



ANGLO**GOLD**ASHANTI

**MODERN SLAVERY
STATEMENT**

2020



**PROTECT,
RESPECT,
REMEDY**

CONTENTS

1 About this report	4 Risks of modern slavery in our operations and supply chain	8 Our human rights due diligence process
2 About AngloGold Ashanti	6 Our approach to human rights	9 Current controls
3 Our supply chain	6 Our human rights framework	10 Future plans

VISION

TO BE THE
LEADING MINING COMPANY

MISSION

To create value for our shareholders, our employees and our business, and social partners through safely and responsibly exploring, mining and marketing our products. Our primary focus is gold, but we will pursue value creating opportunities in other minerals where we can leverage our existing assets, skills and experience to enhance the delivery of value.

VALUES



Safety is our first value.



We treat each other with dignity and respect.



We are accountable for our actions and undertake to deliver on our commitments.



We want the communities and societies in which we operate to be better off for AngloGold Ashanti having been there.



We value diversity.



We respect the environment.



Australie – Sunrise Dam

ABOUT THIS REPORT

Modern slavery refers to situations where coercion, threats or deception are used to exploit victims and to undermine or deprive them of their freedoms. It includes human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour.

The behaviours that constitute slavery and slavery-like practices are serious human rights violations. Many businesses may be unaware of the risk of slavery in their supply chains, but the International Labour Organization estimates that over 40 million people experience some form of slavery today.

To support the Australian business community in identifying and addressing their modern slavery risks and maintaining responsible and transparent supply chains, the Australian government has put in place the Modern Slavery Act 2018 (Cth) (the Act), which established a modern slavery reporting requirement for larger companies operating in Australia.

As a responsible operator with a footprint in Australia, AngloGold Ashanti is proud to comply with these requirements for the first time in 2020. We produce one statement that responds to both the Australian Modern Slavery Act 2018 requirements and the UK Modern Slavery Act 2015 (against which we report on a voluntary basis).

This joint statement is submitted by AngloGold Ashanti Limited (ARBN 090101170), as the parent company of the AngloGold Group of companies. This statement is submitted on

behalf of the following AngloGold Group reporting entities for the period 1 January – 31 December 2020: AngloGold Ashanti Limited, AngloGold Investments Australia Pty Limited (ABN 48090112459), and AngloGold Ashanti Australia Limited (ABN 42008737424).

The terms “the Company”, “AngloGold Ashanti”, “AngloGold Group”, “our”, and “we” are used throughout this report refer to AngloGold Ashanti Limited and all its subsidiaries collectively. This is because we operate using group-wide corporate governance and risk frameworks to assess and manage our human rights risks, including modern slavery. It is not intended to convey how we are structured, managed or controlled. Joint venture partners are made aware of our human rights and modern slavery approaches at joint venture meetings.

All AngloGold Ashanti entities report on modern slavery risks in their supply chains as part of the AngloGold Ashanti human rights due diligence process. Our corporate governance and risk management framework (which includes our Code of Conduct, policies, standards, procedures and tools) is developed centrally by the AngloGold Board, the Social, Ethics and Sustainability Committee, and management and applies across the AngloGold Group, including at our operated joint ventures.

This statement has been prepared with input from, and in consultation with, the Social, Ethics and Sustainability Committee and management representatives responsible for overseeing this work, including senior management representatives from each reporting entity.

Board statement

This modern slavery statement forms part of our broader human rights framework and human rights due diligence process, which we use to govern all human rights-related matters at both a company and an operational level. We recognise that there are inherent risks within mining and that we have a responsibility to respect the human rights of all the people who work across our operations and supply chains. To better understand these risks, we have completed an assessment of possible risk hotspots across our business and have developed a modern slavery risk assessment tool that is enabled by data analytics.

This process has not revealed any instances of modern slavery in our operations or supply chains, and has enabled us to better understand where and how such instances might occur. It has laid the groundwork for our ongoing commitment to identifying and reporting on modern slavery risks. We acknowledge that more remains to be done, and that both our reporting and the steps we implement to address potential risks will evolve over time. This is merely the beginning of improving the visibility of this critical work.

