of product services</b>
	Not applicable
	<b>PR6. Voluntary code compliance, product labels or awards with respect to social and/or environmental responsibility that the reporter is qualified to use or has received</b>
	See environment and community sections of this report
<b>Product and services</b>	
<b>PR2. Description of policy, procedures/management systems, and compliance mechanisms related to product information and labelling</b>	<b>PR7. Number and type of instances of non-compliance with regulations concerning product information and labelling including any penalties or fines assessed for these breaches</b>
Not applicable	Not applicable
	<b>PR8. Description of policy, procedures/management systems, and compliance mechanisms related to customer satisfaction, including results of surveys measuring customer satisfaction</b>
	Not applicable