



Modern Slavery Statement 2024

MINING TO EMPOWER PEOPLE
AND ADVANCE SOCIETIES



Contents

Our purpose

Mining to empower people and advance societies

Empowering people: by fostering an inspiring environment of continuous improvement and operational excellence, people who work for AngloGold Ashanti are empowered to play a positive role, both within the organisation and in the countries in which we operate.

Advancing societies: through our business, we strive to add economic value and provide access to opportunity. Our aim is to positively impact people in the communities in which we operate, generating positive economic benefits and improving their quality of life.

Our mission

Allied to our purpose is our mission, to create value for our shareholders, employees and business and social partners by safely and responsibly exploring for, mining and marketing our products.

Our values

AngloGold Ashanti is committed to creating an inclusive and collaborative environment based on trust, respect and dignity. Our corporate values are fundamental to the conduct of our business, guiding how we behave, do our work and interact with our colleagues, our neighbours, the environment and our partners.



Safety



Respect



Integrity



Sustainability



Excellence



Collaboration

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This is AngloGold Ashanti's fifth Modern Slavery Statement in which we report on our efforts to identify, prevent, mitigate and account for risks of modern slavery in our operations and our supply chain.

Navigating this report

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About this report



Serra Grande, Brazil

Modern slavery refers to the contemporary exploitation of people or a relationship, specifically situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. It includes practices such as human trafficking, forced labor, sexual exploitation and debt bondage.

The Global Estimates of Modern Slavery, which is the result of a collaborative effort between the International Labour Organization (ILO) and Walk Free, in partnership with the International Organisation for Migration (IOM), provides a picture of the scale and depth of modern slavery. The latest Global Estimates, according to the Walk Free Global Slavery Index (GSI) 2023, estimates that there were up to 50 million people in situations of modern slavery on any given day in 2021. The report references the fact that global challenges such as armed conflict, climate change, and those fleeing repression of their rights or seeking to migrate for work are particularly vulnerable to exploitation.

The Australian government's Modern Slavery Act 2018 (Australian MSA) has established modern slavery reporting requirements for larger companies operating in Australia which requires certain entities in the Australian business community to identify and address modern slavery risks and maintain responsible and transparent supply chains. This report is AngloGold Ashanti's fifth in compliance with the Australian MSA.

Headquartered in Denver, Colorado, in the United States, AngloGold Ashanti plc (AngloGold Ashanti or the Company) has its primary listing on the New York Stock Exchange (NYSE) and secondary listings on the Johannesburg (JSE and A2X) and Ghana stock exchanges. The Company is registered in England and Wales. AngloGold Ashanti concluded the acquisition of Centamin plc and the addition of the Tier 1 Sukari mine in Egypt, on 22 November 2024. Following the acquisition of Centamin plc, the entity was converted to Centamin Limited (Centamin). As such, all references in this statement to Centamin plc are to be understood as referring to the current Centamin Limited business, with the statement having been approved by the Board of Centamin Limited (see [page 5](#)).

This joint statement responds to both the requirements of the Australian MSA and the UK Modern Slavery Act 2015 (UK MSA). This joint statement is submitted by AngloGold Ashanti plc (ARBN 090101170), as the parent company of the AngloGold Ashanti Group

of companies for the period 1 January – 31 December 2024: (1) under the Australian MSA, for the following reporting entities: AngloGold Ashanti (Pty) Limited – Reg. No: 1944/017354/07), AngloGold Investments Australia Pty Limited (ABN 48090112459), and AngloGold Ashanti Australia Limited (ABN 42008737424), and Centamin Limited (Registration Number: 109180) (previously trading as Centamin plc); and (2) under the UK MSA, for Centamin Limited (Registration Number: 109180) (previously trading as Centamin plc), and on a voluntary basis only, for AngloGold Ashanti plc.

The reporting entities operate in the same sector, are governed by the same policies and standards and have many shared suppliers. Therefore, this joint statement is a single, consolidated description of actions to address modern slavery risks. The terms "the Company", "AngloGold Ashanti", "AngloGold Ashanti Group", "Group", "our", and "we" used throughout this report refer to AngloGold Ashanti and all its subsidiaries collectively, both prior to and following our corporate restructuring in September 2023, but excludes Centamin unless the report indicates otherwise. 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 (HRDD) process. Our corporate governance and risk management framework (which includes our Code of Business Principles and Ethics, policies, standards, procedures and tools) is developed centrally by the Board of Directors of AngloGold Ashanti, the Social, Ethics and Sustainability Committee of the Board, and management. We have also adopted a Code of Business Principles and Ethics to promote a culture of an ethical and legally compliant performance which is a key element in the quest for good corporate governance.

During the period under review, the Company and Centamin actively engaged and consulted with all companies we control or own in the development of this statement. We discussed details of the Australian MSA's reporting requirements, information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates. We did the same with respect to the UK MSA.

Leadership commitment

AngloGold Ashanti's fifth Modern Slavery Statement reports on our continued efforts to identify, prevent, mitigate and account for risks of modern slavery in our operations and our supply chain.

Progress and the importance of respecting human rights

We have made strong progress in 2024, and have a clear plan on how we can build upon this and improve oversight further. We operate using group-wide corporate governance and risk frameworks to assess and manage our human rights risks, including modern slavery.

Our key development is the implementation of the Ariba supplier lifecycle management onboarding solution. We implemented the SLP in February 2025 for Australia, South Africa and USA. There will be ongoing monitoring of the SLP management tool and the rest of the Ariba modules. Sourcing and Contracts are being rolled out.

The Ariba cloud-based software will provide a more comprehensive risk assessment of suppliers through a centralised, recorded onboarding process. In time, the aim is to progress this software solution to one that provides an increasingly comprehensive onboarding risk assessment of suppliers, assessing risk and compliance and providing risk rating reports.

The implementation of the Ariba modules includes the effective implementation of the Human Rights Framework, inclusive of managing modern slavery risk.

The most significant potential modern slavery related risks and outcomes identified by the annual HRDD assessments include artisanal and small-scale mining (ASM), labour and employment practices, and child rights.

As we work to eliminate modern slavery risks, respect for human rights is vitally important. We are embedding our HRDD process at each of our sites. The annual HRDD risk assessments conducted as part of our governance and assurance processes at all our sites have not identified any new potential modern slavery risk. The implementation of comprehensive HRDD processes ensures effective management of human rights risks, and includes internal

HRDD and Social Licence to Operate (SLO) assessment tools which support AngloGold Ashanti's values to respect human rights where we do business and to contribute to building productive, respectful and mutually beneficial partnerships in the communities in which we operate.

All AngloGold Ashanti entities report on modern slavery risks in their supply chains as part of our HRDD process. Our corporate governance and risk management framework (which includes our Code of Business Principles and Ethics, policies, standards, procedures and tools) is developed centrally by the Board of Directors of AngloGold Ashanti, the Social, Ethics and Sustainability Committee of the Board, and management.

As part of reviewing our Group policies and standards, HRDD guidance has been included in the Human Rights standard, which by inference includes modern slavery. The United Nations Guiding Principles on Business and Human Rights (UNGPs) framework of Protect, Respect, Remedy places the responsibility of monitoring, respecting and managing our human rights impacts on us as a business, no matter where we operate.

Monitoring our suppliers

Our procurement, in the main, is managed through our Supplier Management and Optimisation division which is also chiefly responsible for assessing modern slavery risk in our supply chain. Our supply chain includes all the products and services supplied to us by 9,099 suppliers around the world. We provide detail on the assessment of our suppliers in the Supplier Risk Assessment section of the statement.

We support our suppliers in conducting their business with respect for human rights and engage in inclusive procurement practices by collaborating with local businesses and communities.

Suppliers are required to commit to our Supplier Code of Conduct, aligning their businesses with our policies and ethical codes related to human rights, labour relations, employment practices, environmental standards, anti-bribery and corruption policies and safety procedures. Our Supplier Self-Assessment Questionnaire



AGA Mineração, Cuiabá, Brazil

Leadership commitment



serves as a process for the registration and disclosure of supplier information before contracts are awarded. The Supplier Self-Assessment Questionnaire was amended during 2024 to request additional information to enable us to highlight export control and sanctions risks. See [pages 15-17](#) for additional information. We also introduced a new Trade Controls Standard to enhance our compliance framework and ensure we meet regulatory requirements effectively in relation to sanctions, export controls and anti-boycott laws.

During the period under review, the Company actively engaged and consulted with all companies we own or control in the development of this statement. We discussed details of the Australian MSA's reporting requirements, information regarding the actions we intend to take to address these requirements and provided all reporting entities with relevant materials and updates. We did the same with respect to the UK MSA, which we report in accordance with on a voluntary basis.

We have also adopted a Code of Business Principles and Ethics to promote a culture of ethical and legally compliant performance which is a key element to promote good corporate governance.

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

We published our framework and guideline on local business development during 2024 to formalise the process whereby we are contributing to local business development through local procurement, creating both economic and social value.

As we seek to improve our work to eliminate modern slavery, we are developing and refining risk ratings based on Supplier Self-Assessment Questionnaire (SAQ) data. This allows us to monitor and track high risk supplier environments in terms of government response, vulnerability, modern slavery, country freedom status, civil

liberties and political rights. We continue to monitor our assessed vendors.