The Board of AngloGold Ashanti Limited was consulted in preparing this statement and endorsed it on 2 August 2021.

Maria Ramos
Chairperson

We recommend reading this document in conjunction with our Global Human Rights Due Diligence Standard, Integrated Report and Sustainability Report, which are available on our website, <https://www.anglogoldashanti.com>.

Resources

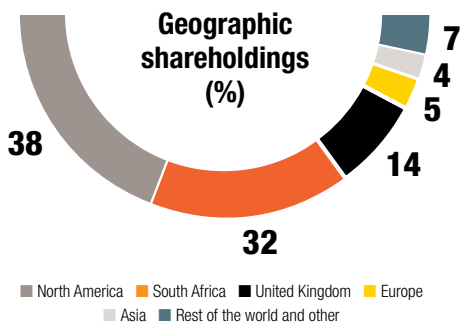
 www.anglogoldashanti.com



ABOUT ANGLOGOLD ASHANTI

AngloGold Ashanti is an independent, global gold mining company with a diverse, high-quality portfolio of operations, projects and exploration activities across eight countries on four continents. AngloGold Ashanti is headquartered in South Africa. As at 31 December 2020, we employed 36,952 people, including 16,222 contractors.

While gold is our principal product, we also produce silver in Argentina and sulphuric acid in Brazil as by-products. We will pursue value-creating opportunities in other minerals where we can leverage our existing assets, shareholdings skills and experience.



Legend

● Operations ● Projects ● Greenfields exploration

- 1: Argentina 4: Guinea 7: Tanzania
- 2: Brazil 5: Ghana 8: Australia
- 3: Colombia 6: DRC



Americas

The Americas region includes three operations, featuring both open pit and underground mining – one in Argentina and two in Brazil – and two advanced greenfields projects in Colombia. The Americas region produced 649,000oz for the year ended 31 December 2020.

100% held

AngloGold Ashanti Córrego do Sítio Mineração S.A.

Mineração Serra Grande S.A.

Attributable

Cerro Vanguardia S.A. (92.5%)



Africa

We are the third largest gold producer globally and the largest on the African continent. Our Africa region comprises five operations, of which we manage four. Production from the Africa region increased to 1.603Moz in 2020 compared to 1.538Moz in 2019. This was largely due to record production at Geita, and solid performances at Kibali and Iduapriem.

100% held

AngloGold Ashanti (Ghana) Limited

AngloGold Ashanti (Iduapriem) Limited

Geita Gold Mining Limited

Attributable

Société AngloGold Ashanti de Guinée S.A (85%)

Attributable joint ventures

Kibali (Jersey) Limited (45%)

Société d'Exploitation des Mines d'Or de Sadiola S.A. (41%)

Société des Mines de Morila S.A. (40%)
Yatela (40%)



Australia

AngloGold Ashanti has two operations in its Australia region, Sunrise Dam and Tropicana, both of which are in the north-eastern goldfields of the state of Western Australia. The region produced 554,000oz in 2020.

100% held

AngloGold Ashanti Australia Limited

Attributable

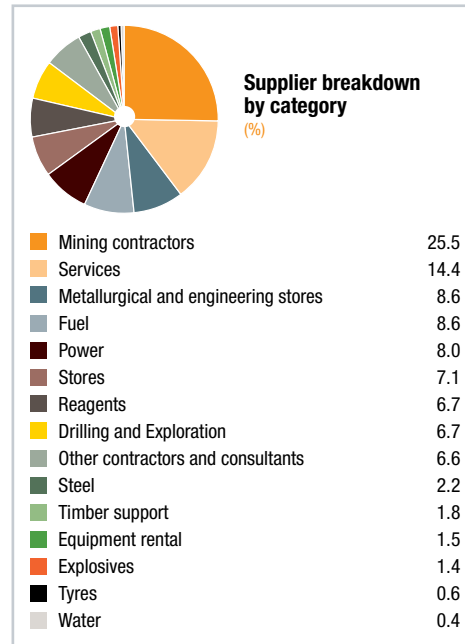
Tropicana (70%)

OUR SUPPLY CHAIN

We work across the full spectrum of the mining value chain and our supply chains are extensive and diverse.

