



Supplementary Information **2010**



**sustainable**  
gold

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Our areas of focus in this report

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# About AngloGold Ashanti

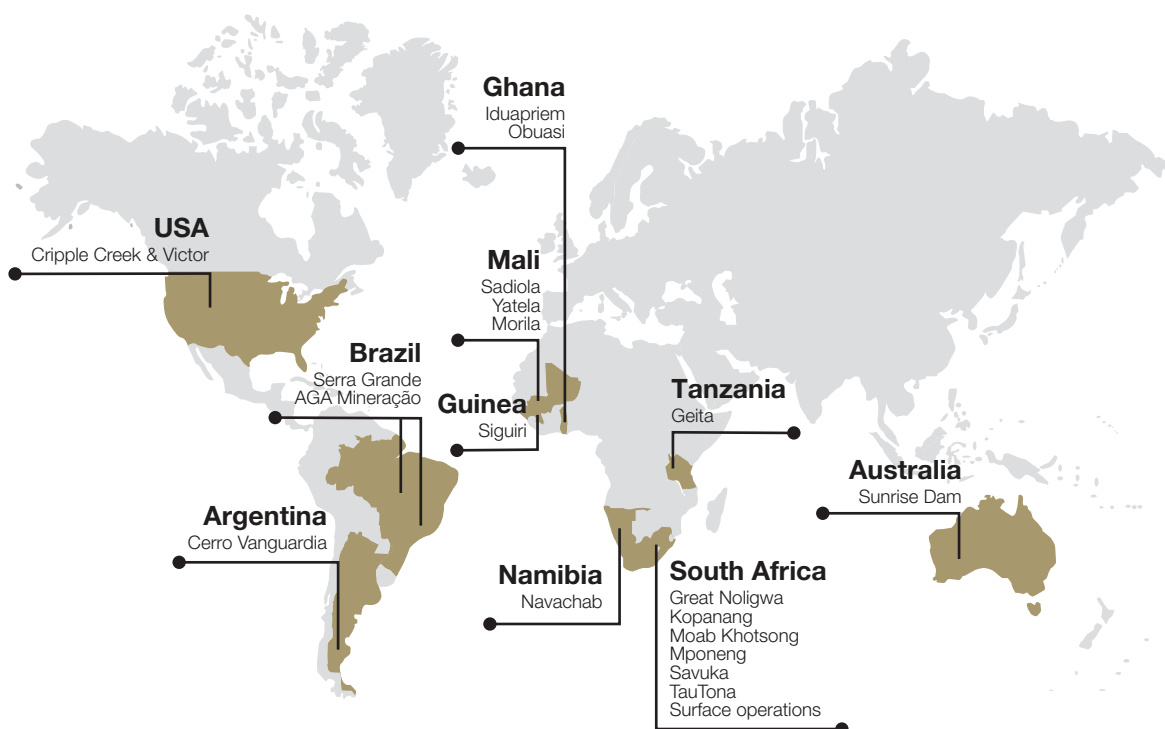
Our primary focus  
is gold

AngloGold Ashanti is operated through four regional management structures – South Africa, Continental Africa, Australasia and the Americas – each headed by an executive vice-president.

AngloGold Ashanti's vision is to be the leading mining company – we operate a diverse portfolio of open pit and underground mines in 10 countries on four continents.

We seek to leverage the diversity in our operations and people, and place people at the centre of our business.

## Our portfolio of operations



# 4,509,000

Total oz gold sold in 2010

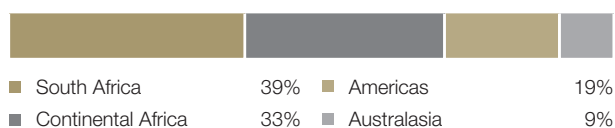
# 62,046

Employees and contractors globally

# \$5,334m

Revenue from gold sales in 2010

## Percentage gold produced by region for the year ended 31 December 2010



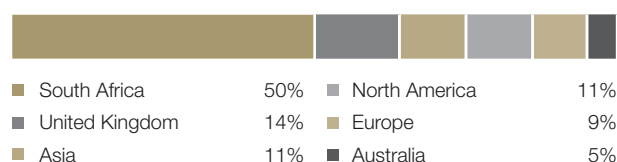
## Exploration for future growth

AngloGold Ashanti's exploration programme has been one of the most successful in the industry, and it holds a substantial greenfield and brownfield project pipeline.

## Customers and markets

AngloGold Ashanti's customers are typically banks acting as intermediaries in gold markets. The breakdown of our sales is based on the domicile of these intermediaries and does not necessarily reflect the location of the end-user of the product. The largest end-user markets for gold are India, China, the Middle East and the United States of America.

## Geographical distribution of gold sales for the year ended 31 December 2010



## Listing and shareholder details

With headquarters in Johannesburg, South Africa, AngloGold Ashanti's primary listing is on the JSE Limited (JSE).

At 31 December 2010, AngloGold Ashanti had 381,204,080 ordinary shares in issue and a market capitalisation of \$18.8 billion (31 December 2009: \$14.6 billion).

At the end of 2010, 2.95% of AngloGold Ashanti's shares were held by the Government of Ghana. The free float balance of 97.05% was held as shown in the table below:

Region	Percentage
Americas	53.80
South Africa	22.54
United Kingdom	11.73
Europe	4.92
Asia Pacific/Middle East	3.80
Other/unidentified	0.26

Following year end, on 19 January 2011, the Government of Ghana sold approximately 1.4% of their shareholding and now holds approximately 1.6% of our issued share capital.

## Significant achievements and awards in 2010

Southern Africa Institute of Chartered Secretaries and the JSE's Annual Report Award	AngloGold Ashanti received one of the two merit awards in the Top 40 Category in South Africa.
Ernst & Young Excellence in Reporting	Awarded 5th place in the Ernst & Young Excellence in Reporting for Sustainability in South Africa.
Minas Gerais State Environmental Management Prize	AngloGold Ashanti received an award in Brazil reflecting the alignment of the company's environmental goals and initiatives with those of the government.
Launch and roll out of revised Code of Business Principles and Ethics	A revised Code of Business Principles and Ethics was approved by the board, launched on 25 November and an 18-month roll-out plan commenced.

# About this report

## AngloGold Ashanti reports at an **A+** level against the GRI

This report supplements AngloGold Ashanti's group-level sustainability report *Sustainable Gold* by providing responses on all relevant core performance indicators of the Global Reporting Initiative (GRI) as well as additional indicators where these are material to the business.

AngloGold Ashanti reports at an A+ level against the GRI, meaning that the company reports against all relevant GRI core indicators and sector supplements and that our reporting is externally assured.

During 2010, GRI released an update to the Mining and Metals Supplement, including some additional indicators which will become reportable in 2011, but can be reported against in 2010 if the relevant data is available. AngloGold Ashanti plans to report against these indicators in its 2011 report and has reported partially against them where possible in this report.

In this report we also cover in full our reporting obligations against the principles of the United Nations Global Compact (UNGC), to which AngloGold Ashanti is a signatory, and the Sustainable Development Framework of the International Council on Mining and Metals (ICMM). We give data on additional criteria, for example on malaria incidence, which do not form part of the obligations above, but which are material and relevant for our business and for external stakeholders.

In our group-level report, *Sustainable Gold*, we provide reporting and contextual information on the sustainability issues identified as key focus areas within the company.

### Structure of this report

The information in our group-level report, as well as this supplementary data, is structured around the six core areas which we have identified as material for the purposes of reporting. These were defined on the basis of a process which took into account external stakeholder priorities as well as business relevance.

We assessed issues according to a three-stage process:

- 1 an internal questionnaire, using as a guideline the company's risk management framework. Each issue identified was assessed in terms of its significance to the business and its relevance to stakeholders;
- 2 benchmarking peer companies to identify issues on which they report, and which were not included in our own assessment; and
- 3 undertaking media monitoring and assessment to highlight the sustainability issues reflected in the media in relation to AngloGold Ashanti and its peer group companies.

The results of this analysis were approved by the safety, health and sustainable development and audit committees of the board.

The six areas of focus for our reporting in 2010 are:

- improving operational safety performance;

- managing health impacts that arise at our operations and in our communities;
- operating with respect for human rights;
- relationships with the communities which host our operations;
- exploration and closure, recognising and reporting explicitly on these two critical areas in the life cycle of our operations; and
- effective stewardship of the environment and of the natural resources that we use, primarily land, water and energy.

In this supplementary data we also cover issues of product responsibility and indicators relating to labour, employment and transformation.

## Reporting periods and additional information

This report is published and distributed in March 2011 and presents data for the 2010 calendar year.

The reporting cycle for AngloGold Ashanti's Sustainability Report is aligned with that of our Annual Financial Statements.

This report presents data from the corporate office, operational sites and regional and satellite offices.

In certain of the data tables presented in this report, data for South African operations is aggregated as follows:

- Great Noliqwa, Kopanang, Moab Khotsong, Tau Lekoa and surface operations fall under our **Vaal River** operations; and
- Mponeng, TauTona and Savuka fall under our **West Wits** operations.

## Data collection process

Data relating to the GRI indicators was primarily collected through an electronic repository, where the data entered is inputted, checked and signed-off within the system. Additional data was provided by the corporate office and has been internally audited.

## Data assurance

Where indicated in the report, data parameters have been assured by a third party, in 2010 by Ernst & Young. Their assurance statement is contained in this report.

### Contact details

For queries relating to this report, please contact:

#### Nilesh Moodley

Sustainability reporting team

Tel: +27 11 637 6788

Fax: +27 86 686 8177

Email: nmoodley@anglogoldashanti.com

## Restatements of information

Comments on data measurement are included, where relevant, in reporting against each performance indicator. Where data reported in 2009 was found to be incorrect, it has been restated. Restatements in respect of the 2009 financial year have been made on data relating to:

- the number of work-related fatalities;
- the company's value added statement;
- the number of malaria cases in Ghana; and
- in respect of environmental data:
  - direct raw materials processed;
  - energy usage;
  - greenhouse gas emissions;
  - environmental incidents; and
  - land owned, leased or managed.

## Notes on data

Unless otherwise stated:

\$ refers to US dollars throughout this report

Moz refers to millions of troy ounces

t refers to metric tonnes

Data contained in this report covers operations, joint ventures and subsidiary companies which are managed by AngloGold Ashanti only and does not cover operations managed by joint venture partners.

Data relating to the Tau Lekoa mine is covered only until the finalisation of the sale of that operation effective 1 August 2010.

Data pertaining to exploration projects has not been extensively reported, but only in instances where it is deemed to be material.

Rounding may result in computational discrepancies.

Locations on maps are for indication purposes only.

Additional information relating to the company can be found on our website: [www.anglogoldashanti.com](http://www.anglogoldashanti.com) or on our sustainability website: [www.anglogoldashanti.com/sustainability.com](http://www.anglogoldashanti.com/sustainability.com).

### Registered and corporate office

76 Jeppe Street, Newtown  
Johannesburg, Gauteng, 2001  
South Africa

P O Box 62117, Marshalltown  
Gauteng, 2107  
South Africa

Telephone: +27 11 637 6000

Fax: +27 11 637 6624

# CEO's letter

Since 2008, as members of the AngloGold Ashanti team, we have all been working to rebuild our business to ensure we are positioned to realise our full potential. Our strategy has been based on the establishment of a stable growth foundation – we have regenerated our financial capacity and reinvigorated operational performance, including the delivery of substantial improvements in safety performance, while constructing an exciting range of new projects and development opportunities. Together, these initiatives are designed to position AngloGold Ashanti to deliver long-term sustainable value for all its business and social stakeholders. In our world the concept of sustainability, the creation of a better present and future for all of our partners, can only be secured if we are navigating our future together with local communities.

Our vision is to be **'the leading mining company'**. We will only achieve this vision if we can prove our ability to operate sensitively to and with our host communities, to demonstrate that we will partner with them to create 'enduring value'. We recognise that 'enduring value' is a relative concept and can only be defined in the eyes of each partner – the challenge is to find common ground upon which we both see enduring value as it relates to our respective needs. AngloGold Ashanti is committed to the journey that discovers where these needs intersect – to help build our company and the communities in which we operate.

In the shorter term we need to develop appropriate responses to the many sustainability challenges that we face in operating across geographically and culturally diverse landscapes. In the long term we must be defined by the nature of our relationships with our business and social partners.

What are these challenges and how are we addressing them now? Improving safety performance is our most important business goal and remains our most significant business challenge. In 2010 we took two critical steps towards realising our long-term goal of operating an accident-free business – we launched our safety transformation project and we undertook the detailed design work that was required to integrate safety transformation into our Project ONE operating model. Our approach to safety incorporates three elements – engaging people in the work of creating a safe environment, building robust systems which support safe work and managing risks effectively through appropriate controls at all levels. Integrating this thinking into the DNA of the business is essential if we are to make sustainable gains in safety performance.

While safety in the workplace is our main concern, the overall health and wellbeing of our employees is a major consideration for the same reason – **people are our business** and their

wellbeing takes precedence. In South Africa, where we have a large workforce, many of whom are migrant workers, there is a continued incidence of silicosis, stubbornly high HIV prevalence rates, the related scourge of tuberculosis and a continuing incidence of noise-induced hearing loss. In Continental Africa, we mine in areas where malaria is endemic and carries a major health risk for employees and communities.

We have made significant progress in bringing down malaria incidence rates in Obuasi, one of the worst-affected areas, and will continue to work in 2011 to replicate the integrated approach that has been so successful there in other affected regions where we operate, as well as in other areas of Ghana, at the request of the Ghanaian authorities, through a substantial grant from the Global Fund.

We are addressing the incidence of silicosis by reinforced information and education, reducing the exposure of employees to silica dust and measuring exposure more effectively to help us more effectively manage all aspects of our operations. Unfortunately, we are unlikely to see the results of this work for another decade due to the long latency period of the disease. In the meantime, we continue to offer vulnerable employees the means to improve their wellness, particularly by combating HIV and tuberculosis, both of which aggravate the affect of silicosis.

Responsible environmental stewardship and the effective management of scarce natural resources are important to us in living to our value of respect for the environment. While we are improving processes in this area, we regrettably had cause to temporarily suspend or curtail production at our two operations in Ghana during 2010, in order to remediate water-related concerns. We are addressing these challenges in part through the establishment of a task force in the region, with a team member dedicated to sustainability issues. We made significant progress in reducing environmental incidents in 2010, through a concerted effort in South Africa to address nagging problems that were causing repeated incidents. In the meantime, we continue to develop company-wide approaches to longer-term issues such as energy and water security.

A burgeoning priority area of focus in 2010 was developing a clearer understanding of the steps necessary to ensure that our business operates with due respect for human rights. We operate in regions where communities are vulnerable and we therefore need to be uncompromising in our commitment to respect for human rights and intolerant of corruption in all of its forms. Such an approach is simply the consequence of our belief that people are our business.

We continue to progress the integration of human rights issues into our security strategy, by embedding the Voluntary Principles on Security and Human Rights (VPSHR) into all aspects of security management. In 2011, we will continue with this work and will also examine the implications of the work that is underway in the UN on human rights and business for other areas, for example, in applying due diligence on human rights issues in our operations and in respect of our supply chain dealings.

Against a backdrop of increasing consumer concern about the impact and origin of the products that they purchase, we are continuing our active engagement with the World Gold Council and the Responsible Jewellery Council to develop industry standards for responsible gold production and chain of custody. In 2010, legislation was passed in the United States of America which will give consumers greater transparency over the chain of custody of products manufactured with gold from the Democratic Republic of the Congo and its neighbours. We are proactively engaging with governments in the region and with the United States of America government to understand the implications of this legislation and in particular to avoid measures that might inadvertently stigmatise gold produced responsibly in the region.

The sustainability challenges that we face are as significant as they are varied and require a considered strategic response from AngloGold Ashanti. In 2010, we started the development of a sustainability strategy that not only addresses priority areas of concern but also seeks to achieve competitive advantage for the company through excellence and innovation in sustainability practice.

A key objective of this strategy is to achieve a fundamental shift in the nature of our engagement with communities. The mining industry has a legacy of paternalistic relationships with communities and – in many ways – AngloGold Ashanti has not been an exception to this rule. This is hardly surprising as mining companies are so often better resourced and more formally structured than the communities which host them. We have always tried to engage respectfully and in the spirit of good neighbours, but in some cases have tended to direct engagement efforts rather than viewing communities as partners. Our aim is to develop an approach that enables communities to play the dominant role in designing their economic future, with AngloGold Ashanti as a supporter and contributor in their development. This is essential if we are to fulfil our promise of leaving communities better off for our presence.

Success in this regard is possible, and the positive outcomes already experienced in the limited application of this approach are confirmation that it is. In Argentina, for example, we have worked with the community, government and local businesses to sustainably regenerate a region that was in economic decline. In Ghana, we have co-developed projects with local communities and, notwithstanding setbacks that still occur, are starting to reverse a cycle of mistrust that has been allowed to develop between the mines and the communities over several decades.

Our challenge is to take these successes and replicate them consistently in our business, and therefore one of the most important aspects of our strategy is how we integrate it into the company's operating model, through Project ONE. This is essential as we develop a culture of learning to build successes over the longer term.

Proactive management of sustainability challenges will bring substantial benefits to the company and assist in securing the long-term future of our operations. We believe this approach is more likely to help instill a sense of pride in our employees – that will be reflected through more constructive relationships within our communities.

Important reference points for our strategy have been the work undertaken through various industry and government bodies on sustainability issues, particularly as they relate to the mining sector. We continue to support the International Council on Mining and Metals (ICMM) and the work of bodies such as the Extractive Industries Transparency Initiative (EITI). We also support the goals and objectives of the UN Global Compact principles. Together with our core values, these international standards provide a guideline for implementation of our strategy.

AngloGold Ashanti's sustainability vision will take time to fully realise, but we believe that success will allow us to provide a better set of outcomes for our industry and its stakeholders. We are working together with our independent sustainability review panel – a carefully selected collegium of independent experts – in order to achieve this arm's length critique of our approach and our progress.

I look forward to keeping you updated on progress as this important area of our work develops.

**Mark Cutifani**  
Chief executive officer

# Our commitments

The information below is taken from our group-level report, *Sustainable Gold*. In this section, we report on progress against commitments made in our 2009 report and set out commitments for 2011 and beyond. These commitments are grouped according to the key focus areas identified for reporting. In 2011, we will also be working to develop a sustainability strategy for the business, which will enable us to better define our priority areas of activity.

## Improving operational safety performance

### Our 2009 commitments

Achieving a further 20% reduction in the all injury frequency rate with the long-term objective of operating an accident-free business

Begin implementation of the Safety Transformation project

### Our progress in 2010

We achieved a reduction of 11% in our all injury frequency rate in 2010. Although this is short of our target for the year, we are pleased to be able to report a 45% improvement in the all injury frequency rate since 2007, from 20.95 in 2007 to 11.50 in 2010. Due to the transformational nature of our safety interventions, our expectation was that improvements would be achieved through a series of step changes.

Implementation of the Safety Transformation project has begun – the project was launched in May 2010. Significant work was undertaken on integrating the project into the operating framework of the business.

### Our 2011 commitments

In 2011, we aim to achieve continued improvement in safety performance towards our 2015 business goal of an all injury frequency rate of less than 9 per million hours worked. Our target to reduce fatalities by 70% by 2012 (from a 2007 baseline) remains intact.

Work is underway to continue implementation of safety transformation within Project ONE in 2011 through:

- completion of guidelines by mid-2011 to support roll out of the global safety standards;
- implementation of a new model and process for accident investigation;
- a review of organisational safety capabilities; and
- development of operational safety plans to business unit teams.

## Managing health issues

### Our 2009 commitments

Elimination of new cases of silicosis after December 2013 among employees in South Africa with no occupational exposure prior to 2008

Intensify hearing conservation programmes and continue to silence – to acceptable levels – all identified noise equipment in order to achieve the industry milestone of no deterioration in hearing greater than 10% among occupationally-exposed individuals at South African operations

### Our progress in 2010

We are working towards achievement of this industry milestone. Due to the latency period of the disease we are not yet able to provide a meaningful assessment of this group of employees. We have, however, met and exceeded industry milestones on silica dust exposure as one of the measures in place to combat this disease and have set lower internal benchmarks for exposure.

We are working towards achievement of this industry milestone. It is still too early to provide a meaningful assessment of this group of employees due to the latent nature of this disability.

We have been in compliance with the 2013 industry noise targets since 2008 and have now set lower internal benchmarks.

## Managing health issues continued

### Our 2009 commitments

### Our progress in 2010

Maintain a rate of 80% of South African employees attending voluntary counselling and testing for HIV (VCT) during 2010, excluding current wellness clinic attendees	74% of South African employees attended VCT during 2010. The uptake of VCT programmes has been falling since 2008. Programmes relating to the prevention of HIV/AIDS have been in place at AngloGold Ashanti since 2000 and numbers of employees presenting themselves for VCT are declining. Communications and awareness efforts continue, as does the provision of anti-retroviral therapy (ART) and wellness programmes to affected employees.
Reduce by 50% the number of avoidable drop-outs from wellness programmes in 2010	Over 4,000 employees attended wellness programmes in 2010 and ART continues to be supplied to approximately 2,500 employees for whom this treatment is clinically indicated. We have not been able to measure the number of drop-outs from wellness programmes accurately, due to the difficulty of establishing the cause of an employee discontinuing treatment.
Reduce occupational tuberculosis (TB) incidence to 3% of all South African employees by 2010	We have achieved this target. The incidence of TB among South African employees was reduced to 2.64% in 2010.
Successfully cure 85% of new TB cases in 2010	Over 90% of new cases were successfully cured in 2009. Data for 2010 is not yet available as treatment programmes for TB last between six and eight months.

### Our 2011 commitments

To progress our health strategy, we intend to undertake health risk assessments and health system audits at our operations in Continental Africa by the end of 2011 and complete health risk assessments and health system audits for the balance of our operations by the end of 2012.

We have set the following goals relating to wellness and occupational environment:

- continue progress towards the industry milestone of no new cases of silicosis among previously unexposed employees in South Africa (2008 onwards) after December 2013;
- meet the industry milestone of no deterioration in hearing greater than 10% among occupationally-exposed individuals at South African operations;
- roll out integrated malaria programmes, drawing on the model implemented at Obuasi in Ghana, at operations in Mali, Tanzania and Guinea; and
- in South Africa, continue efforts to reduce occupational tuberculosis (TB) incidence to 2.25% of all South African employees by 2015 and successfully cure 85% of new cases (our long-term target is the reduction of TB incidence to 1.5% of all South African employees by 2029).

# Our commitments

## Human rights and business

### Our 2009 commitments

Zero violations of the Voluntary Principles on Security and Human Rights (VPSHR) in 2010

Develop a standard approach for all contracts with private and public security

### Our progress in 2010

In 2010, two violations of the VPSHR were recorded. Details are given on page 32 of the group-level report. We are continuing efforts to embed the VPSHR into our security management systems and practices in order to effect the continuous improvement necessary to reach our target of zero VPSHR violations.

We continue to encourage self reporting by security personnel of potential violations.

A review of all contracts with private and public security is underway in order to achieve this target and is scheduled for completion by the end of 2011.

### Our 2011 commitments

In 2011, we aim to develop a more effective approach to human rights issues by putting in place a company-wide policy, framework and procedures.

In the area of security and human rights, we continue to target zero incidents under the Voluntary Principles on Security Human Rights (VPSHR) and aim to reduce the number of allegations of VPSHR incidents that are made. To support achievement of this target, we will:

- complete implementation of the global security framework by the end of 2011; and
- review all contracts with private and public security services worldwide in order to standardise contract requirements by the end of 2011.

## AngloGold Ashanti and communities

### Our 2009 commitments

Final approval of management standards and associated guidance material that govern how the company interacts with communities

Incorporate community aspects into each operation's ISO 14001 management system by 2012

Continue to embed the government relations function into decision-making processes, including through development of a management standard by 2011

### Our progress in 2010

Standards have been developed and are scheduled for approval by the executive committee of the company in 2011. Work to develop guidance material will follow shortly after approval.

The ISO 14001 management system is in place at all operations and progress has been made towards incorporating community aspects. Further work is being done to support sites to meet the target date which is three years following approval of the management standards by the board.

In 2010 progress was made in incorporating the government relations function into broader AngloGold Ashanti decision-making processes. The need for a management standard will be reviewed.

## AngloGold Ashanti and communities continued

### Our 2009 commitments

Roll-out of a pilot government engagement strategy model in South African and in a minimum of two other jurisdictions in 2011

In South Africa, participate in the Mining Charter review

### Our progress in 2010

This pilot programme remains work in progress in South Africa in 2011. Following its successful completion, we aim to extend the model to two other jurisdictions.

We participated actively in the Mining Charter review, including through the relevant industry structures. The reviewed Mining Charter was agreed and published.

### Our 2011 commitments

In 2011, we aim to better define expectations for performance with regard to community and social performance. This will be done through community-focused management standards which are currently at the latest stages of finalisation and review and are expected to be approved by the Executive Committee of the company in 2011.

Work to support and give effect to the standards will begin in 2011, after their approval, and will include the development of guidelines to aid in implementation of the standard and the allocation of appropriate resources.

To ensure an integrated approach to managing community and environmental aspects in line with the integration of the two functions, we aim to integrate community aspects into the ISO 14001 management system. Work towards this is already in progress; however, a specific work plan has been developed for 2011 to accelerate efforts such that sites will be ready to undergo certification audits by 2014.

## Exploration and closure

### Our 2009 commitments

Work on findings of review conducted in 2009 to address any site-level deficiencies in closure plans and ensure alignment with company management standard by 2011

### Our progress in 2010

An internal multi-disciplinary committee continued to guide site-level closure planning to ensure alignment with the company standard by the end of 2011. A workshop was held in December 2010 to ensure alignment amongst environmental, social and accounting professionals within the company and to share best practices across the group.

### Our 2011 commitments

In 2011 and 2012, assess compliance with the closure standard. Work to achieve compliance with the closure standard at all operations by the end of 2011 will continue. A corporate-led assurance and operations review will assess closure plans to ensure compliance and efficiency.

During 2011, the greenfield exploration business unit will be working to formalise and improve a process which will ensure that an appropriate level of community and environmental oversight is completed at each stage of exploration.

# Our commitments

## Environmental and natural resource stewardship

### Our 2009 commitments

### Our progress in 2010

Continue work to improve energy and water performance including through the development of site-level objectives	Comprehensive energy maps have been developed for South Africa and are being progressed for all other operations. A more complete range of water performance indicators is being developed for key aspects of water performance. Site water balances are being refined. A global approach for quantifying the energy and water benefits from business improvement projects is also being progressed.
Audit the global energy and water security position for all operations	High-level energy and water security reviews have been completed at 15 of our 19 relevant operations and the balance will be completed in 2011. Strategic frameworks have been developed for energy and water management.
Continue to address key climate change opportunities and risks	Preliminary preparations to understand site-specific climate change risks in greater detail have commenced. A project to install heat pumps at high-density residences in South Africa is almost complete and is expected to earn carbon credits. We are continuing to assess other opportunities for generating carbon credits, especially in the South Africa region where our energy consumption is 40% of the group total.
Final approval or development of management standards and associated guidance material that govern how the company interacts with the environment	Progress was made in agreeing a biodiversity management standard, which will be finalised in 2011. Guidance for the closure and rehabilitation management standard was finalised.

### Our 2011 commitments

Improve energy performance by:

- developing site-based targets and action plans from 2012 onwards;
- continuing to refine energy metrics, performance measurement and reporting during 2011; and
- quantifying the energy benefits of business improvement initiatives.

Improve energy security at our operations by:

- finalising high-level reviews of site energy security arrangements during 2011; and
- commencing the development of site-based energy security strategies for life of mine.

