



# Human Rights

<b>Why is this Group Standard important?</b>	Human rights are part of every discipline, function and aspect of our business, and the risks associated with failure to respect them can arise in any context. This standard sets out the cross-functional approach that we take towards managing human rights risks within our risk management framework and human rights due diligence processes.
<b>Audience</b>	This document must be read in conjunction with the human rights commitments made in the <b>Sustainability Policy, Health, Safety and Security Policy</b> , and our <b>Code of Business Principles and Ethics</b> .
<b>Legend</b>	Glossary terms are underlined and in italics. <u>Hyperlink</u> to another document or to an intranet site or website

**You must comply with AGA Group-wide Standards to the extent they apply**

THIS DOCUMENT IS UNCONTROLLED IN HARD COPY FORMAT			
Document Name	Human Rights Standard		1 of 2
Document Owner	Chief Technology Officer	Last Approved By	Chief Executive Officer
Issue Date	15/05/2023	Next Review Date	14/05/2026



## Human rights due diligence

As part of the demonstration of our human rights commitments set out in the Sustainability Policy and the Health, Safety and Security Policy, and in line with our values and commitments in our Code of Business Principles and Ethics, we assess and manage our business activities considering potential and actual human rights impacts and take the necessary actions needed to prevent, mitigate and address them.

- Conduct ongoing human rights due diligence, at least annually, using the internal human rights due diligence tools provided by Group Security & Human Rights to identify and mitigate any potential or actual gaps relating to potential negative human rights impacts.
- Use human rights due diligence outcomes as a baseline for monitoring and continuous improvement.
- Ensure that human rights due diligence forms part of risk assessments throughout the lifecycle of an operation (from pre-entry stage to post closure) to proactively identify, prevent, mitigate and account for how we address human rights impacts.
- Identify and implement controls for material human rights risks to the company, including risks to, or impact on, external rights-holders as applicable.
- Assess the potential for conflict in conflict-affected, post-conflict or weak governance zones and identify the controls that can be put in place to mitigate the potential human rights risks.
- Monitor and report any non-compliance to our *Code of Business Principles and Ethics* and/or legal requirements in relation to human rights abuses.
- Identify affected and potentially affected internal and external stakeholders as part of the due diligence process and engage them in the development of mitigation and preventative measures to address these impacts.
- Identify and provide the necessary resources for team members to be able to carry out their work with due respect for human rights.
- Implement training and awareness initiatives to ensure all staff understand and are committed to respecting human rights.
- Implement grievance mechanisms that enable any human rights impacts to be timeously investigated, recorded, and where applicable, the required remedy instituted.
- Record and report all potential and actual human rights impact as soon as practicable in the Integrated Sustainability Management System (iSIMS).
- Complete periodic reporting in accordance with regulatory and AngloGold Ashanti corporate governance reporting requirements, as required for internal reporting (including to the Board and relevant Board Committees) and external stakeholder reporting.

## Version history

Effective date	Authorised by	Change summary
15 May 2023	Chief Executive Officer	First version

THIS DOCUMENT IS UNCONTROLLED IN HARD COPY FORMAT			
Document Name	Human Rights Standard		2 of 2
Document Owner	Chief Technology Officer	Last Approved By	Chief Executive Officer
Issue Date	15/05/2023	Next Review Date	14/05/2026