1. BACKGROUND

Social media platforms have become increasingly popular for connecting with others, sharing information, contributing to discussions and building understanding. AngloGold Ashanti employees, contractors and sub-contractors utilise social media for business and in their personal capacity due to social media’s high speed, level of interactivity and global access to published information. Consideration of the appropriate uses for these applications is required due to the many risks posed both to the company and users.

2. POLICY STATEMENT

Employees and contractors who use social media at any time must do so in a responsible and ethical manner, ensure they adhere to the company’s values, the code of business principles and ethics, applicable legal and regulatory restrictions and the guidance provided in this policy.

3. PURPOSE OF THIS POLICY

AngloGold Ashanti recognises the importance that social media has to play in the development of AngloGold Ashanti’s brand. AngloGold Ashanti also recognises the ability of social media to empower its employees, subsidiaries, service organisations, joint venture partners and other business parties (“users”) to interact and communicate with reference to or about AngloGold Ashanti responsibly. This Social Media Policy outlines general principles that all users must follow when participating in the social media domain and communicating about AngloGold Ashanti, be it in an official or private capacity.
For the purposes of this policy, social media includes but is not limited to:
- social networking sites e.g. Facebook, MySpace, Bebo, Friendster, Hi5 and Orkut
- professional networking sites e.g. Linkedin
- video and photo sharing websites e.g. Flickr, YouTube
- micro-blogging sites e.g. Twitter
- weblogs, including corporate blogs, personal blogs or blogs hosted by traditional media publications
- forums and discussion boards such as Whirlpool, Yahoo! Groups or Google Groups
- online encyclopaedias such as Wikipedia
- any other websites that allow individual users or companies to use simple publishing tools
- electronic media accessed via portable or non-portable devices.

4. SCOPE OF THIS POLICY

The scope of this policy is to ensure that all social media interactions by and about the Company are practiced in a responsible and appropriate manner. It applies irrespective of whether the user is accessing the Internet from company or private premises during business hours or in their own time.

5. AUDIENCE

This policy applies to all AngloGold Ashanti employees, AngloGold Ashanti Directors, subsidiaries, service organisations, joint venture partners and other business parties when referencing AngloGold Ashanti on social media. It applies regardless of whether you are using:
- your own communications device or one owned by AngloGold Ashanti or
- private or AngloGold Ashanti IT infrastructure

6. PERSONAL USE OF SOCIAL MEDIA

6.1 Overview

AngloGold Ashanti recognises that you may wish to use social media in your personal capacity. This policy does not intend to discourage nor unduly limit your legitimate personal expression or online activities.

However, engagement in social media activities should not interfere with work commitments. AngloGold Ashanti’s IT resources are company property dedicated to achieving AngloGold Ashanti’s business objectives and should be utilised accordingly. Please refer to the AngloGold Ashanti Code of Business Principles and Ethics for more information and guidance in this regard.

Further, you should recognise the potential for damage that may be caused (either directly or indirectly) to AngloGold Ashanti and others in certain circumstances via your personal use of social media when you can be identified as an AngloGold Ashanti employee. Sharing confidential information, harassing colleagues and business parties or engaging in other forms of inappropriate behaviour reflect adversely on the company and may give rise to legal consequences. Accordingly, you should comply with this policy to ensure that you conduct yourself responsibly and thereby avoid or minimise the risk of such damage.
6.2 Personal accountability

You are personally accountable for the content you publish in a personal capacity on any form of social media platform. When in doubt, you should seek guidance from your manager or head of department.

The absence of, or lack of explicit reference to a specific site does not exclude or limit the application of this policy. Where no policy or guideline exists regarding posting on a specific site, employees should use their good judgment and take the most prudent action possible. In keeping with our values, employees should treat with dignity and be respectful towards AngloGold Ashanti, fellow employees and other users as an employee’s online presence can be attributed to or reflect on AngloGold Ashanti.