Improve water performance by:

- developing site-based targets and action plans from 2012 onwards;
- continuing to refine key performance indicators, performance measurement and reporting during 2011; and
- quantifying the water benefits of business improvement initiatives.

Improve water security at our operations by:

- finalising high-level reviews of water security arrangements during 2011;
- commencing the development of site-based water security strategies for life of mine; and
- embedding integrated water management at all sites, and recognising the value of managing water performance across entire site operations in a planned and coordinated manner.

Continue to address key climate change opportunities and risks, by specifying life-of-mine climate change risks in more detail for priority operations, starting in 2011 with those at greatest risk.

Over 2011 and 2012, a programme of assessing compliance with the environment-focussed management standards approved during 2009 will commence in the form of the biennial Community and Environment Review Programme (CERP). Concurrently, a roll-out phase to socialise finalised community-focussed standards will commence, also as part of the CERP.

## People

The following commitments were made in our 2009 report and progress against these commitments is reported below:

### Our 2009 commitments

### Our progress in 2010

<p>Continue with the roll out of the System for People (SP), including the global values survey</p>	<p>Significant progress was made during the year on implementation of the SP, with the development of a new delivery framework clearly defining corporate and regional roles. The global values survey was completed in 2010 and the results reviewed by the Executive Committee. The results will be fed back into the business in early 2011.</p>
<p>Review the wage negotiations strategy in Continental Africa and develop a model for conducting wage negotiations which can be applied throughout the company's Continental African operations</p>	<p>A labour engagement model was developed and successful collective bargaining processes were concluded at the Siguiri mine in Guinea and Sadiola/Yatela mines in Mali.</p>
<p>Standardise, to the extent possible, the conditions of employment of senior managers to facilitate mobility within the company</p>	<p>A survey of conditions of employment with respect to senior and executive management was conducted by PwC on behalf of the company and the report submitted to the Remuneration Committee. This survey covered all the countries in which the company operates. The findings of this survey resulted in the formulation of the company's Remuneration Policy that was approved by the shareholders at the AGM held in May 2010.</p>

# Improving operational safety performance



# Safety

is our first value





## Management approach

Safety is our most important business consideration and we are committed to creating the safest possible working environment for our employees. Poor safety performance is unacceptable for the business, as well as for our stakeholders, business and social partners. For further discussion on AngloGold Ashanti's management approach in this area, refer to pages 21 to 24 of the group-level report, *Sustainable Gold*.

## Performance indicators:

The following core and additional indicators are reported in compliance with GRI in addition to indicators from the Mining and Metals Sector Supplement of the GRI (prefaced with 'MM' in the table below). In addition, where the response is applicable to the ICMM principles or the principles of the UN Global Compact, this is illustrated by their respective logos  and .

Indicators that have been verified by Ernst & Young (E&Y) for 2010 are indicated with either a  or a  depending on whether the indicator has had limited or reasonable assurance.

Indicator	Description	UNGC	ICMM	E&Y
LA6 (Additional)	Percentage of workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.			
LA7 (Core) <sup>(1)</sup>	Rates of injury, occupational diseases, lost days and absenteeism, and number of work related fatalities by region. <sup>(2)</sup>			
LA9 (Additional)	Health and safety topics covered in formal agreements with trade unions.			

<sup>(1)</sup> Information relating to occupational illnesses is included in the section on Managing Health Issues

<sup>(2)</sup> Ernst & Young has provided assurance only on the number of fatalities and injury frequency rates in respect of AIFR and LTIFR

**LA6: Percentage of workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.**

This additional indicator is categorised under the GRI aspect of occupational health and safety.

Committees overseeing the operational approach to the management of safety and health have been established at each operation. Where applicable, these committees have been constituted through a formal health and safety agreement between management and organised labour. It is estimated that at least 90% of the total workforce is represented by the joint health and safety management committees.

While the **Australian** workforce is not unionised, there is a weekly safety and health representatives' meeting at which key safety and health matters are discussed.

In **South Africa**, formal health and safety committees representing all employees are in place at each operation.

Employees at the Cripple Creek & Victor mine (CC&V) in the **United States of America** are not unionised. Employees are encouraged to participate in safety and health issues and regular safety meetings are held, from weekly meetings with operating staff to joint meetings once a month.

In the Continental Africa region, AngloGold Ashanti operates in **Guinea, Mali, Ghana, Namibia, Tanzania** and the **Democratic Republic of the Congo (DRC)**. Each of these sites has in place formal safety committees attended by a combination of management and departmental representatives. On smaller sites there is a single committee and on larger sites there are departmental committees as well as an overarching safety committee. Each operation has also invested time in providing an environment where safety reporting is encouraged and supported by the line managers enabling each person, contractor or employee, to raise and debate safety issues.

**LA7: Rates of injury, occupational diseases, lost days and absenteeism, and number of work related fatalities per region.**

This core indicator is categorised under the GRI aspect of occupational health and safety.

**Number of work-related fatalities**

	2010	2009	2008	2007	2006
<b>South Africa</b>	<b>10</b>	<b>12</b>	<b>11</b>	<b>27</b>	<b>32</b>
Great Noligwa	–	1	1	2	7
Kopanang	2	1	2	3	2
Moab Khotsong	2	3	1	5	2
Mponeng	2	3	2	6	4
Savuka	–	1	1	2	–
Tau Lekoa	2	2	–	4	1
TauTona	2	1	4	5	16

# Improving operational safety performance

## Number of work-related fatalities continued

	2010	2009	2008	2007	2006
<b>Continental Africa</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>5</b>
<b>DRC</b>					
DRC	1	–	–	–	–
<b>Ghana</b>					
Obuasi	–	1	2	4	2
Iduapriem	–	–	–	–	–
<b>Guinea</b>					
Siguiri	1	1	–	–	2
<b>Mali</b>					
Morila	–	–	–	2	–
Sadiola	1	–	–	–	–
Yatela	–	–	–	–	1
<b>Namibia</b>					
Navachab	–	1	–	–	–
<b>Tanzania</b>					
Geita	2	–	–	–	–
<b>Australasia</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
<b>Australia</b>					
Sunrise Dam	–	–	–	–	–
<b>Americas</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>1</b>	<b>–</b>
<b>Argentina</b>					
Cerro Vanguardia	–	–	–	–	–
<b>Brazil</b>					
AGA Mineração	–	–	–	–	–
Serra Grande	–	–	1	1	–
Colombia	–	–	–	–	–
<b>USA</b>					
CC&V	–	–	–	–	–
<b>Group</b>	<b>15</b>	<b>15<sup>(1)</sup></b>	<b>14</b>	<b>34<sup>(2)</sup></b>	<b>37</b>

<sup>(1)</sup> This number has been restated from the number of 16 previously recorded by the company for 2009. Following the investigation into a fatal incident in May 2009 at Moab Khotsong Mine in South Africa, the Department of Mineral Resources (DMR) determined that the incident was not a mine fatality

<sup>(2)</sup> The 2007 number has been consistently reported as 34. This figure includes 2 fatalities at Morila in Mali which was under AngloGold Ashanti's management at the time. It is now managed by AngloGold Ashanti's joint venture partner, Randgold Resources

### Fatal injury frequency rate (FIFR) per million hours worked

	2010	2009	2008	2007	2006
<b>South Africa</b>					
Great Nologwa	–	0.09	0.07	0.11	0.36
Kopanang	<b>0.15</b>	0.07	0.14	0.22	0.14
Moab Khotsong	<b>0.13</b>	0.29	0.08	0.57	0.27
Mponeng (including mining services)	<b>0.14</b>	0.20	0.14	0.42	0.30
Savuka	–	0.40	0.33	0.79	–
Tau Lekoa	<b>0.48</b>	0.25	–	0.58	0.15
TauTona	<b>0.19</b>	0.10	0.35	0.40	1.23
<b>Continental Africa</b>					
<b>Ghana</b>					
Iduapriem	–	–	–	–	–
Obuasi	–	0.04	0.10	0.19	0.08
<b>Guinea</b>					
Siguiri	<b>0.14</b>	0.16	–	–	0.31
<b>Mali</b>					
Sadiola	<b>0.18</b>	–	–	–	–
Yatela	–	–	–	–	0.43
<b>Namibia</b>					
Navachab	–	0.67	–	–	–
<b>Tanzania</b>					
Geita	<b>0.24</b>	–	–	–	–
<b>Australasia</b>					
<b>Australia</b>					
Sunrise Dam	–	–	–	–	–
<b>Americas</b>					
<b>Argentina</b>					
Cerro Vanguardia	–	–	–	–	–
<b>Brazil</b>					
AGA Mineração	–	–	–	–	–
Serra Grande	–	–	0.43	0.49	–
<b>USA</b>					
CC&V	–	–	–	–	–
<b>Group</b>	<b>0.10</b>	0.10	0.09	0.21	0.22

\* The fatal injury frequency rate is the number of fatalities that occur per million hours worked

# Improving operational safety performance

The following table gives a breakdown of the all injury frequency rate recorded at each of AngloGold Ashanti's operating regions since 2006.

This is the first year in which we have reported the AIFR, which is the total number of injuries and fatalities that occur per million hours worked. It is being introduced across the company as a measure of safety performance, replacing a focus on the lost time injury frequency rate (LTIFR). This approach is consistent with our commitment to eliminate all occupational accidents.

Certain injury figures which make up the AIFR have been restated from those previously published. In South Africa, incidents of dressing cases were previously double counted in circumstances where they were escalated to lost time injuries, i.e. where follow-up treatment was indicated. This has now been rectified and a consistent definition has been applied throughout the company.

## All injury frequency rate (AIFR) by operation and region

	2010	2009	2008	2007	2006
<b>South Africa</b>	<b>16.69</b>	17.72	22.28	29.10	33.12
Great Noligwa	21.63	17.51	28.54	43.94	46.60
Kopanang	21.86	22.71	25.29	34.39	40.53
Moab Khotsong	19.72	28.82	38.24	41.81	46.56
Mponeng	15.93	14.31	14.29	18.76	17.73
Savuka	7.69	13.23	19.82	33.87	32.73
Tau Lekoa	32.41	26.39	33.92	39.16	67.48
TauTona	19.03	15.84	19.00	25.72	27.44
SAR Metallurgy	5.99	9.10	11.80	15.20	14.71
<b>Continental Africa</b>	<b>5.26</b>	6.09	8.27	10.31	10.33
Obuasi	2.86	4.73	6.36	9.89	7.43
Iduapriem	9.73	12.26	13.95	16.07	16.33
Bibiani	–	–	–	–	14.18
Sadiola	1.65	2.31	4.37	5.12	8.16
Yatela	2.28	5.54	6.13	2.35	10.37
Navachab	25.60	26.30	20.63	6.43	21.47
Siguiri	5.15	5.54	9.42	11.85	7.89
Geita	5.38	5.56	8.52	12.01	12.29
Mongbwalu	21.77	–	–	–	–
<b>Americas</b>	<b>5.66</b>	7.12	9.92	7.16	8.63
Cripple Creek & Victor	12.26	15.80	30.19	16.42	15.12
AGA Mineração	2.62	4.19	5.79	4.45	5.06
Serra Grande	7.22	8.99	13.34	11.84	12.35
Cerro Vanguardia	8.08	9.34	9.72	8.12	17.21
Colombia	10.83	–	–	–	–
<b>Australasia</b>	<b>13.10</b>	8.64	15.17	14.49	17.01
Sunrise Dam	13.65	8.94	15.85	15.14	18.08
<b>Greenfield exploration</b>	<b>16.99</b>	20.56	16.55	24.90	9.36
<b>Group</b>	<b>11.50</b>	12.88	16.66	20.95	22.83

To enable comparison of historical data, we have also set out below the breakdown of the lost time injury frequency rate (LTIFR) recorded at each of AngloGold Ashanti's operations since 2006. The LTIFR is the number of lost time injuries that occur per million hours worked.

The LTIFR of 6.89 recorded for the company for 2010 showed a regression of 4.87%, compared with the rate of 6.57 recorded in 2009.

### Lost time injury frequency rate (LTIFR) per million hours worked

	2010	2009	2008	2007	2006
<b>South Africa</b>					
Great Noligwa	14.33	10.90	14.66	14.46	12.21
Kopanang	12.48	11.46	12.86	13.10	15.22
Moab Khotsong	13.81	14.16	11.98	13.48	15.75
Mponeng	14.02	11.44	11.44	13.08	10.70
Savuka	6.33	7.62	15.20	25.99	19.30
Tau Lekoa	19.11	15.68	16.57	19.07	24.99
TauTona	15.73	13.04	13.46	18.14	17.09
<b>Continental Africa</b>					
<b>Ghana</b>					
Iduapriem	1.56	1.32	1.63	0.46	1.15
Obuasi	1.66	2.91	2.10	2.72	2.29
<b>Guinea</b>					
Siguiri	0.75	0.47	0.42	0.41	0.77
<b>Mali</b>					
Sadiola	0.18	0.21	0.87	1.11	1.02
Morila*	–	–	3.32	0.57	1.42
Yatela	0.76	–	1.15	0.39	0.43
<b>Namibia</b>					
Navachab	0.58	2.02	–	4.59	4.09
<b>Tanzania</b>					
Geita	0.96	0.10	0.86	0.68	0.63
<b>Australasia</b>					
<b>Australia</b>					
Sunrise Dam	2.84	1.19	1.83	2.63	1.81
<b>Americas</b>					
<b>Argentina</b>					
Cerro Vanguardia	1.70	2.46	3.98	3.34	3.13
<b>Brazil</b>					
AGA Mineração	1.18	1.64	3.06	2.30	2.33
Serra Grande	0.38	1.08	1.29	2.47	1.76
<b>USA</b>					
CC&V	4.60	4.39	4.83	2.53	–
<b>Group</b>	<b>6.89</b>	<b>6.57</b>	<b>7.32</b>	<b>8.24</b>	<b>7.70</b>

# Improving operational safety performance

## **LA9: Health and safety topics covered in formal agreements with trade unions.**

This additional indicator is categorised under the GRI aspect of occupational health and safety.

All operations have in place safety and health policies that have been developed to take into account country- and operation-specific conditions, regulations and requirements such as local collective bargaining structures, legislation and site-specific circumstances. Unions and employees are generally involved in the development of these policies. In South Africa, this interaction has typically been formal and enshrined in collective agreements. An overarching agreement negotiated with the International Federation of Chemical, Energy, Mine and General Workers' Union (ICEM) provides a template for safe and healthy working environments by the application of industry best practice. Our compliance with the employment equity plan in South Africa has increased the percentage of women in the organisation, increasing the focus on the safety of women in our mines in the agreements. For example, the 2009/2010 Chamber of Mines Wage Agreement negotiated with unions makes provision for the establishment of a task team to investigate and implement appropriate protective clothing for female employees working underground.


# Managing health issues



# Occupational and community health









## Management approach

In line with our values, we believe we cannot accept ill health as a natural consequence of our business, and that our employees must be able to go home fit and well at the end of each working day. Our definition of good health is a state of complete physical, social, mental and spiritual well-being and not merely the absence of disease and ill health. We also subscribe to the value that ‘communities in which we operate will be better off for us having been there’, which implies that our approach to health encompasses community health issues. For further discussion on AngloGold Ashanti’s management approach in this area, refer to pages 25 to 28 of the group-level report, *Sustainable Gold*.

## Performance indicators:

The following core and additional indicators are reported in compliance with GRI in addition to indicators from the Mining and Metals Sector Supplement of the GRI (prefaced with ‘MM’ in the table below). In addition, where the response is applicable to the ICMM principles or the principles of the UN Global Compact, this is illustrated by their respective logos  and .

Indicators that have been verified by Ernst & Young (E&Y) for 2010 are indicated with either a  or a  depending on whether the indicator has had limited or reasonable assurance.

Indicator	Description	UNGC	ICMM	E&Y
LA6 (Additional)	Percentage of workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.			
LA7 (Core)	Number of new cases of occupational disease by type. <sup>(1)</sup>			
LA8 (Core)	Education, training, counselling, prevention and risk control programmes in place for staff, their families or community members regarding serious diseases. <sup>(2)</sup>			
LA9 (Additional)	Health and safety topics covered in formal agreements with trade unions.			

<sup>(1)</sup> Ernst & Young has provided assurance only in respect of occupational illnesses relating to silicosis, noise-induced hearing loss (NIHL) and tuberculosis (TB)

<sup>(2)</sup> Ernst & Young has assured only the following aspects of indicator LA8: number of employees on anti-retroviral therapy (ART) and voluntary counselling and testing (VCT), number of malaria cases, the malaria lost time injury frequency rate (MLTIFR) and malaria programme costs

# Managing health issues

## **LA6: Percentage of workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.**

This additional indicator is categorised under the GRI aspect of occupational health and safety.

Committees overseeing the operational approach to the management of safety and health have been established at each operation. Where applicable, these committees have been constituted through a formal health and safety agreement between management and organised labour. It is estimated that at least 90% of the total workforce is represented by the joint health and safety management committees.

While the **Australian** workforce is not unionised, there is a weekly safety and health representatives' meeting at which key safety and health matters are discussed.

In **South Africa**, formal health and safety committees representing all employees are in place at each operation.

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In the Continental Africa region, AngloGold Ashanti operates in **Guinea, Mali, Ghana, Namibia, Tanzania** and the **Democratic Republic of the Congo (DRC)**. Each of these sites has in place formal safety committees attended by a combination of management and departmental representatives. On smaller sites there is a single committee and on larger sites there are departmental committees as well as an overarching safety committee. Each operation has also invested time in providing an environment where safety reporting is encouraged and supported by the line managers enabling each person, contractor or employee, to raise and debate safety issues.

## **LA7: Number of new cases of occupational disease by type.**

This additional indicator is categorised under the GRI aspect of occupational health and safety.

Information relating to safety aspects of this indicator is given in the section on improving operational safety performance.

### **Silicosis**

Silicosis is a disease characterised by lung fibrosis caused by the inhalation of particles containing respirable crystalline silica dust. It represents a risk in underground mining areas where there are high concentrations of quartz within the ore body. While the threat of silicosis persists in South Africa, efforts to eradicate the disease have largely been successful at the group's operations in Brazil, as a result of the mechanisation of many processes, successful dust management programmes, intensive monitoring, and Brazilian legislation that limits the number of years that employees may work underground.

The following are the number of cases of silicosis submitted to the Medical Bureau for Occupational Diseases (MBOD) of South Africa in 2010.

### Silicosis cases submitted to the MBOD

Silicosis cases	2010	2009	2008	2007	2006
<b>South Africa</b>	<b>459</b>	409	442	462	387
Great Noligwa	153	137	180	207	168
Kopanang	158	126	143	152	103
Moab Khotsong	49	59	27	20	14
Mponeng	17	12	6	10	6
Savuka	4	8	8	–	12
Tau Lekoa	42	37	51	49	51
TauTona	18	16	13	11	17
Other*	18	14	14	13	16

\* Refers to silicosis cases at service divisions in our South Africa region

### Noise-induced hearing loss (NIHL)

Our target on NIHL is to achieve the industry milestone of no deterioration in hearing greater than 10% amongst affected employees at South African operations who were occupationally unexposed prior to 2008. Audiograms are conducted on all occupationally-exposed employees in the South Africa region when they join the company and annually thereafter, if exposure continues. The baseline for the target is the routine audiogram performed during 2009 or, for employees who joined the company after 1 January 2009, the audiogram performed at the start of their employment.

Due to the lag between noise exposure and NIHL, we are not yet able to give a meaningful assessment of performance against our target. In the meantime, however, we continue compliance with noise targets (the industry milestone states that by December 2013, the total noise emitted by all equipment installed in any workplace must not exceed 110dB(A) at any location in that workplace). AngloGold Ashanti has been in compliance with this hygiene target since 2008 and has now set a lower internal benchmark.

### Compensable cases of NIHL

NIHL cases	2010	2009	2008	2007	2006
<b>South Africa</b>	<b>64</b>	79 <sup>(2)</sup>	85	77	67
Great Noligwa	11	6	17	23	9
Kopanang	16	8	16	11	12
Moab Khotsong	8	3	–	–	1
Mponeng	11	26	21	17	15
Savuka	–	7	5	–	7
Tau Lekoa	7	9	6	10	9
TauTona	7	18	20	13	9
Other <sup>(1)</sup>	4	–	–	3	5

<sup>(1)</sup> Refers to NIHL cases at service divisions in our South Africa region

<sup>(2)</sup> Restated from 2009 figure of 77

# Managing health issues

## Pulmonary tuberculosis (TB)

Occupational TB incidence in 2010 was reduced to 2.64% in 2010 (2009: 2.9%) and more than 90% of cases were successfully treated in 2009. Data for successful outcomes of TB cases treated in 2010 is not yet available as treatment programmes last between six and eight months. Prevalence of this disease among employees in South Africa is closely linked to HIV prevalence.

## New cases of tuberculosis

Tuberculosis cases	2010	2009	2008	2007	2006
<b>South Africa</b>	<b>821</b>	974	874	923	1,034
Great Noligwa	135	189	161	213	229
Kopanang	162	223	165	167	174
Moab Khotsong	165	133	80	60	61
Mponeng	111	164	189	159	159
Savuka	38	42	56	54	60
Tau Lekoa	53	75	60	73	77
TauTona	122	118	133	169	231
Other*	35	30	30	28	43

\* Refers to TB cases at service divisions in our South Africa region

## Heat and physical fitness

As heat is potentially a concern at all underground operations, heat management protocols and practices are in place. In 2010, 186 (241 in 2009) cases of heat illness were reported by the South African operations, most of which (184) (235 in 2009) were heat cramps. Two cases of heat exhaustion were reported in 2010 (five in 2009). No cases of heat stroke were reported in 2010 (one was reported in 2009).

## Occupational Lung Disease (OLD)

The most significant occupational hazard for employees is exposure to respirable silica dust, which can cause OLD. OLD cases reported in the table below are cases of silicosis, TB, TB silicosis (where TB and silicosis occur together) and obstructive airway diseases which were compensated during the year indicated. TB incidence and prevalence levels are aggravated by the high rate of HIV prevalence in the mining population, with HIV being a major factor in the development of TB. It is estimated that between 80% to 85% of employees diagnosed with TB are also HIV-positive.

## Cases of occupational lung disease

Occupational lung disease	2010	2009	2008	2007	2006
<b>South Africa</b>	<b>387</b>	678	761	207	348
Great Noligwa	135	220	307	64	126
Kopanang	109	231	188	55	65
Moab Khotsong	47	71	33	6	9
Mponeng	12	27	32	14	24
Savuka	6	9	36	14	22
Tau Lekoa	40	66	84	26	43
TauTona	19	32	44	12	37
Other*	19	22	37	16	22

\* Refers to OLD cases at service divisions in our South Africa region

**LA8: Education, training, counselling, prevention and risk control programmes in place for staff, their families or community members regarding serious diseases.**

This core indicator is categorised under the GRI aspect of occupational health and safety.

Of the various health risks identified, the most material issues for AngloGold Ashanti relate to:

- **Silicosis** – silicosis remains our most serious occupational health concern. The latent nature of this disease makes efforts to measure and improve performance in combating silicosis challenging. In 2010, 459 new cases of silicosis were submitted to the Medical Bureau for Occupational Disease (MBOD) of South Africa, against 409 in 2009.
- **Noise-induced hearing loss (NIHL)** – this remains a challenge in South Africa. The number of compensable cases declined from 79 in 2009 to 64 in 2010. However, the incidence of NIHL remains high with 429 new cases diagnosed in 2010, up from 332 cases in 2009.
- **HIV/AIDS** – HIV/AIDS is a health issue in South Africa, Tanzania, Ghana and the Democratic Republic of the Congo. High prevalence of HIV/AIDS contributes to absenteeism, hospital admission, ill-health retirement and death among affected employees. In 2010, anti-retroviral therapy (ART) was supplied to approximately 2,500 employees for whom this treatment is clinically indicated. In 2009 the recorded number of ART recipients was 2,159.

**Number of employees on ART**

Operation	2010
<b>South Africa</b>	<b>2,459</b>
Great Noligwa	326
Kopanang	493
Moab Khotsong	312
Mponeng	512
Savuka	91
Tau Lekoa	49
TauTona	387
Other*	289
<b>Continental Africa</b>	<b>121</b>
<b>Ghana</b>	
Iduapriem	2
Obuasi	25
<b>Guinea</b>	
Siguiri	65
<b>Mali</b>	
Sadiola	7
Yatela	2
<b>Namibia</b>	
Navachab	-
<b>Tanzania</b>	
Geita	20
<b>Group</b>	<b>2,580</b>

\* Refers to the number of employees on ART in service divisions in our South Africa region

In South Africa, the uptake of voluntary counselling and testing (VCT) has been falling since 2008 and in 2010 was 74%. Over 4,000 patients were treated at wellness centres during the year.

HIV/AIDS programme costs in 2010 amounted to \$3,992,150 of which 92% was expended in South Africa (2009: \$3,294,376, 74% spent in South Africa). Programme costs in Mali amounted to \$38,638, Ghana \$42,111, Tanzania \$144,960 and Guinea \$107,120.

# Managing health issues

The following table summarises the number of employees and contractors on the VCT programme.

## Number of employees and contractors attending VCT programmes

Operation	2010
<b>South Africa</b>	<b>23,653</b>
Great Noligwa	2,557
Kopanang	3,185
Moab Khotsong	3,570
Mponeng	4,621
Savuka	1,067
Tau Lekoa	1,162
TauTona	3,191
Other <sup>(1)</sup>	4,300
<b>Continental Africa</b>	<b>8,162</b>
<b>Ghana</b>	
Iduapriem	228
Obuasi	4,835
<b>Guinea</b>	
Siguiri	941
<b>Mali</b>	
Sadiola	811
Yatela	462
<b>Namibia</b>	
Navachab	–
<b>Tanzania</b>	
Geita	885 <sup>(2)</sup>
<b>Group</b>	<b>31,815</b>

<sup>(1)</sup> Refers to the number of employees and contractors on VCT programmes in service divisions in our South Africa region

<sup>(2)</sup> Includes community members

- **Malaria** – malaria is a major health concern for AngloGold Ashanti's operations in Ghana, Guinea, Mali and Tanzania. The prevalence of malaria in these regions can result in illness and absenteeism among employees, and has a significant impact on the health of employees' families and that of the surrounding communities.

Failure to manage these issues adequately poses risks to the business in terms of increased potential for injuries and accidents, decreased productivity, fatigue, poor morale, increased medical and medical compensation costs and poor stakeholder relations, all of which can threaten the social and legal licence of the company to operate.

Downward trends in malaria cases continued in 2010, following completion in December 2010 of the five-year programme to combat malaria. Malaria programme costs in 2010 were \$2,211,408, against \$2,172,541 in 2009. Upwards of 80% of the costs in each year have been spent in Ghana, where the issue has been most acute. Our intention is to roll out the highly successful integrated model undertaken at Obuasi, Ghana to other malaria-affected areas where AngloGold Ashanti operates.

### Number of malaria cases among employees/contractors at affected operations

	2010	2009	2008
Iduapriem	1,902	1,710	1,878
Obuasi	1,317	3,375	3,069
Siguiri	783	664	756
Sadiola/Yatela	268	204	216
Geita	218	447	1,557
<b>Group</b>	<b>4,488</b>	<b>6,400</b>	<b>7,476</b>

\* The number of cases of malaria in Ghana was incorrectly stated in our 2009 report as 3,365

The table below shows malaria incidence at affected operations, which is the number of malaria cases per 100 employees/contractors. This indicator enables comparison of the severity of the impact of malaria at each operation.

### Malaria incidence at affected operations

Malaria incidence	2010	2009	2008
Iduapriem	104.62	89.34	92.42
Obuasi	19.40	51.42	50.02
Siguiri	22.74	22.21	26.38
Sadiola/Yatela	9.04	7.67	5.85
Geita	6.68	13.99	49.92
<b>Group</b>	<b>24.60</b>	<b>36.90</b>	<b>41.90</b>

The company continues to use its malaria lost time injury frequency rate (MLTIFR), which is the number of cases (incidents) of malaria for every million hours worked. This enables effective measurement of malaria programmes at operations over time. The table below shows the MLTIFR at affected operations.

