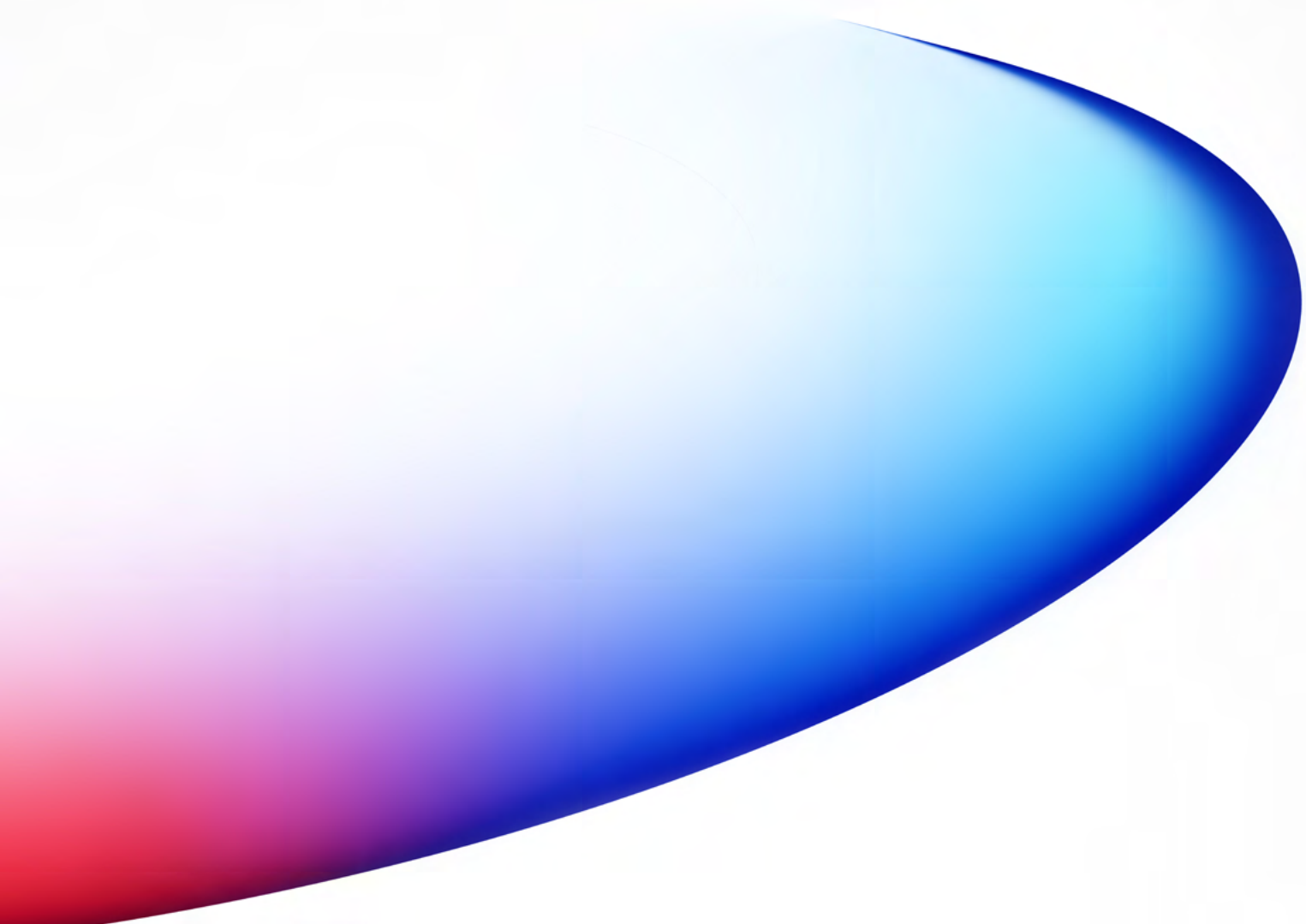




2021 Modern Slavery Statement



Disclosure notes

This Statement is made in accordance with Australia's Modern Slavery Act 2018 (Commonwealth) (Australian MSA) and the United Kingdom's Modern Slavery Act 2015 (UK MSA). It covers the period 1 January 2021 to 31 December 2021. This Statement is a joint statement made on behalf of the UK MSA and Australian MSA reporting entities listed in Appendix I. A separate Modern Slavery Statement is being made by De Beers and its relevant owned and controlled entities pursuant to section 54 of the UK MSA.

This Statement describes the steps taken by Anglo American plc and its relevant owned and controlled entities, excluding De Beers, ('Anglo American' or 'the Group'), including the reporting entities listed in Appendix I, to assess and address its modern slavery risks. The disclosures in this Statement apply in relation to all reporting entities and their owned and controlled entities unless otherwise specified.

For information regarding Group terminology, forward-looking statements and third-party information, please refer to the inside back cover of this document.

A table setting out how this Statement addresses the Australian MSA and UK MSA reporting criteria can be found in Appendix II.

In preparing this Statement, we consulted with and obtained input from relevant functions across the Group, including Supply Chain, Marketing, Shipping, and Business

Assurance Services, and confirm that, for the purposes of section 16(f) of the Australian MSA, this included those whose responsibilities cover the reporting entities and their owned and controlled entities. This process helped to ensure that the Statement reflects our Group's modern slavery approach.

In addition, on 6 May 2022, the directors of the Australian reporting entities met to review, discuss and endorse this Statement.

This Statement was approved by the board of Anglo American plc on 7 June 2022 and each of the boards of Anglo American Services (UK) Ltd and Anglo American Technical & Sustainability Services Ltd on 16 June 2022, Anglo Platinum Marketing Limited on 21 June 2022 and Anglo American Marketing Limited on 29 June 2022 under section 54(6)(a) of the UK MSA. It was also approved by the Anglo American plc Board on behalf of the Australian reporting entities listed in Appendix I on 7 June 2022 under section 14(d)(ii) of the Australian MSA. It has been signed by Duncan Wanblad, Chief Executive of Anglo American plc.



A handwritten signature in blue ink, which appears to read "Duncan Wanblad". The signature is written in a cursive style and is positioned above a horizontal blue line.

