

# {2012

VOLUNTARY PRINCIPLES  
PLENARY REPORT

**Report to the plenary session of the Voluntary Principles on Security and Human Rights**

**2012**

AngloGold Ashanti has subscribed to the Voluntary Principles on Security and Human Rights since 2007 – a set of non-binding principles developed in 2000 to address the issue of balancing safety and security needs against respect for human rights and fundamental freedoms. The Voluntary Principles address a critical gap for companies seeking guidance on managing their potential exposure to inappropriate security and human rights practices, especially in countries that are associated with conflict and high potential for human rights abuses. The Voluntary Principles also provide guidance for companies on identifying human rights and security risks, and engaging and collaborating with state and private security forces. The Principles were developed through multi-stakeholder participation between governments, extractive industry members and non-governmental organisations (NGOs).

**A. Commitment**

*1. Statement of commitment or endorsement of the Voluntary Principles*

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

In its management of security and in terms of its recognition of human rights, AngloGold Ashanti is committed to implementing the Voluntary Principles on Security and Human Rights. It applies the Principles to the management of those functions at all its operations.

In making decisions on, and addressing, any human rights, security and community issues, the company takes an interdisciplinary approach. The Voluntary Principles underpin the company's security management practices.

**B. Policies, Procedures and Related Activities**

*2. Relevant policies, procedures, and/or guidelines to implement the Voluntary Principles*

We recognise that good community relationships built on trust and where we do no harm, will have a positive impact on security and that both increased illegal and artisanal mining, and an increase in the level of organisation and funding of criminal activity around our operations, has the potential to increase the number and severity of security incidents. Effective strategies for community engagement and local economic development to create alternative livelihoods are essential in addressing human rights and security issues, and their causes.

We aim to foster sustainable development in host communities, as a way of working towards the value of leaving communities better off for us being there. We encourage meaningful and effective community engagement throughout the life cycle of a mining operation.

Community and security related matters are addressed at board level by the Safety, Health and Sustainable Development Committee. The committee's ambit covers oversight of AngloGold Ashanti's compliance with its commitment in terms of the Voluntary Principles. At a corporate level the Community Affairs team develops company policy in respect of community-related issues, in addition to offering guidance and establishing procedures to foster operational conformity with the group's values, business principles and policies. Various operational plans, including stakeholder engagement plans and integrated development plans, and mechanisms for the reporting and resolving of complaints and grievances, form the backbone of community engagement efforts. In addition, the company's security framework and associated standards provide the base for measuring compliance for the VP's implementation progress.

Furthermore, we have engaged civil society to assist in our implementation efforts, most notably an implementation gap analysis conducted by International Alert in Colombia and more recently Search for Common Ground in Tanzania to assist with conflict resolution / prevention training. We believe these initiatives are critical in identifying gaps for action, adding credibility and enhancing our capability to further improve our compliance.

### *3. Company procedure to conduct security and human rights risk assessments*

To ensure the appropriate level of protection for AngloGold Ashanti's people and assets, the company uses its own security employees as well as outside providers of private and public security services. At the same time it strives to manage security in such a way that the human rights of individuals and communities affected by the company's activities are safeguarded.

In all countries in which AngloGold Ashanti operate, threat and risk assessments are conducted to determine which security resources are required. In Colombia, Ghana, the Democratic Republic of Congo (DRC) and Guinea, risk assessments categorise threats as high and require the involvement of state police and/or military units (public security forces) on a near-permanent basis.

In addition, almost all the group's operations incorporate private security forces. As with public security, the decision to use private security is made after formal risk and threat assessments. These assessments help determine the correct number and composition of security personnel as well as their roles, and whether or not they should carry arms. Carrying firearms is only permitted when risk assessment determines that it is entirely justified and that it complies with national legislation.

### *4. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities*

The use of a standardised reporting procedure was adopted in 2010 in order to report on any potential violations of the Voluntary Principles. A web-based system has been developed and implemented for reporting events, allegations and incidents. This has not only enhanced the integrity and archiving of data relating to the Principles, but has also raised awareness of AngloGold Ashanti's compliance requirements because the system is treated as a learning tool for stakeholders across the company's operations worldwide.