### Malaria lost time injury frequency rate (MLTIFR) at affected operations

MLTIFR	2010	2009	2008
Iduapriem	370.01	322.50	340.31
Obuasi	56.18	142.49	153.72
Siguiri	98.43	105.04	106.26
Sadiola/Yatela	33.16	29.41	28.83*
Geita	26.07	44.40	167.95

\* 2008 numbers include Morila which was managed by AngloGold Ashanti at the time

# Managing health issues

## **LA9: Health and safety topics covered in formal agreements with trade unions.**

This additional indicator is categorised under the GRI aspect of occupational health and safety.

All operations have in place safety and health policies that have been developed to take into account country- and operation-specific conditions, regulations and requirements such as local collective bargaining structures, legislation and site-specific circumstances. Unions and employees are generally involved in the development of these policies. In South Africa, this interaction has typically been formal and enshrined in collective agreements. An overarching agreement negotiated with the International Federation of Chemical, Energy, Mine and General Workers' Union (ICEM) provides a template for safe and healthy working environments by the application of industry best practice. Our compliance with the employment equity plan in South Africa has increased the percentage of women in the organisation, increasing the focus on the safety of women in our mines in the agreements. For example, the 2009/2010 Chamber of Mines Wage Agreement negotiated with unions makes provision for the establishment of a task team to investigate and implement appropriate protective clothing for female employees working underground.

# Human rights and business

Acting with



# dignity and respect

## Management approach

In our values we commit to treating others with dignity and respect. This includes respect for human rights and an undertaking to operate according to the highest standards of business ethics. As a business that aspires to live the belief that 'people are the business', our concern for operations with respect for human rights stems from our aim to place people first in all aspects of the business.






















As a member of the United Nations (UN) Global Compact since 2004, we have recorded our commitment to observing the Universal Declaration of Human Rights and to upholding the basic labour rights captured in the Fundamental Principles of the International Labour Organization (ILO). We value diversity and believe that diversity in employment can make a positive contribution to achieving our business objectives. For further discussion on AngloGold Ashanti's management approach in this area, refer to pages 29 to 32 of the group-level report, *Sustainable Gold*.

## Performance indicators:


The following core and additional indicators are reported in compliance with GRI in addition to indicators from the Mining and Metals Sector Supplement of the GRI (prefaced with 'MM' in the table overleaf). In addition, where the response is applicable to the ICMM principles or the principles of the UN Global Compact, this is illustrated by their respective logos  and .

Indicators that have been verified by Ernst & Young (E&Y) for 2010 are indicated with either a  or a  depending on whether the indicator has had limited or reasonable assurance.

# Human rights and business

Indicator	Description	UNGC	ICMM	E&Y
HR1 (Core)	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.			
HR2 (Core)*	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.			
HR3 (Additional)*	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.			
HR4 (Core)	Total number of incidents of discrimination and actions taken.			
HR5 (Core)	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.			
HR6 (Core)	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.			
HR7 (Core)	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour.			
HR8 (Additional)	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.			
HR9 (Additional)	Total number of incidents or violations involving rights of indigenous people and actions taken.			
SO2 (Core)	Percentage and total number of business units analysed for risks related to corruption.			
SO3 (Core)	Percentage of employees trained in organisation's anti-corruption policies and procedures.			
SO4 (Core)	Actions taken in response to incidents of corruption.			

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

 The following security incidents were recorded by the company in 2010 and these records have been assured by Ernst and Young. Details of incidents under the Voluntary Principles on Security and Human Rights (VPSHR) are contained in our VPSHR report which is available on our website at [www.anglogoldashanti.com](http://www.anglogoldashanti.com).

In the **South Africa** region ten incidents were recorded, of which nine were legal industrial actions or employee protest actions which took place without serious consequence. In the tenth incident, a trespasser in the Vaal River area sustained a minor dog bite injury while searching for scrap gold.

In **Continental Africa** nineteen incidents were recorded in total – seven at the Siguri mine in **Guinea**, five at the Obuasi mine in **Ghana**, four at the Mongbwalu exploration site in the **Democratic Republic of the Congo**, two at the Geita mine in **Tanzania** and

one at the Sadiola mine in **Mali**. Details of these incidents are given on the following page.

In **Signiri** three community members, who were passengers on a truck that was deliberately trying to exit the mine area without going through control procedures, sustained minor injuries when a soldier opened fire in an attempt to stop the vehicle. This regrettable incident is being fully investigated by the relevant local and governmental authorities, with the support of mine management.

A total of three illegal miners in **Signiri** died in two separate incidents when holes they had dug at the company's open-pit mining operations collapsed. There are comprehensive security measures in place to prevent illegal miners entering workings and efforts are being made to prevent these incidents by finding a workable solution, in consultation with the communities.

In four additional incidents, members from one of the communities around the **Signiri** mine property sabotaged the tailings pipeline and staged protests about electricity supply, outstanding compensation for their farms and employment. All four protests were handled in a non-confrontational manner by management and the authorities and ended peacefully.

At the **Obuasi** mine an armed robber who was stealing explosives was shot dead on the mine by police at an explosives depot on company property. On the same occasion, another armed robber was wounded in an ensuing shoot-out between police and suspects, while in another incident an illegal miner severely injured one of his toes while involved in illegal mining activities underground. In three separate incidents at Obuasi, illegal miners blocked roads, stopped mine vehicles and manhandled AngloGold Ashanti staff. The protesters had grievances relating to their not being granted permission to mine on the company property, as well as alleged dust problems in the communities. Mine management and the relevant authorities dealt with the protests as they occurred and addressed the issues raised by the protesters.

Two people died in two separate incidents as a result of falls of ground during illegal mining activities at old mine workings on concession land in the **Democratic Republic of the Congo**. On two other separate occasions a group of ex-Kilo Moto Mining International (Kimin)\* workers and community members held a peaceful march to the camp of Ashanti Goldfields Kilo\*\* and protested outside the camp, demanding compensation for retrenchment in the past that was alleged to have been unpaid.

At **Geita**, an illegal miner fell and sustained an extensive head wound when he hit a rock trying to escape arrest. In another incident the road to Nungwe Bay was blocked by community members in protest at being refused permission to collect rocks on waste dumps. A resolution with mine staff was reached.

Youth from 43 communities around the **Sadiola** mine barricaded all the access roads to the Sadiola and Yatela mines to express grievances about what they perceived to be unfair mine recruitment practices. One AngloGold Ashanti security employee and one police representative sustained minor injuries. Action has been taken to resolve the issues raised.

In the **Americas** one incident took place at Bogota exploration site in Colombia. Three members of the Peace Maker Christian Team approached AngloGold Ashanti's offices in Bogota to deliver a letter which accused the company of having worked with paramilitary groups to displace the artisanal miners of the Federacion de Agromineros del Sur de Bolivar (FEDEAGROMISBOL). The team protested in front of the building for 30 minutes before dispersing.

\* Prior to 1996, Kimin, a joint venture between Luxembourg-based Mindev & Associates and DRC state-owned company Okimo, held an exploration and mining lease over Concession 40 in the Ituri Region in the north-east of the DRC. Ashanti Goldfields purchased half of Mindev's stake in the joint venture in 1996 and the remainder in 1998. Following Ashanti's business combination with AngloGold in 2004, the property became part of the assets of AngloGold Ashanti.

\*\* AngloGold Ashanti's subsidiary in the DRC, which is in a joint venture with Okimo.

# Human rights and business

## **HR1: Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.**

This core indicator is categorised under the GRI aspect of investment and procurement practices.

AngloGold Ashanti is aware that the human rights performance by its network of suppliers and contractors may have a significant impact on the communities in which it operates. Where it is appropriate, specific human rights clauses are included in significant contracts (including collective bargaining and other labour conventions).

During the first half of 2010, AngloGold Ashanti continued with its joint venture activities with the De Beers group of companies. Under this joint venture, memoranda of understanding (MOU) and definitive agreements have been or are in the process of being entered into in respect of the exploration and development of placer gold mining projects on marine deposits located in, or adjacent to, the area between the high water mark and the edge of the continental shelf on a worldwide basis. These include:

- the finalisation of the Seafield definitive agreements, following the MOU signed on 17 December 2009, which are currently on hold;
- the South African Sea Areas (SASA) MOU which was signed on 1 October 2010; and
- further ventures which are being considered in other global regions.

The agreements related to the joint venture, MOU's and each placer gold mining project include provisions that state that the operating practices in each area will be consistent with both AngloGold Ashanti's and De Beers' corporate values, standards and internationally-acceptable mining practice, which includes values related to human rights and communities.

As announced on 26 March 2010, Ashanti Goldfields Kilo entered into a joint venture with OKIMO regarding rights to explore in certain areas in the Democratic Republic of the Congo. This joint venture agreement includes provisions which require that the operating practices in those areas should adhere to AngloGold Ashanti's corporate values, standards and internationally acceptable mining practices.

There are a number of further potential investments that are currently under consideration and for which no agreements have yet been entered into. In the event that the investments being considered progress to the point of agreements, AngloGold Ashanti's corporate values, standards and internationally acceptable mining practices would be included in such agreements.

All significant investment agreements entered into in 2010 therefore include human rights clauses.

AngloGold Ashanti has included clauses related to the protection of human rights and social commitments, consistent with its values, in relevant significant acquisition and disposal agreements since 2002. These clauses have not been included in certain acquisition and disposal agreements since that time where such clauses were not relevant to the particular asset or company being acquired or disposed. The company has also included such clauses in exploration joint venture agreements entered into since November 2009.

## **HR2: Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This core indicator is categorised under the GRI aspect of investment and procurement practices.

Suppliers to our operations are required by contract to adhere to AngloGold Ashanti's ethical policies, which include human rights considerations, the ethical treatment of its employees and human rights laws in the country of operation.

There are various mechanisms in place to record and report on human rights abuses by the company such as the Supplier Monitoring Committee and the Whistle Blowing channels. A process of screening of significant suppliers will be initiated during 2011, and by 2016 the company hopes through this process to be able to report on the percentage of suppliers that have undergone screening on human rights and actions taken. This information is not currently recorded at group level.

**HR3: Total hours of employee training on policies and procedure concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This additional indicator is categorised under the GRI aspect of investment and procurement practices.

In 2010, training was conducted on our new Code of Business Principles and Ethics, which includes aspects of human rights. A total of 131 employees in Ghana and at the corporate office in South Africa were trained following the launch of the code in November 2010. This revised Code of Ethics will be extended through the company over the next 18 months, together with a communications and training programme which will seek to integrate its principles into the business.

Currently, our human rights training efforts are focused on the training of security personnel, including third-party service providers. We consider this to be the most relevant aspect of human rights training for the group, given the nature and location of our operations. We do not record the number of hours of training given, as the capacity of our security staff and therefore the need for training varies significantly across operations and service providers. For this reason we do not consider the hours of training offered to be a significant indicator in our business. Our focus is rather on improving the quality of our training on human rights and on the Voluntary Principles on Security and Human Rights (VPSHR). We are also using audit procedures, including self audits, group internal audit and external audit, to provide assurance on the success of the training in embedding the understanding of VPSHR and human rights policies.

**HR4: Total number of incidents of discrimination and actions taken.**

This core indicator is categorised under the GRI aspect of non-discrimination.

All forms of discrimination, including racial and sexual harassment and discrimination against the disabled, are prohibited by the company's business principles and policies as well as by legislation in most of the countries where our operations are situated. Policies are in place at all operations to protect employees from prejudice and, in some countries, to promote the advancement of certain groups of employees who were previously disadvantaged. Specifically in countries in Africa and in Australia the rights and promotion of indigenous peoples, the historically disadvantaged and women are provided for in law and adopted by the company.

**HR5: Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.**

This core indicator is categorised under the GRI aspect of freedom of association and collective bargaining.

Certain basic human rights conventions, including those relating to freedom of association and collective bargaining, are entrenched in South African legislation, its constitution, and in laws and regulations in the countries in which AngloGold Ashanti operates. The group is committed to upholding the basic labour rights as expressed in International Labour Organization (ILO) instruments and as implemented given the specific practices in the countries where AngloGold Ashanti has operations. Specifically, it seeks to ensure the implementation of fair employment practices by prohibiting forced, compulsory or child labour and implementing these practices through country, operation and shaft level recognition and collective bargaining agreements where applicable, and through disciplinary, grievance and non-discrimination agreements and codes. No breaches of fundamental rights were alleged, nor were any charges brought against the company in connection with these during the year. No operations are deemed to be at specific risk in this regard.

# Human rights and business

## ***HR6: Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.***

This core indicator is categorised under the GRI aspect of child labour.

AngloGold Ashanti is committed to upholding the basic labour rights enshrined in the Fundamental Rights Conventions of the ILO and in the legislation, regulations and practices of the countries where we operate. The company does not employ child labour.

The company has noted situations where it appears that children are involved in artisanal and small-scale mining (ASM) activities on or around concessions where we operate. These ASM activities may occur with or without our consent and cannot necessarily be regulated by the company.

## ***HR7: Operations identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour.***

This core indicator is categorised under the GRI aspect of forced and compulsory labour.

Certain basic human rights conventions, including those relating to freedom of association and collective bargaining, are entrenched in South African legislation, its constitution, and in laws and regulations in the countries in which AngloGold Ashanti operates. The group is committed to upholding the basic labour rights as expressed in ILO instruments and as implemented given the specific practices in the countries where AngloGold Ashanti has operations. Specifically, it seeks to ensure the implementation of fair employment practices by prohibiting forced, compulsory or child labour and implementing these practices through country, operation and shaft level recognition and collective bargaining agreements where applicable, and through disciplinary, grievance and non-discrimination agreements and codes. No breaches of fundamental rights were alleged, nor were any charges brought against the company in connection with these during the year. No operations are deemed to be at specific risk in this regard.

## ***HR8: Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.***

This core indicator is categorised under the GRI aspect of security practices.

Human rights considerations cut across a range of disciplines at AngloGold Ashanti, including health, safety, security, community, environmental, human resources, legal and regulatory, ethics, governance and labour relations. Operating with respect for human rights is a particularly relevant consideration for the company because of the location of many of our operations in regions of the world, including in post-conflict zones, where there are few formal employment opportunities apart from mining. This context creates the potential for tension between mines and communities over issues such as land usage, relocation and artisanal and small-scale mining (ASM). A major focus for the company has therefore been the implementation of the Voluntary Principles on Human Rights and Security (VPSHR) in security management practices.

A structured approach to the training of security personnel has been adopted since 2008 in order to create a better understanding of and commitment to the requirements of the VPSHR, specifically with regard to the use of minimum force and rules of engagement. In 2010, approximately 88% of the company's security personnel, including third-party contractors, were trained in the organisation's security procedures, including aspects relating to human rights and implementation of the VPSHR.

## ***HR9: Total number of incidents or violations involving rights of indigenous people and actions taken.***

AngloGold Ashanti is mindful of the specific considerations that need to be taken into account regarding Indigenous Peoples. The company has participated in the development of a position statement on Indigenous\* Peoples developed under the auspices of the International Council on Mining and Metals (ICMM) and supports the council's position statement on Indigenous Peoples, which

was approved during 2008. A standard in line with this position statement will be approved by the Executive Committee during 2011. No specific incidents or complaints in respect of indigenous peoples were recorded during the year.

\* *Indigenous Peoples: In keeping with international convention the term "Indigenous Peoples" is used in a generic sense to refer to distinct social and cultural groups possessing the following characteristics in varying degrees:*

- *self-identification as members of a distinct indigenous cultural group and recognition of this identity by others;*
- *collective attachment to geographically distinct habitats or ancestral territories and to the natural resources in these habitats and territories;*
- *customary cultural, economic, social, or political institutions which are separate from those of the dominant society or culture; and*
- *an indigenous language, often different from the official language of the country or region.*

### **SO2: Percentage and total of business units analysed for risks related to corruption.**

This core indicator is categorised under the GRI aspect of corruption.

As part of the enterprise risk management roll out within the group, a baseline fraud and corruption risk assessment was developed for roll out to all business units within the medium term. Disclosing of bribery and corruption within the organisation is encouraged and information received relating to such disclosure is assessed. See reports received under whistle-blowing in the table below:

#### **Whistle blowing reports – 2010**

Category	Completed	In progress	Total
Bribery and corruption	2	4	6
Concern	3	–	3
Conflict of Interest	1	1	2
Environmental	1	–	1
Fraud	9	2	11
Grievance	7	1	8
Irregularities	7	3	10
Misconduct	3	1	4
Nepotism	1	–	1
Safety and health	1	–	1
Sexual harassment	2	–	2
Theft	1	6	7
Unethical behaviour	3	–	3
Unfair labour practice	2	–	2
Victimisation	1	–	1
<b>Group</b>	<b>44</b>	<b>18</b>	<b>62</b>

### **SO3: Percentage of employees trained in organisation's anti-corruption policies and procedures.**

This core indicator is categorised under the GRI aspect of corruption.

Employees are informed of the company's values, policies and procedures at engagement and regularly thereafter. In 2010, training was conducted in Ghana and at the corporate office in South Africa. However, the percentage of employees trained in this way is not currently recorded, and is challenging to record given the complexity of the company's operations and the difficulty of fully addressing this requirement across a broad spectrum of employees. We will be addressing this challenge and anticipate over the longer term that we will be able to report more fully against this indicator. Under the current system if concerns arise, employees are encouraged to discuss these with their direct managers first where this is appropriate and, if not resolved or where management is involved, to

# Human rights and business

report these through the whistle-blowing line or directly to the internal audit or legal departments. Risk assessment processes incorporate risks relating to corruption.

In addition, policies relating to the delegation of authority have been implemented and compliance to a disciplinary code of conduct is anticipated. All reports made in terms of the whistleblowing are administered by a third party, which ensures all reports are treated confidentially or anonymously, according to the preference of the caller. Feedback on reports is given when requested. A report is provided quarterly to the Audit and Corporate Governance Committee and to our Executive Committee. The whistleblowing line is accessible to all employees, in the most applicable languages and time zones.

## SO4: Actions taken in response to incidents of corruption

This core indicator is categorised under the GRI aspect of corruption.

Our whistle-blowing system is the vehicle for reporting incidents of corruption. The results of whistle-blowing reports investigated are summarised in the table below:

### Actions taken in response to incidents of corruption

Category	Allegations could not be proven	Allegations unfounded	Criminally reported	Disciplinary hearing held	Disciplined	Employees resigned	Employee contract terminated	Insufficient information	Non AGA issue, forwarded	Resolved with dept.	Supplier contract terminated	Total
Bribery and corruption	1			1								2
Concern								1		2		3
Conflict of interest											1	1
Environmental										1		1
Fraud	1		6		1					1		9
Grievance		1				2			1	2	1	7
Irregularities	2						1			4		7
Misconduct					1	2						3
Nepotism										1		1
Safety and health										1		1
Sexual harassment							1		1			2
Theft					1							1
Unethical behaviour	2				1							3
Unfair labour practice						1				1		2
Victimisation					1							1
<b>Total</b>	<b>6</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>44</b>

# Labour, employment and transformation



## Towards a **productive** and **engaged** workforce

### Management approach

AngloGold Ashanti seeks to be a people-centred business that has taken significant steps to ensure that it is positioned to address the challenge of engaging its workforce across the broad range of cultural and socio-economic contexts in which it operates. AngloGold Ashanti's values are underpinned by the philosophy that 'People are our business ... our business is people'. For further discussion on AngloGold Ashanti's management approach in this area, refer to pages 19 to 20 and pages 39 to 40 of the group-level report, *Sustainable Gold*.

### Performance indicators:

The following core and additional indicators are reported in compliance with GRI in addition to indicators from the Mining and Metals Sector Supplement of the GRI (prefaced with 'MM' in the table overleaf). In addition, where the response is applicable to the ICMM principles or the principles of the UN Global Compact, this is illustrated by their respective logos  and .

Indicators that have been verified by Ernst & Young (E&Y) for 2010 are indicated with either a  or a  depending on whether the indicator has had limited or reasonable assurance.

# Labour, employment and transformation

Indicator	Description	UNGC	ICMM	E&Y
LA1 (Core)**	Total workforce by employment type, contract and region.			
LA2 (Core)**	Total number and rate of employee turnover by age group, gender and region.			
LA3 (Core)	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.			
LA4 (Core)	Percentage of employees covered by collective bargaining agreements.			
LA5 (Core)	Minimum notice period(s) regarding operational changes, including whether it is specified in collective bargaining agreements.			
LA10 (Core)**	Average hours of training per year per employee by employee category.			
LA11 (Additional)	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.			
LA12 (Additional)	Percentage of employees receiving regular performance and career development reviews.			
LA13 (Core)**	Composition of governance bodies and <u>breakdown of employees per category according to gender*</u> , age group, minority group membership, and other indicators of diversity.			
LA14 (Core)	Ratio of basic salary of men to women by employee category.			

\* Only the underlined information under this indicator has been assured by Ernst & Young

\*\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

## LA1: Total workforce by employment type, contract and region.\*

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This core indicator is categorised under the GRI aspect of employment.

AngloGold Ashanti is a significant employer in many of the countries in which it operates. The majority of the group's employees (including contractors) are in South Africa (57%), followed by Ghana (12%), Brazil (8%) and Tanzania (5%).

AngloGold Ashanti employed some 62,046 people globally at the end of 2010, including 48,854 employees and 13,192 contractors (2009: 49,908 employees and 13,456 contractors). Employee numbers are down mainly at Great Nologwa in South Africa, as a result of the re-design of the mine plan and layout, and a shift in operational focus to pillar extraction, and due to the disposal of the Boddington joint venture in Australia in the prior year.

Workforce by employment type and contract cannot be reported as we currently do not have the systems in place. However, it is envisaged that with the implementation of a new Enterprise Resource Planning (ERP) system, we will be better positioned to record employment type and contracts. The system feasibility study is currently underway. Depending on the outcome of this feasibility study and the start of the project, the system should be operational after three years of the start date.

### Employee numbers

Operations	Total 2010	Employees	Contractors
<b>South Africa</b>	<b>35,660</b>	<b>31,723</b>	<b>3,937</b>
Great Noligwa	3,315	3,225	90
Kopanang	5,938	5,484	454
Moab Khotsong	6,452	4,651	1,801
Mponeng	5,778	5,732	46
Savuka	981	952	29
Tau Lekoa	2,737	2,497	240
TauTona	4,609	4,137	472
Other	5,850	5,045	805
<b>Continental Africa</b>	<b>15,761</b>	<b>9,684</b>	<b>6,077</b>
<b>Ghana</b>			
Iduapriem	1,483	729	754
Obuasi	5,722	4,225	1,497
<b>Guinea</b>			
Siguiri	3,170	1,531	1,639
<b>Mali</b>			
Sadiola (Attributable 41%)	726	324	402
Morila (Attributable 40%)	357	191	166
Yatela (Attributable 40%)	351	123	228
<b>Namibia</b>			
Navachab	687	687	–
<b>Tanzania</b>			
Geita	3,265	1,874	1,391
<b>Australasia</b>	<b>494</b>	<b>93</b>	<b>401</b>
<b>Australia</b>			
Sunrise Dam	494	93	401
<b>Americas</b>	<b>6,582</b>	<b>4,737</b>	<b>1,845</b>
<b>Argentina</b>			
Cerro Vanguardia	1,242	883	359
<b>Brazil</b>			
AGA Mineração	3,426	2,486	940
Serra Grande	1,268	965	303
Other, including corporate and non-gold producing subsidiaries	3,549	2,617	932
<b>USA</b>			
CC&V	646	403	243
<b>Group</b>	<b>62,046</b>	<b>48,854</b>	<b>13,192</b>

# Labour, employment and transformation

## LA2: Total number and rate of employee turnover by age group, gender and region.\*

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This core indicator is categorised under the GRI aspect of employment.

Turnover levels for the total employee group and for women have been provided in the following table.

The total turnover of labour in 2010 was 11.15% compared to 9.7% in 2009. This increase is primarily due to the planned re-structuring that took place in the South African operations, and is also due to the expiry of fixed term contracts in Colombia and the United States of America.

In the case of Australia where labour turnover has doubled year-on-year, the company is faced with the challenge of retaining skills in a growing resources industry.

Separation by age group is not a parameter that we use in our human resources management and we do not therefore have systems in place at present to report on this data.

### Turnover levels by country (%)

	2010		2009	
	All employees	Women	All employees	Women
<b>South Africa</b>	13.17	0.85	10.33	0.31
<b>Continental Africa</b>				
DRC	2.68	0.89	–	–
Ghana	4.68	0.26	3.00	0.10
Guinea	1.36	–	2.06	0.10
Mali	1.71	–	3.32	0.60
Namibia	4.77	0.60	5.71	–
Tanzania	10.23	0.44	22.50	1.15
<b>Australasia</b>				
Australia	14.74	2.39	7.57	0.10
<b>Americas</b>				
Argentina	10.87	1.12	13.17	1.60
Brazil	6.84	0.92	8.53	0.09
Colombia	17.76	5.51	–	–
USA	15.11	4.29	19.29	2.70
<b>Corporate</b>				
Corporate Office	12.23	3.82	7.45	2.20
<b>Group</b>	<b>11.15</b>	<b>0.84</b>	<b>9.70</b>	<b>0.40</b>

## LA3: Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.

This core indicator is categorised under the GRI aspect of employment.

As a minimum, AngloGold Ashanti provides access to primary health care for all employees as a basic condition of service. Increasingly, health care benefits are provided to dependants as well. Temporary or part-time employees generally receive the same benefits as full-time employees, except for those benefits with long-term implications such as pension fund and housing.

**LA4: Percentage of employees covered by collective bargaining agreements.**

This core indicator is categorised under the GRI aspect of labour/management relations.

In 2010 a total of approximately 88% of all employees were either members of a union or catered for through collective bargaining agreements.

**LA5: Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.**

This core indicator is categorised under the GRI aspect of labour/management relations.

In the event of operational changes, the minimum applicable notice period would be determined by legislation and a variety of collective agreements, and in some instances determined by contracts of employment. Minimum notice periods vary from region to region and are generally between 14 and 30 days.

**LA10: Average hours of training per year per employee by employee category.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This core indicator is categorised under the GRI aspect of training and education.

Data related to the average hours of training per employee is not collated across the group as we do not use this data at group level, given the significant differences in skills sets of employees across our operations. However, it is envisaged that with the implementation of a new Enterprise Resource Planning (ERP) system, we will be better positioned to record hourly training statistics. The system feasibility study is currently underway. Depending on the outcome of this feasibility study and the start of the project, the system should be operational after three years of the start date.

**LA11: Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.**

This additional indicator is categorised under the GRI aspect of training and education.

Significant emphasis is placed on the training and development of people. Training and development initiatives at all levels – from Adult Basic Education and Training (ABET) and skills development, to graduate training and executive development programmes – underpin the group's system for the management of people and will ensure that the group has the requisite skills in the future.

Managerial development remained a key focus for the company during 2010, through the ongoing relationship between AngloGold Ashanti and the University of Cape Town's Graduate School of Business (GSB). In 2010, 30 and 28 employees from across the company's global operations attended the Management Development Programme (MDP) and the Intermediate Management Development Programme (IMDP) respectively, at a total cost of \$563,000.

Bursaries and scholarships for employees, their dependants and community members are offered at many of our operations. Emphasis is placed, where possible, on giving scholarships and bursaries to candidates from local communities first, and then to people from the region in which the operation is located.

**LA12: Percentage of employees receiving regular performance and career development reviews.**

This additional indicator is categorised under the GRI aspect of training and education.