In our management of our suppliers, we have adopted a cross-functional approach that ensures best practice. This includes complying with international human rights and labour standards, and consulting with our local stakeholders.

The integration of human rights standards across our supply chain is an ongoing focus. We are carrying out work on our supplier self-assessments and enhanced processes to monitor our suppliers' human rights standards and performance. In 2020, we updated our supplier self-assessment questionnaire so that it addresses potential modern slavery risks in our supply chains.



Africa - Idapriem

Region and country	Number of suppliers	Percent of total
America	8,289	42.3%
Colombia	3,260	16.6%
Brazil	2,782	14.2%
Argentina	2,247	11.5%
Africa	5,691	29.0%
Ghana	3,753	19.1%
Tanzania	1,221	6.2%
Guinea	717	3.7%
Corporate	3,159	16.1%
South Africa	3,159	16.1%
Australia	2,472	12.6%
Total	19,611	100.0%

\$2.58 bn
spent with suppliers in 2020

WHAT WE DO: FROM MINE TO MARKET



RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAIN

Mining, with its complex global supply chains, diverse stakeholders and labour-intensive work is highly susceptible to the risk of modern slavery.

These risks have been exacerbated in the wake of the COVID-19 pandemic. AngloGold Ashanti is acutely aware of this, and of its responsibility to manage the risk of modern slavery across the full range of its supply chains, as part of its overall commitment to respecting human rights.

Operations

The labour-intensive nature of mining activities inherently poses significant modern slavery risk. In this regard, our human rights due diligence process considers the direct risks relating to internal and external labour practices, and also the indirect risk relating to informal labour practices on and around our mining concessions.

Our direct risks are well managed and mitigated across our global portfolio, mainly due to us ensuring that working conditions comply with international standards, ILO conventions and national legislation, and our advocacy around the principles of free and decent work.

Our indirect risks typically include the escalated risk of child and forced labour due to artisanal and/or illegal mining, on or around our concessions, in some jurisdictions. These are more challenging to mitigate, especially in jurisdictions that are not under our control. In these instances, informal and illegal practices are often riddled with exploitative and illegal working conditions. These risks have been

prioritised, and we continuously engage with the relevant communities, civil society and authorities to raise awareness about human rights and modern slavery risks in an effort to eliminate these unwanted practices.

Supply chain


In order to prepare our modern slavery statement, we identified modern slavery risk hotspots across our supply chain and developed a desktop risk assessment tool for our suppliers, which is enabled by data analytics. Our risk identification approach is grounded in international human rights frameworks (as described on page 7) and specialist knowledge of human rights risks.

The preliminary risk identification we conducted was run through a qualitative research methodology informed by social research standards and evaluated through the lens of four primary modern slavery risk factors:

- Vulnerable populations
- High-risk business models
- High-risk categories
- High-risk geographies

Our analysis identified five potential modern slavery risk hotspots in our supply chain. These potential hotspots represent areas of activity that intersect with one or more of the modern slavery risk factors identified above. This doesn't mean that incidents of harm have been identified in 2020, but rather that the presence of risk factors make it possible for people to be subjected to modern slavery.

Potential modern slavery risk hotspots

Potential hotspot	Relevant context
 <p>Mine site workforces Mine site workforces refer to both employees and contractors working at AngloGold Ashanti mine sites.</p>	<p>During 2020, 44% of our workforce was made up of contractors. We rely on local labour laws, and our company values, policies and standards, to ensure the protection of our mine site contract workforces.</p>
 <p>Construction Construction refers to various building and construction services, such as the procurement of construction supplies and raw materials, logging, construction labour, construction project management and decommissioning.</p>	<p>We largely manage site construction through a centralised procurement and supply chain function in the regions where we operate. We engage contractors to deliver these labour and materials, both for the construction of our mine sites and offices and for our decommissioning projects.</p>
 <p>Logistics and transportation Logistics and transportation refer to shipping and freight, including inland transport providers in our various regions as well as global ocean freight providers. Logistics and transportation is considered a high-risk industry for modern slavery due to its limited visibility over employment conditions and labour standards. This is compounded by the decentralised nature of logistics and transportation, which often involves multiple parties and tiers.</p>	<p>AngloGold Ashanti uses global freight providers to import goods and equipment for mining, and our regions use inland transport providers to move mining materials, bullion, workers and equipment. Data analytics results found that we use a large number of road transport providers in high-risk countries like Guinea, Mali, Tanzania and Ghana.</p>

RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAIN continued

Potential hotspot

Relevant context



Office facilities

Office facilities management refers to the procurement of services including cleaning, catering, building services, gardening and pest control, and security and maintenance.

Office facilities management services are contracted by our various regions or engaged by the landlords of office spaces we use. In some instances, once-off transactions for services such as catering do not have formal contracts in place and are not always required to complete our self-assessment questionnaire. While we demand to be notified of subcontracting arrangements, it is possible that checking or monitoring is not conducted in every case. We are aware that limited visibility of service-related working conditions exists across our regions, and that building, cleaning, pest control and gardening services are particularly high-risk categories.



Corporate goods not for resale

Corporate goods refers to goods procured for use by operational staff, including uniforms; PPE such as hard hats, safety glasses, ear plugs, high-visibility shirts, and steel-capped boots; COVID-19-related PPE; branded merchandise and electronics. The PPE, garment and textiles industry is at high risk for modern slavery and labour-related issues due to its reliance on base skill and manual labour. This risk has increased since the emergence of COVID-19, which has led to a rise in the demand for PPE.

We procure extensively from this industry, as well as from the electronics industry, which is known to be potentially associated with a high degree of exploitative labour practices such as forced labour and unsafe working conditions.

The process involved in identifying the risk hotspots discussed above is a critical step in furthering our modern slavery response. It revealed that our operating context is exposed to a significant level of inherent risk that needs to be appropriately managed. A number of opportunities were also identified for us to embed explicit modern slavery-related considerations into our processes and to use this as a means of minimising residual risk.

We identified modern slavery risk hotspots across our supply chain and developed a desktop risk assessment tool for our suppliers.



Australia - Tropicana

OUR APPROACH TO HUMAN RIGHTS

Human rights – the fundamental rights and freedoms that everyone is entitled to, that ensure we lead dignified lives in which we can freely express our independent beliefs and live free from abuse – are cross-cutting and touch on every discipline, function and aspect of AngloGold Ashanti’s business.

We recognise that the actions of businesses can have a significant impact (positive or negative) on human rights. Companies can have an impact on the entire spectrum of human rights, directly or indirectly. They can affect the human rights of their employees and contract workers, their customers, workers in their supply chains, communities around their operations, and end-users of their products and services.

At AngloGold Ashanti, while the issues we deal with vary across our global footprint, our approach as a company is united by a common vision: to respect human rights and, where practically possible, to utilise our leverage to encourage other stakeholders to respect human rights.

AngloGold Ashanti aligns its company policies and practices with the United Nations Guiding Principles for Business and Human Rights (UNGPs), as adopted by the United Nations Human Rights Council in June 2011. This formally commits us to complying with applicable laws and respecting internationally recognised human rights, even when national laws or their application fall short of protecting these rights.

Our human rights-related responsibilities are fulfilled through three broad actions:

- The development of a human rights governance framework within the company
- The implementation of human rights due diligence processes
- The implementation of appropriate methods of redress – that is, a properly functioning set of grievance mechanisms

Our human rights framework is based on the critical foundation of our Human Rights Policy, Human Rights Due Diligence Standard and Human Rights Guidance documents which are available on our website at: <https://www.anglogoldashanti.com/sustainability/governance/policies-standards/>

AngloGold Ashanti’s HUMAN RIGHTS FRAMEWORK



• Risk management

The starting point for all AngloGold Ashanti’s human rights work is the risk management process. Cutting across disciplines and the entire project life cycle, the human rights risk assessment process forms part of our group-wide enterprise risk management system. The human rights due diligence process forms a critical part of this system.

