



People

Introduction

This Policy reflects our commitment to our people. We strive to build a diverse and inclusive workforce where everyone is treated with dignity and respect. We value and support our people at all stages of their career and uphold and promote good labour practices. We strive to be an employer of choice.

The scope of this Policy is global and it applies to all directors, employees, contractors and consultants of AngloGold Ashanti (AGA). Any reference to AGA includes its subsidiaries and affiliates, including any individual mines that transact in their own names.

Principles

Our workforce is diverse and inclusive.

We are committed to developing and maintaining an inclusive workplace that embraces and celebrates diversity and equity. We recognise that inclusion improves our ability to attract, motivate, develop and retain the best talent and create a diverse and engaged workforce. Our vision is to foster a workplace that is reflective of the communities in which we operate. We do not discriminate on the basis of personal characteristics such as gender, race, nationality, ethnic, social and indigenous origin, religion or belief, disability, age, or sexual orientation. We are committed to being an equal opportunity employer.

We value and support our people.

We are committed to partnering with our people to ensure we have the right people in the right roles at the right time. We aim to attract, motivate, develop and retain a skilled workforce through fair, equitable, responsible, transparent and competitive opportunities, compensation and career progression. We are committed to ensuring outcomes from our talent management process (including promotions, career development, succession planning, reward, and recognition) are based on merit and performance.

We are committed to good labour practices.

We are committed to upholding and promoting internationally accepted labour standards, in particular the [International Labour Organisation Declaration on Fundamental Principles and Rights at Work](#) and the core [International Labour Organisation Conventions](#). We will uphold a physically and psychologically safe working environment, favourable conditions of work, including the rights to freedom of association, collective bargaining, non-discrimination and harassment, equality, and the elimination of forced and child labour.

We treat everyone fairly and with dignity and respect.

We are committed to maintaining a workplace in which everyone is treated fairly and with dignity and respect. We prohibit all forms of bullying, violence, harassment, sexual harassment and discrimination while conducting AGA business, while on AGA property, and while interacting with any AGA employees, vendors, contractors or other business partners.

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We take our commitments seriously.

We expect our people to adhere to and take accountability for our values, policies, standards and any applicable laws and regulatory requirements in the countries in which we operate. We will engage with our people to listen to their views and feedback and we will act when things are not in line with our policies and standards. We investigate and take appropriate action in response to any confirmed breaches of our policies, standards and procedures and we do not tolerate retaliation or adverse employment consequences against those who raise concerns in good faith.

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