Centamin information to be integrated into Group

AngloGold Ashanti concluded the acquisition of Centamin plc and the addition of the Tier 1 Sukari mine in Egypt, in November 2024. We have incorporated Centamin's Modern Slavery Statement into this report, which describes the steps taken by Centamin to assess and address modern slavery risks in its operations and supply chain. The data in the report was internally verified by Centamin but has not been externally verified. A focus for 2025 will be to ensure that Centamin information is integrated into our next Modern Slavery Report and comprehensively assessed.

Commitment to reducing modern slavery risks

AngloGold Ashanti is committed to working to eliminate any risk of modern slavery in our business and supply chain. The work outlined in this report shows how we are making progress towards achieving this goal. Our risk assessment processes, guidelines and policies direct us in our work and we are confident that further improvements will be made in the coming year.

This statement was approved by the Board of AngloGold Ashanti plc on 28 May 2025 and by the Board of Centamin Limited (previously Centamin plc) on 28 May 2025.

Jochen Tilk <i>Board Chairperson, AngloGold Ashanti plc</i>	
Bruce Cleaver <i>Chairperson of the Social, Ethics and Sustainability Committee, AngloGold Ashanti plc</i>	
Alberto Calderon <i>Chief Executive Officer, AngloGold Ashanti plc</i>	
Robert Hayes <i>Director, Centamin Ltd</i>	

About AngloGold Ashanti

Headquartered in Denver, in the United States, AngloGold Ashanti plc (AngloGold Ashanti) has its primary listing on the New York Stock Exchange (NYSE) and secondary listings on the Johannesburg (JSE and A2X) and Ghana stock exchanges. The Company is registered in England and Wales.

At the end of the year, our diverse portfolio included:

- 11 operations in total, with mines in Argentina, Australia, Brazil, the Democratic Republic of the Congo (DRC), Egypt, Ghana, Guinea and Tanzania
- Greenfield projects in development in Colombia, Côte d'Ivoire* and the United States
- Greenfield exploration in Argentina, Australia, Brazil, Côte d'Ivoire*, Egypt, Tanzania and the United States

While focused primarily on gold mining, we pursue value-creating opportunities involving other minerals when we can leverage our existing assets, shareholdings, skills and experience.

A geographically diverse shareholder base includes some of the world's largest financial institutions.

Salient features 2024

1

In November 2024, AngloGold Ashanti acquired Centamin plc (Centamin) and its interests in the Sukari gold mine and exploration licences in Egypt, and a greenfield project and exploration programme in Côte d'Ivoire*

2

Produced **2.66Moz** of gold, our principal product, and **3.75Moz** of silver as a by-product (2023: 2.64Moz of gold; 4.70Moz of silver)

3

Employed an average of **39,484** people (including contractors) (2023: 33,658 people)

4

At 31 December 2024:

- Reported a total gold Measured and Indicated Mineral Resource of **67.1Moz**, a gold Inferred Mineral Resource of **55.0Moz** and a total gold Mineral Reserve of **31.2Moz**
- Centamin assets accounted for a gold Measured and Indicated Mineral Resource of **2.9Moz**, a gold Inferred Mineral Resource of **2.4Moz** and a gold Mineral Reserve of **4.1Moz**

5

Included in the JSE Top 40 Index, the S&P Global CSA, the FTSE/JSE Responsible Investment Index Series (the FTSE4Good Index), the Responsible Mining Index and the Bloomberg 2024 Gender-Equality Index

* Please note that AngloGold Ashanti sold its interests in the two projects in Côte d'Ivoire in early May 2025.

About AngloGold Ashanti *continued*

Investment case:

We are committed to lowering costs, maintaining our robust balance sheet, making value accretive investments and returning cash to shareholders.

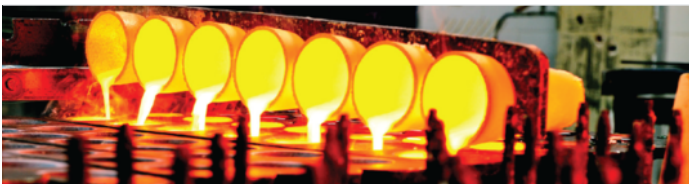


Clear capital allocation framework

Robust balance sheet with ample liquidity, low leverage

Focused on sustained shareholder returns

Creating and sharing value



World-class diversified portfolio

11 operating assets and a portfolio of high-quality projects in 11 countries; world's fourth-largest gold producer

Strong pipeline

Large Indicated and Measured Mineral Resource and Mineral Reserve



Proven asset optimisation programme

Full Asset Potential programme delivers real cost reductions

Sustainable business practices

Best-in-class safety record; decarbonisation plan underway

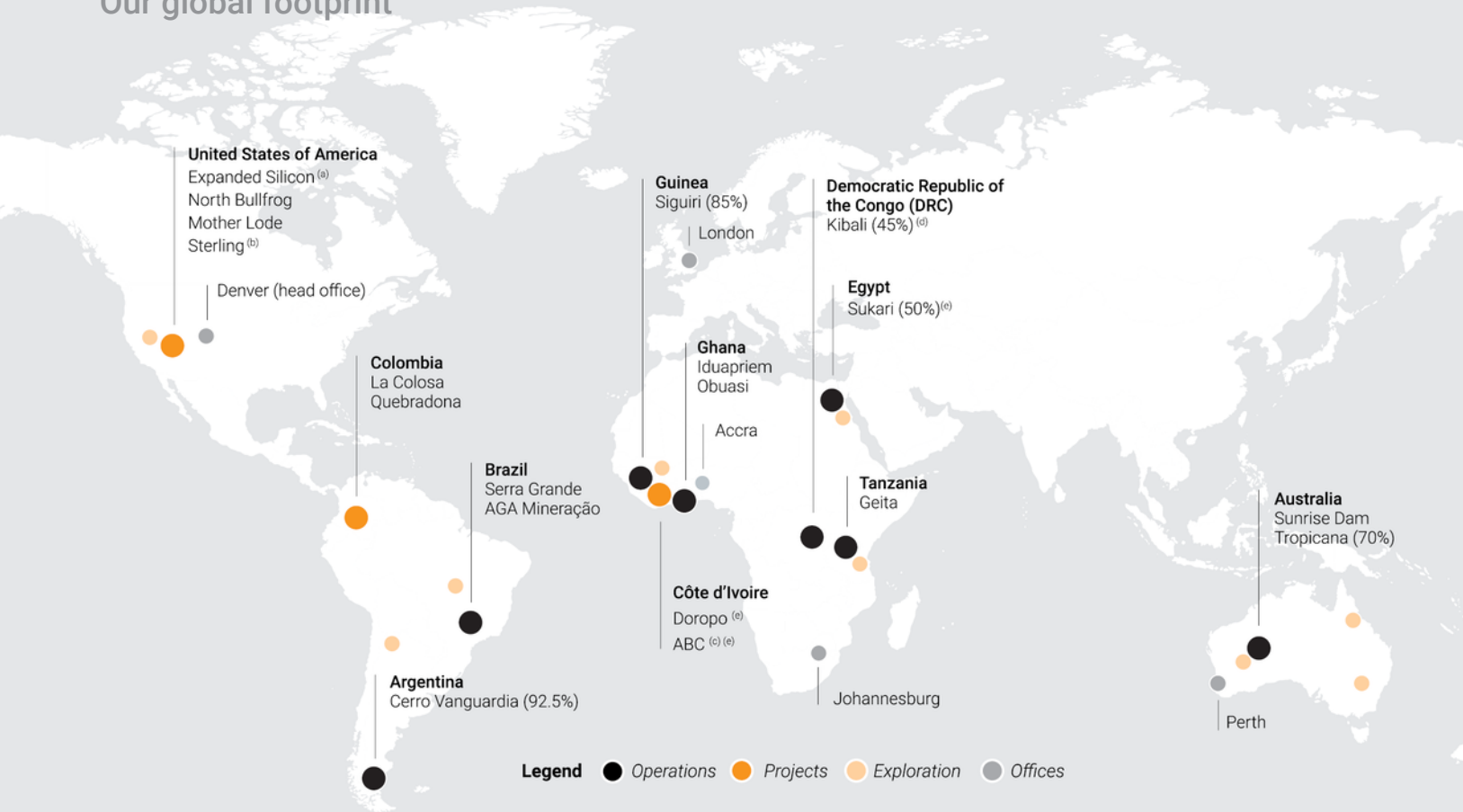


Seasoned leadership

Experienced management, new operating model, decisive action at under-performing assets

About AngloGold Ashanti *continued*

Our global footprint



Gold produced

2.66Moz

Africa	1.56
Americas	0.53
Australia	0.57

Net cash inflow^{(2) (3) (4) (5)}

\$2,215m

Africa	1,493
Americas	378
Australia	553

Mineral Reserve⁽⁵⁾

31.25Moz

Africa	22.59
Americas	6.34
Australia	2.32

People employed^{(1) (4) (5)}

39,484

Africa	27,930
Americas	8,509
Australia	1,777

Capital expenditure^{(4) (5)}

\$1,215m

Africa	814
Americas	247
Australia	153

Community investment^{(4) (5) (6)}

\$20.56m

Africa	14.68
Americas	5.13
Australia	0.74

Notes:

^(a) Includes the Silicon and Merlin deposits

^(b) Sterling includes the Crown Block

^(c) Archean-Birimian Contact (ABC) exploration programme

^(d) Operated by Barrick Gold Corporation (Barrick)

^(e) Acquired by AngloGold Ashanti through its acquisition of Centamin plc (Centamin) in November 2024 and sold in early May 2025

⁽¹⁾ Average employed, includes contractors

⁽²⁾ Includes dividends from joint ventures

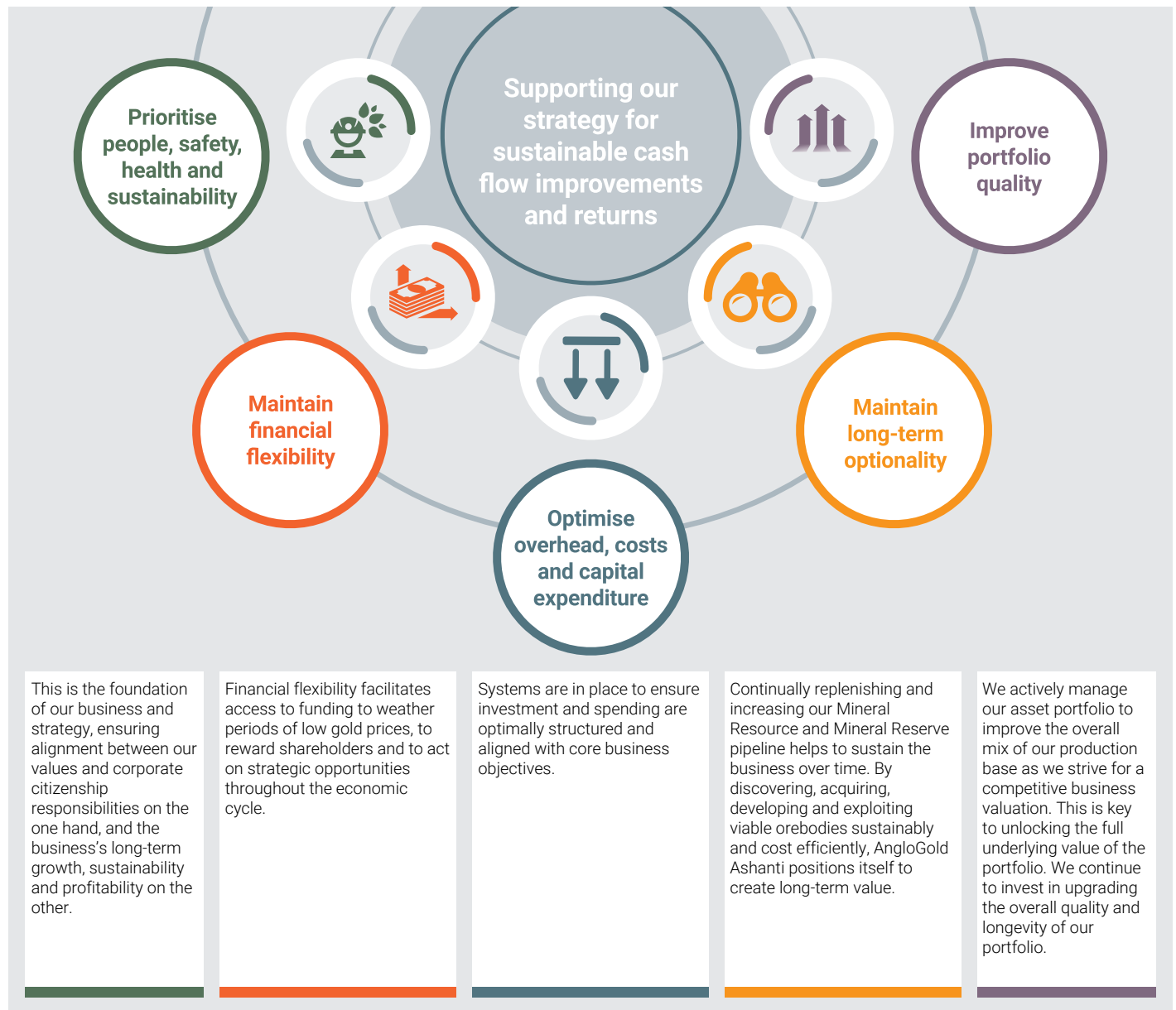
⁽³⁾ The sum of net cash inflows from operations offset by net operational cash outflows associated with projects

⁽⁴⁾ Includes corporate and non-gold producing subsidiaries

⁽⁵⁾ Includes projects

⁽⁶⁾ Excludes Centamin

About AngloGold Ashanti *continued*

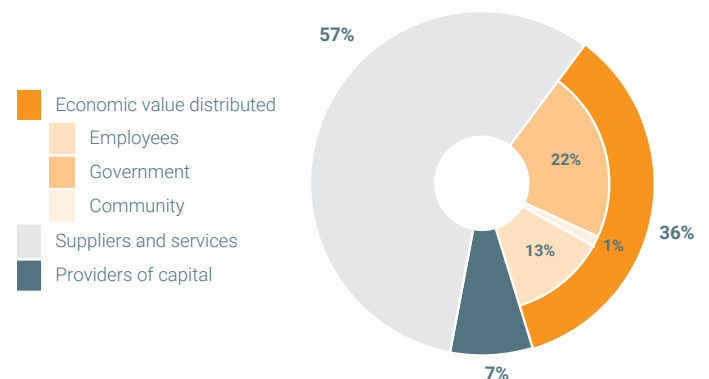


To successfully deliver on our strategy and purpose, it is essential that we:

- Understand our operating context
- Identify risks, opportunities and material sustainability issues
- Strategise, allocate and manage scarce resources sustainably

In doing so, we will be better able to create and preserve value, and minimise its erosion.

Total economic value distributed



About AngloGold Ashanti *continued*

Principal Subsidiaries and Operating Entities for the year ended 31 December 2024

AngloGold Ashanti plc is the ultimate parent of the Group. Its wholly-owned subsidiary, AngloGold Ashanti Holdings plc, a company incorporated in the Isle of Man, primarily holds all of the Group's interests in companies incorporated outside of South Africa. The following table presents each of the Group's principal operating subsidiaries and joint operations (including direct and indirect holdings), the percentage of shares of each subsidiary and joint operation owned and the country of incorporation at

31 December 2024. There are no significant restrictions on the ability of the Group's subsidiaries or joint operations to transfer funds to AngloGold Ashanti plc in the form of cash dividends or repayment of loans or advances.

Non-controlling interests

The Group has subsidiaries with non-controlling interests. Except for the newly acquired Sukari Gold Mines Company (Sukari), which is part of the Centamin group, none of the remaining non-controlling interests were material to the statement of financial position.

			Percentage held		
For the year ended 31 December	Country of incorporation	Holding	2024	2023	2022
Principal operating subsidiaries					
AngloGold Ashanti Australia Limited ⁽¹⁾	Australia	Indirect	100	100	100
AngloGold Investments Australia Pty Limited ⁽²⁾	Australia	Investment holding	100	100	100
AngloGold Ashanti (Pty) Ltd (formerly AngloGold Ashanti Limited)	South Africa	Direct	100	100	—
AngloGold Ashanti Holdings plc	Isle of Man	Direct	100	100	100
AngloGold Ashanti USA Incorporated	United States of America	Indirect	100	100	100
AngloGold Ashanti Córrego do Sítio Mineração S.A.	Brazil	Indirect	100	100	100
AngloGold Ashanti (Ghana) Limited ⁽³⁾	Ghana	Indirect	100	100	100
AngloGold Ashanti (Iduapriem) Limited	Ghana	Indirect	100	100	100
Cerro Vanguardia S.A.	Argentina	Indirect	92.5	92.5	92.5
Geita Gold Mining Limited	Tanzania	Indirect	100	100	100
Mineração Serra Grande S.A.	Brazil	Indirect	100	100	100
Société AngloGold Ashanti de Guinée S.A.	Republic of Guinea	Indirect	85	85	85
Sukari Gold Mines Company ⁽⁴⁾	Egypt	Indirect	50	—	—
Unincorporated joint operation					
Tropicana joint operation	Australia	Indirect	70	70	70

⁽¹⁾ Owner of the Sunrise Dam operation and the Tropicana joint operation in Australia.


⁽²⁾ This is an Investment holding company and not an operating subsidiary.

⁽³⁾ Operates the Obuasi mine in Ghana.

⁽⁴⁾ Acquired by AngloGold Ashanti as part of the acquisition of Centamin plc in November 2024.