Duncan Wanblad
Chief Executive
7 June 2022

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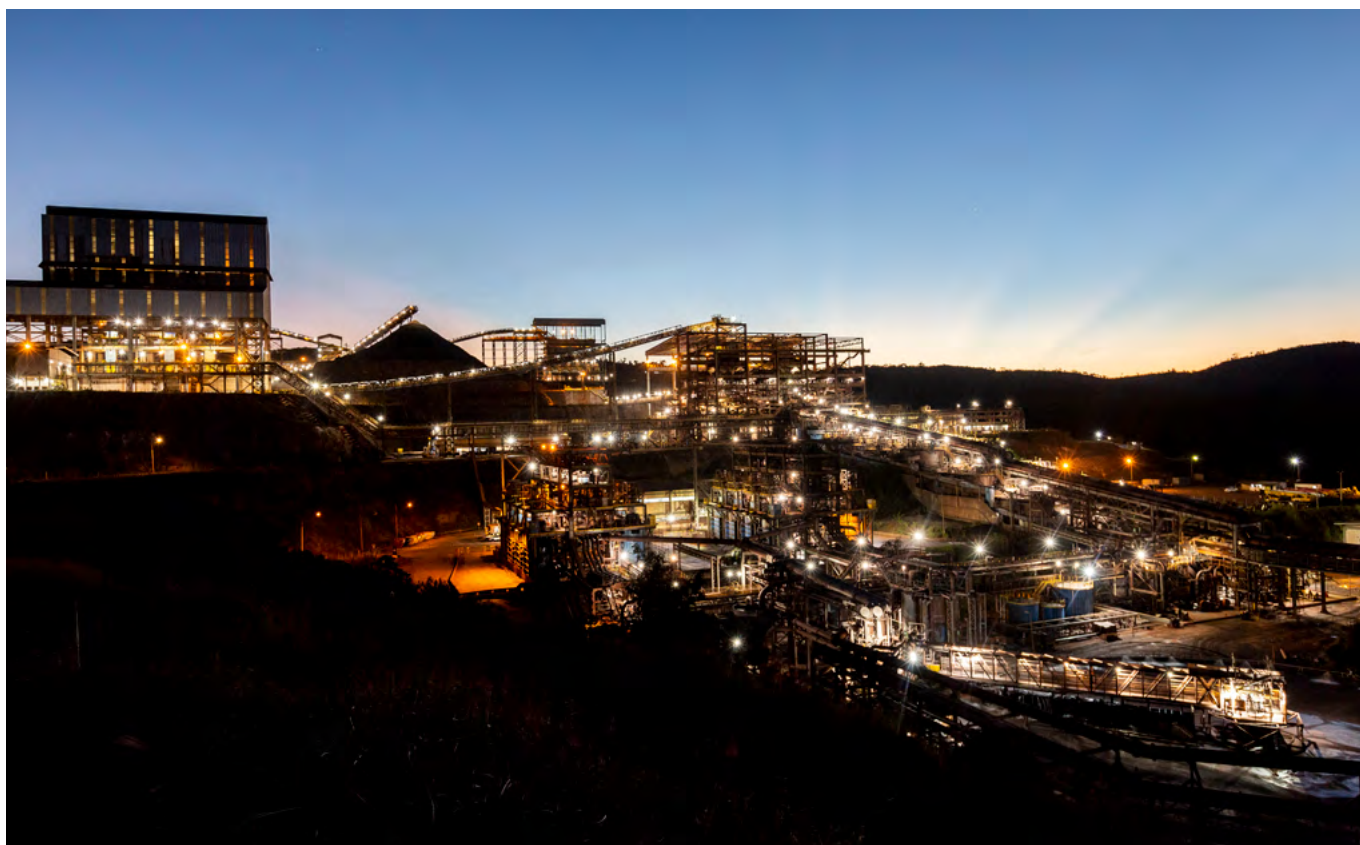
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Our structure, operations
and supply chains



Our structure and operations

Anglo American is a leading global mining company, with a world class portfolio of mining and processing operations and undeveloped resources, with more than 104,000 employees and contractors¹ working for us around the world, in 15 countries.

We provide many of the essential metals and minerals that are fundamental to the transition to a low carbon economy and enabling a cleaner, greener, more sustainable world, as well as meeting the growing consumer-driven demands of the world's developed and maturing economies. And we do so in a way that not only generates sustainable returns for our shareholders, but that also strives to make a real and lasting positive contribution to society as a whole.

We produce diamonds (through De Beers), copper, platinum group metals (PGMs), iron ore, metallurgical coal and nickel. We have a number of owned and managed operations, as well as joint operations around the world. These include majority-owned and managed joint operations, and minority investments in non-managed joint operations.

Our Marketing business is designed to optimise the value from our mineral resources for the benefit of all our stakeholders, including by demonstrating the high sustainability standards to which we are committed.

It is responsible for the sales and trading activities of commodities such as iron ore, metallurgical coal, PGMs, copper and nickel. The business offers more than 1,900 counterparties in over 80 locations innovative solutions to meet their needs. They include our physical products, logistics and technical support, as well as financing solutions.

Anglo American has head offices in London in the United Kingdom and Johannesburg in South Africa, as well as satellite offices around the world. In 2021, Anglo American had an average global workforce of 59,096 employees and 45,510 contractors.

In Australia, our Metallurgical Coal business includes two open cut and three underground coal mines in Queensland, operated by Anglo American under majority-owned and managed joint operations. These include: the Moranbah operation, comprised of the Moranbah North and Grosvenor underground mines; the Capcoal operation comprised of an underground and open cut coal mine; the Dawson operation, which is an open cut coal mine; and one minority-owned non-managed joint venture. In 2021, the Metallurgical Coal business had an average workforce of 2,731 employees and 2,796 contractors.

¹ This figure has been updated since the 2021 Annual Report was published.

Our value chain – from mine to market



Discover

Our geologists search for and discover new sources of the minerals that make our modern lives possible. We benefit from developing and using world class expertise and leading technologies, often that we have developed ourselves, to find deposits we can develop and mine in a safe and sustainable way.



Plan and build

Before we put a spade in the ground, our geologists and engineers work together using virtual mine planning systems to design the most effective, cost-efficient and environmentally sound construction and operational mine plan.



Mine

In extracting the products that we all need in our daily lives, we draw on over 100 years of mining experience. Safety comes first: our whole way of working is focused on zero harm. We plan for the lifecycle of the mine and beyond and use our own technologies for reducing waste and protecting environments.



Process

By processing, converting and refining our raw materials, we produce what customers need. Our processing technologies also enable us to reduce waste, save water, increase efficiency, drive innovation and, by adding value to our products, support economic growth in the areas we mine.



Move and market

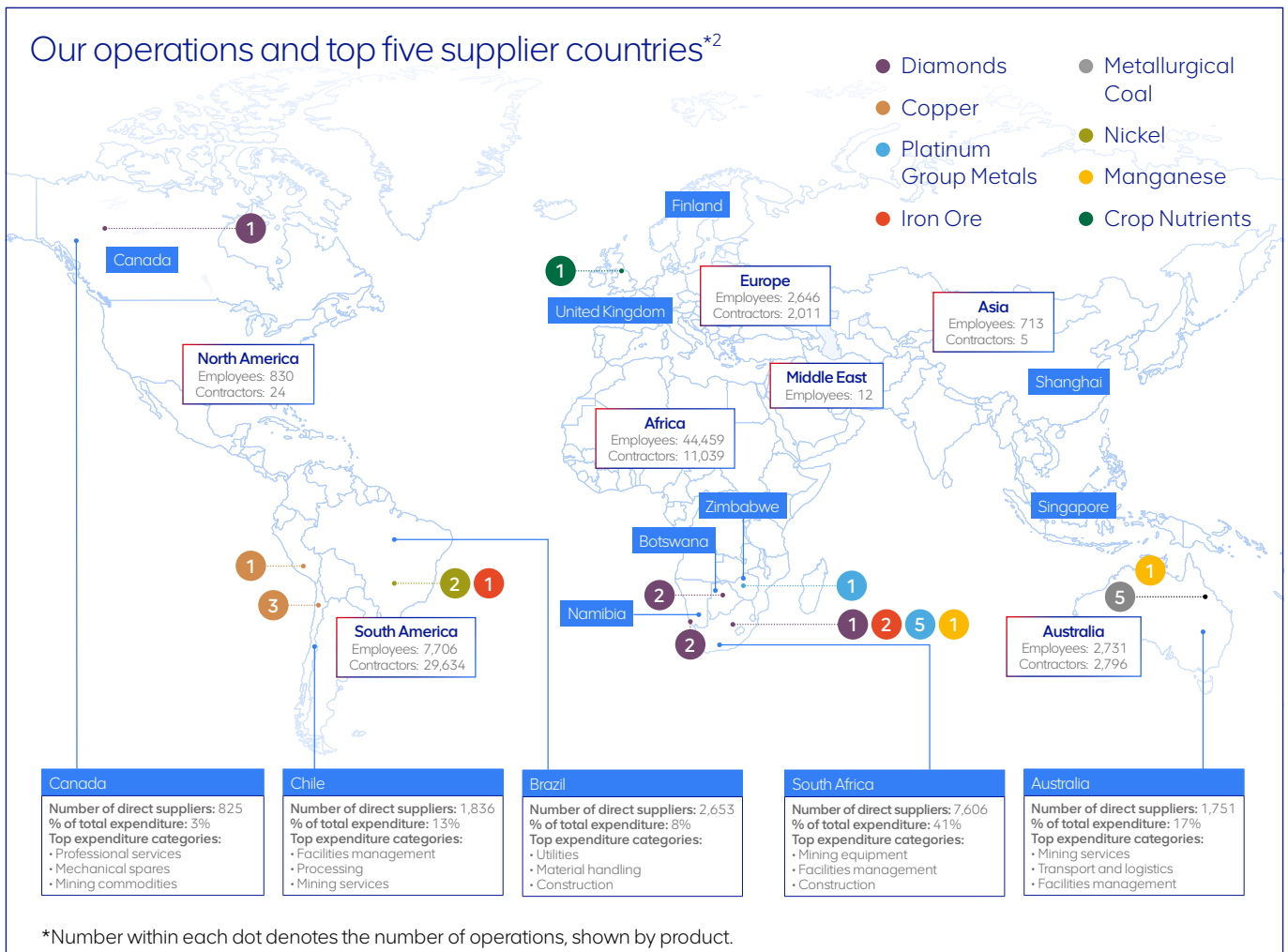
After processing, we then transport our metals and minerals to where they are needed – to our customers. We use the latest technologies to co-ordinate and optimise our global shipping needs. And we use our scale and detailed knowledge of the demand and uses for our products to offer our customers a stable supply to their exact specifications – adding value for them every step of the way and, ultimately, for billions of consumers who rely on our products every day.



