1. Introduction

1.1. AngloGold Ashanti (AGA) encourages employees\(^1\) who are in any doubt about the best course of action to take in any particular situation, or who have any questions or concerns, to raise these in good faith with their manager.

1.2. Employees who are not comfortable with doing so may speak to senior management, human resources, the Legal Department, Group Internal Audit or Group Compliance (all referred to in this policy as "senior management").

1.3. Additionally a third party administered hotline\(^2\) is available and the numbers are contained in annex 2.

2. Policy & Purpose

2.1. It is AGA’s policy to provide means for employees to report, in good faith, violations or suspected violations ("violations") of AGA’s values, Code of Business Principles and Ethics, AGA policy, standards or procedures and laws, regulations and other legal obligations.

2.2. All employees are urged to make the disclosure in accordance with this policy, so as to give the company the initial opportunity of addressing the matter internally, and take the corrective and preventative measures deemed necessary which may include reporting the matter to the authorities.

2.3. This process is intended to address organisational accountability, transparency and individual responsibility by encouraging people to report violations in a responsible and ethical manner.

2.4. The purpose of the hotline is to provide an additional channel for employees and a channel for shareholders, the public, suppliers, contractors and any other interested parties, to report violations.

3. Application

This policy applies to all companies in the AGA Group and managed joint ventures and to all employees.

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\(^1\) Employees include all full time or part-time employees of AGA and all directors.

\(^2\) Tip-offs Anonymous is a Deloitte company.
4. Acceptance of this policy

It is expected that each employee will safeguard the company’s interests and use the reporting mechanisms implemented to counter acts of crime and irregularities against the company or other employees.

5. Concerns to be raised

5.1. Employees and others can report any concerns including:
   5.1.1. Conduct which is inconsistent with AGA’s values, code of business principles and ethics, policies, standards and procedures, as they may be published and communicated from time to time;
   5.1.2. Conduct which is inconsistent with AGA’s Accounting Practices;
   5.1.3. Conduct which is inconsistent with AGA’s Internal Controls;
   5.1.4. AGA’s Auditing Matters;
   5.1.5. AGA’s Health & Safety Matters;
   5.1.6. AGA Environmental Matters;
   5.1.7. Any allegations of bribery or corruption;
   5.1.8. Any other violations of law, regulation or other legal obligation.

6. Non-retaliation

6.1. Employees that report matters in good faith will be protected and cannot lose their positions or suffer any form of harassment or occupational detriment as a result. This would equally apply where the reporter is mistaken as to the true nature of the issue. Such protection is not afforded to anyone who maliciously raises a matter.

6.2. AGA is committed to non-retaliation because it believes that protecting employees who report in good faith fosters a culture of integrity, detecting and preventing instances of non-compliance.

6.3. Retaliation of any nature against any person who reports an instance of non-compliance or suspected non-compliance is prohibited. Any person who retaliates or attempts to retaliate against another will be subject to disciplinary action which may include suspension, termination of appointment or in certain circumstances, termination or review of a business relationship. If you suspect retaliation against yourself or anyone, please report such a concern.

7. Investigations

7.1. Employees have a responsibility to fully and honestly cooperate in any investigation and should refrain from destroying, falsifying, altering or in any way interfering with any evidence or record relating to the subject of investigation.

7.2. To the extent practicable and required, the result of an investigation will be reported to the Audit and Corporate Governance Committee, the Group Executive Committee and other senior management as well as the individual who made the report in question provided his/her identity is known.

7.3. If an employee or any third party is found to have been in breach of and/or violated any laws or policies, appropriate action will be taken. Such action may include the following:
   7.3.1. A verbal or written warning;
   7.3.2. Suspension;
   7.3.3. Dismissal;
   7.3.4. Criminal charges.
7.4. Any such action will be decided on the merits on a case-by-case basis.

8. Non-Compliance

Employees and representatives who violate relevant aspects of this policy will be subject to disciplinary action up to and including termination of employment or engagement, as the case may be. Any disciplinary decision applied by the company in any situation shall be without prejudice to any civil and/or criminal consequences that the violation may give rise to.
ANNEX 1: WHISTLEBLOWING PROCESS

Employees are encouraged to speak to their line supervisor or senior management before using the hotline, but are free to use the hotline at any time if they so wish

1. **Complaint** → **Concern** → **Issue to raise**

2. **Speak to line supervisor**
   - Yes → **Appropriate to discuss with line supervisor?**
   - No → **Speak to senior management** → **Appropriate to discuss with senior management?**

3. **Matter resolved satisfactorily?**
   - Yes → **END**
   - No → **Report the matter through the company hot-line**
     - Investigation conducted and necessary action taken
     - Report from Tip-offs to the Chairman of the Audit and Corporate Governance Committee
     - Provide feedback to reporter if requested
ANNEX 2: METHODS OF CONTACT

1. **Personal Contact:** All correspondence entered into the Whistle-blowing process will be treated confidentially, whether a person is making the disclosure wishes to remain anonymous or not. Relevant information will be shared on a “need to know” basis with individuals who need to know and those with responsibility for investigating the report or concern. However there may be circumstances where AGA is obliged to notify the authorities and in those circumstances confidentiality cannot be assured. We always take reports seriously, but please be aware that our ability to investigate can be severely restricted if reports are made anonymously or outside the reporting process detailed above.

2. **Telephone:** Phone calls are made to Tip-Offs Anonymous. All reports made via telephone will be recorded, for future record and reference purposes, a reference number will be given to the caller which is required if the caller wishes to receive feedback. All persons making disclosures should speak audibly and state as much information as possible. Where numbers are given these should be repeated. Facilities are available for disclosure to be made in a number of languages. Tip-Offs Anonymous will if requested remove the details of the reporter before submitting a report to the Vice President Group Internal Audit, the custodian of the hotline reports.

   Telephone number to be used:
   South Africa 0800203607
   International +27 31 5715554
   Australia 1800706299
   USA 18008086011
   Brazil 08007038422
   Argentina 0800993842
   Ghana 080040001
   Colombia 018000-119102
   China +86-13466645495

3. **Fax:** Faxes can be sent as typed or as hand-written pages.
   South Africa: 0800007788
   International: +27 31 5607395

4. **E-mail:** Persons reporting via e-mail can do so by e-mailing to the following address:
   24cthonesty@ethics-line.com

5. **Intranet:** Reports may also be made via the AngloGold Ashanti intranet. Click on "Whistle Blowing" Under the Global Links on the Global home page and follow instructions

6. **Letter:** Letters posted in South Africa are to be addressed to Tip-Offs Anonymous, FreePost KZN 138, Umhlanga Rocks, 4320 and letter posted from the other international offices are to be addressed to: Tip-Offs Anonymous, PO Box 774, Umhlanga Rocks, 4320, South Africa.

7. **SMS:** A SMS can be sent directly to Tip-Offs Anonymous who will call back. The only change to the reporter will be the cost of an SMS. Numbers to use:
   South Africa 32840
   International +27 73 5738075

8. **Website:** Reports may also be made via Tip-Offs Anonymous web page at:
   http://www.tip-offs.com/