Formal performance and career development review processes are in place at all operations for both individuals and teams. The company is currently in the process of implementing the System for People (SP), a global management system that will provide the policies, standards and principles for performance reviews and career development. Each site will configure the processes to meet their requirements in accordance with the globally-applicable SP framework.

# Labour, employment and transformation

Currently, in South Africa, where most of the group's employees are based, a formal skills development plan is in place for all disciplines at all operations in line with the company's social and labour plans (SLPs). Skills development plans are reviewed and updated annually and reports and plans submitted to the Mine Qualification Authority on an annual basis as per legislation.

## **LA13: Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This core indicator is categorised under the GRI aspect of diversity and equal opportunity.

The following table gives a breakdown of male and female employees per category:

Category	Male %		Female %	
	2010	2009	2010	2009
Senior and top management	90	90	10	10
Middle management and professionally qualified	81	83	19	17
Junior management and skilled staff	85	87	15	13
Semi-skilled and unskilled	90	91	10	9

Composition of workforce by age group cannot be reported as we do not have the systems in place to record this data. It is not a parameter that we use in our human resources management given that our turnover rates are low and are not therefore considered material to our business. Minority group membership is not a relevant indicator for the group in most areas of operation. However, in South Africa, the employment of Historically Disadvantaged South Africans (HDSAs) is a relevant consideration and is legislated in the Employment Equity Act.

As at December 2010, 42% of the company's South African management was HDSA. Additional detail on the company's performance against employment equity targets is presented in the company's employment equity report, which is published on our website, [www.anglogoldashanti.com](http://www.anglogoldashanti.com). The composition of the board of the company is detailed in the company's Annual Financial Statements.

## **LA14: Ratio of basic salary of men to women by employee category.**

This core indicator is categorised under the GRI aspect of diversity and equal opportunity.

The ratio of basic salary of men to women by employee category is shown in the table below:

Employee category	Ratio of salary of men to women	
	2010	2009
Senior and top management	1.20	1.31
Middle management and professionally qualified	1.07	0.99
Junior management and skilled staff	0.96	0.87
Semi-skilled and unskilled	0.90	0.88

# AngloGold Ashanti and communities

## Partnering for mutual benefit

### Management approach

AngloGold Ashanti generates economic value for shareholders, employees, business and social partners through exploring, mining and marketing gold. Our vision is to become the leading mining company which, in the context of sustainability, implies that we will adopt an approach which is mindful, inclusive and engaging of our broad range of stakeholders, including host communities and governments. Working in partnership with these groups is essential if they are to derive sustainable economic benefit from our operations. For further discussion on the management approach, refer to pages 33 to 40 of the group-level report, *Sustainable Gold*.

Communities are frequently concerned about the hazards and risks generated by operations. Emergency preparedness plans are in place at all operations. These are reviewed routinely and regular training is undertaken. Where communities are located in close proximity to operations, community members are involved in the development of emergency response plans and where applicable, local emergency response organisations are included in emergency response drills.

The following section details emergency preparedness plans in place at each of our major sites.

#### Corporate

Formal emergency response plans are in place. The plans were developed following a risk assessment in which the various emergency response scenarios were identified. Emergency drills are conducted on a regular basis.

#### Australia

In Australia a crisis and emergency management plan has been developed. The region has a comprehensive system that links the emergency response and emergency management plans, procedures and teams at our operational sites with the capacity to address on a proactive and strategic basis the many issues that will precipitate or arise from a crisis. The Emergency Management Plan (EMP) is fundamental to emergency management at Sunrise Dam, our operation in Australia, and its exploration sites, and outlines the processes, roles and procedures that will ensure an effective emergency response.

# AngloGold Ashanti and communities

## Argentina

For emergency response purposes, Cerro Vanguardia has an operational brigade that consists of two full time coordinators and four groups of eight people (volunteer brigade), one for each shift. It also has four doctors and nurses providing a 24/7 service. Cerro Vanguardia's emergency planning takes account of various scenarios as identified by the company's risk assessment. Several simulated emergency situations are practised in order to respond to different scenarios.

## Brazil

Detailed risk assessments based on all aspects of worst case scenarios, identifying risks to employees, to environment and neighbours are performed at each operation, which provides a foundation from which disaster recovery planning processes are developed. The required availability and applicability of emergency equipment (medical and others) is identified and managed. Drills for identified disaster scenarios are performed and documented once a month for reference to internal emergencies that may occur or emergencies around partly affected communities.

## Colombia

The emergency management process begins with a hazards and risk identification matrix. Possible emergency situations include forest fires, mass landslides, mass air-road accidents, earthquakes and volcanic eruptions. For each scenario, a vulnerability analysis has been carried out and a contingency plan implemented. Each month the emergency brigade has four-hour training sessions and emergency drills are conducted biannually. The emergency response team consist of 30 members.

## Mali

Sadiola and Yatela have identified their emergency drill scenarios based on the risk assessments conducted on site. Each mine has three emergency response teams: one for general emergency, one for environment and one for cyanide. All teams perform regular drills in their respective disciplines.

## South Africa


Emergency response plans are in place at all the operations which include escape route procedures and plans to neighbouring mines. Emergency drills are also undertaken regularly by line management with their teams.

## United States of America



Emergency response protocols are contained in CC&V's Emergency Response Plan, which is periodically reviewed and tested. A 24-hour professional medical and fire response is provided by the Teller County Emergency Medical Services group located nearby in Cripple Creek, Colorado.

In **Guinea, Ghana, Namibia, Tanzania** and the **Democratic Republic of the Congo**, each site has an emergency response plan in place that is based on a range of scenarios identified as relevant to their operation. These plans include first response and escalation into a full emergency situation. Each site has in place trained emergency response personnel and the applicable equipment supported by hospitals or clinics as appropriate. The emergency plans are supported by a medical emergency evacuation service provider.




## Performance indicators:

The following core and additional indicators are reported in compliance with GRI in addition to indicators from the Mining and Metals Sector Supplement of the GRI (prefaced with 'MM' in the table overleaf). In addition, where the response is applicable to the ICMM principles or the principles of the UN Global Compact, this is illustrated by their respective logos  and .

Indicators that have been verified by Ernst & Young (E&Y) for 2010 are indicated with either a  or a  depending on whether the indicator has had limited or reasonable assurance.

Indicator	Description	UNGC	ICMM	E&Y
EC1 (Core)	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investment, retained earnings, and <u>payments to governments*</u> and capital providers. Reporting on the countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI), in line with AngloGold Ashanti's commitment to EITI.		ICMM International Council on Mining & Metals	R <sub>1</sub>
EC2 (Core)	Financial implications and other risks and opportunities for the organisation's activities due to climate change.		ICMM International Council on Mining & Metals	
EC3 (Core)	Coverage of the organisation's defined benefit plans obligations.			
EC4 (Core)	Significant payment to and financial assistance received from government.		ICMM International Council on Mining & Metals	R <sub>1</sub>
EC5 (Additional)	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.		ICMM International Council on Mining & Metals	
EC6 (Core)	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		ICMM International Council on Mining & Metals	R <sub>1</sub>
EC7 (Core)	Procedures for local hiring and proportion of senior management and workforce hired from the local community at locations of significant operation.		ICMM International Council on Mining & Metals	
EC8 (Core)	Development and impact of infrastructure investment and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.			
EC9 (Additional)	Understanding and describing significant indirect economic impacts, including the extent of impacts.		ICMM International Council on Mining & Metals	
SO1 (Core)	Nature, scope and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.		ICMM International Council on Mining & Metals	
SO5 (Core)	Public policy positions and participation in public policy development and lobbying.			
SO6 (Additional)	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.		ICMM International Council on Mining & Metals	
SO7 (Additional)	Total number of legal actions for anti-competitive behaviour, anti-trust practices, monopoly practices and their outcomes.		ICMM International Council on Mining & Metals	
SO8 (Core)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations, and summary of judgments made against the organisation in areas related to health, safety and labour laws.			R <sub>1</sub>

# AngloGold Ashanti and communities

Indicator	Description	UNGC	ICMM	E&Y
MM6**	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.			
MM7**	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.			
MM8**	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.			
MM9**	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.			

\* Only the underlined information under this indicator has been assured by Ernst & Young

\*\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012

**EC1: Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investment, retained earnings, and payments to governments and capital providers. Reporting on the countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI), in line with AngloGold Ashanti's commitment to EITI.**

This core indicator is categorised under the GRI aspect of economic performance.

### Economic value added statement for the year ended 31 December

		\$m		\$m
	%	2010	%	2009
<b>Economic value generated</b>				
Gold sales and by-product income	97	5,463	96	3,862
Interest received	1	43	1	54
Royalties received	–	8	–	–
Profit from sale of assets	–	–	1	49
Income from investments	2	106	2	94
<b>Total economic value generated</b>	<b>100</b>	<b>5,620</b>	<b>100</b>	<b>4,059</b>
<b>Economic value distributed</b>				
<b>Operating costs<sup>(1)</sup></b>	<b>41</b>	<b>2,289</b>	<b>28</b>	<b>1,136</b>
<b>Employee salaries, wages and other benefits</b>	<b>24</b>	<b>1,365</b>	<b>28</b>	<b>1,117</b>
<b>Payments to providers of capital</b>	<b>4</b>	<b>233</b>	<b>4</b>	<b>184</b>
– Finance costs and unwinding of obligations	3	166	3	139
– Dividends	1	67	1	45
<b>Payments to governments</b>				
– Current taxation	3	147	4	164
<b>Community investment<sup>(2)</sup></b>	<b>–</b>	<b>16</b>	<b>–</b>	<b>11</b>
<b>Total economic value distributed</b>	<b>72</b>	<b>4,050</b>	<b>64</b>	<b>2,612</b>
<b>Economic value retained</b>	<b>28</b>	<b>1,570</b>	<b>36</b>	<b>1,447</b>

<sup>(1)</sup> Operating costs for 2009 have been restated to include the effects of the realised gains and losses on non-hedge derivatives and exclude profit (loss) from associates and joint ventures. Operating costs in 2010 are higher due to increased royalty expenditure of \$142m (2009: \$84m), rehabilitation costs of \$109m (2009: \$22m), mandatory convertible bond transaction costs of \$56m (2009: nil). The 2010 and 2009 years exclude hedge buy-back costs

<sup>(2)</sup> Community investment excludes equity accounted joint ventures

Many of the group's operations are located in areas of great need, where development has been minimal, resources are scarce and high levels of poverty exist. All AngloGold Ashanti operations make use of stakeholder engagement plans and integrated development plans to match the interests and needs of stakeholders to the company's resources. The draft management standards relating to community and social aspects have been developed to further embed local procurement and local employment practices in the organisation.

In the Democratic Republic of the Congo stakeholders consistently raise the issue of using local suppliers and of hiring locally. In this instance, local refers to the surrounding community and is very limited. Investment in public infrastructure is primarily through the roads programme which links the community to the region and building primary school classes in Mongbwalu.

Navachab mine in Namibia continues to be an integral part of the local economic development through its local purchase initiative and employment. Approximately 82.47% of all goods, materials and services are purchased locally while 60% of the workforce is sourced from immediate surrounding areas including the Karibib, Usakos and Otjimbingwe communities.

# AngloGold Ashanti and communities

In Cerro Vanguardia in Argentina 93% of the employees are native or resident in the province of Santa Cruz, where the operation is based. Of these, 45% or 410 direct and 740 indirect employees, live in San Julian. This produces a high impact when you consider that the population of San Julian is 9,000 habitants (October 2010 Census).

In 2010, 99.40% of AGA Mineração purchases were sourced locally within Brazil. The purchasing initiatives have in particular, benefitted small and medium enterprises from Nova Lima, Sabará, Caeté, Santa Bárbara and Barão de Cocais. With respect to employment of local communities; 80.85% of Nova Lima's operations' employees, 65.32% of Cuiabá and Lamego mine and 86.97% Córrego do Sítio I and II employees are sourced from surrounding areas.

Additional reporting under this indicator is available on pages 34 and 35 of our group-level report *Sustainable Gold*.

## **EC2: Financial implications and other risks and opportunities for the organisation's activities due to climate change.**

This core indicator is categorised under the GRI aspect of economic performance.

A comprehensive risk assessment was carried out during 2008/9 to determine the level of risk to which the company is exposed as a result of climate change. Various risk categories including financial and investment risk, risk owing to government policies and legislation, and physical risk, including local community vulnerabilities were considered. Key points include proactively assessing these risks and how being proactive could be used to the company's competitive advantage. Also considered was the fact that, while regulatory requirements will become stricter in the near future, there will be differences in regulatory requirements across jurisdictions, which may in turn present both opportunities and challenges.

Some of the regulatory risks have already resulted in increased compliance costs for AngloGold Ashanti's power suppliers whose costs are passed through to the company in the form of price increases. For instance, in South Africa since 2009, AngloGold Ashanti pays a levy of ZAR0,02 (**recently increased to ZAR0.025**) per kWh for electricity generated from fossil fuels. These levies may increase over time and additional levies may be introduced in the future in South Africa and other countries.

In addition, AngloGold Ashanti's operations could be exposed to a number of physical risks from climate change such as increased rainfall, reduced water availability, higher temperatures and extreme weather conditions. Events such as flooding or inadequate water supplies could disrupt the company's mining and transport operations, mineral processing and rehabilitation efforts, and could increase health and safety risks on site. Such events could also have adverse effects such as increased incidence of pests and disease prevalence in the company's workforce and in communities in close proximity to the company's operations. For more information, see: <http://www.aga-reports.com/08/climate-change.htm> and <http://www.anglogoldashanti.co.za/sustainabilityreports/cdpquestionnaire.htm>.

## **EC3: Coverage of the organisation's defined benefit plans obligations**

This core indicator is categorised under the GRI aspect of economic performance.

The group has made provision for pension, provident and medical schemes covering substantially all employees. The retirement schemes consist of the following:

## Provision for pension and post-retirement benefits (\$ million)

	2010	2009
<b>Defined benefit plans</b>		
AngloGold Ashanti Limited Pension Fund (asset)	–	(5)
Post-retirement medical scheme for AngloGold Ashanti Limited South African employees	176	147
Other defined benefit plans <sup>(1)</sup>	12	10
<b>Total pension and post-retirement obligation</b>	<b>188</b>	<b>152</b>
<sup>(1)</sup> Other defined benefit plans comprise the following:		
Ashanti Retired Staff Pension Plan	–	–
Obuasi Mines Staff Pension Scheme	11	9
Post-retirement medical scheme for Rand Refinery employees (asset)	(3)	(2)
Retiree Medical Plan for North American employees	3	2
Supplemental Employee Retirement Plan (SERP) for North America (USA) Inc. employees	1	1
Retiree Medical Plan for Nufcor South Africa employees	–	–
	12	10

### AngloGold Ashanti Limited Pension Fund

The plan is evaluated by independent actuaries on an annual basis as at 31 December of each year. The valuation as at 31 December 2010 was completed at the beginning of 2011 using the projected unit credit method. In arriving at their conclusions, the actuaries took into account reasonable long-term estimates of inflation, increases in wages, salaries and pensions, as well as returns on investments. A formal regulatory valuation is required by legislation every three years. The regulatory valuation effective 31 December 2008 was completed in March 2010. The next regulatory valuation of the fund will have an effective date no later than 31 December 2011. All South African pension funds are governed by the Pension Funds Act of 1956 as amended.

Regulatory information with respect to the AngloGold Ashanti Limited Pension Fund is as follows:

Benefit obligation	334	269
Fair value of plan assets at end of year	334	274
Funded status at end of year	–	5
<b>Contributions (% of employee salary)</b>		
– Employer	22.15%	12.5%–15%
– Employee	6.15%	7.5%–11%

### Investment policy

The trustees have adopted a long-term horizon in formulating the Fund's investment strategy, which is consistent with the term of the Fund's liabilities. The investment strategy aims to provide a reasonable return relative to inflation across a range of market conditions. The trustees have adopted different strategic asset allocations for the assets backing pensioner and active member liabilities. The strategic asset allocation defines what proportion of the Fund's assets should be invested in each major asset class. The trustees have then selected specialist investment managers to manage the assets in each asset class according to specific performance mandates instituted by the trustees. The trustees have also put in place a detailed Statement of Investment Principles that sets out the Fund's overall investment philosophy and strategy. Fund returns are calculated on a monthly basis, and the performance of the managers and Fund as a whole is formally reviewed by the Fund's Investment Sub-Committee at least every six months.

# AngloGold Ashanti and communities

## Provision for pension and post-retirement benefits (\$ million) continued

	2010	2009
<b><i>Post-retirement medical scheme for AngloGold Ashanti South Africa employees</i></b>		
The provision for post-retirement medical funding represents the provision for health care benefits for employees and retired employees and their registered dependants. The post-retirement benefit costs are assessed in accordance with the advice of independent professionally qualified actuaries. The actuarial method used is the projected unit credit funding method. This scheme is unfunded. The last valuation was performed as at 31 December 2010. Information with respect to the defined benefit liability is as follows:		
Unfunded benefit obligation	(176)	(147)

### ***Other defined benefit plans***

Other defined benefit plans include the Ashanti Retired Staff Pension Plan, the Obuasi Mines Staff Pension Scheme, the Post-retirement medical scheme for Rand Refinery employees, the Retiree Medical Plan for North American employees, and the Supplemental Employee Retirement Plan for North America (USA) Inc. employees and the Nuclear Fuels South Africa (NUFCOR) – Retiree Medical Plan for Nufcor South Africa employees.

Information with respect to other defined benefit plans for the year ended 31 December 2010 has been aggregated and is as follows:

Benefit obligation	22	18
Fair value of plan assets at end of year	10	8
Unfunded status at end of year	(12)	(10)

### ***Defined contribution funds***

Contributions to the various retirement schemes are fully expensed during the year in which they are made and the cost of contributing to retirement benefits for the year amounted to \$64m (2009: \$53m).

## **EC4: Significant payment to and financial assistance received from government**

This core indicator is categorised under the GRI aspect of economic performance.

AngloGold Ashanti is a member of the Extractive Industries Transparency Initiative (EITI) and supports the EITI's request for transparency in the disclosure of payments to government and receipts from governments.

The following payments were made to governments (on a country basis) by AngloGold Ashanti, or its subsidiaries or the joint ventures that the company manages, during the year under review:

(\$000)	2010	2009
<b>Argentina*</b>	<b>62,581</b>	<b>36,592</b>
Dividends paid to the government	5,682	750
Taxation paid	9,046	–
Withholding tax (STC, royalties, etc)	22,571	16,766
Other indirect taxes and duties	2,197	1,631
Employee taxes and other contributions <sup>(2)</sup>	8,069	5,675
Property tax	8	6
Other <sup>(3)</sup>	15,008	11,764

(\$000)	2010	2009
<b>Australia</b>	<b>28,095</b>	<b>54,382</b>
Dividends paid to the government	–	–
Taxation paid <sup>(1)</sup>	(2,336)	31,398
Withholding tax (STC, royalties, etc)	12,610	11,657
Other indirect taxes and duties	–	–
Employee taxes and other contributions <sup>(2)</sup>	17,821	11,327
Property tax	–	–
Other	–	–
<b>Brazil</b>	<b>122,499</b>	<b>78,353</b>
Dividends paid to the government	–	–
Taxation paid <sup>(1)</sup>	64,052	37,102
Withholding tax (STC, royalties, etc)	361	6,821
Other indirect taxes and duties	4,168	3,478
Employee taxes and other contributions <sup>(2)</sup>	44,179	28,635
Property tax	1,673	1,129
Other (includes tax on vehicle ownership)	8,066	1,188
<b>Colombia</b>	<b>14,561</b>	<b>9,617</b>
Dividends paid to the government	–	–
Taxation paid	379	233
Withholding tax (STC, royalties, etc)	915	1,346
Other indirect taxes and duties	15	79
Employee taxes and other contributions <sup>(2)</sup>	4,326	3,910
Property tax	4	1
Other (tenement fees)	8,922	4,048
<b>Democratic Republic of the Congo</b>	<b>10,494</b>	<b>2,177</b>
Dividends paid to the government	–	–
Taxation paid	5,079	1,957
Withholding tax (STC, royalties, etc)	–	100
Other indirect taxes and duties	185	–
Employee taxes and other contributions <sup>(2)</sup>	920	120
Property tax	–	–
Other (tenement fees)	4,310	–

\* Includes dividends paid to governments as shareholders of operations

<sup>(1)</sup> Includes capital gains tax for 2009

<sup>(2)</sup> Includes remittance made to government but borne by employees as individual taxation, e.g. PAYE, UIF

<sup>(3)</sup> Tax on exports

# AngloGold Ashanti and communities

(\$000)	2010	2009
<b>Ghana*</b>	<b>61,558</b>	<b>55,409</b>
Dividends paid to the government	2,082	1,425
Taxation paid	6,226	7,233
Withholding tax (STC, royalties, etc)	20,591	20,027
Other indirect taxes and duties	6,542	5,851
Employee taxes and other contributions <sup>(2)</sup>	21,614	20,218
Property tax	351	482
Other	4,152	173
<b>Guinea*</b>	<b>96,344</b>	<b>63,567</b>
Dividends paid to the government	13,500	–
Taxation paid	49,306	37,881
Withholding tax (STC, royalties, etc)	25,622	17,137
Other indirect taxes and duties	339	3,180
Employee taxes and other contributions <sup>(2)</sup>	7,570	5,052
Property tax	–	–
Other	7	317
<b>Mali*</b>	<b>170,320</b>	<b>153,296</b>
Dividends paid to the government	67,617	50,516
Taxation paid	43,021	66,409
Withholding tax (STC, royalties, etc)	16,613	20,809
Other indirect taxes and duties	14,735	8,914
Employee taxes and other contributions <sup>(2)</sup>	5,866	5,113
Property tax	17,964	369
Other	4,504	1,166
<b>Namibia</b>	<b>14,014</b>	<b>6,833</b>
Dividends paid to the government	–	–
Taxation paid	8,689	2,195
Withholding tax (STC, royalties, etc)	1,606	1,911
Other indirect taxes and duties	–	–
Employee taxes and other contributions <sup>(2)</sup>	3,618	2,660
Property tax	97	67
Other	4	–

\* Includes dividends paid to governments as shareholders of operations

<sup>(2)</sup> Includes remittance made to government but borne by employees as individual taxation, e.g. PAYE, UIF

(\$000)	2010	2009
<b>South Africa</b>	<b>199,455</b>	<b>117,707</b>
Dividends paid to the government	–	–
Taxation paid	37,925	17,740
Withholding tax (STC, royalties, etc)	35,451	–
Other indirect taxes and duties	–	–
Employee taxes and other contributions <sup>(2)</sup>	117,142	92,130
Property tax	3,437	2,191
Other (Skills development levy)	5,500	5,646
<b>Tanzania</b>	<b>44,994</b>	<b>59,743</b>
Dividends paid to the government	–	–
Taxation paid	–	1,284
Withholding tax (STC, royalties, etc)	15,509	10,014
Other indirect taxes and duties	14,567	34,834
Employee taxes and other contributions <sup>(2)</sup>	12,060	12,947
Property tax	–	–
Other	2,858	664
<b>United States of America</b>	<b>19,406</b>	<b>6,576</b>
Dividends paid to the government	–	–
Taxation paid	3,397	(1,895)
Withholding tax (STC, royalties, etc)	590	–
Other indirect taxes and duties	–	–
Employee taxes and other contributions <sup>(2)</sup>	11,513	4,270
Property tax	1,089	1,168
Other (Production mine tax)	1,723	1,933
Other (Severance tax)	1,094	1,100
<b>Group</b>	<b>844,321</b>	<b>644,252</b>
Dividends paid to the government*	88,881	52,691
Taxation paid	224,784	201,537
Withholding tax (STC, royalties, etc)	152,439	106,588
Other indirect taxes and duties	42,748	57,967
Employee taxes and other contributions <sup>(2)</sup>	254,698	192,057
Property tax	24,623	5,413
Other	56,148	27,999

\* Includes dividends paid to governments as shareholders of operations

<sup>(2)</sup> Includes remittance made to government but borne by employees as individual taxation, e.g. PAYE, UIF

# AngloGold Ashanti and communities

The following instances of tax exemptions of reduced taxation rates are reported:

Operation	Description of tax	Standard rate	Rate paid by	
			business unit	Legal basis of tax concession
<b>Argentina</b>				
Cerro Vanguardia	Income tax rate for corporations	35%	30%	At the time Cerro Vanguardia was allocated a tax rate (as part of the fiscal stability programme which is valid for 30 years), the corporate tax rate was 30%
	Tax on financial payments	0.6% on debits 0.6% on credits	0%	Did not exist when fiscal stability programme was awarded
	Import duties	Varied, dependant on type of goods imported	0%	In line with the Argentinian Mining Investment Law (24196), mining companies registered under this special fiscal regime are exempt
	Presumed minimum income tax	1%	0%	Mining companies are exempt from tax
<b>Brazil</b>				
AGA Mineração	State VAT on exports (ICMS)	12% to 18%	Exempt	Statutory regulation
	Federal value added tax	5% to 25%	Exempt	Statutory regulation (RIPI)
	Drawback incentive on imports	12% to 18%	Exempt	Statutory regulation (Law 37/66)
	Turnover taxes on exports	9.25%	Exempt	Statutory regulation (Law 10637/02 & 1083)
	State VAT on import of machinery and equipment	18%	Exempt	Statutory regulation (RICMS)
Serra Grande	State VAT on exports (ICMS)	12% to 17%	Exempt	Statutory regulation (RICMS GO)
	Federal value added tax	5% to 25%	Exempt	Statutory regulation (RIPI)
	Drawback incentive on imports	10% to 18%	Exempt	Statutory regulation
	Turnover taxes on exports	9.25%	Exempt	Statutory regulation
<b>Ghana</b>				
Iduapriem/Obuasi	Import duty on mining equipment	10%	0%	Act of Parliament
	Other	10%	5%	Act of Parliament
	Royalties	In excess of 3%	3%	Stability agreement signed 18 February 2004, valid for 15 years

The following instances of tax exemptions of reduced taxation rates are reported continued:

Operation	Description of tax	Standard rate	Rate paid by business unit	Legal basis of tax concession
<b>Mali</b>				
Morila	VAT payable on transactions with registered Mali business units	18%	Exempt	Approved by Minister of Finance effective 1 July 2008 and renewable half yearly on request
	Excise duties on fuel	Varies monthly	Exempt	Approved by Minister of Finance effective February 2006
Sadiola/Yatela	VAT payable on transactions with registered Mali business units	18%	Exempt	Approved by Minister of Finance effective 17 March 2010 and renewable half yearly on request
	Royalties	5%	3%	Rate established by Mine Development Agreement effective June 1999
	Custom duties	Varies monthly	Exempt	Approved by Minister of Finance on 14 July 2005
<b>Tanzania</b>				
Geita	Withholding tax rate on technical services	5% effective 1 July 2005	3%	Rate established by Mine Development Agreement effective June 1999
	Road toll (fuel levy)	Tanzanian Shillings (TZS) 200 per litre of fuel consumed	Annual lump sum payment of \$200,000	Rate established by Mine Development Agreement effective June 1999
	Wura levy	Tanzanian Shillings (TZS) 97 per litre of diesel consumed	Annual lump sum payment of \$10,000	Rate established by Mine Development Agreement effective June 1999
	Capital goods	25%	5%	Legislation for mining companies
<b>Democratic Republic of the Congo</b>				
Kibali	Exceptional tax on expatriate salaries	25%	10%	Mining Code and Regulations, 2002
	Turnover tax	18%	5%	Mining Code and Regulations, 2002

# AngloGold Ashanti and communities

The following instances of tax exemptions of reduced taxation rates are reported continued:

Operation	Description of tax	Standard rate	Rate paid by	
			business unit	Legal basis of tax concession
<b>Democratic Republic of the Congo</b>				
Kibali continued	Custom duties	8.5% to 30%	2% in exploration phase; 5% in production phase; and 3% on fuel if list of item to be imported is approved by the Mining and Finance Ministries	Mining Code and Regulations, 2002
	Corporate tax	40%	30% of profit after unauthorised provisions	Mining Code and Regulations, 2002
	Withholding tax	20%	10% on royalties, dividends and interest	Mining Code and Regulations, 2002
<b>Guinea</b>				
Siguiri	Corporate tax rate	35%	30%	Rate established as per <i>art. 13.11 of the Convention de Base</i>
	VAT payable on purchase of goods and services excluding the purchase of imported diesel fuel	18%	Exempt	Exempt as per <i>Convention de Base</i>
	Corporate tax – accelerated tax depreciated on capital items	Limited to selected items as defined in art. 101 of the tax code	Allowed on all capital additions	Art 13.13 of <i>Convention de Base</i>
	Corporate tax – carry over of operational tax losses	Limited to three years as per art. 224 of the tax code	Limited to five years	Art 13.13 of <i>Convention de Base</i>
	Corporate tax – investment allowance on capital items	Not generally applicable	5% investment allowance	Art 13.13 of <i>Convention de Base</i>
	PAYE deductible on expatriate employees salary	Between 0% and 40% of gross salary	10% of gross salary	Art 13.13 of <i>Convention de Base</i>

## Assistance from government

Significant assistance received by the company in any of the jurisdictions in which it operates is detailed in the following table:

Value (\$000)	2010	Description	2009	Description
<b>Argentina</b>	–	Patagonia Port Incentive	1,652	Subsidies/rebates
Cerro Vanguardia	<b>3,035</b>	Income tax 30%	1,227	Other financial benefits from government
<b>Australia</b>				
Sunrise Dam	<b>1,198</b>	Tax relief/credits	749	
<b>South Africa</b>				
SA Operations	<b>1,615</b>	Skills development levy	1,725	
	<b>2,343</b>	Mining Qualification Association	1,634	
		Discretionary grants		
AngloGold Health	<b>280</b>	Free TB drugs	320	

### **EC5: Range of ratios of standard entry level wage compared to local minimum wage at significant areas of operation.**

This additional indicator is categorised under the GRI aspect of market presence.

