



Equal Opportunity Policy

AngloGold Australia Limited is committed to promoting an organisational culture of open communication and personal participation which provides all employees with equal opportunities in their employment.

AngloGold Australia will implement policies and practices and, through its people, apply them consistently to ensure:

- **the best person for each job is employed;**
- **employees are provided with sufficient opportunities to develop and effectively utilise their skills and competencies;**
- **employee aspirations, capabilities and performance are considerations in all employment decisions;**
- **any behaviour, innuendo or form of harassment that may create an intimidating, hostile or offensive work environment is eliminated;**
- **a fair approach, without bias or discrimination, in all aspects of the employment relationship;**
- **our social and legal obligations to our employees are fulfilled.**

All employees, and others as appropriate, will be made aware of their obligations and responsibilities under this policy.

All employees are accountable for upholding the letter and spirit of the policy and eliminating any practices and behaviours which are a breach of this policy.

Barrie Parker
Operating General Manager
January 2003