



STRENGTH
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COMMITMENT



Modern Slavery
Statement **2022**

Our 2022 suite of reports

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Stakeholder feedback
 We welcome feedback on our reporting. Should you have any comments or suggestions on how we could improve the quality of our reports, contact our investor relations team at: investor.relations@anglogoldashanti.com

This is AngloGold Ashanti's third 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.



OUR VALUES

- Safety**
We put safety first, before anything else
- Respect**
We treat each other with human dignity and respect
- Integrity**
We are honest and true to what we commit to
- Sustainability**
We make a positive contribution towards an enduring world
- Excellence**
We focus on continuous improvement towards a high performing culture
- Collaboration**
We work together to build a great company

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 International Labour Organisation, which describes modern slavery as the very antithesis of social justice and sustainable development, says in its Global Estimates of Modern Slavery and Forced Marriage report, released in September 2022, that there are 50 million people in situations of modern slavery on any given day. This means they are either forced to work against their will or in a marriage that they were forced into. This translates to nearly one out of every 150 people in the world.

Sadly, this represents a deterioration in the situation. Previous estimates in 2017 showed that more than 40 million people experienced some form of modern slavery.

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 (the Act). This established a modern slavery reporting requirement for larger companies operating in Australia. This report is AngloGold Ashanti's third in compliance with the Act. The Company has complied with these requirements since 2020.

This joint statement 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 Ashanti Group of companies and on behalf of the following AngloGold Ashanti Group reporting entities for the period 1 January – 31 December 2022: AngloGold Ashanti Limited, AngloGold Investments Australia Pty Limited (ABN 48090112459), and AngloGold Ashanti Australia Limited (ABN 42008737424).

Each of these 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 their actions to address modern slavery risks. The terms "the Company", "AngloGold Ashanti", "AngloGold Group", "our", and "we" are used throughout this report refer to AngloGold Ashanti Group 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 Business Principles and Ethics, policies, standards, procedures and tools) is developed centrally by the AngloGold board, the Social, Ethics and Sustainability Committee, and management. It applies across the AngloGold Ashanti Group, including at our operated joint ventures. 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.

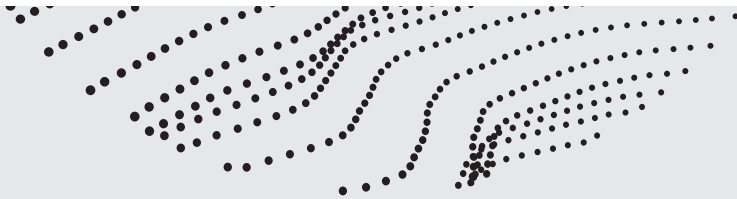
This statement has been prepared with input from, and in consultation with, the Social, Ethics and Sustainability Committee and management representatives responsible for overseeing this work, including senior management representatives from each reporting entity.

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 Modern Slavery Act 2018's reporting requirements, information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates.



Leadership commitment

“Our participation in industry initiatives enables us to inform and influence global standards and practices, as well as gain insight into emerging expectations, issues and risks.”



AngloGold Ashanti is committed to respecting human rights, including the rights of people in our workforce, in our communities and in our supply chain.

Assessing the risk of modern slavery is fundamental to ensuring responsible sourcing and to protecting human rights in our supply chain and across the business more generally. In this, our third Modern Slavery statement, we report on our efforts to identify, prevent, mitigate and account for the risks of modern slavery in our operations and our supply chain.

We recognise the importance of using our position as a global company to work collaboratively with our stakeholders to mitigate the risks of modern slavery and identify opportunities to improve. Our company’s core values, particularly the values of respect, integrity and collaboration, are at the forefront of our approach to this complex challenge.

Equally important are the tangible steps we have taken to uphold human rights and ensure the integrity of our supply chain.