In all regions, AngloGold Ashanti pays above the minimum wage, except where instructed otherwise by the local governments.

The resources industry offers some of the most competitive remuneration packages in the **Australian** economy. The ratio of overall entry level wages to the national minimum wage for Corporate and Regional Exploration is 1.97:1; and for Sunrise Dam Gold Mine is 2.18:1.

In **Ghana** minimum wages are set by government for the country. AngloGold Ashanti's operations exceed these requirements and, in addition, provide benefits such as a provident fund, which are not provided for in legislation but negotiated through the collective bargaining process.

In **Tanzania**, a minimum wage has been legislated for the mining industry. This is well above other legislated minimum wages in the country as part of that government's intention that mineworkers should benefit from the mineral wealth of the country.

### **EC6: Policy, practices and proportion spending on locally-based suppliers at significant locations of operation.**

This core indicator is categorised under the GRI aspect of market presence.

One of our core values of 'Leaving the communities and societies better off for AngloGold Ashanti being there' is reflected in our practice of engaging and transacting with suppliers in the communities surrounding our operations and in the countries in which we operate. Through this procurement practice, AngloGold Ashanti plays an active role in the expansion of the local economy by encouraging local skills development, providing business opportunities and a platform for technology enhancements which will lead to sustainable local businesses.

Our approach to procurement is to apply the total cost of ownership concept to our sourcing process and actively involve local suppliers in all areas of our procurement spend from strategic to tactical sourcing. This has led to key strategic relationships being developed with local suppliers in the areas of mining services, civil works, medical services, fuel and other strategic commodities. Local supplier development has been identified as an important lever in increasing our contribution to the local economies hence

# AngloGold Ashanti and communities

AngloGold Ashanti's participation in business development groups and supporting training and development of suppliers within the local areas. Our approach is to source locally if the product is available and is supported by the country's infrastructure and supply capacity.

Operations in the United States of America, Brazil, Argentina, South Africa and Australia support and contribute to the development of the local mining supply markets. In Continental Africa, continuous work is being done on engaging with local suppliers about their product offerings and having multinational companies transfer their skills to the local employees. The summary of the local spend percentages in the table below includes goods which are indirect imports as well as locally-produced goods.

Local spend %	2010
Argentina	85.0 <sup>(1)</sup>
Australia	98.0 <sup>(1)</sup>
Brazil	72.2 <sup>(2)</sup>
Ghana	68.5 <sup>(1)</sup>
Guinea	74.0 <sup>(1)</sup>
Mali	82.5 <sup>(1)</sup>
Namibia	83.0 <sup>(1)</sup>
South Africa	99.9
Tanzania	75.0 <sup>(1)</sup>
USA	39.0 <sup>(2)</sup>

<sup>(1)</sup> Local spend is defined as spend in country

<sup>(2)</sup> Local spend is defined as spend in the state in which the operation is located

## **EC7: Procedures for local hiring and proportion of senior management and workforce hired from the local community at locations of significant operation.**

This core indicator is categorised under the GRI aspect of market presence.

Localisation, transformation and employment equity are significant issues for the company, particularly in South Africa, where legislation requires that reports relating to the number of foreign nationals, historically disadvantaged South Africans (HDSAs) and women are submitted to the Department of Labour on an annual basis. Please see our response under LA13 for more information on this issue.

AngloGold Ashanti employs expatriates in several other operating regions where localisation is government policy.

Localisation plans and programmes are in place to limit the placement of expatriate employees and to ensure the training, development and placement of local employees. The promotion of diversity and specific groups of employees is also regulated in:

- Namibia, through the Affirmative Action Act;
- Mali, through equal opportunity employment regulations within labour legislation;
- Australia, through the commonwealth, state and federal legislation dealing with equal opportunities for women, workplace relations, human rights, racial discrimination and disability discrimination;
- Brazil, specifically related to the disabled;
- Colombia, where the level of gender representation is prescribed by law within the public sector; expatriate levels and regulated by law in all sectors;
- Ghana, in the Ghanaian National Mining Sector Policy and the Minerals and Mining Act; and
- Guinea, through labour legislation.

The following table shows the number of expatriates working in the relevant locations:

Country	Expatriate senior management in 2010
Ghana	20%
Guinea	100%
Mali	16%
Tanzania	67%

**EC8: Development and impact of infrastructure investment and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.**

This core indicator is categorised under the GRI aspect of indirect economic impacts.

AngloGold Ashanti continues to invest significantly in the communities in which it operates. Rooted in the commitment to leave host communities with a sustainable future, AngloGold Ashanti contributes to community investment initiatives in regions in which the company has a footprint. In particular, AngloGold Ashanti participates in the local economic development programmes where the group can make a practical and meaningful contribution towards the upliftment of communities.

**Community investment**

Community investment spend in 2010 amounted to \$16.08m compared with \$10.88m in 2009. For accounting purposes, community investment (previously called social investment) is defined as an investment of resources, including, but not limited to, funds (i.e. in-kind contributions), in the community where the beneficiaries are external to the company. This support seeks to complement the work of government, non-governmental organisations (NGOs) and community-based organisations (CBOs). It includes those contributions which the company is obliged to undertake, such as those agreed with governments as part of stability agreements/mining conventions, and where legislation dictates that community contributions are made. The vehicles for community investment differ from region to region, and operation to operation, and are in line with the specific needs indicated by communities.

**Community investment spend by region in \$000 (2009 – 2010)**

Country	2010	2009	Reason for variance
<b>South Africa</b>	<b>3,242</b>	2,962	
Corporate	3,072	2,836	
South African operations	170	126	
<b>Continental Africa</b>			
<b>DRC</b>	<b>1,882</b>	386	
Kibali Project (45%)	489	–	During 2010 Ashanti Goldfields Kilo (AGK) increased its contribution to community investment projects. These include contributions towards establishing sustainable livelihoods for community members, as well as other education, health and environmental projects.
Mongbwalu Project	1,393	386	

# AngloGold Ashanti and communities

## Community investment spend by region in \$000 (2009 – 2010) continued

Country	2010	2009	Reason for variance
<b>Continental Africa continued</b>			
<b>Ghana</b>	<b>3,804</b>	2,530	
Iduapriem	404	146	A number of new large scale community investment initiatives were undertaken as part of AngloGold Ashanti's interaction with government, local officials and the community.
Obuasi	2,100	2,266	
Ghana Corporate	1,300	118	The Ghana Corporate office initiated some innovative local economic development projects.
<b>Guinea</b>	<b>556</b>	511	
Siguirí	556	511	
<b>Mali</b>	<b>656</b>	543	
Morila (40%)	214	171	
Sadiola (41%) and Yatela (40%)	442	372	
<b>Namibia</b>	<b>133</b>	423	
Navachab	133	423	Reduction due to the completion of the school infrastructure and the police station renovation projects in 2009.
<b>Tanzania</b>	<b>1,016</b>	1,132	
Geita	1,016	1,132	
<b>Australasia</b>			
<b>Australia</b>	<b>456</b>	133	
Sunrise Dam	456	133	
<b>Americas</b>			
<b>Argentina</b>	<b>1,602</b>	675	
Cerro Vanguardia	1,602	675	A significant increase in contributions was made in 2010 in line with a newly formed partnership between Cerro Vanguardia, the Local Development Agency and the Major of San Julián.
<b>Brazil</b>	<b>1,622</b>	938	
AGA Mineração	791	754	
Serra Grande	831	184	The 2010 figure includes an allocation of funds via the federal tax incentives.
<b>Colombia</b>	<b>1,557</b>	800	AngloGold Ashanti in Colombia has increased its contributions substantially in education initiatives, public awareness programmes and local economic development projects.

### Community investment spend by region in \$000 (2009 – 2010) continued

Country	2010	2009	Reason for variance
<b>Americas continued</b>			
<b>USA</b>	<b>699</b>	391	
CC&V <sup>(1)</sup>	<b>699</b>	391	AngloGold Ashanti in North America increased its contributions through investment in area wellness programmes, a local recreation district and a recreation centre.
<b>Sub-total</b>	<b>17,225</b>	11,424	
Equity accounted investments included above	<b>(1,145)</b>	(543)	
<b>Total</b>	<b>16,080</b>	10,881	

<sup>(1)</sup> Includes Denver office

#### **EC9: Understanding and describing significant indirect economic impacts, including the extent of impacts.**

This additional indicator is categorised under the GRI aspect of indirect economic impacts.

Mining and even exploration activities bring significant indirect economic impacts through, for example, decreased levels of joblessness, and trickle down effects on nutrition and education levels; tax income which is used by various spheres of government to make local and regional improvements on infrastructure and living conditions.

#### **SO1: Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.**

This core indicator is categorised under the GRI aspect of community.

After embarking on a series of consultative exercises, the company has in the past reporting year been involved in a number of activities aimed at refining our understanding of the impact of our operational activities on communities. These include:

At **Obuasi** in Ghana, our Community and Social Development Department (the department) has in place stakeholder engagement action plans according to which three community consultative committee meetings and two community forums are held every week. In all, there are 28 consultative groups comprising 58 host communities. It is through this consultation process and direct receipt of complaints from the communities that issues of negative impact are addressed and can be amicably resolved or mitigated. Through reports and site visits, mine management is made aware of issues arising out of engagements with the communities and informed decisions are made to resolve them. At these engagements, local development needs of the communities are tabled and discussed with a view to assessing these needs and providing assistance where appropriate, within constraints of the department's operating budget. Discussions at these meetings are participatory and ensure social inclusiveness and buy-in from the communities on matters concerning them. This participation process is followed with communities before, during and after they are impacted by our operations.

At **Mongbwalu** in the Democratic Republic of the Congo, we are working on a stakeholder engagement process to ensure that stakeholders have access to information on the project and can raise concerns and questions that are important to them locally, regionally and nationally. Stakeholders are given feedback on issues they have raised, and participate in the planning of project impacts and benefits.

# AngloGold Ashanti and communities

**Cerro Vanguardia's** (in Argentina) impact is assessed through opinion surveys, media monitoring and meetings with opinion formers. CVSA's initiatives are aimed at promoting sustainable development in our neighbouring communities. The San Julian Development Agency, a cooperative consortium consisting of representatives of the local community and business under the leadership of CVSA, encourages the community to actively participate in decisions pertaining to local development. A participatory sustainable development plan has been established by the agency that outlines future actions to be undertaken.

In **Tropicana** in Australia, the community engagement started in the exploration stages in 2002. Initial engagement established communication lines with local government and indigenous communities and as the project developed, these activities were expanded to include special interest groups in the fields of conservation, preservation, pastoralism and key decision-making authorities. A Peer Review Panel was established in 2008 comprising independent specialists who advise on survey methodology, report content, impact management strategies and interpreting community feedback. Eight years of engagement has involved a broad spectrum of communication techniques, including proactively seeking out stakeholders, listening and responding to their inputs.

## **SO5: Public policy positions and participation in public policy development and lobbying**

This core indicator is categorised under the GRI aspect of public policy.

AngloGold Ashanti engages directly with several international external initiatives on public policy issues. As part of this engagement strategy, AngloGold Ashanti is committed to membership of, or support for, several external initiatives, which deal with key issues of concern to the company and its stakeholders.

The accompanying table summarises these memberships and the significant issues of concern for AngloGold Ashanti in relation to each body. There are no significant differences between our policies in each area and those stated by the organisation concerned.

### **Commitments to external initiatives – 2010**

<b>Organisation or Public body</b>	<b>Significant issues in relation to this body</b>	<b>Core position on these issues held by AngloGold Ashanti</b>
United Nations Global Compact (UNGC)	Implementation of the 10 principles of the UNGC through AngloGold Ashanti's business principles.	Business decisions are informed by our values, which are aligned with the 10 principles of the UNGC.
International Council on Mining and Metals (ICMM)	Defining the mining and metals industry's commitment to the responsible production of the minerals and metals society needs. We support the ICMM's effort to define a leadership position for this commitment to responsible production. This includes the areas of health, safety, environment and community, materials stewardship, and the social and economic contribution of mining to society. These issues are all material to AngloGold Ashanti.	We have committed to implementing the ICMM Sustainable Development Framework, which comprises three elements – a set of 10 principles (including a set of supporting position statements), public reporting and independent assurance each approved by its CEO-led council. Our performance on each of the 10 principles of the ICMM is contained in this report.

## Commitments to external initiatives – 2010 continued

Organisation or Public body	Significant issues in relation to this body	Core position on these issues held by AngloGold Ashanti
Responsible Jewellery Council	Developing and refining a chain of confidence system for gold and diamond jewellery.	We are committed to responsible mining, refining and marketing of gold. Mining members of the RJC are required to be independently certified to its Code of Practices by December 2012. AngloGold Ashanti is working towards this goal.
Global Reporting Initiative (GRI)	Defining and implementing global standards for non-financial reporting.	We are committed to reporting on an A+ basis against the GRI and to delivering non-financial reporting which is accurate, representative and accessible to stakeholders. AngloGold Ashanti is an organisational stakeholder of the GRI.
International Cyanide Management Code for the Manufacture, Transport and Use of Cyanide in the Production of Gold (the Cyanide Code)	Promoting the responsible management of cyanide, ensuring that human health is protected and reducing the potential for environmental impacts.	We are committed to ensuring that all of our operations are certified against the Cyanide Code. Please refer to pages 51 and 52 of the group-level report.
Extractive Industries Transparency Initiative (EITI)	Ensuring transparency in payments made to government.	We are committed to transparent and accurate public reporting on all payments we make to the governments of the countries in which we do business. We disclose all payments to governments, irrespective of whether the government concerned is a member of the EITI.
Voluntary Principles on Security and Human Rights (Voluntary Principles)	Defining guidance for extractive companies on maintaining the safety and security of their operations within an operating framework that ensures respect for human rights and fundamental freedoms.	We are committed to implementing the Voluntary Principles' approach to security management. We report annually on our progress in implementing the Voluntary Principles and disclose these reports publicly on our website.

### **SO6: Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.**

This additional indicator is categorised under the GRI aspect of public policy.

In 2010, AngloGold Ashanti donated approximately R5.6m (approximately \$760,244) to various political parties and politicians in Brazil (\$732,205), USA (\$26,000), South Africa (\$1,369) and Guinea (\$670). In Brazil and the United States of America the donations were related to election campaigns, in Guinea the donation was used to subsidise air flights for party representatives based in Conakry to attend the swearing-in ceremony of the country's new president. In South Africa the donations were towards membership of the Progressive Business Forum (a forum to facilitate the interaction between party leaders and business people).

# AngloGold Ashanti and communities

## ***S07: Total number of legal actions for anti-competitive behaviour, anti-trust practices, monopoly practices and their outcomes.***

This core indicator is categorised under the GRI aspect of anti-competitive behaviour.

The head of AngloGold Ashanti's legal department is responsible for ensuring that significant legal issues considered as part of the risk management process are brought to the attention of the Audit and Corporate Governance Committee, which is responsible for risk management. A register of litigation matters to which the company has a possible financial exposure is maintained and reviewed on a quarterly basis.

A significant legal issue is defined as one that could result in a potential liability to the company and an issue with a potentially negative consequence for the company's reputation, as assessed by the company executive. Significant legal liabilities have been defined as those with an impact on the following thresholds:

- If the matter is considered to be REMOTE then threshold amount is US\$5 million.
- If the matter is considered to be POSSIBLE then the threshold amount is US\$750 000.
- If the matter is considered to be PROBABLE then the threshold amount is US\$750 000.

In 2010 there were no legal issues settled above these thresholds.

A former employee, Mr Thembekile Mankayi, instituted a legal action against AngloGold Ashanti in October 2006, claiming approximately \$360,000 for damages allegedly suffered as a result of silicosis. AngloGold Ashanti learnt of the death of Mr Mankayi on 3 March 2011 and wishes to offer condolences to his family and friends.

In June 2008, judgement on an application was given in the company's favour on the basis that mine employers are indemnified against claims by employees for damages relating to diseases compensated under existing legislation. An appeal by Mr Mankayi was dismissed by the Supreme Court of Appeal. In August 2010, the Constitutional Court of South Africa heard Mr Mankayi's application for leave to appeal to the Constitutional Court. On 3 March 2011 the Constitutional Court granted the leave to appeal and simultaneously granted the Appeal. The effect thereof is that the executor of Mr Mankayi's estate may return to the High Court to recover common law damages from AngloGold Ashanti and that they are not barred by legislation from doing so. AngloGold Ashanti has several defences available to it, and it will continue to defend the action.

## ***S08: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations, and summary of judgments made against the organisation in areas related to health, safety and labour laws.***

This core indicator is categorised under the GRI aspect of anti-competitive behaviour.

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In South Africa, Section 54 of the Mine Health and Safety Act 29 of 1996 provides for the mine safety inspectorate to close part or all of a mine should it believe that any particular occurrence or condition may endanger the health and safety of any individual on the mine.

In 2010, no administrative fines were issued. A total of 46 instructions were received in terms of the Act, to close sections of mining operations to various degrees (this includes the four instructions issued to Tau Lekoa mine). Not all of these followed fatal accidents and in some cases the Section 54 notices were issued following routine inspections or serious accidents. In total, 77 full shifts at our various South African operations were lost as a result of the imposition of these instructions (2009: 44). In response to each instruction, an investigation was undertaken and remedial actions proposed and implemented.

**MM6: Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.\***

**MM7: The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

These indicators are categorised under the GRI aspect of community.

AngloGold Ashanti requires sites to report to the corporate office all community incidents that are high, major or extreme. Seven community incidents were reportable in 2010, four of which occurred at the Siguiri mine in Guinea, one at the Geita mine in Tanzania, one at the Sadiola mine in Mali and one at the Obuasi mine in Ghana.

Two of the incidents were classified as major incidents as per the incident reporting system in place. Of these two major incidents, one occurred at the Geita mine when approximately 150 local community members protested against delays in compensation payments. These payments have now been effected. The other occurred at the Sadiola mine in Mali, when local residents protested against the failure of the mine to respond to various grievances including a demand for the removal of the human resources manager at the mine. Responses to the grievances raised were given following a mediation meeting attended by local community representative and chaired by a local government representative.

**MM8: Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This indicator is categorised under the GRI aspect of artisanal and small-scale mining.

# AngloGold Ashanti and communities

AngloGold Ashanti's position on artisanal small-scale miners' (ASM) is that the group will, first and foremost, act in accordance with local regulations and legislation. However, the company recognises the historical and current roles and rights of artisanal and small-scale miners, and that engagement is a critical factor in dealing with the issue. AngloGold Ashanti believes that co-existence with artisanal and small-scale miners is not only possible, but also desirable. The group is in favour of promoting the development of orderly, viable ASM sectors in collaboration with host communities and governments in exchange for respect for the security of the group's operations.

## Ghana

Obuasi mine has a dialogue with the Obuasi Artisanal Small-scale Miners' (ASM) Association as part of the mine site's engagement plan. The partnership between Obuasi mine and the ASM Association has contributed to controlling the activities of illegal mining operators on the mine concession. The association's quest for prospecting and mining license is being reviewed by the Minerals Commission.

## Colombia

While there is no known small-scale or artisanal mining in La Colosa, approximately 120 miners have been identified in Gramalote in an initiative undertaken by AngloGold Ashanti. It is anticipated that AngloGold Ashanti will undertake a pilot programme whose purpose is to engage these miners. The engagement is planned to include workshops to understand the miners' issues and expectations, studies to understand the economic linkages and situation, and identify a number of potential initiatives to partner with the miners in the future.

### **MM9: Describe resettlement policies and activities: identify sites where resettlements took place and the number of households resettled in each.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This indicator is categorised under the GRI aspect of resettlement.

Following a detailed review of the company's resettlement and compensation practices in 2007, AngloGold Ashanti has developed a new approach to land management. This draft standard which is currently under global review draws on the International Finance Corporation's (IFC) policies on Involuntary Resettlement, AngloGold Ashanti's policy on resettlement, and associated land management practices. Provision is made for grievance mechanisms in the standard.

## Tanzania

There were no new resettlement projects at Geita initiated during the reporting period. The company continues to engage with local leadership to find solutions for the outstanding compensation claims of 25 property owners in the Katoma area. The owners are claiming compensation after having declined the same at the rates used for their counterparts in 2007.

## Colombia

AngloGold Ashanti has been engaging the host community in El Diamante with regards to the resettlement of 35 families in close proximity to the La Colosa project. In accordance with AngloGold Ashanti's policy on resettlement, the company has been partnering with the community to design an appropriate resettlement strategy which is aligned to IFC standards on resettlement. To this end, an Integrated Social and Economic Social Plan aimed at ensuring the re-establishment of the community's livelihoods has been developed in partnership with the community. It is anticipated that the resettlement will commence in 2011.

# A life cycle approach:

exploration and closure

We aim to leave host



communities with a



# sustainable future



## Management approach:

In our values we make the commitment that communities and societies in which we operate will be better off for AngloGold Ashanti having been there. This implies that, even at the exploration phase of a project we need to take into account the fact that our mines will eventually close. The communities we leave behind need to have sustainable futures, with rehabilitation costs provided for over the lifetime of the operation, and rehabilitation work undertaken in line with our commitment to respect the environment. Communities which have hosted our operations should not suffer from degraded land, water or biodiversity as a result of the mine's activities. AngloGold Ashanti has a large portfolio of greenfield and brownfield exploration projects. During 2010 significant efforts were made to ensure that sustainability considerations are taken into account in the management of these projects. Active community engagement is underway at many sites and issues such as health, safety and environmental management are addressed in the exploration phase of our projects.

## Performance indicators:

The following core and additional indicators are reported in compliance with GRI in addition to indicators from the Mining and Metals Sector Supplement of the GRI (prefaced with 'MM' in the table below). In addition, where the response is applicable to the ICMM principles or the principles of the UN Global Compact, this is illustrated by their respective logos  and .

Indicators that have been verified by Ernst & Young (E&Y) for 2010 are indicated with either a  or a  depending on whether the indicator has had limited or reasonable assurance.

Indicator	Description	UNGC	ICMM	E&Y
MM10	Number and percentage of operations with closure plans.			

# A life cycle approach:

exploration and closure

## Rehabilitation liabilities

Our long-term remediation objectives include decommissioning and restoration liabilities relating to past operations which are based on our environmental management plans and comply with current environmental and regulatory requirements. Provisions for remediation costs are made when there is a present obligation. It is probable that expenditure on remediation work will be required and the cost can be estimated within a reasonable range of possible outcomes. The costs are based on currently available facts, technology expected to be available at the time of the clean up, laws and regulations presently or virtually certain to be enacted and prior experience in the remediation of contaminated sites. Provisions for restoration and decommissioning costs are made at the present value of the expenditures expected to settle the obligation, using estimated cash flows based on current prices discounted at a pre-tax rate that reflects current market assessments of the time value of money.

### Rehabilitation liabilities per operation in \$ million

Operation	2010			2009
	Restoration	Decommissioning	Total	Total
<b>South Africa</b>	90.6	93.8	<b>184.4</b>	103.9
Great Nologwa	4.7	15.1	<b>19.8</b>	12.0
Kopanang	7.7	20.9	<b>28.6</b>	17.2
Moab Khotsong	21.1	18.1	<b>39.2</b>	20.2
TauTona	14.7	12.6	<b>27.3</b>	19.2
Savuka	3.4	5.9	<b>9.3</b>	6.5
Mponeng	5.2	8.9	<b>14.1</b>	5.9
Legacy projects				
– Vaal River	1.9	6.8	<b>8.7</b>	2.7
– West Wits	0.3	0.4	<b>0.7</b>	0.9
Other	0.7	–	<b>0.7</b>	–
ERGO	30.9	4.1	<b>35.0</b>	18.8
Nufcor South Africa	–	1.0	<b>1.0</b>	0.5
<b>Continental Africa</b>	<b>137.6</b>	<b>93.6</b>	<b>231.2</b>	<b>189.7</b>
<b>DRC</b>				
Kilo	10.3	–	<b>10.3</b>	–
<b>Ghana</b>				
Iduapriem	23.0	12.1	<b>35.1</b>	24.2
Obuasi	36.8	26.8	<b>63.6</b>	60.0
Mpasatia (Bibiani pit)	7.7	–	<b>7.7</b>	–
<b>Guinea</b>				
Siguiri	11.2	17.0	<b>28.2</b>	28.5
<b>Mali<sup>(1)</sup></b>				
Morila	4.1	0.9	<b>5.0</b>	4.9
Sadiola	11.2	8.2	<b>19.4</b>	16.5
Yatela	5.8	7.4	<b>13.2</b>	11.0
<b>Namibia</b>				
Navachab	1.1	1.9	<b>3.0</b>	4.9
<b>Tanzania</b>				
Geita	26.4	19.3	<b>45.7</b>	39.7

### Rehabilitation liabilities per operation in \$ million continued

Operation	2010		Total	2009
	Restoration	Decommissioning		Total
<b>Australasia</b>	28.2	10.0	<b>38.2</b>	34.3
<b>Australia</b>				
Sunrise Dam	28.2	10.0	<b>38.2</b>	34.3
Tropicana	–	–	–	–
<b>Americas</b>	102.6	32.7	<b>135.3</b>	122.5
<b>Argentina</b>				
Cerro Vanguardia	19.1	6.6	<b>25.7</b>	22.2
<b>Brazil</b>				
AGA Mineração	38.1	19.2	<b>57.3</b>	55.9
Serra Grande	2.5	3.8	<b>6.3</b>	8.3
<b>USA</b>				
CC&V	42.9	3.1	<b>46.0</b>	36.1
	359.0	230.1	<b>589.1</b>	450.4
<sup>(1)</sup> Less equity accounted investments included above	(21.1)	(16.5)	<b>(37.6)</b>	(32.4)
<b>Group</b>	337.9	213.6	<b>551.5</b>	418.0

### **MM10: Number and percentage of operations with closure plans.**

This indicator is categorised under the GRI aspect of anti-competitive behaviour.