A summary of the security incidents that occurred during 2011 and 2012 can be found in Section C.9 of this report. The company's reporting on the Voluntary Principles provides further details with respect to four categories:

- significant incidents resulting in third-party deaths/injuries and involving interventions by security personnel
- significant incidents resulting in third-party deaths/injuries but without the intervention of security personnel;
- significant incidents resulting in the deaths of, or injuries to, AngloGold Ashanti staff;
- incidents of community unrest/protests

*5. Company procedure to consider the Voluntary Principles when entering into relations with private/public security providers*

As reported in (3) above, security considerations in a number of countries necessitate reliance on special support from private and public security services.

AngloGold Ashanti seeks to ensure that all private/public security personnel are trained in, and are familiar with, the provisions of the Voluntary Principles and specific stipulations regarding their obligations with respect to compliance are being written into contracts and memorandums of understanding (MoUs). In line with the company's commitment to these Principles, minimum force is advocated at all times. Alleged violations committed by outside providers are dealt with in accordance with AngloGold Ashanti's own investigative procedures and the applicable national legislation.

*6. Company procedure or mechanism to address security-related incidents with human rights implications by public/private security forces relating to the company's activities*

Any security incident at any of AngloGold Ashanti's sites is reported and investigated, and appropriate remedial action taken. The company maintains records of all incidents. In 2012, the security discipline also adopted the company Advanced Incident Investigation Protocol (AIIP), to investigate significant security incidents. This has had a positive impact with regard to identifying root causes of incidents and appropriate remedial action to be taken.

Details on incidents which occurred in 2012 are provided in the Annexure.

*7. Examples of promoting awareness of the Voluntary Principles throughout the organisation or government*

The Voluntary Principles checklist, which contains a list of compliance indicators, is used to measure compliance when assessments are carried out for the implementation of AngloGold Ashanti's Security Framework. Significant improvements have been noted with regard to compliance by the operations because the checklist serves as a guide as to what is required in order to achieve full compliance. Used in Security Framework audits, the checklist indicators have also raised awareness not only among security managers, but also among the line managers who must ensure compliance.

The group continues to participate in in-country initiatives to engage home and host governments, most notably Tanzania, DRC and South Africa, with a view to implementing the Voluntary Principles in the respective countries.

*8. Examples of promoting and advancing implementation of the Voluntary Principles internationally*

AngloGold Ashanti is open about its commitment to advancing the Voluntary Principles, and, when appropriate, uses its involvement in international forums, such as the Responsible Jewellery Council, the International Council on Mining and Metals and the United Nations Global Compact, to promote the Principles. The company's Voluntary Principles Report is published on its website: [www.anglogoldashanti.com](http://www.anglogoldashanti.com)

**C. Country Implementation**

*9. Overview of country operations selected for reporting*

In this section, AngloGold Ashanti reports on community- and security-related incidents at all of its operations and exploration sites across the globe. Data is reported for the calendar year ended 31 December 2012, with data for the same period in 2011 supplied for comparative purposes.

**Table 1: Fatalities and injuries, as a result of interventions by security personnel, at AngloGold Ashanti operations in 2012.**

Incident  Region/ operation/ exploration site	2012				2011			
	Community members		AngloGold Ashanti security personnel		Community members		AngloGold Ashanti security personnel	
	Fatalities	Injuries	Fatalities	Injuries	Fatalities	Injuries	Fatalities	Injuries
South Africa Region	–	1*	–	1	–	1*	–	–
Siguiri	–	–	–	1	–	–	–	2
Obuasi	–	–	–	22	1*	–	–	38
Geita	2*	9 5*	–	26	1 (drowning) 1*	1* 7	–	7
Colombia	–	1	–	–	–	–	–	–
DRC - Mongbwalu	–	–	–	1	–	–	–	2
<b>Total</b>	<b>2</b>	<b>16</b>	<b>–</b>	<b>51</b>	<b>3</b>	<b>9</b>	<b>–</b>	<b>49</b>

\* Incidents involving discharge of firearms.

