



# Speak-up

<b>Why is this Group Standard important?</b>	<p>This Standard sets out the Speak-up process and reinforces AGA's commitment to a culture of openness and accountability without fear of <u>retaliation</u>. We may depart from this Standard if we need to do so to ensure that we comply with our legal obligations in particular locations.</p> <p>This Standard is also required to comply with legislative requirements in some of the jurisdictions in which we operate, including the Protected Disclosures Act (South Africa), the Sarbanes Oxley Act of 2002 (USA), Corporations Act 2001 (Cth) (Australia), Whistleblower Act 2006 (Ghana) and Whistleblower and Witness Protection Act 2015 (Tanzania).</p> <p>Additional requirements may apply in particular locations - contact Group Legal for advice on whether additional requirements apply in your operating jurisdiction.</p>		
<b>Audience</b>	Anyone who knows of or has concerns about conduct that may be contrary to AGA's values or ethics or our Group-wide policies, whether it is occurring now, has occurred in the past or might occur in the future.		
<b>Legend</b>	<p><u>Glossary terms</u> are underlined and in italics.</p> <p><u>Hyperlink</u> to another document or to an intranet site or website</p>		
<b>Glossary</b>	<table border="0"> <tr> <td style="vertical-align: top;"><u>Retaliation</u></td> <td>Detrimental conduct that can take many forms including, but not limited to, discrimination, harassment or intimidation, dismissal, demoting, threats, injury of an employee in their employment, re-assignment to a less desirable position or alteration of an employee's position or duties to their disadvantage, mocking, falsely accusing the employee of poor performance, isolating and ostracizing the employee, causing harm or injury to a person (including psychological harm), causing damage to a person's property, reputation or business or financial position, or any other damage to a person.</td> </tr> </table>	<u>Retaliation</u>	Detrimental conduct that can take many forms including, but not limited to, discrimination, harassment or intimidation, dismissal, demoting, threats, injury of an employee in their employment, re-assignment to a less desirable position or alteration of an employee's position or duties to their disadvantage, mocking, falsely accusing the employee of poor performance, isolating and ostracizing the employee, causing harm or injury to a person (including psychological harm), causing damage to a person's property, reputation or business or financial position, or any other damage to a person.
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**You must comply with AGA Group-wide Standards to the extent they apply**

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## Speak-up

**Anyone who knows of or has reasonable grounds to suspect conduct that is inconsistent with AGA's values or ethics or our Group-wide policies, is encouraged to report this to AngloGold Ashanti.**

- Speak up as soon as you have knowledge of conduct or actions that are inconsistent with our values and ethics or our Group-wide policies, whether it happened in the past, is happening now, or is likely to happen in the future.
  - Reporting as soon as you can allows the Speak-up process to be most effective.
- You can report to:
  - your line management
  - the Human Resources function
  - Group Compliance, Group Legal or Group Internal Audit
  - [SpeakupAGA@ethics-line.com](mailto:SpeakupAGA@ethics-line.com)
  - the dedicated toll-free numbers available at each of our operations
  - <https://www.tip-offs.com>, which is an independent third-party service where reports can be made anonymously.
- Contact Group Legal to understand if any additional requirements apply in your operating jurisdiction.
- You can choose to remain anonymous while making a Speak-up report, over the course of the investigation and after the investigation is finalised. You can refuse to answer questions that could reveal your identity at any time.
  - AGA will not take any steps to attempt to identify anyone who makes an anonymous Speak-up report, although your identity may be obvious from the content of the report you have made and the information you have provided.
- All reports will be treated confidentially.
- Provide as much information as possible to allow the report to be assessed and, if appropriate, investigated. This includes details such as:
  - the nature of the misconduct
  - dates, times and/or location
  - persons involved
  - why the conduct constitutes misconduct (if not readily apparent)
  - any potential witnesses
  - any supporting evidence (for example, documents or security footage) and where that evidence is located
  - and any other information or documents relevant to the misconduct.
- Use the same channel used to make the report to request feedback.
  - If you reported via <https://www.tip-offs.com> (or via email to [SpeakupAGA@ethics-line.com](mailto:SpeakupAGA@ethics-line.com)), use the unique reference number provided by the third-party service provider to receive feedback whilst remaining anonymous.
- Do not make a Speak-up report if you know it to be false. Making a knowingly false report may be subject to disciplinary action up to and including dismissal.

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- Do not try to investigate any reports yourself, because doing so may prejudice any investigation.
- We prohibit and will not tolerate any form of retaliation against anyone who speaks up or against anyone participating in a Speak-up investigation.
  - Anyone involved in retaliation against someone who has spoken up or is participating in a Speak-up investigation may be subject to disciplinary action up to and including dismissal.
  - Protection against retaliation does not apply to individuals who speak up about their own misconduct or who make a knowingly false report.
  - If anyone engages in retaliation against you or if you wish to obtain further support (including counselling or other professional or legal services), contact Group Compliance.
  - Report retaliation immediately to assist us to better protect our people to the fullest extent possible. Reports of retaliation will be treated confidentially.

## Version history

Effective date	Authorised by	Change summary
22 January 2023	Chief Executive Officer	First version

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