All operating sites have closure plans, which include labour, environmental and economic aspects.

Following the development of the AngloGold Ashanti Closure and Rehabilitation Management Standard, sites have until the end of 2011 to meet the requirements. Within the standard, there is an emphasis on multi-disciplinary approaches to closure planning, stakeholder input into mine closure planning and a standardised approach to risk assessment. The standard prescribes all the components that all sites must include in their closure plans.

The evaluation of new projects takes into account closure and associated costs in a conceptual closure plan. The company standard requires that an interim closure plan be prepared within three years of commissioning an operation or earlier if required by legislation. This plan is reviewed and updated every three years (annually in the final three years of a mine's life) or whenever significant changes are made, and take into account operational conditions, planning and legislative requirements, international protocols, technological developments and advances in practice. The interim plan becomes a final plan at least three years before closure is anticipated.

# Environmental and natural resource stewardship



# Respecting the environment

## Management approach:



































Our mining operations share scarce resources with the communities which host us and the responsible stewardship of these resources and of the environment is therefore a moral imperative. If we do not act responsibly in this respect, we risk eroding the goodwill of the communities which host us and potentially incurring legal penalties. We also have a broader societal responsibility to operate in a way which safeguards the environment and which uses resources efficiently.

Our commitments on stewardship of the environment and natural resources are reflected in our company values, where we undertake to continually improve our processes in order to prevent pollution, minimise waste, increase our carbon efficiency and make efficient use of natural resources. They are also reflected in our company goals, where we commit to reducing environmental incidents by 60% by 2013 (from a 2008 baseline) and eliminating them in the longer term.

## Performance indicators:

The following core and additional indicators are reported in compliance with GRI in addition to indicators from the Mining and Metals Sector Supplement of the GRI (prefaced with 'MM' in the following table). In addition, where the response is applicable to the ICMM principles or the principles of the UN Global Compact, this is illustrated by their respective logos  and .


Indicators that have been verified by Ernst & Young (E&Y) for 2010 are indicated with either a  or a  depending on whether the indicator has had limited or reasonable assurance.

Indicator	Description	UNGC	ICMM	E&Y
EN1 (Core)	Materials used by weight or volume.			
EN2 (Core)	Percentage of materials used that are recycled input materials.			
EN3 (Core)	Direct energy consumption by primary source.			
EN4 (Core)	Indirect energy consumption by primary source.			
EN8 (Core)	Total water usage/withdrawal by source.			
EN11 (Core)	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.			
EN12 (Core)	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.			
EN16 (Core)	Total direct and indirect greenhouse gas emissions by weight.			
EN17 (Core)	Other relevant indirect greenhouse gas emissions by weight.			
EN19 (Core)	Emissions of ozone-depleting substances by weight.			
EN20 (Core)	NO <sub>x</sub> , SO <sub>x</sub> and other air emissions by type and weight.			
EN21 (Core)	Total water discharge by quality and destination.			
EN22 (Core)	Total waste by weight, type and disposal method.			
EN23 (Core)	Total number and volume of significant spills.			
EN26 (Core)	Initiatives to mitigate environmental impacts of products and extent of impact mitigation.			
EN27 (Core)	Percentage of products sold and their packaging materials that are reclaimed.			
EN28 (Core)	Monetary value of significant fines and non-monetary sanctions for non-compliance with environmental laws and regulations.			
MM1	Total amount of land owned, leased, or managed for production activities or extractive use.			
MM2*	The number/percentage of sites identified as requiring biodiversity management plans according to stated criteria, and the number/percentage of sites with plans in place.			
MM3*	The approach to the management of overburden, rock, tailings, and sludges, residues, including assessment of risks, structural stability of storage facilities, metal leaching potential, and hazardous properties.			

\* Partial response to GRI Mining and Metals Sector Supplement indicators reportable from January 2012

# Environmental and natural resource stewardship

## Reportable environmental incidents at AngloGold Ashanti operations in 2010:

 These 2010 incidents have been assured by Ernst & Young.

The company requires sites to report all environmental incidents that are high, major or extreme. A total of 27 reportable incidents were reported in 2010 (2009: 51\*).

In the South African region eight incidents occurred at our **West Wits** operations and two at our **Vaal River** operations.

Owing to heavy rainfall during the wet season and insufficient storage capacity, the North Boundary Dam at West Wits overflowed during the months of January, February, March and December 2010. A capacity upgrade project is in progress and will be completed in early 2011. Also attributable to excessive rain, the South Return Water Dam overflowed and water reticulation changes were made to increase the water intake rate. However, between April and June 2010, overflows recurred on three occasions. The AngloGold Ashanti West Wits Water Steering Committee was convened to refocus process water management on a mine-wide scale.

In the **Vaal River** area overflows occurred at the Bokkamp and Kopanang Bleed Dams. The West Complex Stormwater Dam was completed to overcome limited storage capacity at the Bokkamp Dam facility and at Kopanang an alarm was installed to alert operators when levels reach 80%.

In Continental Africa, five incidents were recorded at **Iduapriem** mine in Ghana, six at **Obuasi** mine in Ghana, three at **Siguiri** mine in Guinea, one at **Sadiola** in Mali, and one at **Geita** mine in Tanzania.

The episodes at Iduapriem were directly related to the tailings storage facility (TSF) at the mine and resulted in the suspension of operations at Iduapriem for a period of two and a half months. Work to find a long term remedy will continue in 2011.

At Obuasi in January and February 2010, tailings was spilled as a result of pipeline ruptures. On each occasion the operations were immediately stopped, the damaged pipelines replaced and the affected areas cleaned up. Treat and discharge activities in Obuasi caused elevated cyanide concentrations in the Nyam River and the death of a small number of fish. The river was flushed and monitoring conducted until levels had dissipated.

A review was conducted at Obuasi in late March 2010 to check on the status of its environmental compliance. It identified that Obuasi has been issued with four directives from the EPA since September 2007 and that important actions relating to the quality of discharge water were not fully implemented. Processing was suspended on 24 March 2010 pending a review of the mine's water discharge arrangements. The mine's water management arrangements were amended to maximise the recycling of process water on the mine to ensure that excess process water be treated to a dischargeable quality. This change however, required that additional water treatment and storm water attenuation facilities be established. Gold processing operations recommenced on 30 March 2010 after a five day stoppage that enabled high process water inventories to be managed without being discharged to the environment.

Following two incidents related to the TSF at Siguiri, uncontained water found its way into water courses outside the TSF area and resulted in the deaths of a number of fish. Water samples were taken until pollutant levels dissipated.

Also at Siguiri in the third quarter of 2010, tailings spilled from the TSF discharge line near the Fenserekole Village. The slurry shot about 4m into the air and covered about 1.5ha of a 6ha cassava and maize farm. The process plant was immediately stopped to reduce the pressure in the tailings pipeline and the local authorities and environmental officials in Siguiri were informed. Hydrogen peroxide solution was added to break down the cyanide still contained in the tailings and access control to the affected area was implemented until safe levels were assured through the continuous monitoring programme implemented.

\* This number has been re-stated from 50 in the previous report and refers to a tailings spill as a consequence of a burst pipeline at Obuasi in Ghana in late 2009. Operations were ceased immediately and the damaged pipeline was replaced.

An organophosphate pesticide used in the control of malaria was disposed of into a drain at the Sadiola mine clinic resulting in final effluent water being contaminated and poisoning a large number of birds. Contaminated water was pumped from the final effluent basin to an emergency storage area. The downstream water was diluted with clean water whilst being sampled and analysed to ensure it was safe.

At Geita mine, two birds were inadvertently killed after ingesting pool water containing residual levels of cyanide. The cyanide addition rate had been raised in the processing plant to maintain gold recovery efficiencies. The installation of an automatic dilution circuit to reduce the resultant elevated cyanide levels in the tailings was in progress when the incident occurred and commissioned by the end of October 2010.

The Americas reported one environmental incident at Cerro Vanguardia mine in Argentina when an excavator rupture caused tailings spillage. This was immediately cleaned up and an investigation was conducted and measures implemented to prevent a recurrence.

**EN1: Materials used by weight or volume.**

This core indicator is categorised under the GRI aspect of materials.

The primary raw materials used by the group include the ore processed during the extraction and recovery of gold from its host rock (direct raw materials). Primary process materials used include non-renewable materials such as liquid fossil fuels, lubricants and solid fossil fuels and renewable materials such as cyanide, explosives, acids and alkalis. These bulk materials are used or consumed during gold processing and are relevant to environmental management in that these must be controlled by the operations to avoid environmental impacts. Cyanide is managed under the guidelines provided by the International Cyanide Management Code.

**Direct raw materials**

Ore processed (kilotonnes)	2010	2009
<b>South Africa</b>	<b>17,254</b>	17,612
Vaal River	14,457	14,068
West Wits	2,797	3,544
<b>Continental Africa</b>	<b>29,844</b>	30,959
<b>Ghana</b>		
Iduapriem	3,391	3,440
Obuasi	2,635	4,564
<b>Guinea</b>		
Siguiri	10,328	10,405*
<b>Mali</b>		
Sadiola	4,371	4,044
Yatela	2,933	2,748
<b>Namibia</b>		
Navachab	1,492	1,278
<b>Tanzania</b>		
Geita	4,694	4,480
<b>Australasia</b>	<b>3,617</b>	3,871
<b>Australia</b>		
Sunrise Dam	3,617	3,871

# Environmental and natural resource stewardship

## Direct raw materials continued

Ore processed (kilotonnes)	2010	2009
<b>Americas</b>	<b>24,350</b>	<b>22,232</b>
<b>Argentina</b>		
Cerro Vanguardia	1,001	994
<b>Brazil</b>		
AGA Mineração	1,561	1,530
Serra Grande	1,190	1,058*
<b>USA</b>		
CC&V	20,598	18,650
<b>Group</b>	<b>75,065</b>	<b>74,672</b>

\* Restated from 2009, since the attributable % of ore was not included in 2009

Process materials	Liquid fossil fuels (ML)		Lubricants (kL)	
	2010	2009	2010	2009
<b>Non-renewable</b>				
<b>South Africa</b>	<b>5.99</b>	<b>6.67</b>	<b>2,440</b>	<b>1,510</b>
Vaal River	4.41	4.88	1,375	607
West Wits	1.58	1.79	1,065	903
<b>Continental Africa</b>	<b>232.79</b>	<b>226.78</b>	<b>3,645</b>	<b>3,839</b>
<b>Ghana</b>				
Iduapriem	19.12	20.30	156	163
Obuasi	2.01	2.20	NR	NR
<b>Guinea</b>				
Siguirí	57.39	49.46	93	87*
<b>Mali</b>				
Sadiola	46.65	45.95	886	957
Yatela	13.42	13.45	421	462
<b>Namibia</b>				
Navachab	9.10	7.96	133	130
<b>Tanzania</b>				
Geita	85.10	87.46	1,956	2,040
<b>Australasia</b>	<b>30.73</b>	<b>29.99</b>	<b>NR</b>	<b>NR</b>
<b>Australia</b>				
Sunrise Dam	30.73	29.99	NR	NR
<b>Americas</b>	<b>62.87</b>	<b>57.50</b>	<b>2,156</b>	<b>1,999</b>
<b>Argentina</b>				
Cerro Vanguardia	16.06	13.27	378	326
<b>Brazil</b>				
AGA Mineração	5.88	4.80	445	425
Serra Grande	3.76	3.51	76	92
<b>USA</b>				
CC&V	37.17	35.92	1,257	1,156
<b>Group</b>	<b>332.38</b>	<b>320.93</b>	<b>8,241</b>	<b>7,348</b>

\* Restated from 2009, as the incorrect unit was provided

NR = Not reported

Process materials	Cyanide (t)		Explosives (t)		Total acid consumption (t)		Total alkali consumption (t)	
	2010	2009	2010	2009	2010	2009	2010	2009
<b>Renewable</b>								
<b>South Africa</b>	<b>4,575</b>	4,689	<b>6,685</b>	7,585	<b>75,896</b>	79,485	<b>57,257</b>	56,928
Vaal River	<b>3,612</b>	3,696	<b>3,274</b>	4,518	<b>75,317</b>	78,927	<b>55,006</b>	54,480
West Wits	<b>963</b>	993	<b>3,411</b>	3,067	<b>579</b>	558	<b>2,269</b>	2,448
<b>Continental Africa</b>	<b>12,797</b>	15,975	<b>26,653</b>	34,662	<b>2,170</b>	2,875	<b>51,483</b>	57,482
<b>Ghana</b>								
Iduapriem	<b>1,252</b>	1,310	<b>6,466</b>	6,862	<b>304</b>	423	<b>3,345</b>	3,778
Obuasi	<b>3,562</b>	4,335	<b>NR</b>	1,760	<b>741</b>	770	<b>25,636</b>	30,568
<b>Guinea</b>								
Siguiri	<b>1,550</b>	2,903	<b>841</b>	648	<b>84</b>	195	<b>10,899</b>	10,782
<b>Mali</b>								
Sadiola	<b>2,143</b>	2,775	<b>7,925</b>	8,812	<b>698</b>	1,002	<b>7,741</b>	10,814
Yatela	<b>1,199</b>	1,068	<b>213</b>	701	<b>-</b>	-	<b>30</b>	32
<b>Namibia</b>								
Navachab	<b>620</b>	716	<b>995</b>	3,387	<b>16</b>	65	<b>300</b>	372
<b>Tanzania</b>								
Geita	<b>2,471</b>	2,868	<b>10,213</b>	12,492	<b>327</b>	420	<b>3,532</b>	1,136
<b>Australasia</b>	<b>1,444</b>	1,676	<b>3,918</b>	3,094	<b>441</b>	461	<b>12,718</b>	11,084
<b>Australia</b>								
Sunrise Dam	<b>1,444</b>	1,676	<b>3,918</b>	3,094	<b>441</b>	461	<b>12,718</b>	11,084
<b>Americas</b>	<b>4,531</b>	4,666	<b>27,458</b>	22,039	<b>1,994</b>	1,833	<b>139,268</b>	142,188
<b>Argentina</b>								
Cerro Vanguardia	<b>480</b>	480	<b>6,755</b>	4,712	<b>1,359</b>	1,156	<b>2,167</b>	2,139
<b>Brazil</b>								
AGA Mineração	<b>305</b>	228	<b>1,443</b>	1,875	<b>169</b>	287	<b>8,620</b>	274
Serra Grande	<b>558</b>	619	<b>1,629</b>	1,270	<b>23</b>	NR	<b>1,295</b>	1,072
<b>USA</b>								
CC&V	<b>3,188</b>	3,339	<b>17,631</b>	14,182	<b>443</b>	390	<b>127,186</b>	138,703
<b>Group</b>	<b>23,347</b>	27,006	<b>64,714</b>	67,380	<b>80,501</b>	84,654	<b>260,744</b>	267,682

NR = not reported

**EN2: Percentage of materials used that are recycled input materials.**

This core indicator is categorised under the GRI aspect of materials.

As a gold mining company, AngloGold Ashanti produces gold, either as a bullion (typically 80-95% gold) or refined (99.5+%) bars, as well as silver and uranium as by-products. These are, by definition, original metal. Owing to the nature of mining, companies use manufactured products, such as steel, fossil fuels, chemicals and explosives, and natural resources, such as water, timber and mined rock, as well as electricity, to produce their commodities. There is therefore limited opportunity to substitute recycled or secondary materials on a meaningful scale, except where suppliers have already incorporated recycled materials into the product, for example, recycled steel into piping, liners and steel balls.

# Environmental and natural resource stewardship

Consequently, measuring the extent of use of recycled input materials is not deemed meaningful.

## EN3: Direct energy consumption by primary source.

This core indicator is categorised under the GRI aspect of energy.

During 2010, a total of 0.51 million GJ of hydro-electrical power was generated at AngloGold Ashanti operations; 0.50 million GJ at the AGA Mineração operations in Brazil and 0.1 million GJ at the Mponeng operation in South Africa. This compares to a total of 0.72 million GJ of hydro-electrical generation in 2009, 0.57 million GJ at the AGA Mineração operations and 0.15 million GJ at Mponeng.

Direct non-renewable energy sources Million GJ	Diesel		Natural gas		Heavy fuel oil	
	2010	2009	2010	2009	2010	2009
<b>South Africa</b>	<b>0.22</b>	0.24				
Vaal River	<b>0.16</b>	0.18	–	–	–	–
West Wits	<b>0.06</b>	0.06	–	–	–	–
<b>Continental Africa</b>	<b>7.07</b>	6.49			<b>2.33</b>	2.68
<b>Ghana</b>						
Iduapriem	<b>0.76</b>	0.80	–	–	–	–
Obuasi	<b>0.08</b>	0.09	–	–	–	–
<b>Guinea</b>						
Siguiri	<b>1.22</b>	0.92	–	–	<b>1.15</b>	1.13
<b>Mali</b>						
Sadiola	<b>1.84</b>	1.81	–	–	–	–
Yatela	<b>0.53</b>	0.53	–	–	–	–
<b>Namibia</b>						
Navachab	<b>0.36</b>	0.31	–	–	–	–
<b>Tanzania</b>						
Geita	<b>2.28</b>	2.03	–	–	<b>1.18</b>	1.55
<b>Australasia</b>	<b>1.19</b>	1.06	<b>1.09</b>	0.97		
<b>Australia</b>						
Sunrise Dam	<b>1.19</b>	1.06	<b>1.09</b>	0.97	–	–
<b>Americas</b>	<b>1.84</b>	2.21	<b>0.82</b>	0.81		
<b>Argentina</b>						
Cerro Vanguardia	<b>0.63</b>	0.52	<b>0.74</b>	0.73*	–	–
<b>Brazil</b>						
AGA Mineração	<b>0.23</b>	0.19		–	–	–
Serra Grande	<b>0.15</b>	0.14		–	–	–
<b>USA</b>						
CC&V	<b>1.40</b>	1.36	<b>0.08</b>	0.08	–	–
<b>Group</b>	<b>10.88</b>	10.01	<b>1.91</b>	1.78	<b>2.33</b>	2.69

\* Restated from 2009 due to a calculation error

In addition to the above energy sources, coal is used at the Vaal River operation. During 2009, 0.44 million GJ of coal energy was used, and in 2010 coal usage increased to 0.52 million GJ. Other energy sources used during 2010 in non-significant quantities include: 0.01 million GJ of petrol and used lubrication oil (burnt for heating) at CC&V, and 0.02 million GJ of petrol at the West Wits and Vaal River operations. A negligible amount (0.002 million GJ) of A1 jet fuel was used at Vaal River during 2010. Quantities used during 2009 were similar at each operation. Direct non-renewable energy use for 2010 totalled 15.70 million GJ, including coal and other non-significant energy sources (2009:14.95 million GJ).

**EN4: Indirect energy consumption by primary source.**

This core indicator is categorised under the GRI aspect of energy.

Indirect energy purchased	2010	2009
<b>Grid energy consumed (million GJ)</b>		
<b>South Africa</b>	<b>11.53</b>	<b>11.60</b>
Vaal River	6.07	6.36
West Wits	5.46	5.24
<b>Continental Africa</b>	<b>1.91</b>	<b>1.93</b>
<b>Ghana</b>		
Iduapriem	0.28	0.25
Obuasi	1.45	1.53
<b>Guinea</b>		
Siguiri	-	-
<b>Mali</b>		
Sadiola	-	-
Yatela	-	-
<b>Namibia</b>		
Navachab	0.18	0.15
<b>Tanzania</b>		
Geita	-	-
<b>Australasia</b>	<b>-</b>	<b>-</b>
<b>Australia</b>		
Sunrise Dam	-	-
<b>Americas</b>	<b>0.9</b>	<b>0.7</b>
<b>Argentina</b>		
Cerro Vanguardia	-	-
<b>Brazil</b>		
AGA Mineração	0.29	0.18
Serra Grande	0.3	0.27
<b>USA</b>		
CC&V	0.31	0.25
<b>Group</b>	<b>14.34</b>	<b>14.24</b>

# Environmental and natural resource stewardship

## EN8: Total water usage/withdrawal by source.

This core indicator is categorised under the GRI aspect of water.

Water for consumptive use in operations (ML)	Groundwater used		Surface water used		Utility and/or other external water suppliers		Total	
	2010	2009	2010	2009	2010	2009	2010	2009
<b>South Africa</b>	<b>7,146</b>	5,710	<b>3,764</b>	3,427	<b>9,986</b>	10,513	<b>20,896</b>	19,649
Vaal River	<b>4,362</b>	2,926	<b>3,764</b>	3,427	<b>7,461</b>	7,978	<b>15,587</b>	14,330
West Wits	<b>2,784</b>	2,784	–	–	<b>2,525</b>	2,535	<b>5,309</b>	5,319
<b>Continental Africa</b>	<b>4,748</b>	6,107	<b>18,607</b>	19,203	<b>1,080</b>	1,034	<b>24,437</b>	26,344
<b>Ghana</b>								
Iduapriem	<b>99</b>	99	–	–	–	38	<b>99</b>	137
Obuasi	<b>3,700</b>	4,934	<b>4,668</b>	<b>5,039</b>	–	–	<b>8,369</b>	9,973
<b>Guinea</b>								
Siguirí	<b>205</b>	33	<b>5,061</b>	<b>3,887</b>	–	–	<b>5,267</b>	3,920
<b>Mali</b>								
Sadiola	–	17	<b>5,777</b>	<b>6,738</b>	–	–	<b>5,777</b>	6,755
Yatela	<b>744</b>	1,024	–	–	–	–	<b>744</b>	1,024
<b>Namibia</b>								
Navachab	–	–	–	–	<b>1,080</b>	996	<b>1,080</b>	996
<b>Tanzania</b>								
Geita	–	–	<b>3,101</b>	3,539	–	–	<b>3,101</b>	3,539
<b>Australasia</b>	<b>3,429</b>	3,703	<b>35</b>	–	<b>21</b>	–	<b>3,485</b>	3,703
<b>Australia</b>								
Sunrise Dam	<b>3,429</b>	3,703	<b>35</b>	–	<b>21</b>	–	<b>3,485</b>	3,703
<b>Americas</b>	<b>1,503</b>	889	<b>2,638</b>	2,682	<b>1,676</b>	1,854	<b>5,817</b>	5,426
<b>Argentina</b>								
Cerro Vanguardia	<b>1,057</b>	818	–	–	–	–	<b>1,057</b>	818
<b>Brazil</b>								
AGA Mineração	<b>53</b>	71	<b>2,638</b>	2,631	–	–	<b>2,691</b>	2,703
Serra Grande	<b>393</b>	–	–	51	–	–	<b>393</b>	51
<b>USA</b>								
CC&V	–	–	–	–	<b>1,676</b>	1,854	<b>1,676</b>	1,854
<b>Group</b>	<b>16,856</b>	16,426	<b>25,044</b>	25,312	<b>12,762</b>	13,401	<b>54,663*</b>	55,138*

\* Group total includes 30ML of ground water usage at Tropicana in 2010 and 17ML in 2009

**EN11: Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.**

This core indicator is categorised under the GRI aspect of biodiversity.

Continental Africa	
<b>Ghana</b>	
Iduapriem	Neung North Forest Reserve is located immediately adjacent to the southern boundary of the Iduapriem operational area. The total area under management at Iduapriem is 11,000ha.
Obuasi	5.7ha are demarcated as forest reserve within the 670km <sup>2</sup> Obuasi mine concession.
<b>Tanzania</b>	
Geita	The operation is located within 196km <sup>2</sup> of the Geita forest reserve.
Australasia	
Australian region greenfield exploration	Some of the Western Australia tenements held by Australian region greenfield exploration are located within "C" class reserves. The total area affected is 228,085ha.
Americas	
<b>Brazil</b>	
AGA Mineração	
RPPN AngloGold Cuiaba	Adjacent to the Cuiaba Mine.
RPPN Mata Samuel Paula	Within 5km of the Quieroz plant.
Córrego do Sítio	Within 1km of the Caraça national reserve.
Serra Grande	Within 5km of a declared national reserve of Cerrado ecosystem.

This indicator is not applicable to the following operations as they are not located in or adjacent to protected areas of high biodiversity value outside protected areas:

- Navachab in Namibia
- Sadiola and Yatela in Mali
- CC&V in the United States of America
- Siquiri in Guinea
- Sunrise Dam in Australia
- Cerro Vanguardia in Argentina
- Operations at West Wits and Vaal River in South Africa

**EN12: Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.**

This core indicator is categorised under the GRI aspect of biodiversity.

Continental Africa	
<b>Ghana</b>	
Iduapriem	Low direct impact, insignificant indirect impact.
Obuasi	No significant impact.
Australasia	
Australian region greenfield exploration	Direct impact on habitat alteration, low indirect impact.
Americas	
<b>Brazil</b>	
Córrego do Sítio	No direct impact.
RPPN Mata Samuel Paula	No direct impact.
RPPN AngloGold Cuiaba	Visual impact; no direct impact.
Serra Grande	Low direct impact, largely visual indirect impact.

This indicator is only applicable to the countries above.

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## EN16: Total direct and indirect greenhouse gas emissions by weight.

This core indicator is categorised under the GRI aspect of emissions, effluents and waste.

### Direct GHG emissions

(ktCO <sub>2</sub> e)	Diesel		Heavy fuel oil		Natural gas		Petrol		Total	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
<b>South Africa</b>	<b>16</b>	18					<b>1.3</b>	1.4	<b>18</b>	19
Vaal River	12	13	–	–	–	–	0.8	0.9	13	14
West Wits	4	5	–	–	–	–	0.5	0.5	5	5
<b>Continental Africa</b>	<b>524</b>	482	<b>179</b>	207			<b>0.2</b>	0.2	<b>703</b>	689
<b>Ghana</b>										
Iduapriem	56	59	–	–	–	–	–	–	56	59
Obuasi	6	6	–	–	–	–	–	–	6	6
<b>Guinea</b>										
Siguiri	91	69	88	87	–	–	–	–	179	156
<b>Mali</b>										
Sadiola	137	135	–	–	–	–	–	–	137	135
Yatela	39	39	–	–	–	–	–	–	39	39
<b>Namibia</b>										
Navachab	26	23	–	–	–	–	0.2	0.2	26	23
<b>Tanzania</b>										
Geita	169	151	91	120	–	–	–	–	260	271
<b>Australasia</b>	<b>83</b>	74			<b>70</b>	62			<b>153</b>	136
<b>Australia</b>										
Sunrise Dam	83	74*	–	–	70	62*	–	–	153	136
<b>Americas</b>	<b>182</b>	166			<b>53</b>	52	<b>1.2</b>	1.1	<b>236.2</b>	219.1
<b>Argentina</b>										
Cerro Vanguardia	47	39	–	–	48	47*	–	–	95	86
<b>Brazil</b>										
AGA Mineração	17	14	–	–	–	–	0.1	0.1	17.1	14
Serra Grande	11	10	–	–	–	–	0.1	0.1	11.1	10.1
<b>USA</b>										
CC&V	107	103	–	–	5	5	1.0	0.9	113	109
<b>Group</b>	<b>805</b>	740	<b>180</b>	208	<b>123</b>	114	<b>2.6</b>	2.7	<b>1,110</b>	1,053

\* Restated from 2009, due to a calculation error

In addition to the above, during 2010, 0.2 kilotonnes (kt) of CO<sub>2</sub>e were emitted through the consumption of A1 jet fuel at the Vaal River operation. A1 jet fuel use was reported as 0.2kt for 2009. At the Vaal River operation 49kt of CO<sub>2</sub>e were emitted during the consumption of coal. In 2009 this use amounted to 41kt of CO<sub>2</sub>e. One kilotonne of CO<sub>2</sub>e was generated annually over 2009 and 2010 at CC&V as a result of combusting lubrication oil for heating the heavy mining equipment (truck) workshop. In addition, 0.18kt of CO<sub>2</sub>e were emitted from liquified petroleum gas (LPG) use in 2010 at CC&V. At AGA Mineração 0.56kt of CO<sub>2</sub>e were generated owing to the consumption of LPG.