In 2022 we introduced a new Supplier Code of Conduct to underpin our commitment to ensure compliance with legislation. This year we updated our Responsible Sourcing Portal and our Global Self-Assessment Questionnaire. We also carried out a comprehensive review of our top 50 global suppliers to ensure that they uphold our expectations and standards in relation to human rights. A focus of that work is making sure that none of our suppliers are connected to modern day slavery practices including child labour.

We are also building awareness of modern slavery through education. We have issued a Human Rights Employee Guide alongside our 2022 Human Rights Report to help our employees and contractors understand the important role they can play in upholding human rights principles.

Our recently updated Code of Business Principles and Ethics is another key building block to ensure those in the organisation are committed to uphold the highest standards. The Code sets out our expectations of the conduct of our directors, employees, contractors and consultants, and affirms our commitment to the highest standards of integrity and ethics in the conduct of our business.

Having fit-for-purpose policy architecture, with the associated suite of standards, is essential for any modern mining company. In the year under review, we launched seven new policies, including the Business Integrity, People, Sustainability and Supplier Code of Conduct. These are particularly relevant in the context of our efforts to eliminate modern slavery. Our human rights due diligence process, conducted at each of our sites in line with our due diligence standard, is also aligned to the UN Guiding Principles on Business and Human Rights.

As we look ahead, with a view to continuous improvement in our efforts to ensure the integrity of our portfolio and supply chain, we have started a process to analyse and update our social risks, including any linked to modern slavery.

Taken together, we believe these efforts will help sustain our track record as a company committed to treating others with respect whether it be with our employees and contractors, or the many external stakeholders with whom we come into contact every day.

We view ourselves as long-term partners with our host governments, our suppliers and especially the communities with whom we share the land.

We engage closely with our community stakeholders on a range of socioeconomic development programmes and localisation initiatives in which we invest, all of which are aimed at improving the livelihoods and resilience of local communities. In fact, our overall approach to developing mutually beneficial community relations is based on constructive, collaborative and respectful stakeholder relationships. We align with the ICMM Position Statement on Indigenous Peoples and the IFC’s Performance Standard #7 on Indigenous Peoples.

We would like to acknowledge our First Nation partners and recognise their continuing connection to the land, water and communities.

Modern, commercial mining is simply impossible without demonstrating respect for human rights. Open and equitable engagement in a respectful manner, ever mindful of traditions, cultures and customs, is essential to securing and strengthening our social licence to operate.

We are working towards the prevention of modern slavery in our operations and supply chain through assessing risks, and acting to address them.

This statement has been approved by the Board of AngloGold Ashanti on 17 May 2023.

Maria Ramos	Kojo Busia	Alberto Calderon
Board Chairperson	Chair – Board Social, Ethics and Sustainability Committee	Chief Executive Officer

About AngloGold Ashanti

About AngloGold Ashanti – Structure and operations

AngloGold Ashanti is an independent global gold mining company with a diverse, high-quality portfolio of operations, projects and exploration activities in nine countries across four continents. We pursue value-creating opportunities involving other minerals, where we can leverage our existing assets, shareholdings, skills and experience.

2022 at a glance

OUR VISION

To be the leading mining company

OUR MISSION

To create value for our shareholders, our employees, and our business and social partners by safely and responsibly exploring, mining and marketing our products.

OUR VALUES

Our six values guide all decisions made and actions taken in the conduct of our business. These values link our business activities to our environmental, social and governance (ESG) goals and commitments.

Produced 2.742Moz of gold, our principal product, and employed an average of 32,594 people (including contractors) (2021: 2.472Moz; 30,561 people)

Produced 3.6Moz of silver and 159t of sulphuric acid as by-products at our operations.

Reported a significant asset base as at 31 December 2022– total gold Mineral Resource of 131.4Moz, including a 30.4Moz Mineral Reserve

Listed on the Johannesburg, New York, Australia and Ghana stock exchanges

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 Gender-Equality Index 2023.