Creating and sharing value

We create and share value in both tangible and intangible ways

Investors	Investors include our shareholders, providers of capital, and debt funders. Our globally diverse shareholders include global fund managers, pension funds, institutional investors as well as individuals. The long-term support of shareholders ensures the sustainability of our business.	\$172m* Dividend paid (2023: \$91m)	1.48%* Dividend yield (2023: 1.16%)	\$11.7bn* Market cap at 31 Dec 2024 (2023: \$7.8m)	25.32%* Total return to shareholders (2023: 2.64%)
Employees	Engaged, motivated employees are critical to AngloGold Ashanti's long-term success, providing the skills and expertise required for efficient operations and delivery on our strategy.	39,484* People employed (incl contractors) (2023: 33,658)	\$584m* Paid in salaries and benefits (2023: \$551m)	\$7.99m** Investment in training and development (2023: \$7.76m)	44 hours** Average hours of training per employee (2023: 19 hours)
Suppliers	Suppliers provide inputs such as raw materials, products and services, which are essential to the conduct of our business. Our many suppliers range from established multi-national corporations, local, strategic partnerships, (such as joint ventures) and smaller, more localised businesses and labour contractors.	9,099** Number of suppliers globally (2023: 10,000)	\$4.65bn** Total procurement (2023: \$4.58bn)	\$4.26bn** Local supplier spend (2023: \$4.31bn)	92%** Local supplier expenditure (2023: 94%)
Government and regulators	National, state, regional and local governments as well as various regulators and departments (mining, environmental, social, labour, taxation) are significant stakeholders. They develop and implement policy frameworks, legislation and associated regulations that have the potential to significantly affect AngloGold Ashanti or our operations.	\$796m* Taxation and royalties (2023: \$752m)	\$18m* Dividends paid to governments (2023: \$20m)	\$214m* Personal income tax paid to government on behalf of employees (2023: \$203m)	
Communities	Our communities are those located close to our operations and projects, on whose goodwill we depend, and who are directly or indirectly impacted by our mining activities. Many of our employees reside in these communities.	\$20.56m** Investment in communities (2023: \$18.84m)	93%** Community grievances resolved (2023: 92%)		
Industry partners and peers	National or local mining/industry bodies, the International Council on Mining and Metals (ICMM) and World Gold Council (WGC), among others, provide a joint platform for addressing industry-related developments, concerns, and for sharing lessons learned, including best practice.	<ul style="list-style-type: none"> • EITI • ICMM performance standards • WGC's Responsible Mining Principles • UNGC • VPSHR 			
The environment	Mining is environmentally disruptive, affecting land, air, water, biodiversity, and host communities with whom we share these resources. Our environmental management programme aims to mitigate damage caused by land disturbance, to protect biodiversity and to ensure the responsible consumption of natural resources and management of waste.	70%** Proportion of water recycled (2023: 70%)	6.3%** Renewable energy use (2023: 6.6%)		

* Includes Centamin

** Excludes Centamin

Metrics above as per the AngloGold Ashanti Sustainability Report for 2024

Supply chain

Both our supply chain and operations are complex, with global and local suppliers involved in all aspects of mine development and closure, including—but not limited to—labour, power, transport, administration, duties and fees, and technical services.

The tables below and alongside give a breakdown of the regions in which we are active, working with a range of suppliers, some of which we procure from directly (Tier 1), and others indirectly (Tier 2).

A number of our suppliers are service companies, supplying a comprehensive range of goods and services, with their own independent supply chains.

Our procurement, in the main, is managed through our Supplier Management and Optimisation division which is chiefly responsible for assessing modern slavery risk in our supply chain. Our supply chain includes all the products and services supplied to us by 9,099 suppliers around the world. The main categories of goods and services procured are contract mining, fuel and lubricants and engineering stores. Brazil has the largest number of suppliers, 29% of our total, while Australia has 16% and Ghana 19%. While AngloGold Ashanti's operation in Tanzania is the Company's largest gold producer, it has fewer suppliers, so Tanzania accounts for just 6% of the Group's total number of suppliers. This reflects that much of the procurement is carried out through large services companies.

We provide more detail on the assessment of our suppliers in the Supplier Risk Assessment section that follows, and outline there that we are continuing with the implementation of the Ariba supplier lifecycle management onboarding solution. We currently follow a comprehensive prequalification and assessment process on our suppliers, but do not directly risk assess every supplier with an overall scorecard. The Ariba cloud-based software will provide a more comprehensive risk assessment of suppliers through a centralised, recorded onboarding process. In time, the aim is to progress this software solution to one that provides an increasingly comprehensive onboarding risk assessment of suppliers, assessing risk and compliance and providing risk rating reports.

Active trade vendors (24 month cycle)		
Region & Country	Number of Suppliers	Percent of Total
Brazil	2,627	29.00%
Australia	1,418	16.00%
Iduapriem - Ghana	1,092	12.00%
Argentina	753	8.00%
South Africa	684	8.00%
Obuasi - Ghana	627	7.00%
Colombia	568	6.00%
Geita - Tanzania	546	6.00%
Siguiri - Guinea	479	5.00%
America	299	3.00%
London - UK	4	0.00%
Total	9,099	100.00%



Spent with Suppliers in 2024:

\$4,652,383,969

Spend breakdown by category (highlighted figures represent higher risk categories):

Category	%
Contract Mining	24.10%
Fuel & Lubricants	8.80%
Engineering Stores	7.40%
Business Services	6.30%
HME	6.20%
Power	5.70%
Drilling	5.60%
Contract Labour	5.40%
Consultancy / Contractors	4.10%
Explosives	3.80%
ICT	2.00%
General Stores	1.70%
MRO	1.60%
Reagents — Grinding Media	1.60%
Reagents — Process	1.50%
Services	1.30%
Reagents — Cyanide	1.20%
Rental	1.00%
Social & Environmental	0.90%
Support & Construction	0.90%
Metallurgical Services	0.90%
Travel	0.80%
Health & Safety	0.80%
Reagents — Lime	0.80%
Duties & Fees	0.70%
Engineering Services	0.70%
Tyres	0.70%
Metallurgical Stores	0.60%
Equipment Hire	0.40%
Freight & Transportation	0.40%
UG Support	0.30%
Labour	0.30%
Insurance	0.30%
Geology Services	0.20%
Legal	0.20%
Tax	0.20%
Media	0.20%
Training	0.10%
Reagents — Carbon	0.10%
Services Fixed Cost	0.10%
Water	0.05%
Administrative Services	0.01%

Approach to human rights



AngloGold Ashanti supports the vision of a world where everyone can enjoy their universal rights, and where business plays its part by respecting these rights.

Our commitment

We recognise that we have a responsibility to respect human rights and, where practically possible, to leverage our position and influence to ensure that state actors, as well as our suppliers and other partners, protect and respect human rights.

AngloGold Ashanti is committed to the UNGPs, the UN Global Compact, the Voluntary Principles on Security and Human Rights (VPSHR) and other international initiatives. Our human rights commitments are aligned with international human rights standards, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the International Labour Organization Standards.

Our governance structures and processes are human rights-compliant, and demonstrate respect for the laws of the countries in which we operate. We recognise that this responsibility to respect human rights applies to all operations and all communities.

We are committed to acting with integrity, promoting transparency and good governance, and working with governments, NGOs and communities to co-design sustainable solutions to mitigate security risks. We also work with public and private security forces in countries where we operate.

Our values are underpinned by respect for human rights and are enshrined in our Human Rights Standard.

Our approach is primarily informed by the UNGPs, the current leading standard. The UNGPs framework of Protect, Respect, Remedy places the responsibility of monitoring, upholding and managing our human rights impacts as a business, no matter where we operate.

Our Human Rights Governance Framework is supported by policies on sustainability, health, safety and security, and people, all of which are aligned with the UNGPs and all our memberships, associations and voluntary commitments.

AngloGold Ashanti does not tolerate rights abuses in any form, and it is paramount that our employees, contractors and supply chain understand what must be done to protect human rights and what steps must be taken to remedy any violations. We are committed to maintaining an accessible grievance mechanism to receive concerns and grievances from our employees, communities, suppliers, partners and associates, including through our Speak-up channels. Site-specific grievance processes exist for employees and communities to report concerns related to human rights infringements, among other matters. These mechanisms are guided by our management standards on Complaints and Grievances and Community Incident Management, both of which are aligned with the IFC guidance and the UNGPs.

The implementation of comprehensive HRDD processes helps to ensure effective management of human rights risks, and includes internal HRDD and SLO assessment tools, which supports AngloGold Ashanti's values to respect and promote fundamental human rights where we do business and to contribute to building productive, respectful and mutually beneficial partnerships in the communities in which we operate. In reviewing our Group policies and standards, HRDD guidance has been included in the Human Rights standard, which by inference includes modern slavery.

The UNGPs framework of Protect, Respect, Remedy places the responsibility of monitoring, upholding and managing our human rights impacts on us as a business, no matter where we operate.

AngloGold Ashanti is committed to maintaining an accessible grievance mechanism to receive concerns and grievances from our employees, communities, suppliers, partners and associates, including our Speak-up channels. Site-specific grievance processes exist for employees and communities to report concerns related to human rights infringements, among other matters. These mechanisms are guided by our Management Standards on Complaints and Grievances, and Community Incident Management, both of which are aligned with the International Finance Corporation guidelines and the UNGPs. The ongoing refinement of appropriate methods of redress, through a properly functioning set of grievance mechanisms, remains a priority.

Risks of modern slavery practices

in our operations and supply chains

Respect for human rights is vitally important, ensuring our employees, contractors and supply chain understand how to respect these in all cases, and to remedy violations wherever possible.