**Table 2: Summary of fatalities among and injuries to third parties involved in illegal activities at AngloGold Ashanti operations/exploration sites in 2012, not as a result of security intervention.**

Incident  Operation/ exploration site	2012		2011	
	Fatalities	Injuries	Fatalities	Injuries
Siguri	–	–	1 (artisanal miner – drowning)	–
Obuasi	7 (illegal mining )	7 (illegal mining )	1 (illegal mining – fall of ground)	–
Geita	12 (illegal mining )	10 (illegal mining )	2 (illegal mining – assault; natural causes)	–
<b>Total</b>	<b>19</b>	<b>17</b>	<b>4</b>	<b>–</b>
DRC (exploration site – incidents reported occurred on the company's concession area)	21* (artisanal miners)	–	34* (artisanal miners)	–
<b>Total (including DRC)</b>	<b>40</b>	<b>17</b>	<b>38</b>	<b>–</b>

\* Since 2010 AngloGold Ashanti has been seeking greater involvement from communities in addressing the issue of artisanal and small/scale mining (ASM). The initiative has two goals: the one is to encourage the reporting of ASM fatalities and the other is to raise awareness and to educate people about the dangers of ASM activity.

**Table 3: Summary of community protest actions at AngloGold Ashanti operations, during 2012.**

Operation/exploration site	Number of protest actions	
	2012	2011
Obuasi	2	2
Geita	1	1
Cerro Vanguardia	2	–
DRC (exploration site)	–	1 (Mongbwalu)
<b>Total</b>	<b>5</b>	<b>4</b>

*10. Engagements with stakeholders on country implementation*

AngloGold Ashanti engages extensively with a variety of stakeholders — social and business partners that have an interest in, or are affected by, the company’s activities. During 2012, a more structured approach to stakeholder engagement, governed by company-wide management standards, has had a positive impact, as proactive and planned government engagement was factored into business decisions through continual internal consultation and education.

The government relations function continues to focus on public policy strategy as it affects the business.

*11. Voluntary Principles considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as arrangements with public security forces*

As reported above, AngloGold Ashanti frequently relies on governments or government agencies to provide security at its operations. All contractual agreements and MoUs with private and public security service providers must include references to the company’s commitment to and obligations to the Voluntary Principles and must spell out what AngloGold Ashanti expects from its private and public security providers.

All third-party suppliers are trained in the company’s values, policies and procedures concerning human rights and the Voluntary Principles, while government security personnel are briefed on the Principles before deployment.

A review of all contracts with private and public security agencies at operations/exploration sites has highlighted gaps and recommended actions prioritised, with the aim of standardising contract requirements.

*12. Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g. local NGOs, community groups)*

AngloGold Ashanti hosted an outreach session at our Corporate Office in South Africa, facilitated by a delegation from the Dutch Government and attended by representatives from embassies and industry. Furthermore, we co-hosted the VP's IGT training workshops in Johannesburg which proved to be a positive and valuable experience for all who attended.

The training of security personnel over the last couple of years had a positive effect on our capability to respond to conflict situations in an appropriate manner. In addition, this has also prompted a review of our training material to enhance the quality of training and determine the level of training which is required security, line management, employees and other stakeholders.

*13. Company procedure to review progress on implementing the Voluntary Principles at local facilities*

A corporate review panel guides the implementation of AngloGold Ashanti's incident reporting and management standards. Its main aim is to review the quality and timeliness of reporting on all high, major and extreme incidents in the Environment, Community and Security disciplines. The panel is proving its worth by identifying additional remedial actions and discussing their implementation with regional and operational colleagues.

Our VP's compliance is also included in our company wide combined assurance review process, facilitated by the Group Internal Audit department.

We have also introduced the recently developed VP's KPI's (voluntary initiative and developed by a Voluntary Group of VP's companies), as a further measure of our implementation compliance.

**D. Lessons and Issues**

*14. Lessons or issues from this reporting year, as well as plans or opportunities to advance the Voluntary Principles for the organisation*

Although AngloGold Ashanti has made good progress in the past few years, an increase in VP's related incidents is notable in 2012, due to increased and more complex ASM / illegal mining challenges, specifically in Tanzania and Ghana. The company has evaluated and will continue to evaluate, incidents occurring in 2013, to help the company achieve its goal of recording zero incidents in future years.

A review of security strategy was done in 2012 and a five point plan developed, centred on "community enhanced security", which aims to remove people from risk, reducing the potential for conflict and confrontation, and most importantly how AGA, public security and the communities can collectively play their part, in bringing about a safer and more secure environment for all stakeholders.



## Annexure

### Summary of significant security incidents in 2012

In 2012 several incidents occurred in which force was used by AngloGold Ashanti security staff, contracted private security services or public security services. Details are provided below. Minimum force is advocated at AngloGold Ashanti's operations and exploration sites at all times, in line with the company's commitment to the Voluntary Principles.

