



<b>FUNDAMENTAL LABOUR RIGHTS POLICY</b>			
<b>POLICY CUSTODIAN:</b>	Corporate Sustainability Department / Corporate Human Resources Department / Corporate Legal Department		
<b>AUTHORISED BY:</b>	AngloGold Ashanti Executive Committee	<b>DATE:</b>	March 2015

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## 1. OBJECTIVE

The objective of this policy is to articulate AngloGold Ashanti's commitment to internationally accepted labour standards in its employment practices at all of its operations around the world. The policy articulates our commitment to respecting, upholding and promoting fundamental labour rights in accordance with international labour and human rights standards, in particular, the ILO *Declaration on Fundamental Principles and Rights at Work* and the core ILO Conventions.

## 2. SCOPE

This policy applies to all AngloGold Ashanti activities and business partners. We commit to working with and encouraging our business partners to adopt the principles contained in this policy.

## 3. POLICY STATEMENT

AngloGold Ashanti is committed to providing a good working environment characterised by equality and diversity in which employees are treated fairly and with respect, and in which they have the opportunity to contribute to business success and realise their full potential as individuals. In particular, AngloGold Ashanti commits to respecting, upholding and promoting the rights to freedom of association, collective bargaining, non-discrimination, equality, and the elimination of forced and child labour.

It is understood that while the principles contained in this policy are subject to national laws, AngloGold Ashanti will strive to adhere to ethical best practice and internationally accepted labour standards as a minimum at all times. We will seek ways to honour the fundamental labour principles when facing conflicting or unclear requirements.

## 4. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

- 4.1 AngloGold Ashanti recognises that employees and employers have the right to form and join associations for the protection of their interests and to bargain collectively, but may not be compelled to do so.
- 4.2 They may exercise this right without previous authorisation and without fear of reprisal, intimidation or harassment.
- 4.3 Representative organisations formed or joined by workers will be recognised for purposes of collective bargaining, consistent with local legislation and international standards.
- 4.4 AngloGold Ashanti commits to bargaining in good faith with employees to set terms and conditions of employment by collective negotiation. As appropriate, workers' representatives will be provided with information required for meaningful negotiations.
- 4.5 To the extent reasonably possible, workers' representatives will be given appropriate facilities that will enable them to perform their representative functions effectively.
- 4.6 Collective agreements will include provisions for the settlement of disputes and AngloGold Ashanti commits to resolving workers grievances respectfully and in good faith.



## **5. CHILD LABOUR AND MINIMUM AGE**

- 5.1** AngloGold Ashanti adheres to minimum age provisions as set out in applicable laws and regulations of the various jurisdictions in which we operate and in international instruments.
- 5.2** We prohibit the use of child labour and will not knowingly engage in or benefit from its use. In particular, we will ensure that no persons under the age of 18 is employed in roles that may be hazardous to their health, wellbeing or safety, including underground work and work involving heavy machinery.
- 5.3** Where we find child labour within our operations or within our supply chain, we will endeavour to ensure not only that the children are removed from work, but also to the extent possible, that they are provided with appropriate alternatives, in particular, education.
- 5.4** We commit to constructive engagement with all relevant stakeholders, including governments, in efforts to eradicate child labour where it is found on our concessions.
- 5.5** Procedures will be put in place at each operation to ensure that the age of prospective employees is verified prior to their employment and that requirements of this policy are adhered to.

## **6. DISCRIMINATION, EQUALITY AND EQUAL OPPORTUNITY**

- 6.1** AngloGold Ashanti values diversity in its workforce, is committed to equal opportunity and does not tolerate discrimination.
- 6.2** We are committed to making competencies, qualifications, skills and experience the basis for the recruitment, placement, training and advancement of employees and contractors at all levels. Thus, all hiring policies and practices, earnings and other benefits, employment conditions, access to training and promotion, and termination of employment shall be based only on the requirements of the job.
- 6.3** We apply the concept of equal pay for work of equal value or other related concepts as applicable within specific jurisdictions.
- 6.4** We are committed to regularly assessing the impact of our policies and activities on promotion of equal opportunities and non-discrimination. To that extent, we also strive to take positive actions to provide for the protection and advancement of employees requiring additional considerations, including establishing as far as reasonably possible, workplaces for persons with disabilities to help them earn a living under suitable conditions, and establishing or participating in programmes that address issues such as promotion of employment for youth and older workers, equal employment opportunities for women, and more balanced representation of women in senior positions.
- 6.5** We commit to having adequate procedures in place to allow employees to report any cases of unfair discrimination and lodge complaints regarding cases of unfair discrimination without fear of reprisal.



## **7. FORCED LABOUR**

- 7.1** Forced labour is defined by international standards as any work or service that is provided by a person under the menace or threat of a penalty, and where that person does not work voluntarily.
- 7.2** AngloGold Ashanti prohibits the use of all forms of forced, compulsory, bonded, military or slave labour and human trafficking. We do not engage in or knowingly benefit from any use of labour associated with such practices.
- 7.3** Employee overtime will be in accordance with the level permitted by legislation or collective agreement as the case may be. Where, due to operational or other reasons, employees are required to put in overtime above those limits, such overtime will be voluntary, without threat or menace of penalties.
- 7.4** Employees have the right to freedom of movement and accordingly their movements will not be unreasonably or unnecessarily restricted. Where accommodation is provided for employees, they will have reasonable freedom of movement within the accommodation, including ingress and egress as they wish.
- 7.5** AngloGold Ashanti is also committed to acting against forced labour in ASM activities that take place on AngloGold Ashanti or business partner concessions.

## **8. FURTHER COMMITMENT TO GOOD LABOUR PRACTICES**

These commitments are absolute minimum requirements of our business. As is or may be set out in other policies, procedures or regulations, AngloGold Ashanti is equally committed to respecting, promoting and upholding good labour practices and social policy in other respects.

In this regard, this policy is to be read in conjunction with:

- AngloGold Ashanti Human Rights Policy.
- AngloGold Ashanti Human Resources policies and procedures.
- AngloGold Ashanti Code of Business Principles and Ethics.
- Applicable domestic laws and regulations in all jurisdictions in which AngloGold Ashanti operates.
- ILO Declaration on Fundamental Freedoms and Rights at Work, and the following ILO Conventions:
  - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).
  - Right to Organise and Collective Bargaining Convention, 1949 (No. 98).
  - Abolition of Forced Labour Convention, 1957 (No. 105).
  - Minimum Age Convention, 1973, (No.138).
  - Worst Form of Child Labour Convention, 1999 (No. 182).



- Equal Remuneration Convention, 1951 (No.100).
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

## **9. RESPONSIBILITY**

The Human Resources and Corporate Sustainability departments are jointly responsible for the dissemination and implementation of this policy. Specific training relating to the policy will be given to individuals employed as part of human resources processes and to all staff as necessary. The Executive Vice President – People and Organisational Development is accountable to ensure processes are in place to monitor adherence to the policy.

## **10. APPROVAL AND OVERSIGHT**

This policy statement has been endorsed by the board of AngloGold Ashanti and shall be overseen at board level by the Social, Ethics and Sustainability (SES) sub-committee.

**AngloGold Ashanti Executive Committee**