Geographically diverse shareholder base that includes the world's largest financial institutions

Market capitalisation of \$8.1bn as at 31 December 2022 (2021: \$8.8bn)



Our footprint



Legend

- Operations
- Projects
- Exploration
- Corporate office

Americas

1. **Argentina**
Cerro Vanguardia (92.5%)
2. **Brazil**
Serra Grande
AGA Mineração
3. **Colombia**
Gramalote (50%)⁽¹⁾
La Colosa
Quebradona
4. **United States of America**
Silicon, North Bullfrog⁽²⁾,
Mother Lode⁽²⁾, Sterling⁽³⁾

Africa

5. **Guinea**
Siguiiri (85%)
6. **Ghana**
Iduapriem
Obuasi
7. **Democratic Republic of the Congo (DRC)**
Kibali (45%)⁽⁴⁾
8. **Tanzania**
Geita
9. **South Africa**
Corporate office

Australia

10. **Australia**
Sunrise Dam
Tropicana (70%)

⁽¹⁾ Gramalote is managed by B2Gold
⁽²⁾ North Bullfrog and Mother Lode acquired with acquisition of Corvus Gold Inc. (Corvus Gold) in January 2022
⁽³⁾ Sterling, which includes the Crown Block deposit, acquired with acquisition of Coeur Sterling Inc. (Coeur Sterling) in November 2022
⁽⁴⁾ Kibali is operated by Barrick Gold Corporation (Barrick)
⁽⁵⁾ Includes joint ventures

Note: Percentages indicate the ownership interest held by AngloGold Ashanti. All operations are wholly owned unless otherwise indicated.



Total attributable production (contribution to Group):

0.569Moz (21%) **1.635Moz (60%)** **0.538Moz (19%)**



Total Mineral Reserve (includes projects):

7.19Moz **20.59Moz** **2.63Moz**



Average employed (includes contractors):

9,498 people **19,807 people** **1,532 people**



Operating cash flow⁽⁵⁾ (contribution to Group, includes projects):

\$129m (8%) **\$1,108m (72%)** **\$300m (20%)**



Capital expenditure (includes projects):

\$339m **\$576m** **\$202m**



Total community investment (includes projects):

\$6.4m **\$10.2m** **\$0.98m**

About AngloGold Ashanti continued

Principal Subsidiaries and Operating Entities For the year ended 31 December

Principal subsidiaries are those subsidiaries that hold material contracts and/or act as borrowers and/or guarantors of such material contracts or operating mines.

		Shares held		Holding	Percentage held	
		2022	2021		2022	2021
Principal subsidiaries and controlled operating entities						
AngloGold Ashanti Australia Limited ⁽¹⁾	2	257,462,077	257,462,077	I	100	100
AngloGold Ashanti Holdings plc	6	5,326,550,917	5,326,550,917	D	100	100
AngloGold Ashanti USA Incorporated	9	235	235	D	100	100
Operating entities						
AngloGold Ashanti Córrego do Sítio Mineração S.A.	3	4,167,084,999	4,167,084,999	I	100	100
AngloGold Ashanti (Ghana) Limited ⁽²⁾	4	132,419,585	132,419,585	I	100	100
AngloGold Ashanti (Iduapriem) Limited	4	66,270	66,270	I	100	100
Cerro Vanguardia S.A.	1	13,875,000	13,875,000	I	92.50	92.50
Geita Gold Mining Limited	8	123,382,772	123,382,772	I	100	100
Mineração Serra Grande S.A.	3	1,999,999	1,999,999	I	100	100
Société AngloGold Ashanti de Guinée S.A.	5	3,486,134	3,486,134	I	85	85
Joint venture operating entities						
Kibali (Jersey) Limited ⁽³⁾	7	2,324	2,324	I	50	50
Unincorporated joint operation						
Tropicana joint operation	2	n/a	n/a	I	70	70

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

⁽²⁾ Operates the Obuasi mine in Ghana.

⁽³⁾ 90% owner of Kibali Goldmines S.A. which operates the Kibali mine in the Democratic Republic of the Congo.