End of life plan

We don't only plan for the lifecycle of the mine – we also take great care to look beyond and determine the rehabilitation of the site and the real benefits that will be felt by local communities long after the site is closed.

Our supply chains



We procure a range of goods and services to support the exploration, mining, transportation, aggregation, processing and technology development required for our business, as well as our corporate activities. Examples of key goods and services procured by our business include:

- Road and rail transport services
- Facilities management
- Construction materials and services
- Load and haul services
- Mine ventilation
- Maintenance services
- Contract mining
- Drilling services
- Bulk chemicals (including for processing)
- Heavy mining equipment
- Tyres
- Fuel and lubricants
- Explosives.

Our procurement is managed by our centralised Supply Chain function. The policies and processes we have in place with respect to our procurement are outlined in the 'Our approach to assessing and addressing modern slavery risks' section.

In 2021, our total global procurement expenditure was approximately US\$11.4 billion and we engaged over 18,000 direct suppliers located in 71 countries. More than 80% of our total expenditure was with direct suppliers located in the following countries: South Africa, Brazil, Chile, Australia and Canada. Our top expenditure categories were: facilities management, construction, mining services, processing, transport and logistics, mining commodities, professional services, and mining equipment, which accounted for approximately 70% of our total expenditure.

In Australia, the total procurement expenditure of our Metallurgical Coal business in 2021 was approximately US\$1.5 billion. As at 31 December 2021, our Metallurgical Coal business had 1,751 direct suppliers.

²Information correct as at 31 December 2021.



Our modern slavery risks

The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery includes human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour.³

Continuum of involvement

In assessing our risk of involvement in modern slavery, we use the continuum of involvement set out in the UN Guiding Principles on Business and Human Rights (UNGPs), which supports our understanding of how we could potentially be involved in modern slavery and how we should respond.

We understand that:⁴

- A company may **cause** modern slavery where its operations directly result in modern slavery practices.
- A company may **contribute** to modern slavery where its operations and / or actions in its supply chains may contribute to modern slavery. This includes acts or omissions that may facilitate or incentivise modern slavery.
- A company's operations, products or services may be **directly linked** to modern slavery through the activities of another entity with which it has a business relationship.



³ We have adopted the definition of modern slavery (including the reference to child labour) from the [Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities](#).

⁴ [Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities](#).

Modern slavery risks in our operations

We acknowledge that we could potentially cause modern slavery if our operations directly engage in exploitative practices. For example, we could cause modern slavery if our operations employ children under 18 in hazardous work.

We also recognise that we could potentially contribute to modern slavery if our actions or omissions facilitate or incentivise modern slavery such as through engagement with business partners. For example, we could potentially contribute to modern slavery if we contract an agency to assist with recruitment at one of our sites, knowing the agency withholds workers' identity documents and requires workers to pay off recruitment fees before they are paid and

their documents returned, and we do not take any steps to mitigate that behaviour.

We also understand that we could potentially be directly linked to modern slavery through our joint venture and customer relationships.

We believe we have taken reasonable steps to help prevent and mitigate any risk of modern slavery in our operations, including through the steps described in this Statement. As a result, we have assessed the risk of modern slavery in our operations as lower than in our supply chains.

Modern slavery risks in our supply chains

We acknowledge that we could potentially contribute to, or be directly linked to, modern slavery through our supply chains. For example, we could contribute to modern slavery if we imposed delivery timeframes on a supplier that could only be met by using exploitative practices. We could also be directly linked to modern slavery if we procured construction materials that were manufactured by a supplier using materials that the supplier has either manufactured or sourced from another entity using forced labour.

We have evaluated the modern slavery risks in our supply chains as part of assessing our broader responsible sourcing risks. This process uses a heat map, which considers safety risk, country risk, category risk, transaction volume, and expenditure profile to determine the responsible sourcing risks associated with various goods and services. Using the heat map, we have categorised direct suppliers as low, intermediate, medium or high risk.

We have prioritised understanding our risks with respect to direct suppliers, given we have more than 18,000 direct

suppliers and have a greater degree of influence with these suppliers. We recognise, however, that we also need to understand our modern slavery risks across the various tiers of the value chain.

We are committed to enhancing the visibility of our supply chains through supplier traceability programmes. We have started engaging with several strategic suppliers of mining-critical goods in order to better understand and map key production territories and, where applicable, major commodities used in the production of these goods. Since 2020, we have been working with [FRDM Inc.](#) (which provides a dedicated human rights and modern slavery online platform) to support mapping our supply chains in order to better understand the human rights (including modern slavery) risks in our supply chains so we can prevent and mitigate these risks. We recognise that mapping suppliers beyond our direct suppliers is a complex and ongoing process and that it will take time to complete.



Country risk

We use various country-risk rankings to help identify and assess responsible sourcing risks. To understand the modern slavery risks in the countries in which our direct suppliers are located, we use the Global Slavery Index. As stated above, in 2021 over 80% of our total expenditure was with suppliers located in South Africa, Brazil, Chile, Australia and Canada. These countries have been given a lower risk level rating on the Global Slavery Index (although we recognise that the countries in which our direct suppliers are located do not always reflect the source countries from which goods and services have been procured by those suppliers, and that modern slavery risks exist in all countries).

Category risk

We have identified the following goods and services that we procure as having a higher responsible sourcing risk, which considers a range of risks, including modern slavery:

- Road transport
- Construction materials and services
- Load and haul services
- Contract mining
- Feeder, screens, and cyclones
- Bulk chemicals
- Re-agents and frothers (including processing chemicals)
- Mine ventilation (including installation and supply of fans and extraction systems)
- Freight forwarding.