The ongoing process of embedding our human rights due diligence process at each of our sites is essential to secure our right to operate. Annual HRDD risk assessments conducted as part of our governance and assurance processes at all our sites have not identified any new potential modern slavery risk, and the identified risk factors below remain an area of focus in this regard. The risks described here also relate to Centamin's operations and supply chains.

Identified modern slavery risk factors

	Vulnerable populations:	Vulnerable populations include people whose characteristics or circumstances may mean they are more susceptible to harm. Core populations with whom AngloGold Ashanti may intersect include migrant workers and base-skill workers, through procurement of labour intensive services such as construction or mining sites or cleaning at corporate offices. In countries where gender inequality is particularly high and there is a lack of institutional safeguards, women's vulnerability to exploitation may increase.
	High-risk business models:	Risks related to modern slavery are exacerbated in countries with weak governance, through business models using contracting, sub-contracting and the use of third-party agents and business partners. These create additional layers between the Company and the workforce, limiting the visibility of labour practices. This affects AngloGold Ashanti's ability to identify and manage labour-related risks. Vulnerable populations will be at particular risk where these business models intersect with the Company's operations and supply chains – for instance via transport and freight service providers in the logistics supply chain, as well as contracted security at mine sites.
	High-risk categories:	Exploitative practices are more likely in specific procurement categories. For AngloGold Ashanti, these high-risk categories could include the procurement of personal protective equipment, clothing and electronics if manufactured in areas with a known modern slavery exposure risk. Risks associated with these categories are increased in high-risk geographies (see below) or where physical isolation makes monitoring and inspection difficult.
	High-risk geographies:	These geographies are usually characterised by weak rule of law, high levels of conflict and/or corruption and other factors such as internal population displacement, high cross-border migration and remoteness. These contexts could potentially expose people in such regions in AngloGold Ashanti's supply chain to a heightened risk of modern slavery. The Company's activities may intersect with high-risk geographies through its operations in Africa and South America, and where it procures products manufactured in geographies which have a high prevalence of modern slavery practices.
	Artisanal mining:	Another modern slavery risk applies in cases of ASM work that is carried out at some of our operations. This work is unauthorised by the Company and almost invariably in breach of the law and presents challenges relating to modern slavery, including complex social issues and law enforcement challenges, but it is common in certain communities. These are matters with which we grapple, not least from a human rights perspective, and will continue to do so.

Our commitment to human rights extends beyond our employees to how we perceive and uphold communities' rights in the areas in which we operate. Respecting the rights and customs of all stakeholders is key to respecting human rights in and around our operations. We engage with a broad cross section of community members and leadership, including traditional leaders, local and national governments, women's groups, youth and people with disabilities, civil society, and indigenous communities, vulnerable groups and human rights defenders in and around our operational areas. Our aim is to secure and strengthen our SLO and this cannot be achieved without clearly demonstrating respect for basic human rights. Our supply chain is often from the local communities within which we operate, and assessment of modern slavery related risk is prioritised in this regard, especially in high risk countries or categories.

A summary of the most significant potential modern slavery related risks and outcomes emanating from the annual HRDD assessments (excluding newly acquired Centamin) include:

- **ASM:** Potential human rights impacts (safety, health and child labour risk) associated with ASM / illegal mining at Geita, Obuasi and Siguiri require focused attention. This work is unauthorised

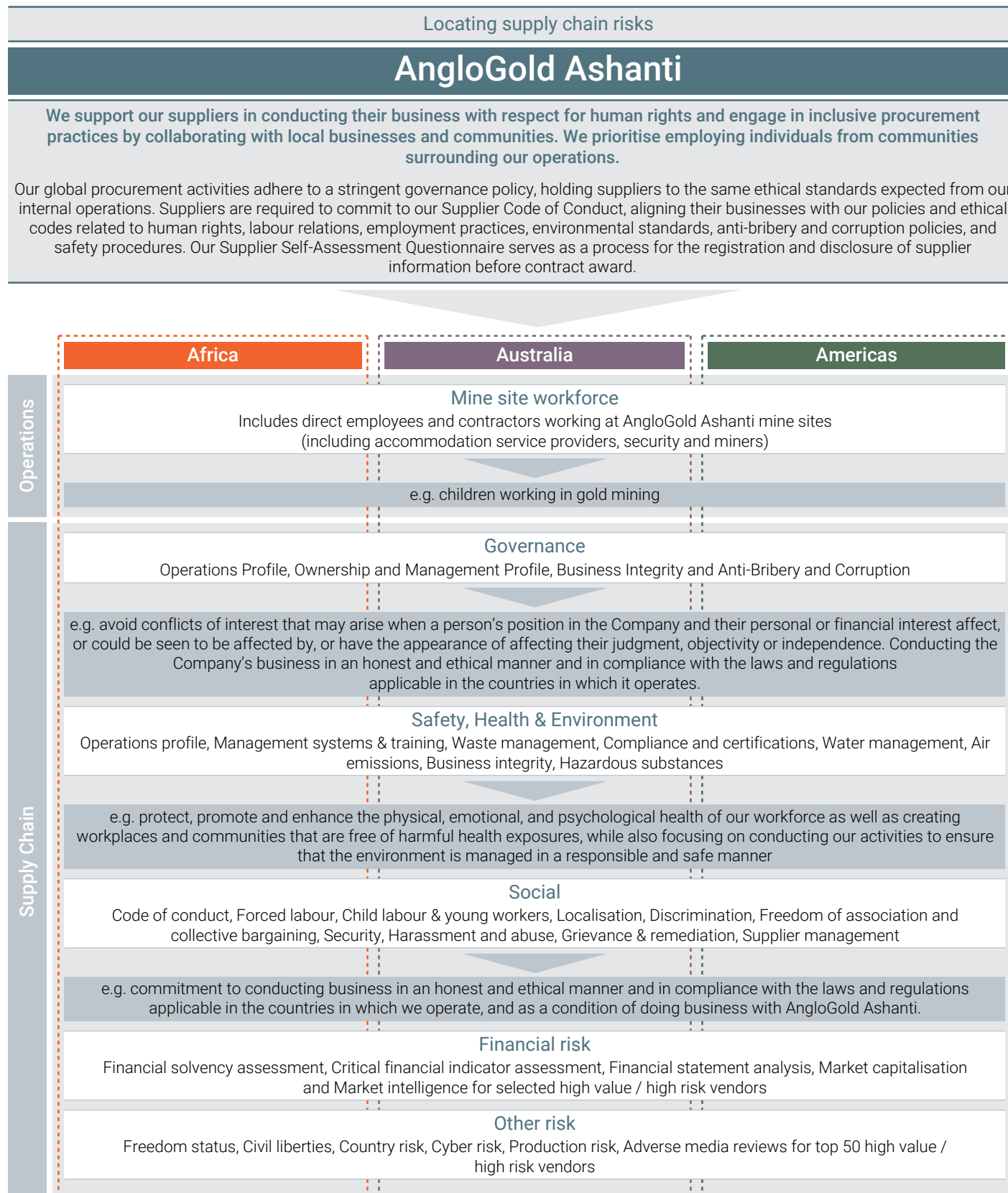
by the Company and almost invariably in breach of the law and presents challenges relating to modern slavery, including complex social issues and law enforcement challenges, but it is common in certain communities. These are matters with which we grapple, not least from a human rights perspective, and will continue to do so.

- **Child rights and labour (modern slavery):** Focused attention relating to potential human rights impacts associated with children is required at Obuasi, Siguiri and Geita, specifically the health and safety hazards children are exposed to as a result of ASM activities. Resettlement risks to the wellbeing of children must be priority considerations in any resettlement/relocation process.
- **Employment practices (modern slavery):** Despite employment practices being prioritised from a safety, health and wellbeing perspective, reports of unfairness and discrimination (mainly recruitment opportunities) do occur through the Speak-up process and grievance mechanisms, which are recorded, investigated and addressed appropriately.

We may be subject to ASM and child rights and labour risks, because such risks occur on our properties.

Supplier risk assessment

The following graphic depicts our methodology for assessing supplier risks across the value chain.



Actions taken

to assess and address risks

Supplier Checks and Balances

At AngloGold Ashanti, we are committed to responsible sourcing, looking beyond the traditional aspects of cost and quality, and investigating the labour, ethics and environmental practices of our direct and indirect suppliers.

We recognise the severity of potential human rights infringements in our supply chain and endeavour to support suppliers so that they also conduct their business in a manner that respects human rights. We also support inclusive procurement practices, working with local businesses and communities, and prioritising the employment of people from communities surrounding our operations.

We maintain a strict governance policy across our global procurement activities. Suppliers are expected to adhere to the same level of ethical commitment AngloGold Ashanti practises in its own business.

In order to ensure that we do not work with anyone or any supplier that is connected to potential or actual modern slavery impacts, we have a number of checks and balances in place.

One such key measure is the Supplier Self-Assessment Questionnaire. AngloGold Ashanti requires new suppliers to complete this as part of a self-assessment.

The completed questionnaires are checked by our Compliance Department to identify and highlight any risks associated with the supplier. High-risk suppliers are identified through considering the category in which they operate, the value, volume of goods and services and any known risks associated with the supplier.

The supplier has to be signed off by Compliance before approval is granted for it to be added to the AngloGold Ashanti vendor list.