D - Direct Holding

I - Indirect Holding

- | | | | |
|---|--------------------|---|--------------------------|
| 1 | Argentina | 6 | Isle of Man |
| 2 | Australia | 7 | Jersey |
| 3 | Brazil | 8 | Tanzania |
| 4 | Ghana | 9 | United States of America |
| 5 | Republic of Guinea | | |

Contributing to the SDGs

We are committed to making a meaningful contribution to the United Nations SDGs. The SDGs provide a useful framework to facilitate the monitoring of our environmental and social performance and related impacts, positive and negative. We have identified and prioritised nine SDGs on which, we have a positive impact through our core activities and by delivering on our strategic objectives. They are:



How we create value

AngloGold Ashanti aims to deliver long-term, sustained value for shareholders and other stakeholders. We do this by delivering on our strategic objectives. We have in place a resilient, flexible strategy and integrated business model. We aim for agility in our strategic decision making and in our response to a dynamic operating environment.

How we create value



Our supply chain

Our supply chain and operations are complex with global and local suppliers that provide for all aspects of mine development and closure in areas such as labour, power, transport, administration, duties and fees, technical services and multiply others.

The tables below 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 has the major role in assessing modern slavery risk. Our supply chain includes all the products and services supplied to us by 12,532 suppliers across 11 regions in which we are active. The main categories of goods and services procured are contract mining, fuel and lubricants and engineering stores. Brazil has the largest number of suppliers, 41% of the total, while Australia has 13% and South Africa 7%. Tanzania accounts for just 5% of group total number of suppliers. This in spite of the fact that AngloGold Ashanti's operation in Tanzania is the company's largest gold producer. It has fewer suppliers reflecting 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 on pages 10 to 11 and outline there that we are implementing 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. However, we are working towards this. 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 to one that provides an increasingly comprehensive onboarding risk assessment of suppliers, assessing risk and compliance and providing risk rating reports.

Region & Country	Number of Suppliers	Percent of Total
America	435	3%
Argentina	963	8%
Australia	1568	13%
Brazil	5190	41%
Colombia	1103	9%
Geita - Tanzania	623	5%
Iduapriem - Ghana	558	4%
London – UK	9	0%
Obuasi – Ghana	710	6%
Siguiri – Guinea	484	4%
South Africa	889	7%
Total	12532	100%

Spent with suppliers in 2022:

\$4,225,946,167

(\$4.23bn)

Category	%
Contract Mining	26.0%
Fuel & Lubricants	11.2%
Engineering Stores	7.7%
Business Services	5.8%
Drilling	5.7%
Power	5.6%
HME	4.8%
Contract Labour	4.2%
Reagents - Process	3.2%
Explosives	2.7%
Reagents - Cyanide	2.0%
MRO	1.9%
ICT	1.7%
Consultancy / Contractors	1.7%
General Stores	1.6%
Reagents - Grinding Media	1.4%
Duties & Fees	1.2%
Support & Construction	1.2%
Travel	1.1%
Rental	1.1%
Reagents - Lime	0.9%
Health & Safety	0.8%
Metallurgical Services	0.7%
Freight & Transportation	0.7%
Social & Environmental	0.7%
Metallurgical Stores	0.6%
Legal	0.6%
UG Support	0.4%
Tyres	0.4%
Engineering Services	0.3%
Equipment Hire	0.3%
Labour	0.2%
Services Fixed Cost	0.2%
Insurance	0.2%
Geology Services	0.2%
Services	0.1%
Media	0.1%
Water	0.1%
Training	0.1%
Reagents - Carbon	0.1%
Tax	0.1%
Administrative Services	0.0%

Our approach to human rights

AngloGold Ashanti supports the vision of a world where everyone can enjoy their universal human rights, and where business plays its part in upholding these rights. We believe we have a responsibility to respect the rights of employees, contractors, suppliers, and the communities who live close to, or are affected by, our operations.