AngloGold Ashanti reserves the right to restrict access to social media sites it may consider problematic in any form. Such restrictions can include but are not limited to:

- Blocking these sites in entirely
- Giving these sites a lower priority
- Restricting access to certain sites for authorised employees

In addition, AngloGold Ashanti reserves the right to monitor the usage of social media by employees during working hours, when accessing sites from AngloGold Ashanti equipment, or in cases where posts are made outside of working hours and when accessing sites from private equipment where posts concern AngloGold Ashanti. This includes the right to arrange for comments or posts to be removed when considered harmful to the company, such as the inappropriate disclosure of proprietary, legal or financial information.

6.3 Identification with AngloGold Ashanti

Where your comments or profile can link you to AngloGold Ashanti, you must ask yourself the following questions and when in doubt, don’t post:

- Is it legal, right, honest and fair?
- Is it within the spirit of the Code of Business Principles and Ethics, the values and other policies and standards of AngloGold Ashanti? (Such as the use of AngloGold Ashanti’s computing facilities policy).
- Have I sought the opinion of or consulted with my manager or other appropriate person?
- Will it embarrass and be prejudicial to the company, myself or my family?
- How will this be judged by society if reported in the media or disclosed in public?

7. GUIDELINES:

7.1 The following guidelines apply to all users:

7.1.1 Only disclose and discuss publicly available information and ensure that all content published is accurate and not misleading.

7.1.2 Expressly state on all postings (identifying yourself as an AngloGold Ashanti employee) that the stated views are your own and do not necessarily reflect the views of AngloGold Ashanti. You must make clear that you are speaking for yourself and not on behalf of AngloGold Ashanti, but be aware that making use of such a disclaimer does not replace good judgement. Postings which cannot link you to AngloGold Ashanti need not carry
such disclaimers. Be mindful that you will be perceived and deemed as representing AngloGold Ashanti. As a deemed representative, it is important that your posts convey the same positive, responsible spirit that AngloGold Ashanti instils via all of its communications.

7.1.3 Be respectful and polite to all individuals you interact with irrespective of race, religion, gender, nationality, disability, political opinion and culture. Be considerate; avoid insults, harassment, vulgar and abusive language, personal attacks, obscenity, bullying, threatening, racism or discrimination of any kind, illegal or defamatory comments and inflammatory topics. Remember that how you conduct yourself in the online social media space not only reflects on you but is also a reflection on AngloGold Ashanti.

7.1.4 Adhere to the Terms of Use of the relevant social media platform/website, as well as respect copyright laws, and reference or cite sources appropriately. AngloGold Ashanti logos and trademarks should not be used without written consent from Corporate Affairs.

7.1.5 Adhere to the AngloGold Ashanti Code of Business Principles and Ethics, a copy of which is available on the corporate intranet site.

7.1.6 Use good judgement and exercise the same caution with social media as with all other forms of communication in order to preserve and promote AngloGold Ashanti’s reputation.

7.1.7 Information published should comply with AngloGold Ashanti’s confidentiality and disclosure of proprietary data policies and/ or requirements. Disclosure of AngloGold Ashanti’s confidential information on social media platforms undermines the company’s competitive position in the market and could lower the overall goodwill of the company.

7.1.8 Social media postings may generate media coverage. Do not speak for AngloGold Ashanti unless authorised to do so or in any way imply that you are authorised to speak as a representative of AngloGold Ashanti, nor give the impression that the views you express are those of AngloGold Ashanti. If a member of the media or independent blogger/social media user requests information about AngloGold Ashanti, or requests an interview with an AngloGold Ashanti representative as a result of social media postings, the Corporate Affairs department should be contacted. No action should be taken without the consent of the company.

7.1.9 Be transparent and accountable. Avoid anonymous postings. Only post comments or information you are willing to stand behind. Identify yourself by your full name, and when discussing company matters, disclose your role at AngloGold Ashanti. Be the first to correct your mistakes and do not alter previous posts without indicating that you have done so.

7.1.10 Be judicious - Not everything should be shared. Do not post any confidential company information or share information about your colleagues.