Refrigerants were lost at the South African operations. 1,198 kg of R11 lost at West Wits in 2010 equivalent to 6kt of CO<sub>2</sub>e. In addition, 25t of R134a was lost at West Wits and 9.4t of R134a at Vaal River, equivalent to 35kt CO<sub>2</sub>e and 14kt CO<sub>2</sub>e respectively. During 2009, 10.7t of R134a refrigerant was lost at Vaal River and 22t at West Wits equivalent to 15kt CO<sub>2</sub>e and 32kt CO<sub>2</sub>e respectively.

## Indirect GHG emissions

Grid electricity consumed (kilotonnes CO <sub>2</sub> e)	2010	2009
<b>South Africa</b>	<b>3,299</b>	<b>3,320</b>
Vaal River	1,737	1,821
West Wits	1,562	1,499
<b>Continental Africa</b>	<b>99</b>	<b>102</b>
<b>Ghana</b>		
Iduapriem	16	14
Obuasi	82	87
<b>Guinea</b>		
Siguiri	–	–
<b>Mali</b>		
Sadiola	–	–
Yatela	–	–
<b>Namibia</b>		
Navachab	1	1
<b>Tanzania</b>		
Geita	–	–
<b>Australasia</b>	<b>–</b>	<b>–</b>
<b>Australia</b>		
Sunrise Dam	–	–
<b>Americas</b>	<b>83</b>	<b>66</b>
<b>Argentina</b>		
Cerro Vanguardia	–	–
<b>Brazil</b>		
AGA Mineração	2	1
Serra Grande	2	2
<b>USA</b>		
CC&V	79	63
<b>Group</b>	<b>3,482</b>	<b>3,489</b>

### **EN17: Other relevant indirect greenhouse gas emissions by weight.**

This core indicator is categorised under the GRI aspect of emissions, effluents and waste.

During 2008 and 2009, AngloGold Ashanti carried out a detailed and independent GHG emissions assessment. Scope 3 emissions were included in this assessment and were found to be 0.4% of the group's total emissions. Consequently, these other indirect GHG emissions are deemed to be immaterial.

### **EN19: Emissions of ozone-depleting substances by weight.**

This core indicator is categorised under the GRI aspect of emissions, effluents and waste.

Ozone-depleting substances totalling 1,198kg (R11) were accidentally emitted from the West Wits operations during 2010.

During 2009, 1,768 kg (R11) were accidentally emitted from the West Wits operations.

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## EN20: NO<sub>x</sub>, SO<sub>x</sub> and other air emissions by type and weight.

This core indicator is categorised under the GRI aspect of emissions, effluents and waste.

### Significant air emission types

	Oxides of nitrogen (t)		Oxides of sulphur (t)	
	2010	2009	2010	2009
<b>Non-renewable</b>				
<b>South Africa</b>	–	–	<b>1,220</b>	2,756
Vaal River	–	–	<b>1,220</b>	2,756
West Wits	–	–	–	–
<b>Continental Africa</b>	<b>17.8</b>	15.1	<b>9</b>	8.2
<b>Tanzania</b>				
Geita*	<b>17.8</b>	15.1	<b>9</b>	8.2
<b>Australasia</b>	<b>1,193</b>	1,193	<b>7</b>	4
<b>Australia</b>				
Sunrise Dam	<b>1,193</b>	1,193	<b>7</b>	4
<b>Americas</b>	<b>10,081</b>	10,476	<b>24</b>	20
<b>Argentina</b>				
Cerro Vanguardia	<b>10,054</b>	10,453	–	–
<b>USA</b>				
CC&V	<b>27</b>	23	<b>24</b>	20

\* Reported as µg/m<sup>3</sup> (average)

## EN21: Total water discharge by quality and destination.

This core indicator is categorised under the GRI aspect of emissions, effluents and waste.

### Total planned discharges

<b>South Africa</b>	
Vaal River	<ul style="list-style-type: none"> <li>64,721m<sup>3</sup>/annum of untreated water into the Vaal River, from the Eye Dam, with a pH of 7.7 and conductivity of 3.93mS/cm.</li> <li>29,005m<sup>3</sup>/annum of untreated water into the Vaal River, from the Boat Club Sump, with a pH of 7.5 and conductivity of 3.0mS/cm.</li> </ul>
West Wits	<ul style="list-style-type: none"> <li>43,930m<sup>3</sup>/annum of sewage treated water (which meets effluent discharge guidelines) to the Elandsfontein Spruit, from the Klipdrift Dam. The pH was 7.5, and conductivity of 1.43mS/cm.</li> <li>47,471m<sup>3</sup>/annum of chemically treated sewage from the Blyvoor Canal into the Wonderfontein Spruit, with a pH of 8.2 and conductivity of 0.54mS/cm.</li> </ul>

## Total planned discharges continued

Continental Africa	
<b>Ghana</b>	
Iduapriem	No planned discharges.
Obuasi	<ul style="list-style-type: none"> <li>1,195,973m<sup>3</sup>/annum of chemically treated water from the Sansu Holding pond to Nyam Stream, with a pH of 7.2 and conductivity of 3.34mS/cm.</li> <li>83,108m<sup>3</sup>/annum of chemically treated water from the Pompora Treatment Plant sump to Kwabrafo Stream, with a pH of 8.2 and conductivity of 1.36mS/cm.</li> </ul>
<b>Guinea</b>	
Siguiiri	<ul style="list-style-type: none"> <li>1,235m<sup>3</sup>/annum of treated water (digestion and chlorination) from Biofilter sewage treatment facility to immediate environment, with a pH of 8.6 and conductivity of 0.74mS/cm.</li> <li>1,314m<sup>3</sup>/annum of treated water (digestion and chlorination) from Biofilter sewage treatment facility to immediate environment, with a pH of 9.3 and conductivity of 0.41mS/cm.</li> <li>1,156m<sup>3</sup>/annum of treated water (digestion and chlorination) from Biofilter sewage treatment facility to immediate environment, with a pH of 8.9 and conductivity of 0.55mS/cm.</li> <li>1,261m<sup>3</sup>/annum of treated water (digestion and chlorination) from Biofilter sewage treatment facility to immediate environment, with a pH of 8.5 and conductivity of 0.44mS/cm.</li> </ul>
<b>Mali</b>	
Sadiola	No planned discharges.
Yatela	No planned discharges.
<b>Namibia</b>	
Navachab	No planned discharges.
<b>Tanzania</b>	
Geita	No planned discharges.
Australasia	
<b>Australia</b>	
Sunrise Dam	<ul style="list-style-type: none"> <li>488,000m<sup>3</sup>/annum of untreated water to Lake Carey, from the mine water circuit, with a pH of 7.4 and conductivity of 415mS/cm.</li> </ul>
Americas	
<b>Argentina</b>	
Cerro Vanguardia	<ul style="list-style-type: none"> <li>1,809,000m<sup>3</sup>/annum of treated water (after arsenic precipitation and cyanide removal) to Rio Vermelho from the Serra Grande mine, with a pH of 7.8 and conductivity of 0.11mS/cm.</li> </ul>
<b>Brazil</b>	
AGA Mineração	<ul style="list-style-type: none"> <li>2,516,232m<sup>3</sup>/annum of treated water (removal of arsenic) to Velhas River, from the Cocoruto Dam with a pH of 6.9 and conductivity of 0.2mS/cm.</li> <li>618,690m<sup>3</sup>/annum of treated water (suspended solids reduction) to Papa Farinha Creek, from the pumping of Lamego mine, with a pH of 7.7 and conductivity of 0.06mS/cm.</li> <li>1,108,288m<sup>3</sup>/annum of treated water (suspended solids reduction) to Conceição River from the pumping of Córrego do Sítio mine, with a pH of 7.7 and conductivity of 0.05mS/cm.</li> </ul>
Serra Grande	No planned discharges.
<b>USA</b>	
CC&V	No planned discharges.

# Environmental and natural resource stewardship

## EN22: Total waste by weight, type and disposal method.

This core indicator is categorised under the GRI aspect of emissions, effluents and waste.

### Hazardous waste (2010)

Tonnes (unless noted otherwise)	Battery waste	Chemical and solvent waste	Fluorescent lighting waste	Hydro-carbon waste (m <sup>3</sup> )	Other hazardous waste
<b>South Africa</b>					
Vaal River	–	○■ 83	○■ 26	△ 578	○■ 19
West Wits	△ 58	○■ 39	○■ 3	△ 69	○■ 17,650
<b>Continental Africa</b>					
<b>Ghana</b>					
Iduapriem	–	–	● 0.03	–	● 1.38
Obuasi	○■ 217	–	● 6.94	△ 56.70	○■ 140
<b>Guinea</b>					
Siguirí	● 0.34	–	–	△ 814.71	○■ 33.58
<b>Mali</b>					
Sadiola	–	–	–	△ 214	–
Yatela	–	–	–	–	–
<b>Namibia</b>					
Navachab	NR	–	–	○■ 100 △ 63 ● 20	–
<b>Tanzania</b>					
Geita	–	○■ 20	–	△ 916	○■ 1.25
<b>Australasia</b>					
<b>Australia</b>					
Sunrise Dam	△ 2 ○■ 2	△ 2	○■ 0.05 △ 0.005	△ 279 ○■ 52	○■ 2
<b>Americas</b>					
<b>Argentina</b>					
Cerro Vanguardia	–	–	–	△ 100 ○■ 549	○■ 81
<b>Brazil</b>					
AGA Mineração	△ 12	–	–	△ 110	△ 109 ● 25,998
Serra Grande	–	–	–	△ 40	△ 97.41
<b>USA</b>					
CC&V	△ 0.15	△ 0.02	△ 0.16	△ 400	△ 2.72 ○■ 23.5

Note: Recycled



Offsite landfill



Onsite landfill



NR = not reported

## Non-hazardous waste (2010)

Tonnes (unless noted otherwise)	Ferrous metal waste	General waste	Non-ferrous metal waste
<b>Southern Africa</b>			
Vaal River	△ 3,200	● 80,841	△ 710
West Wits	△ 3,662	● 1,308 △ 247 ○■ 3	△ 268
<b>Continental Africa</b>			
<b>Ghana</b>			
Iduapriem	-	-	-
Obuasi	○■ 1,074	○■ 16,357	○■ 46
<b>Guinea</b>			
Siguiri	-	● 233	-
<b>Mali</b>			
Sadiola	-	-	-
Yatela	-	-	-
<b>Namibia</b>			
Navachab	△ 216	△ 7.72 ● 220	-
<b>Tanzania</b>			
Geita	△ 3,404	● 2,703	-
<b>Australasia</b>			
<b>Australia</b>			
Sunrise Dam	○■ 129 △ 274	△ 20.47	△ 10
<b>Americas</b>			
<b>Argentina</b>			
Cerro Vanguardia	○■ 226.5 △ 125.5	△ 127 ○■ 818 ● 132	-
<b>Brazil</b>			
AGA Mineração	△ 973	△ 48 ○■ 295	△ 46
Serra Grande	△ 773	△ 328 ● 16	△ 22
<b>USA</b>			
CC&V	△ 610	△ 121 ○■ 936	△ 0.06

Note: Recycled

Offsite landfill

Onsite landfill

NR = not reported



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## **EN23: Total number and volume of significant spills.**

This core indicator is categorised under the GRI aspect of emissions, effluents and waste.

Refer to the discussion of reportable incidents in the beginning of this section for all reportable incidents in AngloGold Ashanti during 2010, including significant spills.

## **EN26: Initiatives to mitigate environmental impacts of products and extent of impact mitigation.**

This core indicator is categorised under the GRI aspect of products and services.

Our primary product is gold, which is chemically inert. Gold is used as a store of financial value by banks and investors, in the manufacture of jewellery and in several industrial applications. It is infinitely recyclable. It has little to no direct impacts. However, there are impacts related to the production of gold. To mitigate and manage these impacts, we maintain a group environmental policy which is given effect through site-based environmental management systems that are certified to the ISO 14001 standard. More detail on our approach to environmental management issues can be found on pages 46 to 52 of the group-level report.

## **EN27: Percentage of products sold and their packaging materials that are reclaimed.**

This core indicator is categorised under the GRI aspect of products and services.

Our products are not sold with packaging. Our primary product, gold, being a precious metal, is infinitely recycled by the market.

## **EN28: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.**

This core indicator is categorised under the GRI aspect of compliance.

None that exceed the threshold stipulated under GRI Indicator SO8 of this report.

**MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.**

This core indicator is categorised under the GRI aspect of biodiversity.

2010	Total amount of land disturbed and not yet rehabilitated		Total amount of land newly disturbed within the reporting year	Total amount of land newly rehabilitated within the reporting year to agreed upon end use	Total land disturbed and not yet rehabilitated – closing balance	Total amount of land rehabilitated to date
Country	Total of land managed (ha)	– opening balance (ha)	(ha)	(ha)	(ha)	(ha)
<b>South Africa</b>	16,817	6,206	–	100	6,106	743
Vaal River	12,654*	4,693	–	58	4,635	609
West Wits	4,163*	1,513	–	42	1,471	134
<b>Continental Africa</b>	305,722	9,063	253	35	9,281	1,067
<b>Ghana</b>						
Iduapriem	11,000	1,287*	65	5	1,347	235
Obuasi	67,000	1,304*	3	–	1,307	33
<b>Guinea</b>						
Siguiri	159,233	1,131	90	18	1,203	127
<b>Mali</b>						
Sadiola	18,700	1,409	47	–	1,456	36
Yatela	22,252	664	46	2	708	151
<b>Namibia</b>						
Navachab	7,937	512	–	–	512	95
<b>Tanzania</b>						
Geita	19,600	2,756	2	10	2,748	390
<b>Australasia</b>	64,110	1,863	11	–	1,874	638
<b>Australia</b>						
Sunrise Dam	64,110*	1,863*	11	–	1,874	638
<b>Americas</b>	77,190	3,048	82.5	52	3,079	478
<b>Argentina</b>						
Cerro Vanguardia	51,200	681*	20	19	682	54
<b>Brazil</b>						
AGA Mineração	21,028	508	10	20	498	277
Serra Grande	2,595	166	10	13	163	25
<b>USA</b>						
CC&V	2,367	1,693	42.5	–	1,736	122
<b>Total</b>	<b>463,839</b>	<b>20,180</b>	<b>347</b>	<b>187</b>	<b>20,340</b>	<b>2,926</b>

\* Restated due to calculation errors from prior year

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## **MM2: The number/percentage of sites identified as requiring biodiversity management plans according to stated criteria, and the number/percentage of sites with plans in place.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This core indicator is categorised under the GRI aspect of biodiversity.

AngloGold Ashanti is developing a biodiversity standard which will be finalised during 2011. It is based on ICMM's Good Practice Guidance on Mining and Biodiversity, and has been subjected to internal and external peer review. The company does not currently require the development of stand-alone biodiversity management plans but rather requires that biodiversity is considered as part of the ISO 14001 process, with the site's significant environmental aspects being identified and management plans developed to address these. Through this process, the need for biodiversity action plans is determined locally. Management plans address both regulatory and interested and affected parties' requirements.

## **MM3: The approach to the management of overburden, rock, tailings, and sludges, residues, including assessment of risks, structural stability of storage facilities, metal leaching potential, and hazardous properties.\***

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

This indicator is categorised under the GRI aspect of large volume mining and mineral processing waste.

The information given below represents a partial response to MM3, a GRI Mining and Metals Sector Supplement indicator which calls for the company to identify the total amounts of overburden, rock, tailings and sludges and their associated risks. This indicator becomes reportable only from January 2012.

Various waste materials are produced during the mining cycle. Internal Tailings and Heap Leach Management Frameworks set the standard as well as provide guidance to which tailings and heap leach facilities must be constructed and operated. Internal geotechnical engineers are responsible for ensuring the structural stability of tailings, heap leach facilities and waste rock dumps.

During the design phase, appropriate handling and placement considerations have to be factored into the project design to ensure satisfactory protection of the environment and the safety of neighbouring communities. Risk assessments, environmental impact assessments, stakeholder engagement processes and other studies are used to identify appropriate mitigation measures and controls.

During the operational phase, monitoring and audit processes are used to establish trends, identify emerging issues and to ensure conformance to the defined standard operating procedures and operating licence requirements for these various facilities, for example stability assessments, water quality monitoring, hydrogeological and geochemical modelling etc., are carried out to monitor the effectiveness of the design and controls.

Closure considerations are generally defined at the design phase, continually revised throughout and finalised during the operational phase. These controls are then implemented during the closure phase (with appropriate post-closure monitoring).

# Product responsibility

## Conscientious materials stewardship

### Management approach



AngloGold Ashanti is engaged in a number of initiatives that promote product responsibility in gold. The company is a member of both the International Council on Mining and Metals (ICMM) the Responsible Jewellery Council (RJC) and the World Gold Council (WGC).

The ICMM furthers responsible production in the mining and metals industries by acting as a catalyst for performance improvement and contributing to sustainable development. Many of the world's major metals and mining companies are members of the ICMM. ICMM members are required to implement the ICMM Sustainable Development Framework, which comprises three elements: a set of 10 principles, public reporting and independent assurance. The principles cover all aspects of sustainability performance. Members are also required to implement a number of position statements that give greater clarity to some of the commitments in the 10 principles. Company members must report their performance against the 10 principles in accordance with GRI guidelines. Lastly, they must provide third-party verification that they meet their commitments to the 10 principles.

The RJC is an international not-for-profit organisation bringing together companies across the jewellery supply chain. RJC members are committed to promoting responsible ethical, social and environmental practices in a transparent and accountable manner throughout the industry from mines to jewellery shops. Mining members of the RJC are required to be independently certified to its Code of Practices by December 2012. AngloGold Ashanti is working towards this goal.



The WGC is a global gold marketing body funded by the world's leading gold mining companies. It is also party to product responsibility initiatives and is a member of both the ICMM and the RJC.

### Performance indicators:

The following core and additional indicators are reported in compliance with GRI in addition to indicators from the Mining and Metals Sector Supplement of the GRI (prefaced with 'MM'). In addition, where the response is applicable to the ICMM principles or the principles of the UN Global Compact, this is illustrated by their respective logos  and .

Indicators that have been verified by Ernst & Young (E&Y) for 2010 are indicated with either a  or a  depending on whether the indicator has had limited or reasonable assurance.

# Product responsibility

Indicator	Description	UNGC	ICMM	E&Y
PR1 (Core)	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.			
PR3 (Core)	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.			
PR6 (Core)	Programmes of adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.			
PR9 (Core)	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.			

**PR1: Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.**

This core indicator is categorised under the GRI aspect of customer health and safety.

Gold is a benign product which has no significant health or safety impacts. However, the activities involved in the mining and processing of gold, in some of the by-products generated, have the potential to negatively affect the safety and health of employees and communities, and their environment. AngloGold Ashanti is involved in a number of initiatives that promote responsible gold production, as detailed in discussion of its management approach to product responsibility on page 89 of this report.

**PR3: Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.**

This core indicator is categorised under the GRI aspect of product and service labelling.

As we primarily sell gold in unwrought form, packaging requirements are minimal and this disclosure is therefore not significant in our business.

**PR6: Programmes of adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.**

This core indicator is categorised under the GRI aspect of marketing communications.

This disclosure does not relate to our business as AngloGold Ashanti does not conduct extensive marketing communications programmes and does not therefore generate any significant impact in this area.

**PR9: Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.**

This core indicator is categorised under the GRI aspect of compliance.

No incidences of non-compliance with laws or regulations concerning the provision and use of products and services have been identified.

# Content index for global reporting initiative compliance

The following table presents a content index to the GRI indicators. The page references in the Profile section refer to the group-level report, *Sustainable Gold*, while those given for the rest of the indicators refer to this Supplementary Information.

References to the GRI Mining and Metals Sector Supplement are to the final version of the sector supplement released by the GRI in March 2010. Companies wishing to report at an A+ level against GRI are required to report against this supplement from January 2012 – ie in 2011 reporting only. We have reported against this final version of the sector supplement where possible. Partial responses against the final version or to other GRI core or additional indicators are indicated with an asterisk (\*).

The following indicators are new in the final version of the Sector Supplement and will only be reported against in our 2011 report:

**MM4: Number of strikes and lock-outs exceeding one week's duration, by country.**

**MM5: Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.**

**MM11: Programmes and progress relating to materials stewardship.**

## Profile (page numbers refer to the group-level report unless otherwise indicated)

GRI		
Number	Content	Pages
<b>1. Strategy and analysis</b>		
1.1	Statement by the CEO about the relevance of sustainability to the organisation and its strategy	4 to 5
1.2	Description of key impacts, risks and opportunities (detail is contained in the relevant report sections as indicated in the contents page on page 2 of the group-level report)	6 to 11
<b>2. Organisational profile</b>		
2.1	Name of the organisation	14
2.2	Primary brands, products and services	14 to 15
2.3	Operational structure and major divisions	14 to 15
2.4	Location of organisation's headquarters	15
2.5	Countries with major operations or that are specifically relevant to the sustainability issues covered in the report	14 to 15
2.6	Nature of ownership and legal form	15
2.7	Markets served	15
2.8	Scale of reporting organisation	14 to 15
2.9	Significant changes during the reporting period	12
2.10	Awards received in the reporting period	Supplementary Information page 3
<b>3. Report parameters</b>		
3.1	Reporting period	Inside back cover
3.2	Date of previous report	Inside back cover
3.3	Reporting cycle	Inside back cover
3.4	Contact point	Supplementary Information page 5

# Content index for global reporting initiative compliance

## Profile (page numbers refer to the group-level report unless otherwise indicated) continued

Number	Content	Pages
<b>Report scope and boundary</b>		
3.5	Process for defining report content	12, 13 and Supplementary Information pages 4 to 5
3.6	Boundary of the report	12
3.7	Limitations on the scope or boundary of the report	12
3.8	Basis for reporting on joint ventures or subsidiaries	12
3.9	Data measurement techniques and the bases of calculations	Inside back cover and relevant sections of group-level report and Supplementary Information
3.10	Explanation of the effect of any re-statements of information	Supplementary Information page 5
3.11	Significant changes from previous reporting periods	12
<b>GRI content index</b>		
3.12	Table identifying the location of the disclosures in the report	Supplementary Information pages 91 to 98
<b>Assurance</b>		
3.13	Policy and current practice with regard to seeking external assurance for the report	12
<b>4. Governance, commitments and engagement</b>		
4.1	Governance structure of the organisation including committees	16 to 17
4.2	Independence of the chair	16 to 17
4.3	Independence of board	16 to 17
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the board	16 to 17
4.5	Linkage between compensation and performance	16 to 17
4.6	Processes to ensure conflicts of interest are avoided	16 to 17
4.7	Process for determining the qualifications of board	16 to 17
4.8	Internally developed relevant statements of mission or principles	Inside front cover
4.9	Procedure for risk identification and compliance	Supplementary Information page 100
4.10	Processes for evaluating the board's own performance	16 to 17
<b>Commitments to external initiatives</b>		
4.11	Explanation of use and precautionary approach	Supplementary Information page 100
4.12	Externally developed charters, principles and other initiatives endorsed	Supplementary Information pages 61 to 62
4.13	Memberships in associations and advocacy bodies	Supplementary Information pages 61 to 62
<b>Stakeholder engagement</b>		
4.14	List of stakeholder groups	12 to 13
4.15	Basis of identification and selection of stakeholders	12 to 13, 36 to 37, 39, 43 to 44
4.16	Approaches to stakeholder engagement	12 to 13, 36 to 37, 39, 43 to 44
4.17	Key topics and concerns of stakeholders and how organisation has responded to these During 2011 and 2012, additional work will be undertaken to identify users of our sustainability reporting, and to tailor the content and presentation of our reporting to meet the information requirements of these groups	12 to 13, 36 to 37, 39, 43 to 44 and Supplementary Information page 4

## Performance indicators

(page numbers refer to this Supplementary Information unless otherwise indicated)

GRI		
Number	Content	Pages
<b>Economic performance indicators</b>		
	Management approach	43 and pages 33 to 40 of the group-level report
	Management approach: Economic performance	43 and pages 33 to 35 of the group-level report
	Management approach: Market presence	43 and pages 39 to 40 of the group-level report
	Management approach: Indirect economic impacts	43 and page 36 of the group-level report
<b>Aspect: Economic performance</b>		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and to capital providers and governments. Reporting on the countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI), in line with AngloGold Ashanti's commitment to EITI.	46 to 48 and pages 34 to 35 of the group-level report
EC2	Financial implications and other risks and opportunities due to climate change	48
EC3	Coverage of the organisation's defined benefit plan obligations	48 to 50
EC4	Significant payment to and financial assistance from government	50 to 57
<b>Aspect: Market presence</b>		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant areas of operation	57
EC6	Policy, practices and proportions of spending on locally-based suppliers at significant locations of operation	57 to 58
EC7	Procedures for local hiring and proportion of senior management hired from local community at locations of significant operation	58 to 59
<b>Aspect: Indirect economic impacts</b>		
EC8	Development and impact of infrastructure investments and services provided for public benefit through commercial, in kind, or pro bono engagement	59 to 61
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	61

# Content index for global reporting initiative compliance

## Performance indicators

(page numbers refer to this Supplementary Information unless otherwise indicated) continued

GRI		
Number	Content	Pages
<b>Environmental performance indicators</b>		
	Management approach	70 and page 46 of the group-level report
	Management approach: Materials	70 and page 46 of the group-level report
	Management approach: Energy	50 of the group-level report
	Management approach: Water	48 of the group-level report
	Management approach: Biodiversity	51 of the group-level report
	Management approach: Emissions, effluents and waste	51 of the group-level report
	Management approach: Products and services	46 and 52 of the group-level report
	Management approach: Compliance	16 and 17 of the group-level report
	Management approach: Transport	Not applicable
	Management approach: Overall	Not applicable
<b>Aspect: Materials</b>		
EN1	Materials used by weight or volume	73 to 75
EN2	Percentage of materials used that are recycled input materials	75
<b>Aspect: Energy</b>		
EN3	Direct energy consumption by primary source	76
EN4	Indirect energy consumption by primary source	77
<b>Aspect: Water</b>		
EN8	Total water usage/withdrawal by source	78
<b>Aspect: Biodiversity</b>		
EN11	Location and size of land owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	79
EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	79
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	87
MM2*	The number/percentage of sites identified as requiring biodiversity management plans, according to stated criteria, and the number/percentage of sites with plans in place	88

## Performance indicators

(page numbers refer to this Supplementary Information unless otherwise indicated) continued

GRI		
Number	Content	Pages

### Environmental performance indicators continued

Aspect: Emissions, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight	80 to 81
EN17	Other relevant indirect greenhouse gas emissions by weight	81
EN19	Emissions of ozone-depleting substances by weight	81
EN20	NO <sub>x</sub> , SO <sub>x</sub> and other air emissions by weight	82
EN21	Total water discharge by quality and destination	82 to 83
EN22	Total waste by weight, type and disposal method	84 to 85
EN23	Total number and volume of significant spills	86
MM3*	The approach to the management of overburden, rock, tailings, and sludges, residues, including assessment of risks, structural stability of storage facilities, metal leaching potential, and hazardous properties	88
Aspect: Products and services		
EN26	Initiatives to mitigate environmental impacts of products and extent of impact mitigation	86
EN27	Percentage of products sold and their packaging materials that are reclaimed	86
Aspect: Compliance		
EN28	Monetary value of significant fines and total number of for non-compliance with environmental laws and regulations	86

### Labour practices and decent work performance indicators

Management approach	37 and pages 19 to 20 and 39 to 40 of the group-level report
Management approach: Employment	19 to 20 of the group-level report
Management approach: Labour/management relations	19, 20 and 29 of the group-level report
Management approach: Occupational health and safety	21 to 28 of the group-level report
Management approach: Training and education	19 to 20 of the group-level report
Management approach: Diversity and equal opportunity	19, 20 and 39 of the group-level report

# Content index for global reporting initiative compliance

## Performance indicators

(page numbers refer to this Supplementary Information unless otherwise indicated) continued

GRI		
Number	Content	Pages

## Labour practices and decent work performance indicators continued

Aspect: Employment		
LA1 <sup>(1)</sup>	Total workforce by employment type, contract and region	38 to 39
LA2 <sup>(2)</sup>	Total number and rate of employee turnover by age group, gender and region	40
LA3	Benefits provided to full-time employees, not provided to temporary or part-time employees	41
Aspect: Labour/management relations		
LA4	Percentage of employees covered by collective bargaining agreements	41
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	41
Aspect: Occupational health and safety		
LA6	Percentage of workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	15 and 22
Aspect: Occupational health and safety continued		
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities by region	15 to 19 and 22 to 24
LA8	Education, training, counselling, prevention and risk control programmes in place to assist workforce members, their families or community members regarding serious diseases	23 to 26
LA9	Health and safety topics covered in formal agreements with trade unions	20 and 28
Aspect: Training and education		
LA10*	Average hours of training per year per employee by employee category	41
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	41
LA12	Percentage of employees receiving regular performance and career development reviews	42
Aspect: Diversity and equal opportunity		
LA13*	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	42
LA14	Ratio of basic salary of men to women by employee category	42

<sup>(1)</sup> Systems are not currently in place to report fully against this parameter. A feasibility study is underway to implement an Enterprise Resource Planning (ERP) system in the business. Depending on the outcome of this feasibility study and the start date of the project, the system should be operational three years after the start date. Please refer to page 39 for more detail.