The duty to respect and uphold these rights – the fundamental rights and freedoms to lead a dignified life, to freely express independent beliefs and to live free from abuse – touch every discipline, function and aspect of AngloGold Ashanti's business. Last year, the Company distributed to all employees a *Human Rights Employee Guide*, to ensure they are aware of the role they can and should play in upholding the highest human rights standards across every aspect of our business.

A comprehensive review of all group policies and standards is also underway, which will inform a fresh approach to guidance material and training. We aim to implement updated guidelines and requirements during 2023. Our commitment to human rights extends beyond our employees and includes how we seek to 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 government, women's groups, youth and people with disabilities, civil society, and indigenous communities in and around our operational areas. Our aim is to secure and strengthen our social licence to operate and this cannot be achieved without clearly demonstrating respect for basic human rights.

We align with the ICMM Position Statement on Indigenous Peoples and the IFC's Performance Standard #7 on Indigenous Peoples. We respect the values, traditions, and cultures of the local and indigenous communities in which we operate. We strive to ensure that we always respect the human rights of indigenous people and uphold the highest levels of respect for their social, economic, and environmental concerns, guided by our human rights commitments and *Indigenous Peoples Management Standard*.

The principles of free, prior, and informed consent (FPIC) are widely used in our dealings with host communities and indigenous peoples, with a strong emphasis on good faith negotiations. Our commitment to indigenous peoples' rights is also supported by our *Cultural Heritage and Sacred Sites Management Standard*.

As reported in our Modern Slavery Report last year, responsible sourcing and addressing the risk of modern slavery remains a central component of human rights in our supply chain. This includes the rights of supplier and contractor employees, and the suppliers' own approach to human rights. We are introducing a new Global Procurement Standard to ensure that we comply with local content laws. We are also carrying out due diligence on local joint ventures to certify that they promote skills transfer and the capacity building of local partners.

We have refreshed our values and a number of our policies and guidelines as well as updating our Code of Business Principles and Ethics, all of which show we are a company that has strong values and ethics and underlines our commitment to ensuring that we eliminate any modern slavery or human rights abuses across our organization and in the supply chain. Central to the AngloGold Ashanti Human Rights framework are robust and credible grievance mechanisms. These operate at every level of the Company, from community liaison offices to site and Group-level tools. The speedy recording, investigation and resolution of grievances is a priority.