We have identified the following goods and services that we procure as having a higher risk of modern slavery in connection with our Metallurgical Coal business in Australia:

- Electrical components
- Electronic equipment
- Explosives
- Tyres and conveyor belts
- Construction materials and services
- Equipment and parts
- Personal protective equipment (PPE), uniforms, and all textile products
- Solar panels and green energy products
- Transport services (including shipping)
- Security services
- Facilities management services, including cleaning and food services.

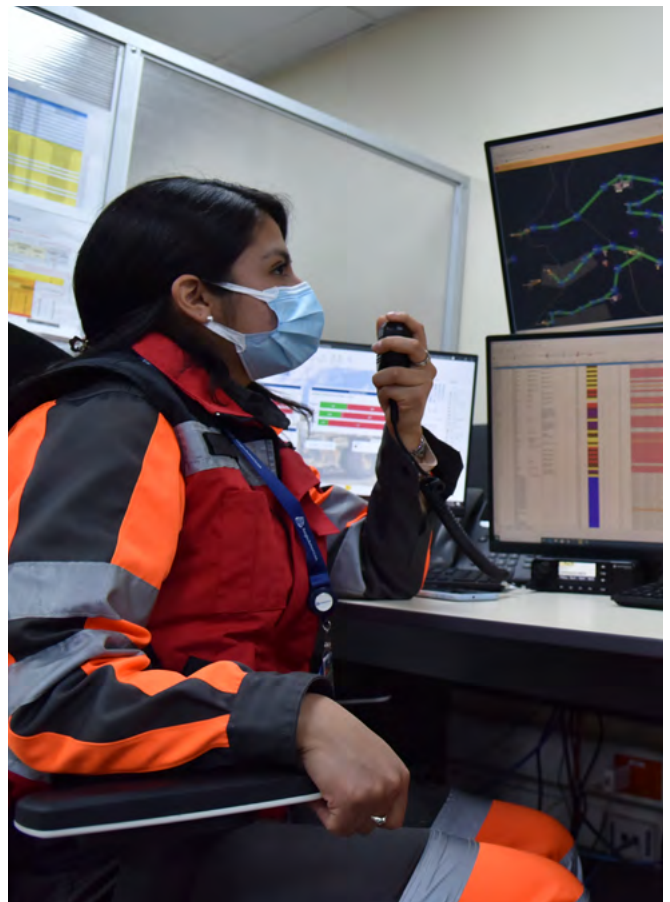
We consider changing risk profiles related to other categories, as needed. For example, there is a potential modern slavery risk related to the transition to low carbon energy sources, which we are investigating.

Safety risk

Certain goods and services that we procure are more reliant on manual labour in their value chains, which we have identified as a potential indicator of higher worker safety risk. These include goods and services that are reliant on lifting and rigging, explosives handling, and hazardous materials handling. While poor management of worker health and safety standards does not itself constitute modern slavery (which exists on a spectrum that ranges from decent work to serious criminal exploitation),⁵ it can be seen as an indicator of labour rights risk.

Transaction volume and expenditure profile

While we recognise modern slavery risks may exist in relation to all suppliers, we prioritise suppliers based on transaction volume and expenditure volume (i.e. suppliers with a higher transaction volume and/or expenditure profile are of a higher priority).



⁵ Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities.



Our approach to assessing
and addressing modern
slavery risks

We are committed to assessing and addressing the modern slavery risks in our operations and supply chains.

Governance

Our Sustainability Committee, on behalf of the Anglo American plc Board, oversees Group-level policies, processes and strategies designed to manage safety, health, environment, socio-political, and supply chain risks; aims to achieve compliance with sustainable development responsibilities and commitments; and strives to be a global leader in sustainable mining. The Sustainability Committee has visibility of risks and opportunities related to human rights.

Approval of our policies relating to human rights sits with the Board.

Responsibility for human rights risks, including modern slavery, is managed collectively by various functions, including Human Resources, Corporate Relations and Sustainable Impact, Supply Chain, and the Technical and Sustainability function.

Policies

Anglo American has a robust policy framework which is underpinned by our Code of Conduct. The policies set out below are relevant to our human rights (including modern slavery) risk management.

Policy	How it relates to modern slavery	Key implementation actions
Code of Conduct	Sets out our commitment to respecting labour and human rights. It also sets out our commitment to the International Labour Organization's core labour rights, covering a zero tolerance approach to modern slavery, forced labour and child labour.	<p>Our Code of Conduct is available on our website and intranet in English, Finnish, Spanish, Portuguese and Chinese. A short, animated video explaining the Code of Conduct is also available on our intranet in these languages.</p> <p>Code of Conduct training is available on our intranet in English, Finnish, Spanish, Portuguese and Chinese.</p> <p>Our Code of Conduct is embedded in employee agreements and supplier agreements.</p>
Human Rights Policy	Reinforces our commitment to human rights and states that we are a supporter of the UNGPs. It also sets out our commitment to the International Labour Organization's fundamental labour rights, which includes a zero tolerance approach to forced, bonded and child labour.	<p>Our Human Rights Policy is available on our website and intranet in English, Spanish, and Portuguese.</p> <p>We are currently developing Group-wide human rights training, which we expect to launch in 2022, including tailored training for specific functions.</p> <p>Our Human Rights Policy is also embedded in the Social Way Management System (Policy, Toolkit, and Assurance Framework), which supports its implementation across the Group.</p>

Policy	How it relates to modern slavery	Key implementation actions
Responsible Sourcing Standard for Suppliers (Responsible Sourcing Standard)	<p>Sets out our requirements and expectations of suppliers across five pillars, including respecting labour and human rights. It states that suppliers shall respect all labour and human rights through their value chain and:</p> <ul style="list-style-type: none"> • Work towards the UNGPs • Not use child labour • Combat all forms of modern slavery including the elimination of trafficked, forced, bonded, and involuntary prison labour. <p>With respect to the last bullet point above, it states:</p> <ul style="list-style-type: none"> • Suppliers shall assure the existence of appropriate mechanisms to evaluate and address modern slavery risks • Appropriate practices shall be in place to prohibit the use of human trafficking when recruiting employees • Original identity or travel documents of employees shall not be retained • Suppliers are encouraged to increase visibility and raise awareness of modern slavery and human trafficking risk with other business partners • No employee shall pay for the right to work (e.g. recruitment fees) • No employee shall be required to lodge any deposits or other refundable securities to the supplier company, and suppliers shall neither deduct, nor withhold, any salary portion towards security deposits. 	<p>Our Responsible Sourcing Standard is available on our website in English, Portuguese, Spanish and Chinese and our intranet in English.</p> <p>The requirements set out in the Responsible Sourcing Standard are embedded in our contract templates and purchase order conditions. Suppliers are required to acquaint themselves with the Responsible Sourcing Standard and use reasonable endeavours to comply with the Standard. A failure by a supplier to comply with the Responsible Sourcing Standard, including the requirements relating to modern slavery, or demonstrate evidence of remediation, constitutes a breach of contract and gives us suspension and termination rights.</p> <p>We also have resources on our website that provide further detail on our responsible sourcing approach, including:</p> <ul style="list-style-type: none"> • A video available in English, Spanish and Portuguese • Covid-19 guidance for suppliers, which references the importance of managing potential new human rights and other forms of modern slavery risk within supply chains • An FAQ document, which includes guidance on what modern slavery is and the forms it can take. It also provides links to other resources on modern slavery.
Social Way Policy and Social Way Toolkit	<p>Anglo American’s Social Way Policy sets out our vision and principles for social performance, defines our system for social performance management, and provides a high-level overview of its requirements. It underscores our human rights commitment and is underpinned by core social performance management principles based on international reference standards, including the UNGPs. First launched in 2003, and updated several times since then, our latest iteration, Social Way 3.0, requires all sites to conduct a social and human rights impact and risk analysis (SHIRA) on an annual basis throughout the life of an asset to avoid, prevent and, where appropriate, mitigate and remediate adverse social impacts on external stakeholders and risks to the business. It also requires sites to engage with affected and interested stakeholders as part of the SHIRA process.</p> <p>The Social Way Toolkit contains detailed guidance on the standards, processes and procedures required for effective social performance and implementation of the Social Way Policy. It provides guidance on how to conduct a SHIRA, which incorporates the “principles and objectives” of human rights due diligence as set out in the UNGPs. One of the categories of impacts that are included in the SHIRA process is impacts on personal and political security, which include impacts on the right to freedom from slavery and forced and child labour.</p>	<p>Our Social Way Policy and Toolkit are available on our website and intranet in English, Spanish and Portuguese.</p> <p>We have trained or engaged directly with nearly 2,000 people internally on the Social Way Management System 3.0 since its launch in 2020.</p> <p>Our sites are currently in a transition period to Social Way 3.0, with implementation expected by the final quarter of 2022.</p>