Suppliers are monitored throughout their term of engagement to assess the level of work performance, the quality of product provided and to address any risks and shortcomings identified. Depending on the nature, materiality and criticality of the supplier, engagement is either informal or formal. Supplier engagement is conducted by means of various channels including supplier events, the Mining Indaba, the Mine Expo, host community procurement forums, regional regulatory forums, supplier capability development initiatives and our responsible sourcing programme. Promotion of local and in-country procurement is a priority.

Supplier engagements are not limited to dealings with the suppliers only. In many jurisdictions, continuous stakeholder engagements, including regulatory bodies, are necessitated as part of the procurement process to agree in a collaborative manner which suppliers will be awarded with work. In some instances where it may be necessary, it also includes the addressing of localisation considerations by introducing joint venture arrangements or the apportionment of work to meet regulatory requirements.

A new Trade Controls Standard was introduced to enhance our compliance framework and ensure we meet regulatory requirements effectively in relation to sanctions, export controls and anti-boycott laws. The Standard sets out our commitment to adherence to the trade controls applicable in the countries in which we operate, the countries to or from which we transfer or receive goods, materials, technology, and software, or services (whether to/from customers or other business partners), or where our goods, materials, technology, and software items were designed or developed. The standard is applied where required.

The Supplier Self-Assessment Questionnaire was amended during 2024 to request additional information to enable us to highlight:

1. Export control and sanctions risks, including:
 - a. Identifying organisations or any of its ultimate beneficial owners or any person who directly or indirectly controls the organisation which have been identified on a country, regional, local or provincial government restricted party list.
 - b. Recognising organisations or any of their ultimate beneficial owners or any person who directly or indirectly controls the organisation located, organised, or ordinarily resident in a jurisdiction subject to comprehensive sanctions.
 - c. Detecting organisations or any of their ultimate beneficial owners or any person who directly or indirectly controls the organisation, which is owned or controlled by, or acting on behalf of, a sanctioned government.
 - d. Ascertaining whether any of our indirect suppliers meet any of the conditions in (a)-(c) above, either because of the supplier itself or its ultimate beneficial owners or any person who directly or indirectly controls the indirect supplier.
 - e. Identifying if any product, raw material or service the supplier will provide to us was sourced, directly or indirectly, from any sanctioned countries or from any restricted party or otherwise the subject of trade or other sanctions / export controls.
 - f. Recognising organisations that use a bank account at any financial institution that meets any of the conditions in (a)-(c) above.
 - g. Pinpointing organisations that use any carrier / shipping company or vessel that meets any of the conditions in (a)-(c) above.
2. Woman ownership and empowerment ratios.

This information enables us more effectively to identify required remedial action.

We also introduced formal processes to track and report on:

1. Supplier technical visits, to distinguish between:
 - a. Expression of Interest Due Diligence visits
 - b. Performance review meetings
 - c. Regulatory requirements
 - d. Site Visits
 - e. Skills Assessments
 - f. Technical visits
2. Supplier and Enterprise Development initiatives

We published our framework and guidelines on local business development during 2024 to formalise the process whereby we are contributing to local business development through local procurement, creating both economic and social value.

In addition to compulsory questionnaire reviews, suppliers undergo follow-up assessments from time to time. High-risk suppliers become part of our risk monitoring process and this process is carried out by our independent Market Intelligence Contractor, the Information Management and Compliance Departments. They assess any possible risk including adverse media and sanction alerts, production issues, cyber security concerns, country risk, civil liberty

Actions taken

to assess and address risks



Sukari, Egypt

and freedom status risks. Financial risk assessments are also performed for selected strategic vendors.

In cases where we identify or suspect a risk, suppliers are approached with the details of the risks and requested to develop a corrective action plan.

This approach provides a fair opportunity to manage the risk and reduce or avoid unintended consequences. If a supplier refuses the remediation, or is unable to demonstrate progress towards resolution, the matter is then escalated and may result in a review of the supply relationship.

Supplier Risk Assessment

In addition to the Supplier Self-Assessment Questionnaire completed during the onboarding of new suppliers and follow-up assessments of existing suppliers from time to time, the top 50 risk suppliers are identified and updated for the performance of a desk top analysis. Details of this analysis are contained in the AngloGold Ashanti Sustainability Report for 2024.

The need to manage supplier onboarding globally from one central database was identified and we are in the process of implementing the Ariba supplier lifecycle management onboarding solution globally.

At this stage the supplier onboarding is performed in-house for the majority of our operations. As part of the onboarding process suppliers are ranked in five key areas: Environmental, Social, Governance (ESG), Financial performance, and Health & Safety performance.

By highlighting the strengths and weaknesses of each, the score enables procurement, compliance, health, safety and environment (HSE) and sustainability professionals to take the right decisions and drive the course of actions.

All of these scores are then compared with the average of their peers (companies of similar size and industry), giving meaningful interpretation to the score. Based on these risk assessments, the chosen partner would then conduct desk top audits on high-risk suppliers and further do ethical site surveys for those that have been highlighted where an on-site audit would be required.

Our Responsible Sourcing Portal and Global Supplier Self-Assessment Questionnaire continues to be employed.

Our approach with suppliers involves processes to help ensure responsible ESG practices are carried out by those we associate and/or do business with. Suppliers are assessed on their governance conduct in addition to their socio-economic behaviour.

Our Supplier Code of Conduct is shared with all our current and prospective vendors and is required to be signed and accepted. This encourages all of our suppliers, including contractors, to align their businesses with our internal policies and codes of ethical behaviour, particularly on human rights practices, labour relations and employment practices, the environment, our antibribery and corruption policies and safety procedures, policies and standards.

As a condition of working with AngloGold Ashanti, suppliers are expected to be aware of and comply with all applicable laws, regulations and standards that are applicable to the business and activities of AGA and the supplier. Our responsible sourcing programme enables us to identify risks relating to human rights violations to help our suppliers make ethical decisions when purchasing goods and services.

Sustainability governance

We take pride in our role as a responsible corporate citizen dedicated to transparency and active stakeholder engagement and have mechanisms in place to address grievances and concerns effectively.

Specific grievance processes are tailored for each site, enabling employees and communities to report issues related to legal non-compliance, fraud, bribery and corruption, human rights infringements (including issues relating to modern slavery), safety, and environmental matters.

The Speak-up Standard is supported by a formal Speak-up programme that promotes organisational accountability and individual responsibility.

Operated independently by a third party, the Speak-up programme enables the reporting of misconduct, whether illegal or unethical, fostering an environment conducive to impartial and objective investigations. In 2024 we introduced a new online case management system to enhance the effectiveness of our Speak-up programme. The outcomes of these investigations are communicated to the Audit and Risk Committee and Social, Ethics and Sustainability Committee semi-annually, and to the Serious Concerns Committee on a quarterly basis.

Microsoft Power BI Risk dashboards were developed to give insights into the size of AngloGold Ashanti spend per focus area of risk, associated with modern slavery. This dashboard has the ability to drill down into a specific country and to compare the spend in that country to the associated categories of risk, such as, enslavement, vulnerability, freedom status and government responses. This helps identify focus areas to inform the ongoing monitoring and maintenance of vendors.

Actions taken

to assess and address risks

Global slavery data obtained from:



Vendor Risk Dashboard for AngloGold Ashanti 2024

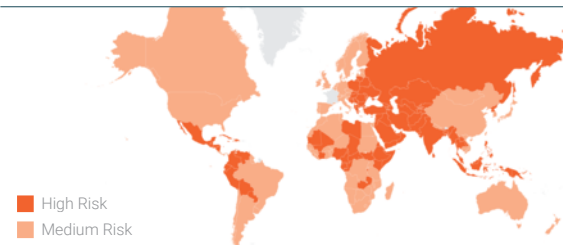
Government response (%) by country



Vulnerability score (%) by country



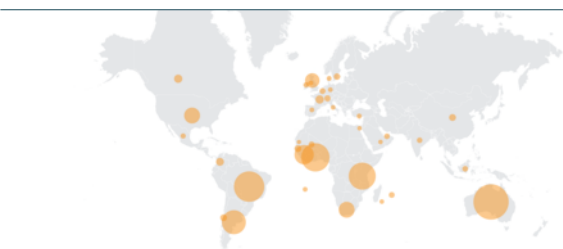
% of population enslaved by country



Geopolitical score (%) and freedom status by country



Spend by invoice originating country



Strengthening our relationships

Ongoing work at the operational level was evident in our 2024 HRDD assessments, as potential modern slavery risks were recorded in the assessments at a number of sites. This prompted robust discussions with suppliers and other external stakeholders to address the potential risk.

Vendor Risk Dashboard source methodology and approach

Walk Free is an international human rights group focused on the eradication of modern slavery, in all its forms. www.walkfree.org

The Global Slavery Index was designed to shed light on the extent of modern slavery and level of vulnerability to modern slavery for 160 countries, as well as the actions taken by 176 governments to address these crimes and human rights violations.