Risks of modern slavery practices in our operations and supply chains

Identified Modern slavery risk factors

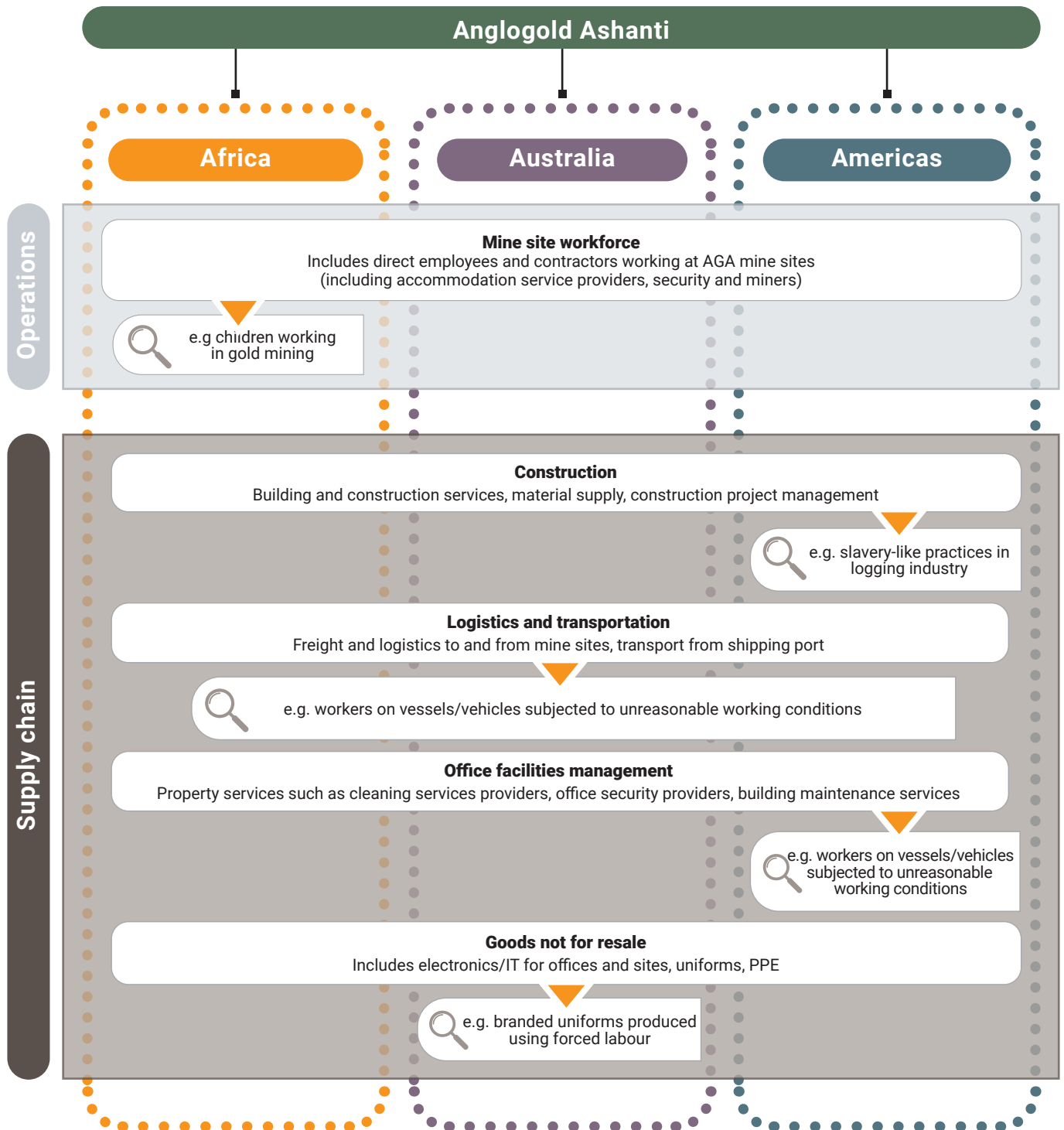
- 1 Vulnerable populations:** Vulnerable populations include people whose characteristics or circumstances may mean they are more susceptible to harm. Core populations with whom AngloGold Ashanti may intersect with include migrant workers and base-skill workers, through procurement of labour-intensive 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.
- 2 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.
- 3 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.
- 4 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 AngloGold Ashanti 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.
- 5 Artisanal mining:** Another modern slavery risk applies in cases of artisanal mining 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 the intent of preventing modern slavery, but it is common in certain communities. Where modern slavery principles are concerned, it raises complex social issues and law enforcement challenges. These are matters with which we grapple, not least from a human rights perspective, and will continue to do so.



Supplier risk assessment

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

Locating Supply Chain risks



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 don't 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.

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 and freedom status risks.

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

With the change in the operating model and role accountability changes, the deep dive assessment committed to in 2021 was not completed in 2022.

The top 50 risk suppliers were identified and a desk top analysis was completed. The need to manage the 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.

In addition to this we are also at the stage of sourcing a supplier onboarding partner that will provide a comprehensive company compliance. Suppliers will then be ranked in five key areas: Environmental, Social, Governance (ESG), Financial performance, and Health & Safety performance.

By highlighting the strengths and weaknesses of each company, the score enables procurement, compliance, 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 onsite audit would be required.

AngloGold Ashanti has rolled out the latest version of our Responsible Sourcing Portal and Global Self-Assessment Questionnaire. That includes a social assessment section which focuses on Modern Slavery risks and focus areas reviewed and assessed by the nominated social assessors in each region within AGA.

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 anti-bribery and corruption policies and safety procedures, policies and standards.