Assessing and managing modern slavery risks in our operations

Site-level due diligence

To assess and manage the modern slavery risks at our sites, we conduct two key processes:

1. SHIRA: This is an integrated process that captures a wide range of impacts, including economic, socio-cultural networks, infrastructure and services, cultural heritage, community health and safety, and personal and political security impacts. As noted above, one of the categories of impacts identified for management through the SHIRA process covers slavery, forced labour, and child labour. The SHIRA process does not cover risks associated with suppliers.
2. Human rights impact assessments: These assessments cover all relevant human rights impacts and risks, including modern slavery impacts and risks.

To identify gaps, ensure alignment with the UNGPs, and develop more robust guidance for operations, we are performing a methodical review of our operational human rights due diligence processes. This follows a project, conducted in 2020, in which we assessed gaps in our human rights due diligence processes at the corporate level. With respect to our operations, a gap we have identified to date is that we do not routinely require sites to conduct human rights due diligence outside of the SHIRA and operational risk management processes. We plan to address this gap in 2022.



Marketing [business unit] counterparty due diligence

We undertake a process to review risk in relation to Marketing counterparties, including customers and trading counterparties, through our Know Your Counterparty (KYC) process. This process seeks to conduct assessments on our Marketing counterparties to avoid sanctions, bribery and corruption, money laundering, and sustainability-related risks.

Under this process, Marketing counterparties are screened for adverse news through World Check. While the adverse news screening does not specifically focus on modern slavery, it does flag various issues which may relate to modern slavery. Marketing counterparties are also required to complete a questionnaire. As part of the questionnaire, they are required to state whether they comply with the Modern Slavery Act, Human Rights Act, or equivalent laws which involve the prohibition of child labour; forced, bonded or involuntary prison labour; inhumane treatment of the workforce (including physical, sexual, or verbal abuse, bullying or any other forms of intimidation); and human trafficking. They are also required to state that they have familiarised themselves with Anglo American's policies and standards related to human rights.

Sourcing and origination due diligence

We offer a reliable supply of essential natural resources, whether from our own-mine portfolio or through complementary third-party production from qualified partners. Building on our established KYC process, we have put in place a consistent and comprehensive approach to sustainability screening, due diligence and post-deal management of sustainability risks and opportunities for sourcing and origination. This includes human rights considerations such as a counterparty's commitment to the UNGPs, and whether there are any indications that the counterparty is or has been involved in adverse human rights impacts (including modern slavery-related impacts). This process informs Anglo American's decision making. Should a potential human rights (including modern slavery) issue be flagged during this process, we investigate how the company has addressed the issue and, where relevant, we engage further with the company around expected future actions.

Assessing and managing modern slavery risks in our supply chains

Our commitment to responsible sourcing prioritises ethical decision making when purchasing goods and services. Our Responsible Sourcing Strategy consists of four focus areas:

1. Progressive standards and policies

Affirms our non-negotiable requirements and ambition from suppliers, which go beyond compliance.



2. Awareness training and capacity building

Support suppliers and internal teams to meet responsible sourcing requirements.



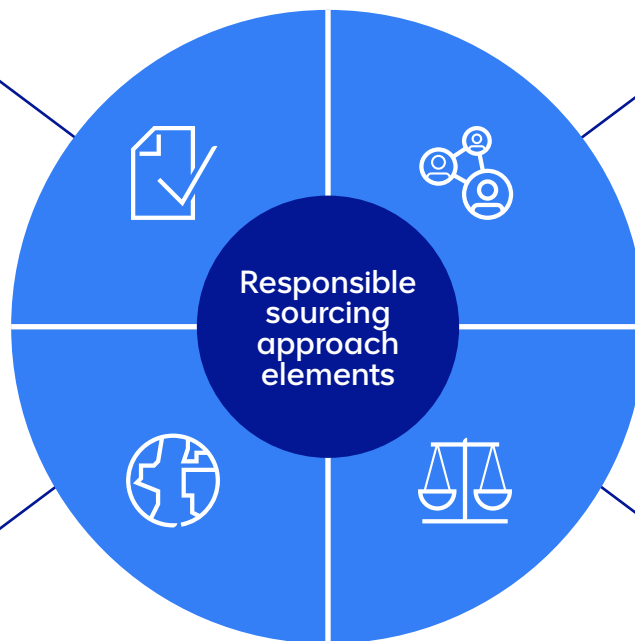
4. Advocate for wider industry alignment

Work within the extractives sector to reduce duplication of effort towards shared sustainability outcomes.



3. Risk-based due diligence

Ensure that our processes and supplier engagement approach supports the identification and management of risk.



Supported through:

Regularly reviewed and benchmarked Standards

Collaborating with large spend suppliers

Internal training and awareness drives

Risk and incident management processes

Mutual recognition framework

Integration within supplier registration, onboarding and contracting

Building supplier awareness and capacity (small business)

Risk-based supplier engagement (heat map and nominations)

Supplier self-assessment questionnaire and third-party assessment

Engagement with industry-wide initiatives

Suppliers are required to:



Complete supplier registration and onboarding

As part of the supplier onboarding process, all suppliers are required to comply with relevant laws and commit to Anglo American's Responsible Sourcing Standard requirements as a precondition of supply. These requirements are also set out in our contract templates and purchase order conditions. This is accompanied by checks which typically include regulatory and compliance-related verifications, security-related validations, and third-party adverse media screenings. Suppliers who refuse to comply with relevant laws and commit to Anglo American's Responsible Sourcing Standard requirements are not engaged.



Complete self-assessment questionnaire

Higher-risk suppliers (including those with high-value contracts or within a category which poses potential risk) and suppliers nominated by our Supply Chain team are then required to complete a self-assessment questionnaire (SAQ). The questionnaire includes specific questions related to modern slavery, including whether the supplier is aware of all risks related to forms of modern slavery and is committed to taking appropriate steps to combat all forms of modern slavery within its supply chains and its own suppliers' supply chains. It also includes specific questions relating to validating workers' ages, recruitment fees, identity document retention, and loans and advances provided to workers.



Provide evidence of third-party assessment

Where issues are identified through review of an SAQ that indicates there is a significant risk associated with a supplier (including in relation to modern slavery), the supplier is required to provide evidence of previously conducted responsible sourcing assessments, or requested to conduct a new third-party assessment. Suppliers may also be nominated by the Supply Chain team to undergo a third-party assessment in other circumstances (e.g. if the Supply Chain team determines, through using a heat map, that the goods and/or services to be procured have a higher responsible sourcing risk).