The methodology that enables these assessments is conducted in three parts:

- **Part A** – Estimating prevalence. Estimates, were comprised of two sub-estimates: an estimate of forced labour and an estimate of forced marriage. The sub-estimate of forced labour was then further broken down into three categories: forced labour in the private economy, forced commercial sexual exploitation, and state-imposed forced labour.
- **Part B** – Measuring vulnerability. The vulnerability model is guided by human security and crime prevention theories. The human security theory was developed by the UN Development Programme to capture seven major areas of insecurity: economic, political, food, community, personal, health, and environment.
- **Part C** – Assessing government action. The assessment of government responses is underpinned by situational crime prevention theory. This is based on the understanding that for the crime of modern slavery to occur, there needs to be a vulnerable victim, a motivated offender, and the absence of a capable guardian. It also recognises that crime does not happen in a vacuum and that broad contextual factors like state instability, discrimination, and disregard of human rights are critical to any government response.

Freedom House works to defend human rights and promote democratic change, with a focus on political rights and civil liberties. It acts as a catalyst for freedom through a combination of analysis, advocacy, and action. <https://freedomhouse.org>

Freedom in the World is an annual global report on political rights and civil liberties, composed of numerical ratings and descriptive texts for each country and a select group of territories. The report's methodology is derived in large measure from the Universal Declaration of Human Rights, adopted by the UN General Assembly in 1948. Freedom in the World is based on the premise that these standards apply to all countries and territories, irrespective of geographical location, ethnic or religious composition, or level of economic development. Freedom in the World operates from the assumption that freedom for all people is best achieved in liberal democratic societies.






Actions taken

to assess and address risks

AngloGold Ashanti Geographical Spend Data

For comparison purposes the AngloGold Ashanti payment data was consolidated per geographical area and represented on the world map based on the vendor's country of registration. This gives good insight to the size of spend per the focus areas of risk for AngloGold Ashanti.

Next Steps

				
Ongoing development and refinement of risk ratings based on SAQ data	Monitor and track high risk supplier environment in terms of government response, vulnerability, modern slavery, country freedom status, civil liberties and political rights	Ongoing monitoring and maintenance of assessed vendors in terms of the above risk factors to determine hot spots and focus areas	Ongoing monitoring of the Global SLP management tool which was implemented in 2025	Analysing the suppliers which came across from the Centamin acquisition to identify duplications and synergies



The current focus is to ensure the **Top 50 Strategic Vendors** for AngloGold Ashanti are assessed, according to the indicators listed below. Despite there being specific modern slavery indicators as highlighted, many of the other vendor risk data could inform potential modern slavery risk and is assessed accordingly:

Strategic Indicator

						
Production Risk	Financial Risk	Adverse Media Findings	Cyber Risk	Country Freedom Status	Civil Liberties	Political Rights

Actions taken

to assess and address risks

Inclusive employment and procurement

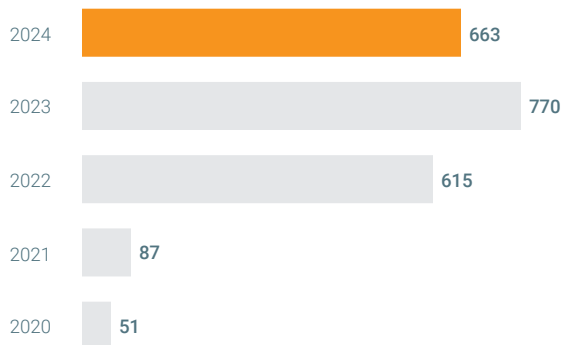
Valuable employment and procurement opportunities are offered to host communities in the vicinity of our sites. We actively collaborate with local businesses and communities, and support inclusive procurement practices, prioritising the employment of people from the communities surrounding our operations.

In 2024, AngloGold Ashanti's commitment to sourcing goods and services locally resulted in a total expenditure of ~\$4.26bn**, encompassing both operational and capital expenditure (2023: \$4.3bn). This accounted for 92% of the total procurement spend for the year.

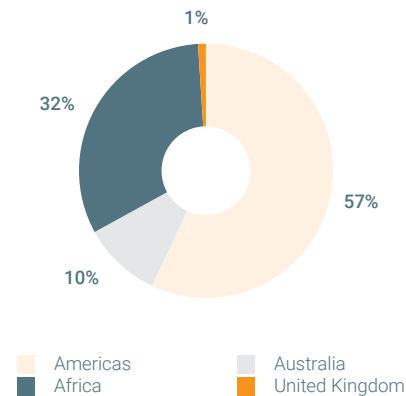
** Excludes Centamin

We follow local employment procedures and programmes and seek to ensure we meet the regulatory requirements in our employment practices across the Group. One of our main value-sharing initiatives, which has improved both the quality of life of our host communities and our social licence to operate, is sourcing talent from nearby areas. Our hiring efforts are only one aspect of our employment localisation initiatives; we have also made a deliberate effort to use our contractors to uphold our commitment to using locally available skills. Our efforts in Ghana, Tanzania, and Guinea have shown a greater beneficial impact, with a greater number of local youths consistently securing temporary jobs.

Vendor evaluations undertaken



New vendors evaluated (%)



Responsible sourcing, value chain strengthening and local procurement

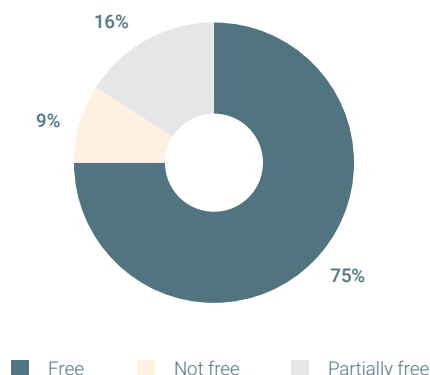
We commit to responsible sourcing – going beyond the conventional considerations of cost and quality, and investigating the labour, ethics, and environmental practices of our direct and indirect suppliers.

We evaluate our top 50 strategic suppliers according to production, cyber and country risks, as well as adverse media.

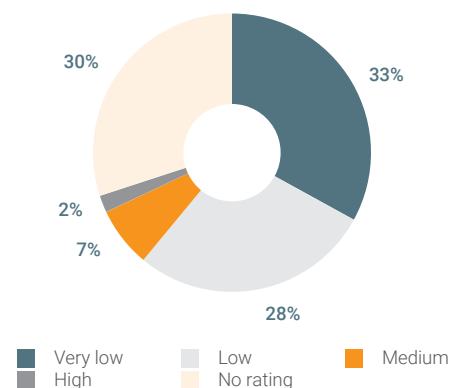
Results for 2024 indicated that around 75% of suppliers are located in countries/regions that are considered free, where the civil liberties of its citizens are protected, while 16% are considered partially free (citizens have some political rights and civil liberties) and 9% not free, where citizens have no political rights or civil liberties.

Also, 61% of suppliers presented low to very low cyber risks, with 7% and 2% presenting medium and high cyber risks respectively; 30% of suppliers do not have a cyber risk rating.

Top 50 vendors – freedom status summary



Top 50 vendors – cyber risk summary



Actions taken

to assess and address risks

Development of Vendor Risk Data Power BI Report	
Ongoing refinement of Vendor Risk Data and SAQ review and process	Ranking / Status
SAQ Compliance	Yes / The current "SAQ Process" not complete
Governance – Operations Profile	Compliant
Governance – Business Integrity	Compliant
Governance – Ownership & Management Profile	Compliant
Governance – Anti-Bribery & Corruption	Compliant
Governance – Conflict on Interest	Compliant
Governance – Export Controls & Sanctions	Developed in 2024 to implement 2025
Safety, Health & Environment – Operations Profile	Compliant
Safety, Health & Environment – Management Systems & Training	Compliant
Safety, Health & Environment – Waste Management	Compliant
Safety, Health & Environment – Compliance & Certification	Compliant
Safety, Health & Environment – Water Management	Compliant
Safety, Health & Environment – Air Emissions	Compliant
Safety, Health & Environment – Business Integrity	Compliant
Safety, Health & Environment – Hazardous Substances	Compliant
Social – Code of Conduct	Compliant
Social – Forced Labour	Compliant
Social – Child Labour & Young Workers	Compliant
Social – Localisation	Compliant
Social – Discrimination	Compliant
Social – Woman Empowerment	Compliant
Social – Freedom of Association & Collective Bargaining	Compliant
Social – Security	Compliant
Social – Harassment & Abuse	Compliant
Social – Grievance & Remediation	Compliant
Social – Supplier Management	Compliant
Social – International Labour Organisation Convention (ILO)	Compliant
General Modern Slavery – Child Labour	Compliant
General Modern Slavery – Forced Labour, Bonded Labour & Human Trafficking	Compliant
General Modern Slavery – Employment Conditions	Compliant
Next Review Date	Date next review is due (24 month cycle)
The current focus is to ensure the Top 50 Strategic Vendors for AGA are assessed in relation to risks of modern slavery practices, according to the indicators listed below	67% Completed
Deployment of the standardised AGA SAQ process in Latin America	Completed
Training of Latin American Team in terms of Standardised AGA SAQ process	Completed
Refresher training of Latin America Team in terms of Standardised AGA SAQ process	Completed
Latin America Teams implemented the Standardised AGA SAQ process	376 Vendors Assessed
Classification criteria:	
Strategic Indicator	Yes / No
Production Risk	High / Moderate / Low
Financial Risk	High / Moderate / Low
Adverse Media Findings	Reported / None
Cyber Risk	A, B, C, D, E, F Rating Scale
Freedom Status	Free, Partly Free, Not Free
Civil Liberties	Free, Partly Free, Not Free
Political Rights	Free, Partly Free, Not Free

How we assess the effectiveness of our actions

The table below describes the key actions identified when we started the process of reporting obligations with the Australian MSA, which focuses on the embedding of modern slavery risk management processes into our business practices, and provides an update year on year, as we seek to continuously improve our processes and systems.