• Training and communications

Training and communications ensure that AngloGold Ashanti employees, contractors and suppliers, communities and the relevant governments agencies we interact with, understand what human rights are, particularly in the context of

mining, and what their responsibilities are in this regard. Awareness raising is critical, and every employee should be able to act as advocates and ambassadors for human rights.

• Grievance mechanisms

Central to the framework are robust and credible grievance mechanisms. These operate at every level of our company, from community liaison offices to site and group-level tools. The recording, investigation and resolution of grievances is a priority.

• Supply chain

Responsible sourcing is the central component of respect for human rights in the supply chain. This

includes managing modern slavery risk, along with assessing how supplier and contractor employees are treated, and the supplier’s own approach to human rights.

• Engagement

We know we cannot manage human rights programmes alone and we focus on ensuring that we connect and work with a wide range of stakeholders in this field. Local initiatives, civil society, international institutions and governments all have critical learnings and information to share, which in turn can be applied across our human rights framework.

OUR APPROACH TO HUMAN RIGHTS continued

International human rights frameworks to which we subscribe

Our respect for and commitment to human rights is supported through:

- A commitment to the UNGPs and other international initiatives, including the International Council on Mining and Minerals (ICMM), the Extractive Industries Transparency Initiative (EITI), the OECD Guidelines for Multinational Enterprises, and the United Nations Global Compact (UNGC)
- Membership of the Voluntary Principles on Security and Human Rights (VPSHR) initiative
- Ensuring that our broader governance is human rights compliant
- Recognising that our responsibility to respect human rights applies to all operations and all communities
- Respecting the laws of the countries in which we operate

PLAYING A SUSTAINABILITY **LEADERSHIP ROLE**

AngloGold Ashanti subscribes to a number of industry and sustainability initiatives, including:



We recognise that the actions of businesses can have a significant impact (positive or negative) on human rights.

Africa — Ikuapriem

OUR HUMAN RIGHTS DUE DILIGENCE PROCESS

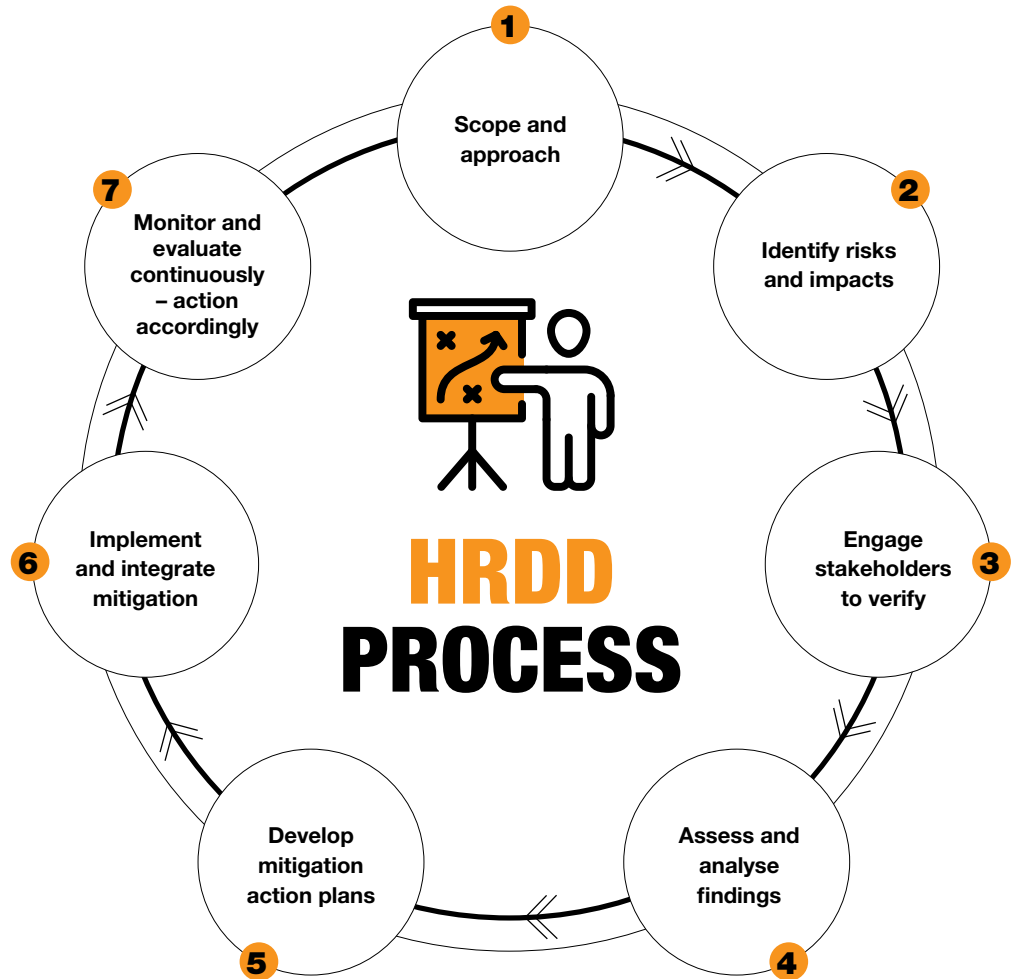
In 2016, AngloGold Ashanti introduced a Global Human Rights Due Diligence Standard that outlines a continuous due diligence process aimed at building internal awareness and understanding of where our activities may infringe on the rights of others, and then mitigating any such infringements. The process provides a structure to help identify and understand specific human rights risks and to take the necessary actions to prevent, mitigate and address them.