Manage risk

Where a responsible sourcing, including modern slavery, risk has been identified, suppliers are required to develop corrective actions plans, with realistic timelines to address them, and provide feedback on progress. If a supplier refuses to remediate an issue, or is not able to demonstrate progress towards resolution, the matter is then escalated and may result in review of the supply relationship.

In 2021, 163 SAQs were completed by suppliers. Through these SAQs, we identified working hours violations in relation to approximately 15 suppliers. We engaged with the relevant suppliers on this issue, including in relation to how these practices would be improved. Additionally, three third-party assessments were conducted on suppliers. One third-party assessment identified unsafe workplace conditions and inaccuracies in worker payments. A corrective action plan was put in place and the supplier was re-audited to confirm the issue had been rectified.

Training and capacity building

As stated above, Code of Conduct training (which covers human rights, including modern slavery) is available on our intranet. It is mandatory for all employees and contractors based at Anglo American offices to complete the training on an annual basis. The training is updated annually to ensure it remains current. In 2021, 98% of employees completed the training. During 2022, we plan to launch a suite of human rights training across our business, including a mandatory human rights training module for all our employees and contractors and tailored training for specific functions.

In 2019, a network of Responsible Sourcing Champions was established. The network comprises individuals across our Supply Chain function who represent various Anglo American business units, and who champion and work to embed responsible sourcing best practice within Anglo American.

We have a dedicated human rights page on our intranet, which includes information on our human rights framework and relevant resources. We also have a separate page on our intranet focusing on human rights trends, one of which focuses on the prevalence of modern slavery.

Examples of how our Metallurgical Coal business in Australia conducted training and capacity-building are set out in the case study below.

Increasing modern slavery awareness internally and in our supply chains

In 2021, our Metallurgical Coal business in Australia undertook several engagements to increase awareness of human rights (including modern slavery) risks within the business and across its supplier base.

In July, the business commemorated World Day Against Trafficking in Persons and the launch of its first Modern Slavery Statement by:

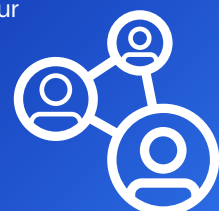
- Hosting an internal Modern Slavery Webinar which included an overview of:
 - Modern slavery, including statistics on its prevalence globally and in Australia;
 - Modern slavery risks within the business' supply chains and the controls in place to mitigate those risks; and
 - What can be done to help combat modern slavery
- Hosting an external webinar session for suppliers covering the same topics set out above, as well as highlighting suppliers' obligations to prevent and address human rights (including modern slavery) risks across our shared supply chains. This webinar was recorded and shared with all suppliers after the event
- Publishing a business-unit-wide communication about World Day Against Trafficking in Persons and the responsible sourcing work being done across our supply chains.

To celebrate Human Rights Day in December, Metallurgical Coal focused on promoting human rights within its business and with our suppliers aligned with the Human Rights Day theme of "EQUALITY – Reducing inequalities, advancing human rights".

Activities included:

- Internal communications and events, focusing on different aspects of human rights across the business, including modern slavery. This communication explained the prevalence of modern slavery globally and provided a brief overview of our approach to addressing our modern slavery risks in Australia
- An external communication to suppliers highlighting the ongoing human rights risks across our supply chains due to the pandemic, as well as the importance of respecting human rights throughout our shared supply chains.

Additionally, specific communications were sent to suppliers throughout 2021 focused on responsible sourcing and mitigating modern slavery risks within our shared supply chains.



Raising awareness of modern slavery in shipbuilding yard

In 2021, we engaged a contractor to supervise the construction of a ship in Asia. We provided the contractor with training on:

- How businesses can impact human rights
- What modern slavery is and how it can manifest in the construction sector
- Anglo American's human rights approach and the relevant controls it has in place to respect human rights
- Modern slavery red flags to look out for while supervising the construction site.

We also provided the contractor with wallet cards setting out key modern slavery red flags so that personnel could carry these around in their wallets while they were on site to support the identification of any modern slavery or other labour exploitation issues.



Providing human rights training to non-managed joint operations representatives

In 2021, we delivered training sessions to our directors and senior representatives on the boards and committees of our non-managed joint operations as part of a training programme on key risks for non-managed joint operations and how they can be identified and addressed. One of the topics focused on during the training was human rights, with the training covering:

- How to assess a non-managed joint operation's human rights approach (including in respect of modern slavery)
- How to influence a non-managed joint operation's human rights approach (including in respect of modern slavery), including when selecting partners and establishing relationships and ending a relationship
- Where to get further support in relation to assessing the non-managed joint operation's approach to human rights (including in respect of modern slavery).



Remediation processes

As stated in our Human Rights Policy, where we have caused or contributed to adverse human rights impacts, we will contribute to their remediation as appropriate.

YourVoice is Anglo American's confidential whistleblowing reporting service for employees, contractors, supply chain workers, and other stakeholders. It offers a route to raise concerns about potentially unethical, unlawful, or unsafe conduct or practices that conflict with our Values and Code of Conduct. Concerns related to human rights (including modern slavery) can be raised through YourVoice. The service is operated by an independent multilingual whistleblowing service provider, enabling stakeholders to report concerns anonymously.

During 2021, we received 797 reports through YourVoice, a 30% increase from 2020. We attribute the increase to a heightened awareness of the channel as a result of our pro-active engagement with external stakeholders, a growing culture of trust to raise concerns with confidence, and the promotion of this channel through other relevant Group-wide initiatives. Of those allegations closed, 30% were substantiated or partially substantiated.

Whistleblowing programme*

People

Employment, personnel policy and other people-related matters		21%
Bullying, harassment, victimisation and other related matters		28%

Legal and regulatory

Including bribery, corruption, fraud and criminal activity		19%
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Suppliers and procurement		13%
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Safety and health Including Covid-19 related		11%
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Information security and data privacy		1%
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Social and environment		1%
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Other		6%
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* Computational discrepancies may occur due to rounding.

In addition to YourVoice, through our Social Way Policy, sites are required to implement grievance management procedures, and all grievances must be screened. As stated in the Social Way Toolkit, site-level mechanisms should follow the effectiveness criteria for operational-level grievance mechanisms in the UNGPs. External stakeholders, including contractors, can report grievances and incidents with a social consequence through a site-level mechanism. One of the categories of incidents that can be reported is personal and political security, which includes incidents related to the right to freedom from slavery, forced and child labour, and debt bondage. Grievances and incidents with a social consequence⁶ must be investigated and closed-out.

Our Responsible Sourcing Standard requires suppliers to provide or allow access to a grievance mechanism, including YourVoice.

In 2021, we received no modern slavery-related complaints via YourVoice or our site-level mechanisms, although we recognise that this does not of itself mean that modern slavery is not present in our operations and supply chains.

⁶ An incident with a social consequence is an unwanted event related to site activities that has an adverse impact on the health or well-being of external stakeholders, or results in damage to their property, assets, or livelihoods. An incident with a social consequence may arise from a site's technical failure or accident, or a failure to anticipate, prevent or mitigate an impact.



Engagement and
collaboration

Healthy stakeholder relationships help us to better communicate how our business decisions, activities and performance are likely to affect or be of significant interest to our stakeholders, and provide the opportunity to co-create effective and lasting solutions to business and other challenges.

Key stakeholder groups for Anglo American are investors, employees and trade unions, communities, suppliers and contractors, civil society, customers, governments, multilateral organisations, and industry organisations.