Our goals	Description
We plan to conduct an assessment of the maturity of our systems and controls against international good practice frameworks and standards	<p>The implementation of Ariba includes the effective implementation of the Human Rights Framework, inclusive of managing modern slavery risk. Risk-based supplier management tools form part of this process. The rollout of Ariba Supplier Life Cycle (SLP) process was successfully concluded during early 2025. The evaluation against international good practices will form part of a 3rd party review of our HRDD / SLO processes in 2025, by default including Modern Slavery.</p> <p>Towards the end of 2024 we concluded an amendment to one of our service providers' contract which will enable the initial financial and adverse media risk assessments of 7,500 suppliers, followed by the continuous monitoring of the top 500 high-risk suppliers. The service offering also includes the ability to identify where corrective action is required and the tracking and reporting of progress made when corrective action plans have been agreed to and when it was implemented. The monitoring will include the assessment of modern slavery risks. Results from this change in the service offering will flow through during 2025.</p>
Achievement rating	Achieved
We will develop a modern slavery risk assessment and management framework	<p>We continued to evaluate our supplier base with the Walk Free Global Slavery Index to identify high risk suppliers. The results from the Walk Free Global Slavery Index (as mapped on page 18 of this report) and our plan to define supplier risk categorisation levels, will enable us to identify high risk suppliers on which deep dives can be done with available resources.</p> <p>We have and will continue to pursue ongoing work to embed our responsible sourcing programmes to align suppliers with our business ethics and values.</p>
Achievement rating	Progress still to be made
Develop guidance material	<p>Following the review and embedding of the new HuRi Policies and Standard in 2023, and as part of the ongoing combined assurance HRDD assessment process, we have focused on modern slavery risks in 2024.</p> <p>Issues related to potential modern slavery (child labour and local procurement) risk featured prominently in the results of the HRDD assessments for a number of our operations; required risk mitigating actions were agreed upon with management for implementation. Progress on and effectiveness of mitigation actions will be evaluated as part of the annual combined assurance assessments at all operations.</p> <p>We also participated actively in the development of new guidance material by the ICMM, which includes Modern Slavery, to be used for guiding ICMM members in mitigating potential modern slavery risk.</p>
Achievement rating	Progress still to be made
Develop tailored training	<p>The Human Rights (HuRi) online training, which was rolled out at the end of 2023, and includes a new section on Modern Slavery, was completed by 94% of staff with online access, enhancing our ongoing efforts to educate our workforce and stakeholders on human rights, including modern slavery. Feedback through Corporate engagement with operations has been generally positive. That feedback was obtained by Corporate through numerous Sustainability functional engagement forums, and discussions during the combined assurance assessments.</p> <p>We used the feedback to assess the effectiveness of our HuRi training. It revealed the need to develop a more modern, tailored and fit-for-purpose online training, which was initiated in 2024 for rollout in 2025, in conjunction with the Human Resources and Digital Technology functions. The feedback received suggested that effective online training should include animation with learning objectives, short quizzes and knowledge checks to ensure key concepts are understood.</p>
Achievement rating	Progress still to be made

Centamin update



In November 2024, AngloGold Ashanti acquired Centamin plc in a US\$2.2bn transaction. Centamin was the operating partner of Sukari gold mine in Egypt, and held several exploration leases in that country as well as projects in Côte d'Ivoire*. Further detail can be found in our Annual and Sustainability reports.

This Statement sets out Centamin's response to the mandatory criteria under the Modern Slavery Act in relation to risks of modern slavery practices in its operations and supply chains. Centamin recognised its legal duty to drive out poor labour practices where they may exist, and moral duty to influence and incentivise continuous improvements in supply chains.

The Centamin narrative, data, and information included in this report have been internally verified by Centamin for quality but have not been externally verified. A key focus for 2025 will be for AngloGold Ashanti to ensure that Centamin information is integrated into AngloGold Ashanti's 2025 Modern Slavery Report.



Highlights

Key actions undertaken by Centamin in 2024 prior to its acquisition to assess and address modern slavery risks are summarised in the table below

All management personnel completed training modules covering Code of Conduct and Human Rights.

No human rights impacts nor incidents were recorded from our business activities through our grievance mechanisms or independent whistleblower hotline.

100% of Sukari's tier 1 suppliers assessed through an internal due diligence process that addressed modern slavery risk.

Third-party due diligence of all suppliers identified as 'high-risk' plus newly onboarded suppliers with services valued at over US\$20k, totalling 470 suppliers.

All active suppliers had acknowledged their commitment to Centamin's Supplier Code of Conduct under standard terms and conditions of contract.

Salient human rights risks applicable to our assets guided by the UN Guiding Principles on Business and Human Rights reporting framework remained unchanged from Centamin's 2023 statement. That statement refers to the company's 2023 Sustainability Report which highlights and details eight salient human rights risks and measures taken to mitigate them.

Independent consultant engaged to deliver a multi-level VPSHR train the trainer programme to our senior management and security leadership group.

Purpose and Human Resources

Centamin's purpose had been to create opportunity for people through responsible mining. Centamin's Code of Conduct and People Policy affirmed the company's commitment to uphold high moral and ethical principles and specified the basic norms of behaviour for employees and others conducting business on Centamin's behalf. This was supplemented by the following policies that outlined the company's commitment to basic human rights and freedoms: Human Rights; Diversity; Anti-corruption and Bribery; and Whistleblower.

As of 31 December 2024, Centamin had 2,426 employees of which 2,319 persons (equivalent to 96%) work in Egypt, 3% in Côte d'Ivoire, and the remaining in corporate office (Jersey, UK and Australia). The majority of employees were full-time and permanent.

An additional 2,363 contractors were engaged by Centamin to perform exploration and mining services of which 87% work in Egypt.

Centamin's Code of Conduct sought to ensure that employees and contractors working for Centamin conducted themselves in accordance with all applicable laws, rules and regulations and to the highest ethical standards.

Centamin recognised and respected employees' rights to freedom of association. While we did not place any restrictions or prescriptions on union representation, there was no such representation within the workforce and no collective bargaining agreements. Centamin encouraged employees to raise questions and concerns with their supervisor in efforts to maintain a workplace free from corruption, discrimination, harassment and retaliation. The site-based grievance mechanism and independent whistleblower hotline allowed workers anonymously to file a complaint. Any form of retaliation in relation to reports received through the grievance process or whistleblower hotline were prohibited.

Centamin supply chain

Centamin procured a diverse range of goods and services from suppliers worldwide, including many local suppliers based within the countries of the assets. The majority of suppliers were engaged under standard terms and conditions of contract which included commitment to Centamin's Code of Conduct.

Approximately 97% of Group-level cash operating costs were at Sukari, where the main types of procurement by value are fuel and oils, contractor services, general consumables, and reagents. Of the approximately 962 active suppliers in 2024, by number 56% and by value (74%) are located in Egypt, followed by Europe 13%.

The principal goods and services sourced internationally include: reagents (cyanide, flotation reagents); other consumables (forged grinding media and accessories); Original Equipment Manufacturer ("OEM") plant and spares (power generation, other fixed and mobile equipment); communications hardware and software.

Centamin update *continued*

Identifying our Modern Slavery risks

To identify risk of involvement in modern slavery, Centamin was guided by the UN Guiding Principles on Business and Human Rights* and which include:

	Cause: any actions or omissions that directly result in modern slavery.
	Contribute: any operations or supply chain activities that may have incentivised or facilitated modern slavery.
	Directly linked to modern slavery: any relationship with another entity involved in modern slavery practices.

Supplier Code of Conduct

Centamin's Supplier Code of Conduct allowed Centamin to undertake due diligence and/or risk assessment of suppliers to verify compliance, and to suspend transacting business or terminating business relationships with a supplier if a reasonable risk of non-compliance with the terms of contract was identified.

All active suppliers at Sukari and all suppliers with whom they had contracts in Côte d'Ivoire had acknowledged their commitment to the

Supplier Code of Conduct as a condition of doing business. Centamin recognised that operating in environments with a multitude of different legal, cultural and business practices and requirements can be challenging.

Under the Supplier Code of Conduct, the company offered to support our suppliers in meeting the standards expected of them.

Supply Chain ESG Due Diligence

All new suppliers were routinely subject to commercial and regulatory risk screening, prior to any contract being signed, and periodically every two years thereafter.

New suppliers were required to complete a pre-qualification questionnaire that aims to identify such risks, including any potential conflict of interest and anti-bribery and corruption checks.

All new suppliers at Sukari were also subject to Centamin's ESG risk screening process, which included assessing for modern slavery risk. Under this process, suppliers were classified as low, moderate or high risk.

A focus in 2025 will be the integration and alignment of Centamin and AngloGold Ashanti's systems and processes.

* Please note that AngloGold Ashanti sold its interests in the two projects in Côte d'Ivoire in early May 2025.



Sukari, Egypt