Date	Location	Persons involved	Detail
<b>Incidents involving intervention by security personnel which resulted in deaths or injuries to members of the public on AngloGold Ashanti concession land.</b>			
2012	Geita Mine, Tanzania	Security and armed robbers	A scheduled bullion shipment at Geita Gold Mine was attacked by a gang of five heavily armed gunmen at the mine airport. The men, armed with AK 47 rifles, 9mm pistols and hand grenades, fired at the security contingent that had been deployed to protect the bullion shipment. The security contingent armed with only 9mm pistols and shotguns (as per the law) returned fire to avert the attack. During this exchange of gunfire one member of the security contingent was wounded in his left arm and one of the armed gunmen fatally wounded. The other five gunmen fled upon arrival of the Police and the situation normalised, without further injury and theft taking place.
2012	Geita mine, Tanzania	Security and intruders	A security gun handler on duty at the HME Yard observed an intruder trying to steal scrap steel. In trying to apprehend the suspect, he fired a shot and unfortunately fatally wounded the intruder. The guard was charged with murder and remanded in custody, awaiting trial.
2012	Geita mine, Tanzania	Security and illegal miners	A gun handler was surrounded by 20 illegal miners at WD1. The group of illegal miners kept on approaching the security gun handler and he fired a warning shot. Three illegal miners remained after the warning shot and when one of them attacked and tried to disarm the guard, a shot went off and unfortunately the attacker sustained minor birdshot wounds on his left lower leg. The case was investigated by the police and internally, and it was found that the guard acted within his rights.
2012	Geita mine, Tanzania	Security and illegal miners	A gun handler fired a shot when trying to apprehend illegal miners and one of the persons sustained a minor wound on the hand. He was taken to the hospital and received treatment and discharged.
2012	Geita mine,	Public Security and illegal	Whilst trying to remove illegal miners out of a pit at, a Police FFU member accidentally discharged a 38mm thunder flash

	Tanzania	miners	(sound) launcher, which struck the ground in front of him, close to a group of people in his immediate vicinity. This caused stones and debris to injure three of the FFU members and one illegal miner. All sustained minor flesh wounds in the lower legs and one sustained injures on the back.
2012	Geita mine, Tanzania	Security and Illegal miners	A group of five people suspected to be illegal miners intruded Nyankanga pit. When the Rapid Response Unit were attempting to apprehend them, a RRU member discharged his shotgun and one round hit the one illegal miner on the back, who sustained an open shallow wound. He was taken to hospital for treatment and later discharged. The gun handler was immediately withdrawn and stopped from handling a shotgun pending further investigation and re-training.
2012	Geita mine, Tanzania	Security and Illegal miners	It was reported that three illegal miners were being kept at the Security dept.'s offices longer than required, whilst waiting for the police to arrive. Upon investigation, it was noticed that the illegal miners were injured. The illegal miners were taken to hospital and upon further investigation; it was revealed that the illegal miners had been assaulted by the security members. Four members of the RRU (Rapid Response Unit) that were on duty were suspended pending investigation. Two supervisors were also charged for negligence.
2012	West Wits, South Africa	Public Security, Security and striking workers	During the strike action, both entrances at one of the employee residences were blocked by striking workers. They were armed with traditional weapons. The group of striking workers were warned to disperse by the Police and Security. Striking workers then proceeded to stoning security. Security deployed crowd control tactics using minimum force, but the crowd continued to stone security and threatened to attack them physically by moving closer, prompting security to use rubber bullets to disperse them. One striking worker was admitted to hospital with a minor rubber bullet wound to the frontal area of his head. The incident was investigated and revealed that the security staff acted within their rights. Disciplinary action was taken against the striking worker.
2012	Siguiri Mine, Guinea	Public Security and employees	At Siguiri Mine, two ladies who work as cooks for the Military contingent on site laid a complaint with the Military Lieutenant about not being able to use mine shift buses. The lieutenant and 7 soldiers went to the bus station to enquire and when the bus controller still refused, with valid reasoning that mine employees have first option to use the buses, the lieutenant ordered his men to take the bus controller away in their vehicle. During this process the bus controller was assaulted by the Military members. This resulted in his clothes being torn, his one cellular telephone was broken and his second cellular telephone was missing after the incident. He