In 2021, we engaged with our stakeholders on human rights (including modern slavery)-related topics. For example:

- We are members of the [International Council for Mining and Metals](#) and participate in the Responsible Sourcing Working Group and Human Rights Working Group
- We are part of the Tripartite Health and Safety Initiative in South Africa. As part of this initiative, we regularly engage with all major unions in South Africa and the government on various issues, including human rights topics
- We regularly engage with [IndustriALL Global Union](#), which represents 50 million workers across 140 countries in various sectors, including the mining sector
- We have continued engagement with the [Minerals Council of South Africa](#) and [UN Global Compact Network South Africa](#) to co-ordinate a consistent industry approach to developing and embedding a human rights framework. This culminated with a cross-industry engagement kick-off meeting in May 2021
- We participated in the UN Forum on Business and Human Rights, which included a brief discussion on the UK MSA
- We attended the Alternative Mining Indaba in Cape Town, South Africa. The Alternative Indaba is a platform for civil society groups to raise concerns about a range of mining-related matters, including human rights.

In 2021, our Metallurgical Coal business in Australia also engaged with its stakeholders on human rights (including modern slavery)-related topics. For example:

- We are a member of the Human Rights Resources and Energy Collaborative (formerly the Western Australia Modern Slavery Collaborative Group), which drives a collaborative approach to tackling modern slavery within the resources and energy sector. We continued to be active members of this Collaborative and participated in the remedy, shipping, and audit workstreams
- We joined the [UN Global Compact Network Australia](#) and became a member of its [Modern Slavery Community of Practice](#), which helps Australian business to navigate new developments and share learnings in a safe space. Through this Community of Practice, we had the opportunity to share our modern slavery risk-management practices while learning from our peers
- We are a member of the [Minerals Council of Australia's](#) Modern Slavery Taskforce and presented at its Combating Modern Slavery webinar in April 2021. In December, we also hosted an internal webinar showcasing the work that The Salvation Army is doing to support victims of modern slavery in Australia.

Additionally, during 2021, various representatives from the Group attended webinars hosted by leading industry organisations and non-governmental organisations (including those focused on human rights) to both increase our knowledge of evolving issues globally and to share ideas on how to implement best practice to enable effective change.



Collaboration in the shipping industry



We recognise that there are modern slavery risks related to our shipping activities, particularly with respect to seafarers, and that those risks have been exacerbated by the Covid-19 pandemic, including through crew-change restrictions.

In late 2020, Anglo American joined the Charterers Crew Change Working Group co-ordinated by the Global Maritime Forum to promote collaboration between stakeholders for regular crew changes. The result of these joint efforts was the Neptune Declaration on Seafarer Wellbeing and Crew Change which was launched in January 2021. The Declaration has over 850 signatories, including Anglo American, and urges signatories to take various actions, including recognising seafarers as key workers and giving them priority to Covid-19 vaccines, increasing collaboration between ship operators and charterers to facilitate crew changes, and establishing and implementing gold-standard health protocols based on existing practice. In line with the Declaration, in 2021, we implemented additional controls including requiring shipowners to produce a plan on how they will manage seafarers' health and well-being before we contract them, while we also introduced ongoing additional engagements with the ship managers.

In 2021, we continued our partnership with The Mission to Seafarers to support the roll-out of the annual Seafarer Happiness Index, which is designed to monitor and benchmark seafarer satisfaction levels and provide indicators of issues affecting their happiness. The survey focuses on key areas impacting the experiences of men and women employed at sea, including internet access; the quality, quantity, and nutritional value of food; onboard facilities; shore leave; workloads; mental health and well-being; and access to training – both ashore and onboard. By working with the owners of vessels that we charter to promote the survey and drive engagement, we are helping to ensure that as many crews as possible have an opportunity to participate and have their voices heard.

Additionally, as stated above, our Metallurgical Coal business in Australia participated in the shipping workstream of the Human Rights Resource and Energy Collaborative. The workstream supported the Institute of Human Rights and Business and the Sustainable Shipping Initiative to develop a Code of Conduct for the shipping industry and also supported RightShip to develop a crew welfare self-assessment tool.





Assessing the effectiveness
of our approach

For Anglo American, an effective approach to managing modern slavery risks includes having:

- Clear policies setting out modern slavery-related expectations of personnel, business partners including our suppliers, and other parties directly linked to operations, products, or services
- Robust due diligence processes to identify, prevent, mitigate and account for how modern-slavery risks are addressed
- Processes to enable the remediation of any modern slavery-related incidents which we identify we have caused or contributed to, including grievance mechanisms that align with the UNGPs effectiveness criteria for non-judicial grievances mechanisms, including being accessible by potentially affected stakeholders.

In 2021, quantitative measures we used to track our modern slavery approach included:

- Number of KYC checks
- Number of SAQs requested and completed
- Number of corrective action plans in place and completed
- Percentage of employees that completed Code of Conduct training
- Number of YourVoice cases received and issue type
- Number of site-level grievance mechanism grievances received and categorisation.

Additionally, as part of the Social Way Management System, we have a Social Way Assurance Framework, which contains the requirements, criteria, and process through which Anglo American sites are assessed on their compliance with the Social Way Policy, including in relation to SHIRA. All sites will be assessed on an annual basis by external, independent assessors. Based on the outcomes of the assurance process, site-level improvement plans, supported by ongoing training and capacity building, will be developed for continuous improvement and learning.

Qualitative measures we use to track our modern slavery approach in our Metallurgical Coal business are:

- Conducting an annual internal survey to assess the knowledge of the Metallurgical Coal business' employees and contractors on modern slavery and the responsible sourcing approach
- Conducting supplier surveys to assess their understanding and awareness of modern slavery risks.

We will continue to work to strengthen how we track the effectiveness of our modern slavery approach.

Supplier modern slavery survey

In July 2021, our Metallurgical Coal business in Australia conducted a survey following an external webinar held for suppliers focusing on modern slavery (for further details, see the 'Our approach to assessing and addressing modern slavery risks' section on page 12). As part of the survey, suppliers were asked various questions including:

- Whether suppliers were aware of the extent of modern slavery globally prior to the webinar
- Whether suppliers had thought about modern slavery risks in our shared supply chains prior to the webinar
- Whether suppliers were aware of the Responsible Sourcing Standard prior to the webinar
- Whether suppliers have a Code of Conduct, Human Rights Policy, and/or Modern Slavery Policy.

The results of the survey demonstrated that most of the respondents were aware of the extent of modern slavery globally, had thought about modern slavery risks in our shared supply chains, and were aware of the Responsible Sourcing Standard and that Anglo American requires all suppliers to meet our responsible sourcing requirements. These results have been used to better understand supplier awareness of modern slavery and may inform future training opportunities.



Looking forward

In 2022, we will continue to strengthen our approach to identify, assess, and address modern slavery risks in our operations and supply chains.

Key areas of focus will be to:

- Develop a human rights self-assessment questionnaire for shipping counterparties to complete annually, which includes questions on specific modern slavery-related topics such as recruitment fees
- Develop a suite of human rights training for the business, including a mandatory human rights training module for our employees and contractors
- Continue to engage with our stakeholders on human rights
- Continue to map our supply chains beyond our direct suppliers
- Develop human rights due diligence guidance for our sites outside the SHIRA and operational risk management processes.

Anglo American's [Sustainable Mining Plan](#) is in the process of being updated and, when relaunched at the end of 2022, will include integrating human rights, including modern slavery, considerations into the functional and operational five-year sustainability plans of Group Functions and operations. The updated Sustainable Mining Plan will include the launch of human rights training for the business and implementation of our new operational human rights due diligence process. The latter will include a particular focus on ensuring human rights risks are integrated into the Group's risk management processes.