The due diligence process is applied to all wholly owned AngloGold Ashanti sites and is integrated into every stage of the project life cycle, irrespective of the size of our capital investment. We engage with all stakeholders, both internal and external, on all aspects of our work affecting them. By the end of 2020, all operations had conducted due diligence assessments. Group verification assessments are ongoing.



Africa - Idiaghiem

The ongoing/continuous human rights due diligence process



CURRENT CONTROLS

AngloGold Ashanti has several measures in place to help identify and manage the modern slavery risks to which our business and industry are exposed. These measures work together to ensure that the risks associated with modern slavery remain an abiding priority, and that we are constantly interrogating ways in which our approach to mitigate them might be improved.

Control measure	Page reference
Our vision and values	Page 1
Our Social, Ethics and Sustainability Committee	Page 1
Our approach to human rights	Page 6
Our human rights framework, which includes: <ul style="list-style-type: none"> • Risk management • Training and communications • Grievance mechanisms • Supply chain • Engagement 	Page 6
Our engagement with international human rights frameworks, such as: <ul style="list-style-type: none"> • UNGP • ICMM • EITI • OECD • UNGC 	Page 7
Our human rights due diligence processes	Page 8

Further information on these controls is available in our [Human Rights Due Diligence Standard](#).

In addition to the measures described above, our vendor onboarding process also requires our suppliers to complete mandatory self-assessments covering a broad range of business controls, code of conduct and human rights policies. Suppliers are required to confirm their compliance with the AngloGold Ashanti Supplier Code of Conduct, which addresses health, safety and the environment, human rights, child labour, forced labour, collective bargaining, grievance and remediation, and non-discrimination.

Our supplier self-assessments are mandatory and include commitments aimed to mitigate modern slavery risks, as well as a broad range of governance and compliance measures.

All operations also have grievance and independent anonymous whistle-blowing mechanisms in place that are accessible to internal and external stakeholders. All allegations are rigorously investigated using accepted investigation protocols and, where appropriate, investigations are conducted by independent parties.

Measuring the effectiveness of current controls is a priority, and fundamental to ensuring that modern slavery risks are adequately identified, monitored and mitigated. We rely on our strong governance systems and culture of transparency in how we operate and interact with others, underpinned by living our values, to ensure our responses and mitigation strategies are adequate. Our environment, social and governance (ESG) efforts are at all times guided by a comprehensive materiality assessment, which determines key priorities. Our respect for human rights is a key material issue, and by inference, issues relating to modern slavery.