			was taken to the clinic to be checked out but did not sustain injury. After thorough investigation, the eight Military members, as well as the two ladies that were responsible for initiating the incident were removed from site, following a meeting between mine management and the Regional Military Command. The Military were also ordered to pay for the damaged and missing mobile phone of the victim.
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<b>Incidents, occurring on AngloGold Ashanti concession land that resulted in deaths or injuries to members of the public, in which there was no intervention by security personnel.</b>			
2012	Obuasi mine, Ghana	Illegal miners	In three separate incidents, seven people lost their lives and seven were injured whilst busy with illegal mining activity.
2012	Geita mine, Tanzania	Illegal miners	In ten separate incidents, twelve people lost their lives and ten were injured whilst busy with illegal mining activity.
2012	Mongbwalu, DRC *	Artisanal/illegal miners	It was reported to AngloGold Ashanti that 21 people had died as a result of artisanal/illegal mining activities on the company's immediate concession area. Through continual liaison with the community, civil society and the relevant authorities, people are being educated about the dangers inherent in these activities.

<b>Security-related incidents involving death or injuries to AngloGold Ashanti security employees, non-security employees or contractors.</b>			
2012	AGA	Security employees	In 42 separate incidents, 51 security staff members were assaulted and injured by armed assailants, while protecting people and facilities. Notably 26 at Geita in Tanzania and 22 at Obuasi in Ghana.

<b>Community unrest /protest incidents</b>			
2012	Cerro Vanguardia, Argentina	Contractors	Two separate protests were reported at Cerro Vanguardia mine, where disgruntled workers tried to block access leading to the mine premises, due to labour related disputes. In both cases the situation was normalised after dialogue, without significant incidents.
2012	Geita mine, Tanzania	Illegal miners	A group of ± 1000 illegal miners attempted to force entry into the ROM Pad at Geita Mine, but were disrupted and driven away by the GGM Security Team. Whilst retreating, the group of illegal miners protested

			and started damaging company property and attempted to injure company staff on the mine property and into Geita town. Three GGM vehicles were damaged, one of which was set alight and four contractor company vehicles were also damaged. The group blocked various roads into town and after an extended standoff with the Police, agreed to disperse. The police arrested 13 people in connection with the protest action.
2012	Obuasi mine, Ghana	Illegal miners	Two community protests took place at Obuasi, a few days apart, when large groups of illegal miners blocked off roads close to Adansi shaft, to show their dissatisfaction with the closure of illegal surface holes, used by them to access our underground workings. In both cases, after discussions with the Municipal and Mine leadership and the Police, they dispersed without major incident.

\*AngloGold Ashanti's subsidiary in the DRC, which is in a joint venture with Sokimo (the Society of the Gold Mines of Kilo-Moto).

### ***Definitions used in this report***

**Artisanal and small-scale mining (ASM):** ASM includes any mining and/or processing activities undertaken by an individual or individuals, who may have formed a collective or co-operative. Large collectives may comprise hundreds or even thousands of people working an area. Regardless of the number of people involved, a common characteristic is a low level of mechanisation. Although it might appear informal, such activity is often well co-ordinated. ASM activity is sometimes regulated by local legislation, but more often is unregulated. It may be legal or illegal. Colloquially, ASM goes under many different terms, including *galamsey* (in Ghana), *orpailleurs* (in the DRC) and *garimpeiros* (in Brazil).

**Criminal activity:** Such activity is defined by appropriate legal statute and may include illegal mining or the theft and sabotage of company property.

**Fall of ground:** The fall of rock/material from the roof of a mine into a mine opening.

**Legal mining:** National legislation will in most cases determine the legality or otherwise of any mining activity. Artisanal and small-scale mining may be legal, depending on local regulation of the industry.

**Illegal mining:** AngloGold Ashanti defines illegal mining as artisanal and small-scale mining undertaken in contravention of law. Notwithstanding that artisanal and small-scale mining in a given country is generally legal, it may still be illegal when encroachment takes place on areas legally designated for large-scale mining.

**Trespassing:** Trespassing is deemed to occur when any individual enters a restricted area or private property without permission. This includes persons intending to mine or engage in any activities which may include criminal acts such as theft of mine property. Restricted areas, for example, active mining areas, must be demarcated and those in the vicinity must be notified. As mining concessions are large and often have many communities living on them, an individual cannot be considered to be trespassing by virtue of being on a mining concession *per se*. Accordingly it is the responsibility of the mine to demarcate restricted areas clearly and to communicate with communities in the surrounding areas.