



Safety Management

Why is this Group Standard important?	<p>The safety and wellbeing of our people is AngloGold Ashanti's first priority, and we are committed to providing workplaces that are free from work-related injuries, incidents and illnesses.</p> <p>This Standard sets out the framework and expectations for managing occupational safety across AngloGold Ashanti activities.</p>
Audience	<p>Anyone responsible for developing, managing, implementing and monitoring the performance of the occupational health and safety system for each AGA work site.</p>
Legend	<p><i>Glossary terms</i> are in italics.</p> <p>Approvals are defined in the <i>Group Delegation of Authority (DOA)</i>.</p> <p><u>Hyperlink</u> to another document or to an intranet site or website.</p> <p>Reference to another AGA document without a hyperlink.</p>

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

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Document Owner	Chief Operating Officer	Last Approved By	Chief Executive Officer
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We seek to prevent workplace injuries and illnesses through a systematic process of identifying risks, implementing controls and learning from incidents to eliminate or mitigate health and safety risks as much as reasonably practicable.

- Develop and implement annual safety strategy, objectives, and action plans that meet the requirements of the most recent [Group Safety strategy](#), as well as operational requirements.
- Develop and implement an integrated site-based occupational health and safety (OHS) management system to manage OHS risks, incorporating the requirements of this standard and the *Health, Hygiene and Wellbeing Group Standard* and maintain certification to [ISO 45001 Occupational Health and Safety Management Systems](#).
- Use the 4-layer hazard and risk management model, as referenced in [ISO 31000:2018 Risk Management](#), to identify and assess occupational safety hazards and risks through a site-based, task-based and individual level risk assessment process.
- Implement safe work procedures, in consultation with the workforce, for all routine tasks. Incorporate step-by-step instructions and the minimum control requirements for safely performing the task.
- Conduct management of change assessments to evaluate and control health and safety risks introduced by significant process change.
- Implement, verify and monitor critical controls, as specified in the *Major Hazard Management Group Standard*.
 - Operational supervisors must complete 12 Critical Control Verifications (CCVs) per month.
 - Operational managers must complete 6 Quality Assessment CCVs.
- Anticipate, investigate, analyse and share lessons learnt from safety-related incidents.
 - Record key lessons learnt for all High Potential Incidents (HPIs) using the *High Potential Incident Alert template* and circulate to all AGA sites within 28 days.
 - Upon receipt of key lessons learnt from another site, assess and verify within 28 days whether actions are required and implement as necessary.
- Report and classify health and safety incidents in accordance with the *Occupational Injuries, Diseases and Exposures Reporting Group Procedure*.
- Monitor and manage safety performance using key AGA safety indicators (both leading and lagging) and implement action to correct unwanted safety performance trends.
- Conduct awareness, training and competency assessments to ensure employees, contractors and visitors working at an AGA-controlled site have the skills and knowledge to safely complete their work.
- Validate that contractor safety management systems and processes meet or exceed the requirements of the AGA safety management system.
- Require contractors to complete an annual safety self-assessment, using the *Contractor Safety Self-Assessment template*, and submit to the site safety department by the end of each calendar year.
- Complete an annual health and safety self-assessment to assess compliance to the health and safety group standards and implement corrective actions.

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