Appendices

Appendix I – Reporting entities

Entity	Description
UK MSA reporting entities	
Anglo American plc (Company number 03564138)	Global mining company listed on the London, Johannesburg, Swiss, Botswana, and Namibia stock exchanges.
Anglo American Services (UK) Ltd (Company number 02295324)	Principal activity is an investment holding company and provides management services to certain companies in the Group.
Anglo American Marketing Limited (Company number 00405724)	Principal activity is the sale of nickel, copper, and iron ore to international customers, as well as the provision of sales services for various commodities produced by the Group or sourced from third parties, and the provision of marketing and other supporting services for certain companies in the Group.
Anglo Platinum Marketing Limited (Company number 06726161)	Principal activity comprises the sale of platinum group metals and associated by-products to international customers.
Anglo American Technical & Sustainability Services Limited (Company number 11352289)	Provides management, technical and consultancy services to certain companies in the Group.
Australian MSA reporting entities	
Anglo American Australia Limited (ABN 47 004 892 371)	Ultimate Australian holding company for the Australian metallurgical coal and corporate companies.
Anglo Operations (Australia) Pty Ltd (ABN 24 084 204 606)	Holding company for Anglo American's manganese interests, comprising the 40% shareholding in Groote Eylandt Mining Company Pty Ltd.
Anglo American Metallurgical Coal Holdings Limited (ABN 52 079 017 940)	Main sub-holding company for Anglo American's metallurgical coal operations in Australia.
Anglo American Metallurgical Coal Assets Pty Ltd (ABN 59 081 022 246)	Subsidiary of Anglo American Metallurgical Coal Holdings Limited and the main sub-holding company for Anglo American's coal joint venture participant and operating companies.
Anglo American Metallurgical Coal Assets Eastern Australia Limited (ABN 81 009 727 851)	Subsidiary of Anglo American Metallurgical Coal Assets Pty Ltd and a sub-holding company for various companies.
Anglo American Metallurgical Coal Assets Eastern Australia Limited (ABN 81 009 727 851)	Subsidiary of Anglo American Metallurgical Coal Assets Pty Ltd and a sub-holding company for various companies.
Anglo Coal (German Creek) Pty Ltd (ABN 99 081 022 415)	Joint venture participant company that holds a 56.97% interest in the Capcoal joint venture, the Aquila underground mine, and the Lake Lindsay open pit mine. It also holds a 52.7% interest in the Roper Creek joint venture.
Anglo Coal (Dawson) Holdings Pty Ltd (ABN 17 100 197 699)	Holding company for Anglo American's interests in the Dawson coal mine.
Anglo Coal (Dawson) Limited (ABN 83 100 155 342)	Joint venture participant company that holds a 51% interest in the Dawson joint venture. The company is also a sub-holding company for various Dawson companies.
Moranbah North Coal Pty Ltd (ABN 99 007 083 249)	Joint venture participant company that holds an 88% interest in the Moranbah North Coal joint venture.

Appendix II – How our Statement addresses the UK MSA and Australian MSA reporting criteria

UK MSA recommended reporting criteria	Australian MSA mandatory reporting criteria	Reference in this Statement
N/A	Identify the reporting entity.	Appendix I – Reporting entities (p 29)
Organisation’s structure, its business, and its supply chains.	Describe the reporting entity’s structure, operations, and supply chains.	Our structure, operations, and supply chains (p 4)
Parts of the organisation’s business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Our modern slavery risks (p 8)
Organisation’s policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff.	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Our approach to assessing and addressing modern slavery risks (p 12)
Organisation’s effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Describe how the reporting entity assesses the effectiveness of such actions.	Assessing the effectiveness of our approach (p 24)
N/A	Describe the process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement.	Disclosure notes (p 2)
N/A	Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	Engagement and collaboration (p 21); Looking forward (p 26)

References to Anglo American

In this document, references to “Anglo American”, the “Anglo American Group”, the “Group”, “we”, “us”, and “our” are to refer to either Anglo American plc and its subsidiaries and/or those who work for them generally, or where it is not necessary to refer to a particular entity, entities, or persons. The use of those generic terms herein is for convenience only, and is in no way indicative of how the Anglo American Group or any entity within it is structured, managed or controlled. Anglo American subsidiaries, and their management, are responsible for their own day-to-day operations, including but not limited to securing and maintaining all relevant licences and permits, operational adaptation and implementation of Group policies, management, training, and any applicable local grievance mechanisms. Anglo American produces group-wide policies and procedures to ensure best uniform practices and standardisation across the Anglo American Group but is not responsible for the day-to-day implementation of such policies. Such policies and procedures constitute prescribed minimum standards only. Group operating subsidiaries are responsible for adapting those policies and procedures to reflect local conditions where appropriate, and for implementation, oversight, and monitoring within their specific businesses.

Forward-looking statements and third-party information

This document includes forward-looking statements. All statements other than statements of historical facts included in this document, including, without limitation, those regarding Anglo American’s financial position, business, acquisition and divestment strategy, dividend policy, plans and objectives of management for future operations, prospects and projects (including development plans and objectives relating to Anglo American’s products, production forecasts and Ore Reserve and Mineral Resource positions) and sustainability performance related (including environmental, social and governance) goals, ambitions, targets, visions, milestones and aspirations, are forward-looking statements. By their nature, such forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance, or achievements of Anglo American or industry results to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements.

Such forward-looking statements are based on numerous assumptions regarding Anglo American’s present and future business strategies and the environment in which Anglo American will operate in the future. Important factors that could cause Anglo American’s actual results, performance or achievements to differ materially from those in the forward-looking statements include, among others, levels of actual production during any period, levels of global demand and commodity market prices, mineral resource exploration and project development capabilities

and delivery, recovery rates and other operational capabilities, safety, health or environmental incidents, the effects of global pandemics and outbreaks of infectious diseases, the impact of attacks from third parties on our information systems, natural catastrophes or adverse geological conditions, climate change and extreme weather events, the outcome of litigation or regulatory proceedings, the availability of mining and processing equipment, the ability to obtain key inputs in a timely manner, the ability to produce and transport products profitably, the availability of necessary infrastructure (including transportation) services, the development, efficacy and adoption of new technology, challenges in realising resource estimates or discovering new economic mineralisation, the impact of foreign currency exchange rates on market prices and operating costs, the availability of sufficient credit, liquidity and counterparty risks, the effects of inflation, political uncertainty, tensions and disputes and economic conditions in relevant areas of the world, evolving societal and stakeholder requirements and expectations, shortages of skilled employees, the actions of competitors, activities by courts, regulators and governmental authorities such as in relation to permitting or forcing closure of mines and ceasing of operations or maintenance of Anglo American’s assets and changes in taxation or safety, health, environmental or other types of regulation in the countries where Anglo American operates, conflicts over land and resource ownership rights and such other risk factors identified in Anglo American’s most recent Annual Report. Forward-looking statements should, therefore, be construed in light of such risk factors and undue reliance should not be placed on forward-looking statements. These forward-looking statements speak only as of the date of this document. Anglo American expressly disclaims any obligation or undertaking (except as required by applicable law, the City Code on Takeovers and Mergers, the UK Listing Rules, the Disclosure and Transparency Rules of the Financial Conduct Authority, the Listings Requirements of the securities exchange of the JSE Limited in South Africa, the SIX Swiss Exchange, the Botswana Stock Exchange and the Namibian Stock Exchange and any other applicable regulations) to release publicly any updates or revisions to any forward-looking statement contained herein to reflect any change in Anglo American’s expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.

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