Any human rights related risk identified through responsible sourcing programmes, human rights due diligence assessments, combined assurance assessments, internal and external audits, are recorded within our enterprise risk management system. These assessments occur on an annual basis across all our mine sites, and include risks associated with Supply Chain and Modern Slavery. From a governance and assurance point of view, all significant risk is then tabled at Regional and Group Sustainability and Risk Audit Committees, and ultimately to



Australia – Sunrise Dam

the Social, Ethics and Sustainability Board sub-committee and the Board. This ensures a robust identification, monitoring, tracking and mitigation process is in place, with active engagement from the executive and senior management, and ultimate oversight of the Board.

In addition, our compliance requirements with several ratings agencies, and new mandatory requirements through the ICMM Performance Expectations and the World Gold Council Responsible Gold Mining Principles, will further enhance our measurement of effectiveness, complemented by independent third party audits, in our quest to embed Modern Slavery and Supply Chain risk management in our daily processes, as outlined in the next section of this statement (Future goals).

As we work to develop the maturity of our existing systems and controls, we are raising awareness, and building internal consistency and capability. These awareness raising and educational steps will be the critical foundation of a more robust and proactive risk management approach over time. We know that we are at the start of an important and long-term journey in this regard.

FUTURE GOALS

1

Conduct a full diagnostic assessment

Despite our current Human Rights Due Diligence Standard and assessment process already including modern slavery risks, the modern slavery desktop assessment has identified the need to improve our processes, and we plan to conduct an assessment of the maturity of our systems and controls against international good practice frameworks and standards, as listed on page 7.

This will help us to identify a framework of tailored actions to better fit modern slavery-related controls into our current processes. While controls have not been fully assessed to date, common emerging themes suggest that the assessment must focus on:

- Embedding modern slavery within our human rights governance, including our Human Rights Due Diligence Standard and supporting guidelines
- Operational risk processes and procedures in relation to the management of labour, including contractors, on mine sites
- Supply chain lifecycle management, including mechanisms beyond self-assessment such as supplier engagement, monitoring and reporting
- Full review of remediation pathways including how current grievance data is used and the protection of potentially affected rights holders

2

Develop a modern slavery risk assessment and management framework

Based on the findings of the assessment, we will develop a modern slavery risk assessment and management framework. The framework will seek to target systems and controls that currently lack maturity and prioritise areas of inherent risk. We intend to:

- Establish organisational risk appetite and tolerances to guide decisions on the level of controls to be implemented to manage modern slavery risk
- Enhance the maturity of existing supplier risk assessment processes, including current mechanisms such as the self-assessment questionnaire and the consistency of data collected
- Determine and set in place the engagement protocols for suppliers assessed as high risk and establish relevant monitoring protocols
- Develop site-level or operational modern slavery risk assessments (or human rights risk and impact assessments) to support the management of risk hotspots identified above, including mine site workforce, construction, logistics and transportation, office facilities management and corporate goods.

3

Develop guidance material

We will develop guidance material to supplement the existing policy suite, especially the Human Rights Policy and Human Rights Framework. This additional documentation will support the practical implementation of modern slavery risk management at every stage of the contracting life cycle, including updates to our vendor onboarding process and contract management. We also intend to embed modern slavery risk management within our broader framework for identifying and preventing negative human rights impacts.

4

Develop tailored training

Our tailored training programme will be designed to empower our people who work across our business, including in modern slavery risk management, with the knowledge and skills they need. This process will involve equipping relevant people with the skills necessary to identify, manage and escalate modern slavery risks, as well as targeted capacity building in all relevant disciplines and operations.

Knowledge sharing and the alignment of processes with all relevant stakeholders and established forums will also be important factors.

5

Strengthening our relationships

At AngloGold Ashanti, we recognise that to adequately address modern slavery in our supply chain, we cannot do it alone, and we therefore engage in meaningful conversations with our peers, regulators and suppliers aimed at jointly identifying potential risks and ways to mitigate them. To support this collaborative effort, we participate in a number of industry working groups in Australia. These include the Western Australia Modern Slavery Collaborative Group, a collaborative based primarily of resources companies.

Through these interventions, we are working towards proactively mitigating the modern slavery risks our business may encounter. This is an ongoing journey that requires constant attention and vigilance. By making it a priority, we stand to contribute to a society free of exploitation and slavery.



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www.anglogoldashanti.com