7.1.11 Be knowledgeable - Review information before posting to ensure accuracy. If you are borrowing content from somewhere else, cite and link your sources.

7.1.12 Be conversational - Write in your own voice and share your personality, but remember to do so in a respectful way.

7.1.13 Be thoughtful - It is easy for what you post to be taken out of context. Think about reactions to your post before sharing it.
7.1.14 Be valuable - Keep the minute details of your life to yourself. Try to add value by providing worthwhile information and perspectives.

7.1.15 Be legal - Follow all applicable laws, including copyright, data protection, libel, and slander.

7.1.16 Be safe - Cyber criminals have advanced along with the Web, so be careful what you share and who you share it with.

7.1.17 Be concise – Keep your posts short and simple, keep your responses brief and keep to the subject.

7.1.18 Be aware of your association with AngloGold Ashanti and ensure that your profile and related content is consistent with how you wish to present yourself with colleagues and clients.

7.2 You must not:

7.2.1 Infringe copyright, privacy and data protection laws or otherwise infringe the rights of AngloGold Ashanti, fellow employees and other users;

7.2.2 Use your AngloGold Ashanti email address, or company logos or insignia that may give the impression of official support or endorsement of your personal comment;

7.2.3 Use or disclose any confidential information obtained in your capacity as an employee, contractor or business party of AngloGold Ashanti;

7.2.4 Use or disclose any confidential information or personal information about colleagues or business parties obtained in your capacity as an AngloGold Ashanti employee;

7.2.5 Make any comment or post any material that might otherwise cause damage to AngloGold Ashanti’s reputation, bring it into disrepute or give rise to legal consequences;

7.2.6 Post, upload, email or otherwise transmit any material containing software viruses or other computer code or files designed to delete, harm, interrupt or otherwise interfere with or limit the functionality of any hardware equipment or software functionality.

7.3 Responsible and reasonable personal use:

7.3.1 When accessing social media via the AngloGold Ashanti IT infrastructure, you must use these resources responsibly and reasonably in a manner that does not interfere with your work, and is not inappropriate or excessively accessed.

7.3.2 Examples of reasonable use include:

- re-tweeting content from the AngloGold Ashanti account on your own Twitter account;
- updating of own Facebook status and posting messages during a break.

8. ACCOUNTABILITIES OF HEADS OF DEPARTMENTS

Heads of Department are accountable for ensuring that this policy is communicated and implemented correctly in their departments.

Managers should also not use social media platforms to communicate AngloGold Ashanti policies, briefs or other internal communications to their subordinates. The AngloGold Ashanti internal communication channels remain the preferred method of communication.
9. VIOLATIONS AND EMPLOYEE LIABILITY

It is important to recognise that you may be legally liable for anything you publish online. Employees may face disciplinary action by AngloGold Ashanti including termination of appointment, revocation of access privileges for commentary which is in contravention of this policy and applicable laws as well as, content, or images that are defamatory, pornographic, proprietary, harassing, libellous, or that can create a hostile work environment. Employees may also be exposed to legal action by colleagues, competitors, business parties, and any individual or company that views their commentary, content, or images as defamatory, pornographic, proprietary, harassing, discriminatory, libellous or infringing on their rights in any way.

10. INCIDENT REPORTING

Users are encouraged to report in good faith instances of violations of this policy using any one of the following resources:

- Group Internal Audit
- Human Resource Manager (regional/ country/ site)
- Whistleblower Line (confidential reporting)

11. CUSTODIAN OF POLICY

Corporate Human Resources Department

12. REVIEW OF POLICY

This policy will be reviewed on an ad hoc basis to ensure that it remains current and relevant, and to take into account any change in conditions which include new or amended legislation.

13. AUTHORITY TO APPROVE POLICY

This policy was approved by the Board of Directors.

14. EFFECTIVE DATE OF POLICY

14 February 2012.

TT MBOWENI
CHAIRMAN OF THE BOARD