As a condition of working with AngloGold Ashanti, suppliers must comply at a minimum with all relevant laws and industry regulations and must be aligned with our business code of ethics, values, and codes of behaviour, including responsible sourcing. 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.



Actions taken to assess and address risks continued

The current focus is to ensure the Top 50 Strategic Vendors for AGA are assessed, based on the below:

Strategic Indicator

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

Development of Vendor Risk Data Power BI Report

	Ranking / Status
SAQ Compliance	Yes
GOVERNANCE - Operations Profile	Compliant
GOVERNANCE - Business Integrity	Compliant
GOVERNANCE - Ownership & Management Profile	Compliant
GOVERNANCE - Anti-Bribery & Corruption	Compliant
GOVERNANCE - Conflict of Interest	Compliant
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 - 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

Assessing the effectiveness of our actions

Group level human rights due diligence verification assessments were conducted at all our operations during the course of 2022, as part of our company combined assurance programme to gauge progress and identify gaps for further improvement.

This included assessing human rights impacts related to the supply chain and modern slavery. Our focus was to ensure that our human rights commitments are less aspirational and more tangible at the site level. This involved ensuring that our teams, across our portfolio understand our commitments and the practical actions that are needed to meet them.

Our controls and the ways in which we measure the effectiveness of these controls remain unchanged since last year. AngloGold Ashanti revisited these and reassessed them and concluded that in their current form they still fit the purpose for which they are intended, namely, ensuring we meet our targets as regards preventing Modern Slavery across our operations and maintaining strict controls over our supply chain.

We are able to report against the commitments made in our first Modern Slavery report, the 2020 report, and that of 2021. These remain our goals for the year ahead.

Our goals	Description	Achievement rating
<p>We plan to conduct an assessment of the maturity of our systems and controls against international good practice frameworks and standards</p>	<p>The Global Supply Chain standard has been finalised and will be rolled out globally. This will ensure effective implementation of the Human Rights Framework, inclusive of managing Modern Slavery risk.</p> <p>Evaluation of various contract lifecycle management systems was completed in 2022 with implementation scheduled for 2023. This will carry over into 2024 but will be a more sustainable supplier management tool. This tool will create the opportunity to not only identify Modern Slavery risk sooner but can also be used to track initiatives with suppliers with a focus on reducing risks.</p>	<p>Achieved</p>
<p>We will develop a modern slavery risk assessment and management framework</p>	<p>To sustainably report on the Modern Slavery risk in our supply chain, we are working with our market intelligence partners to internalize the intersecting category and geography risk reporting. This reporting, coupled with our annual spend profile, will create the basis for deep dive assessments with suppliers.</p> <p>We are engaging providers of supply chain management solutions to support more timely vetting of supplier risks while driving a more sustainable supply chain.</p> <p>We have continued the embedding of our responsible sourcing programme to align suppliers with our business ethics and values.</p>	<p>Progress still to be made</p>
<p>Develop guidance material</p> <p>Develop tailored training</p> <p>Strengthening our relationships</p>	<p>Group level human rights due diligence verification assessments were conducted at all our operations during 2022, as part of our company Combined Assurance Programme. This was done to identify gaps and associated mitigation measures, which included assessing any human rights impacts related to supply chain and modern slavery. Ongoing monitoring of progress in eliminating any potential impacts will be prioritised to ensure gaps are closed as part of the Human Rights Due Diligence (HRDD) process.</p> <p>The revision of the Group Human Rights Standard was completed. This will strengthen governance on how the HRDD process must be implemented across the Company portfolio. In addition, the revision of our Human Rights Training and Awareness Programme was completed and it includes a section on Modern Slavery. This training will be rolled out to all AngloGold Ashanti staff and contractors and made available to suppliers in 2023.</p> <p>Through the effective implementation of the training and awareness programme and the HRDD process, we will ensure that relationships internally and externally are consolidated through providing greater awareness relating to modern slavery and that it can be prevented.</p>	<p>Progress still to be made</p>

■ Achieved ■ Progress still to be made



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