<sup>(2)</sup> Separation by age group is not a parameter that is used in our human resource management and systems are not therefore in place to report against this indicator. Please refer to page 40 for more detail.

## Performance indicators

(page numbers refer to this Supplementary Information unless otherwise indicated) continued

GRI		
Number	Content	Pages
<b>Human rights performance indicators</b>		
	Management approach	29 and pages 29 and 30 of the group-level report
	Management approach: Investment and procurement practices	29 to 31 of the group-level report
	Management approach: Non-discrimination	29 to 31 of the group-level report
	Management approach: Freedom of association and collective bargaining	29 to 31 of the group-level report
	Management approach: Child labour	29 to 31 of the group-level report
	Management approach: Forced and compulsory labour	29 to 31 of the group-level report
	Management approach: Security practices	29, 31 to 32 of the group-level report
	Management approach: Indigenous rights	33 to 39 of the group-level report
<b>Aspect: Investment and procurement practices</b>		
HR1	Percentage and total number of significant investments and agreements that include human rights screening or that have undergone human rights screening	32
HR2 <sup>(1)</sup>	Percentage of significant suppliers that have undergone screening on human rights and actions taken	32
HR3 <sup>(2)</sup>	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	33
<b>Aspect: Non-discrimination</b>		
HR4	Total number of incidents of discrimination and actions taken	33
<b>Aspect: Freedom of association and collective bargaining</b>		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	33
<b>Aspect: Child labour</b>		
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	34
<b>Aspect: Forced and compulsory labour</b>		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour	34
<b>Aspect: Security practices</b>		
HR8	Percentage of security personnel trained in the organisation's policies and procedures concerning aspects of human rights that are relevant to operations	34

<sup>(1)</sup> Systems are not currently in place to report fully against this parameter. Screening will be initiated in 2011 and it is anticipated that full reporting against this parameter will be undertaken from 2016. Please refer to page 33 for more detail.

<sup>(2)</sup> Only hours of training for security personnel on human rights policies and procedures are currently recorded. Hours of general employee training is not considered to be a significant indicator for the business. Please refer to page 33 for more detail.

# Content index for global reporting initiative compliance

## Performance indicators

(page numbers refer to this Supplementary Information unless otherwise indicated) continued

GRI		
Number	Content	Pages

### Human rights performance indicators continued

#### Aspect: Indigenous rights

HR9	Total number of incidents or violations involving rights of indigenous people and actions taken	34 to 35
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### Society performance indicators

	Management approach	29 and 67, and pages 33 to 39 of the group-level report
	Management approach: Community	33 to 39 of the group-level report
	Management approach: Corruption	16 and 17 of the group-level report
	Management approach: Public policy	62 and 63, and page 39 of the group-level report
	Management approach: Anti-competitive behaviour	64
	Management approach: Compliance	16 and 17 of the group-level report
	Management approach: Artisanal and small-scale mining	33 to 39 of the group-level report
	Management approach: Resettlement	33 to 39 of the group-level report
	Management approach: Closure planning	41 to 45 of the group-level report
	Management approach: Grievance mechanisms and procedures	33 to 39 of the group-level report
	Management approach: Emergency preparedness	43 to 44

#### Aspect: Community

SO1	Nature, scope and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	61 to 62
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#### Aspect: Corruption

SO2	Percentage and total number of business units analysed for risks related to corruption	35
SO3 <sup>(1)</sup>	Percentage of employees trained in organisation's anticorruption policies and procedures	35 to 36
SO4	Actions taken in response to incidents of corruption	36

#### Aspect: Public policy

SO5	Public policy positions and participation in public policy development and lobbying	62 to 63
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions	63

#### Aspect: Anti-competitive behaviour

SO7	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes	64
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<sup>(1)</sup> Training is undertaken but systems are not in place to record the percentage of employees trained. Given the complexity of the company and the broad spectrum of employees to be trained, we are only likely to be able to report fully against this parameter over the longer term. See page 35 for more detail.

## Performance indicators

(page numbers refer to this Supplementary Information unless otherwise indicated) continued

GRI		
Number	Content	Pages

### Society performance indicators continued

#### Aspect: Compliance

SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations, and summary of judgments made against the organisation in areas related to health, safety and labour laws	64 to 65
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#### Aspect: Community

MM6*	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	65
MM7*	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	65

#### Aspect: Artisanal and Small-scale Mining

MM8*	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	65 to 66
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#### Aspect: Resettlement

MM9*	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	65 to 66
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#### Aspect: Closure Planning

MM10	Number and percentage of operations with closure plans	69
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\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

### Product responsibility performance indicators

	Management approach	89 to 90
	Management approach: Customer privacy	Not applicable
	Management approach: Customer health and safety	89 to 90
	Management approach: Product and service labelling	90
	Management approach: Marketing and communications	90
	Management approach: Materials stewardship	89
	Management approach: Compliance	90 and pages 16 to 17 of the group-level report

#### Aspect: Customer health and safety

PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	90
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# Content index for global reporting initiative compliance

## Performance indicators

(page numbers refer to this Supplementary Information unless otherwise indicated) continued

GRI		
Number	Content	Pages

## Product responsibility performance indicators continued

Aspect: Product and service labelling		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	90
Aspect: Marketing and communications		
PR6	Programmes of adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	90
Aspect: Compliance		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	90

\* Partial response to GRI Mining and Metals Sector Supplement indicators coming into effect from January 2012.

# Implementation of the ICMM Sustainable Development Framework at AngloGold Ashanti

## Principle 1

 Limited assurance for this principle has been provided by Ernst & Young for 2010.

### Implement and maintain ethical business practices and sound systems of corporate governance

Compliance with values and standards is integral to the way AngloGold Ashanti operates. In 2010, the company's code of ethics was revised. The process of developing and implementing this code is covered in more detail in our group-level report *Sustainable Gold*.

In the area of corporate governance AngloGold Ashanti has implemented policies on:

- conflict of interest;
- insider trading;
- disclosure;
- delegation of authority; and
- political donations.

AngloGold Ashanti's risk management system captures risks related to the area of ethics and corporate governance. AngloGold Ashanti's employees are also guided by a clear set of values, which have been communicated to all employees and are consistently supported by surveys, company communication and corporate policies and guidelines.

In support of our governance structures and the implementation of these values, we have put in place a confidential reporting mechanism that provides a channel for the reporting of practices in conflict with the group's business principles, that represent unlawful conduct or financial malpractice, or that endanger the public and the environment.

Through interactions with governments, industry bodies, organised labour and other stakeholders, AngloGold Ashanti aims to reinforce the need for equitable and appropriate regulation of the mining sector and to ensure that the sector can make a positive contribution towards sustainable development within the context of national government strategy.

AngloGold Ashanti is a member of the Extractive Industries Transparency Initiative (EITI). The company is fully committed to the support of this initiative and publishes all payments made to governments, whether or not the government concerned is a participant in the EITI.

For more information please see the 'Ethics and governance' section of our group-level report *Sustainable Gold*.

The GRI performance indicator relevant to this principle is SO2.

## Principle 2

### Integrate sustainable development considerations within the corporate decision-making process

Company-wide policies and standards have been or are being put in place covering key sustainability issues in order to ensure that management has the tools to incorporate sustainability considerations into decision making at all levels. Sustainability risks and opportunities are captured in the company's risk management system and are evaluated regularly by management and the board.


In AngloGold Ashanti's management structure, sustainability considerations are represented at the level of the company's executive committee by the executive vice president: business sustainability. Sustainability performance is reviewed quarterly by the safety, health and sustainable development committee of the board. The chairman of the audit committee of the board has also been appointed to this committee in order to ensure integration between the work of these two bodies.

# Implementation of the ICMM Sustainable Development Framework at AngloGold Ashanti

For more information, see the section 'Ethics and governance' in our group-level report *Sustainable Gold*.

The GRI performance indicators relevant to this principle are SO1 and MM10.

## Principle 3

 Limited assurance for this principle has been provided by Ernst & Young for 2010.

### **Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities**

One of the company's values is to treat others with dignity and respect. Respect for human rights and the dignity of others is a key principle in many of the policies and practices that are integral to the group's sustainability efforts, including safety, health and wellness, ethics and governance, community and environmental management.

AngloGold Ashanti's policies and procedures are being assessed against the framework on human rights and business that is being developed by the UN Special Representative, Professor John Ruggie. An initial gap analysis has been conducted and a scoping process for bringing AngloGold Ashanti's policies into line with the UN framework has been approved.

In the area of security, AngloGold Ashanti seeks to safeguard human rights through implementation of the Voluntary Principles on Security and Human Rights (VPSHR). It reports annually under the VPSHR and makes these annual reports available on its website.

For more information see the section 'Human rights and business' in our group-level report *Sustainable Gold*.

The GRI performance indicators relevant to this principle are LA4, HR1, HR4, HR5, HR6, HR7, HR8, MM6, MM7 and MM8.

## Principle 4

 Limited assurance for this principle has been provided by Ernst & Young for 2010.

### **Implement risk management strategies based on valid data and sound science**

We operate a global risk management system through an ongoing programme of engagement with key regional and operating personnel, and functional discipline owners within the corporate and regional offices.

A risk management policy is in place, with associated standards and guidance relating to the identification, assessment, evaluation, response, reporting and monitoring of risks (threats and opportunities), to foster a risk-awareness culture within the business and inform business strategy.

Risks are ranked using a common methodology and are recorded in the group risk register. The methodology requires assessment of the potential impact on each of the values per risk. Risks are identified that have the potential to impact corporate and regional strategies, financial viability, delivery on business plans, and also specific objectives. Identified risks are assessed for materiality both in terms of stakeholder concerns and expectations, as well as the company's pertinent business concerns.

A dedicated risk management team carries accountability for risk management processes under the oversight of the Risk and Information Integrity Committee of the board. The board, through this committee, reviews and approves the risk management

strategy and policy as formulated by the executive directors and senior management. Management is accountable to the board and has established a system of internal controls to manage significant group risk. Where risks are assessed as being material, they are reviewed and reported to senior management, as well as the relevant board committees.

The GRI performance indicator relevant to this principle is EC2.

## Principle 5



Limited assurance for this principle has been provided by Ernst & Young for 2010.

### Seek continual improvement of our health and safety performance

AngloGold Ashanti is committed to continuously improving health and safety performance, within and beyond the workplace. We regard safety as our most important business priority. We are in the process of implementing the safety transformation project, which targets a step change in safety performance. Group-level targets on safety performance have been established and are well communicated throughout the group.

We subscribe to a definition of good health as a state of complete physical, social, mental and spiritual wellbeing and not merely the absence of ill health. We do not accept ill health as a natural consequence of our business. We also regard employee and community health as inseparable, and target integrated occupational and community health strategies where possible.

For more information see the sections 'Improving operational safety performance' and 'Managing health issues' in our group-level report *Sustainable Gold*.

The GRI performance indicators relevant to this principle are LA6, LA7 and LA8.

## Principle 6

### Seek continual improvement of our environmental performance

AngloGold Ashanti has put in place an integrated framework for the management of environmental and community affairs, setting out the vision for the company's work in these areas, which is to:

- operate in a way which reflects our mission, vision, values and strategy, particularly as they relate to community and environmental performance;
- take community and environmental issues into account at all levels of decision making;
- respond to internal and external groups which have a vested interest in responsible business practice;
- manage community and environmental risk, meaning that we correctly identify the community and environmental risks associated with our business and put strategies and management plans in place to manage these risks proactively; and
- maintain and develop our social licence to operate.


Environmental management standards are developed as necessary. Operations are usually given two years to implement them. The Community and Environment Review Programme (CERP) audits site performance biennially against company standards.

For more information see the section 'environmental and natural resource stewardship' in the group-level report *Sustainable Gold*.

The GRI performance indicators relevant to this principle are EN1, EN3, EN8, EN16, EN28 and MM3.

# Implementation of the ICMM Sustainable Development Framework at AngloGold Ashanti

## Principle 7

 Limited assurance for this principle has been provided by Ernst & Young for 2010.

### Contribute to conservation of biodiversity and integrated approaches to land use planning

The company's integrated environment and community policy states that 'we will contribute to biodiversity protection in our areas of operation'. A Land Use Management Standard was finalised during 2009. This, together with the Land Acquisition Management Standard currently under consultation, sets a company-wide standard for land use, acquisition and planning.

A group management standard on biodiversity is currently under development, using ICMM's Good Practice Guidance on Mining and Biodiversity and internal and external peer review. It will be finalised during 2011.

The GRI performance indicators relevant to this principle are EN11, EN12, EN23, MM1 and MM2.

## Principle 8

### Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products

Due to the high value of the product, gold is rarely disposed of and is usually recycled or held by end customers as a store of value. AngloGold Ashanti is engaged in a number of initiatives that promote product responsibility in gold:

- The International Council on Mining and Metals (ICMM), which seeks to make a contribution to ensuring the responsible production of the minerals and metals that society needs and to contribute to sustainable development. Many of the world's major metals and mining companies are members of the ICMM.
- The Responsible Jewellery Council (RJC), which is an international, not-for-profit organisation bringing together over 270 companies across the jewellery supply chain. RJC members are committed to promoting responsible ethical, human rights, social and environmental practices in a transparent and accountable manner throughout the industry from mine to retail.
- The World Gold Council (WGC), which is a global gold marketing body funded by the world's leading gold mining companies. The WGC is party to various product responsibility initiatives and is a member of both the ICMM and the RJC.

For more information, see the 'Product responsibility' section in this report.

The GRI performance indicators relevant to this principle are EN26 and LA8.

## Principle 9

### **Contribute to the social, economic and institutional development of the communities in which we operate**

AngloGold Ashanti continues to invest substantially in host communities and labour-sending areas through our community investment programme. It is AngloGold Ashanti's intention that the communities and societies in which the company operates be better off for us having been there. This is achieved through, among other things, the company's socio-economic contribution in the host country, including economic value generation and distribution. Partnerships (public and private) can be a catalyst for achieving these goals. The scope of socio-economic contribution can vary considerably, depending on the nature of the site, on the levels of significance of its associated impacts, on the vulnerability of affected groups living within the areas of influence and on a mine's stage of development. This approach to sustainability calls for the integration of community development and economic considerations into core business decision-making.

For details see the section 'AngloGold Ashanti and Communities' in the group-based report *Sustainable Gold*.

The GRI performance indicators relevant to this principle are EC1, EC5, MM2, EC6, EC8 and LA10.

## Principle 10

### **Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders**

AngloGold Ashanti is committed to reporting on an A+ basis against the Global Reporting Initiative standard and in a manner which is fully compliant with the ICMM Sustainable Development Framework. This implies external assurance of its sustainability reporting.

AngloGold Ashanti engages extensively with a range of stakeholders, driven by two major objectives, namely the need to consult with stakeholders on our activities throughout the life cycle of our operations; and the company's wish to put in place mutually beneficial partnerships with the governments and societies in which we operate in order to contribute to a sustainable future for our host communities.

The GRI performance indicators relevant to this principle are EN11, SO5, SO7 and SO8.

# UN Global Compact Principles

The table below sets out the ten principles of the UNGC and the GRI performance indicators against which we have reported and which are relevant to each:

Global Compact Principle	Relevant GRI Indicators
1. Businesses should support and respect the protection of internationally proclaimed human rights	EC5, LA4, LA6-9, LA13-14, HR1-9, SO5, PR1
2. Businesses should ensure that they are not complicit in human rights abuses.	HR1-9, SO5
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	LA4-5, HR1-3, HR5, SO5
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.	HR1-3, HR7, SO5
5. Businesses should uphold the effective abolition of child labour.	HR1-3, HR6, SO5
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	EC7, LA2, 13, 14, HR1-4, SO5,
7. Businesses should support a precautionary approach to environmental challenges.	EC2, EN26, SO5
8. Businesses should undertake initiatives to promote greater environmental responsibility.	EN1, 2, 3, 4, 8, 11, 12,16, 17, 19, 20, 21, 22, 23, 26, 27, 28, SO5, PR3
9. Businesses should encourage the development and diffusion of environmental friendly technologies.	EN2, EN26, EN27, SO5
10. Businesses should work against all forms of corruption, including extortion and bribery.	SO2-6

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# Our values

## **Safety is our first value.**

We place people first and correspondingly put the highest priority on safe and healthy practices and systems of work. We are responsible for seeking out new and innovative ways to ensure that our workplaces are free of occupational injury and illness. We live each day for each other and use our collective commitment, talents, resources and systems to deliver on our most important commitment ... **to care.**

## **We treat each other with dignity and respect.**

We believe that individuals who are treated with respect and who are entrusted to take responsibility respond by giving their best. We seek to preserve people's dignity, their sense of self-worth in all our interactions, respecting them for who they are and valuing the unique contribution that they can make to our business success. We are honest with ourselves and others, and we deal ethically with all of our business and social partners.

## **We value diversity.**

We aim to be a global leader with the right people for the right jobs. We promote inclusion and team work, deriving benefit from the rich diversity of the cultures, ideas, experiences and skills that each employee brings to the business.

## **We are accountable for our actions and undertake to deliver on our commitments.**

We are focused on delivering results and we do what we say we will do. We accept responsibility and hold ourselves accountable for our work, our behaviour, our ethics and our actions. We aim to deliver high performance outcomes and undertake to deliver on our commitments to our colleagues, business and social partners, and our investors.

## **The communities and societies in which we operate will be better off for AngloGold Ashanti having been there.**

We uphold and promote fundamental human rights where we do business. We contribute to building productive, respectful and mutually beneficial partnerships in the communities in which we operate. We aim to leave host communities with a sustainable future.

## **We respect the environment.**

We are committed to continually improving our processes in order to prevent pollution, minimise waste, increase our carbon efficiency and make efficient use of natural resources. We will develop innovative solutions to mitigate environmental and climate risks

# External assurance statement

## Independent assurance report to the directors and management of AngloGold Ashanti Limited for the period ended 31 December 2010

### Scope of Our Engagement

We have completed our independent assurance engagement to enable us to express our assurance conclusions on the following subject matter:

1. Limited assurance on whether: AngloGold Ashanti Limited's ('AngloGold Ashanti') policies are aligned with the International Council on Mining and Metals ('ICMM') five Sustainable Development Principles as indicated by the symbol **L<sub>3</sub>** in the Supplementary Information; AngloGold Ashanti's reporting of material sustainable development risks and opportunities and views and expectations of its stakeholders are in accordance with the criteria; AngloGold Ashanti's performance for identified risks and opportunities by way of selected key performance indicators as marked for assurance by the symbol **L<sub>3</sub>** in the Supplementary Information are in accordance with the criteria; AngloGold Ashanti's group-level report ('the Report') and Supplementary Information for the period ended 31 December 2010, has been prepared, in all material respects, in accordance with the self-declared Global Reporting Initiative (GRI) G3 Guidelines A+ application level using the principles of materiality, completeness and sustainability context; and
2. Reasonable assurance on whether AngloGold Ashanti's performance for identified risks and opportunities by way of selected key performance indicators as marked for assurance by the symbol **R<sub>3</sub>** in the Supplementary Information as well as the number of operations certified under the Cyanide Code (the Report, page 3 and 52) and corporate social investment spend (the Report, page 35 and Supplementary Information, page 59) are in accordance with the criteria.

The criteria used are as set out by both the ICMM Sustainable Development Assurance Framework Procedure and the GRI G3 guidelines. AngloGold Ashanti's internal corporate reporting procedures were applied as criteria for testing the selected key performance indicators in the scope of the assurance and are indicated in the Supplementary Information as footnotes where relevant.

Our responsibility in performing our independent limited and reasonable assurance engagements is to AngloGold Ashanti

only and in accordance with the terms of reference for this engagement as agreed with them. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than AngloGold Ashanti, for our work, for this report, or for the conclusions we have reached.

### Directors' Responsibility

The directors are responsible for the preparation and presentation of the Report and the Supplementary Information; and the information and assessments contained in the Report and the Supplementary Information in accordance with the relevant criteria. This responsibility includes: designing, implementing and maintaining appropriate performance management systems to record, monitor and improve the accuracy, completeness and reliability of the sustainability data and to ensure that the information and data reported meet the requirements of the relevant criteria, and contain all relevant disclosures that could materially affect any of the conclusions drawn.

### Assurance Provider's Responsibility

Our responsibility is to express our limited and reasonable assurance conclusions on the areas as highlighted under the scope above. Our independent limited and reasonable assurance engagement was performed in accordance with the International Federation of Accountants' (IFAC's) International Standard on Assurance Engagements (ISAE) 3000 *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*. This standard requires us to comply with ethical requirements and to plan and perform our engagements to obtain limited and reasonable assurance regarding the Report and Supplementary Information, as well as the specified KPIs contained in the Report and Supplementary Information, as expressed in this report.

### Basis of Work and Limitations

The procedures selected depend on our judgement, including the assessment of the risks of material misstatement of the subject matter and the purpose of our engagement. In making these assessments, we have considered internal control relevant to the entity's preparation and presentation of the Report and Supplementary Information, and the information contained therein, in order to design procedures appropriate for gathering sufficient appropriate assurance evidence to determine that the information in the Report and Supplementary Information is not materially misstated or misleading as set out in the summary of work performed below. Our assessment of relevant internal control is not for the purpose of expressing a conclusion on the effectiveness of the entity's internal controls.

We planned and performed our work to obtain all the information and explanations that we considered necessary to provide a basis for our limited and reasonable assurance

conclusions pertaining to the Report, the Supplementary Information and the specified KPIs, as indicated with the symbol **L<sub>gr</sub>** or **R<sub>gr</sub>** in the Supplementary Information. We have no responsibility to update this report for events and circumstances occurring after the date of the report, nor will we perform any work in this regard.

Where a limited assurance conclusion is expressed, our evidence gathering procedures are more limited than for a reasonable assurance engagement, and therefore less assurance is obtained than in a reasonable assurance engagement.

Our report does not extend to providing assurance on prior years' data.

We provide no assurance over any web-related content except for the specific information included as part of the scope of our engagement above.

### Summary of Work Performed

Set out below is a summary of the procedures performed pertaining to the Report, the Supplementary Information and the specified KPIs which were included in the scope of our assurance engagement.

- We obtained an understanding of:
  - the entity and its environment;
  - entity-level controls;
  - the stakeholder dialogue process;
  - the selection and application of sustainability reporting policies;
  - how management has aligned itself with the requirements of the ICMM; and
  - the significant reporting processes including how information is initiated, recorded, processed, reported and incorrect information is corrected, as well as the policies and procedures within the reporting processes.
- We made such enquiries of management, employees and those responsible for the preparation of the Report, the Supplementary Information and the specified KPIs, as we considered necessary.
- We inspected relevant supporting documentation and obtained such external confirmations and management representations as we considered necessary for the purposes of our engagement.
- We performed analytical procedures and limited tests of detail responsive to our risk assessment and the level of assurance required, including comparison of judgementally selected information to the underlying source documentation from which the information has been derived.
- We tested the key performance indicators indicated by the symbols **L<sub>gr</sub>** or **R<sub>gr</sub>** in the Supplementary Information and the number of operations certified under the Cyanide Code (the Report, page 52), by testing the indicators at a

group level and at selected sites and business units in South Africa at Moab Khotsong, Kopanang and Mponeng, the Obuasi operation in Ghana and the Siguiri operation in Guinea.

- We considered whether AngloGold Ashanti has applied the GRI G3 Guidelines to a level described on pages 91 to 98 of the Supplementary Information.

We believe that the evidence obtained as part of our assurance engagement, is sufficient and appropriate to provide a basis for our findings and our limited and reasonable assurance conclusions expressed below.

### Conclusions

#### Limited assurance

Based on our limited assurance procedures performed and subject to the limitations above, nothing has come to our attention that causes us to believe that the subject matter has not been prepared in all material aspects in accordance with the criteria for the year ended 31 December 2010.

#### Reasonable assurance

##### Basis for qualification

In respect to the key performance indicator: the percentage of security personnel trained in aspects of human rights (GRI indicator HR8) indicated on page 34, we were unable to inspect appropriate supporting documentation at Obuasi, in Ghana relating to the percentage of security personnel trained on human rights aspects.

##### Qualified conclusion

In our opinion, except for the effects of the matter described in the basis for our qualified conclusion paragraph, the key performance indicators as indicated by the symbol **R<sub>gr</sub>** in the Supplementary Information, the number of operations certified under the Cyanide Code (the Report, pages 3 and 52) and the corporate social investment spend (Supplementary Information, page 59), are fairly stated in all material aspects in accordance with the criteria for the year ended 31 December 2010.



#### Ernst & Young Inc

Director: Alasdair Stewart  
Registered Auditor  
Chartered Accountant (SA)  
Ernst & Young  
52 Corlett Drive  
Johannesburg

11 March 2011

# Feedback form

As we review our process for sustainability reporting, we would greatly appreciate any feedback that you may wish to provide.

## 1. Personal details (optional)

Name \_\_\_\_\_

Organisation \_\_\_\_\_

Telephone \_\_\_\_\_

Email address \_\_\_\_\_

Postal address \_\_\_\_\_

## 2. What is the nature of your interest/association with AngloGold Ashanti?

- Employee     Journalist     Analyst     Shareholder     Government
- Non-governmental or community-based organisation     Student     Supplier or business partner
- Other – please specify

## 3. How did you become aware of our report?

- Delivered or posted to you (printed copy)     Via the company website     Email link sent to you
- Through the media     From the Annual Financial Statements     Other source – please specify

## 4. In what format did you view the report?

- The web-based data report     The printed version     The version on CD

## 5. Have you been aware of/had access to our previous report/reports?

- Yes     No

## 6. How did you find the report?

### Web-based Sustainability Report

*(also available in print)*

- Too detailed
- Not enough detail

### Web-based Supplementary Information

- Too detailed
- Not enough detail

## 7. Do you think that we have clearly identified the sustainability issues of concern to the company?

- Yes     No

**8. After reading the report, were you able to get a clear/better sense of how AngloGold Ashanti is dealing with these issues?**

Yes  No

**9. Indicate your main areas of interest:**

- Governance
- Stakeholder engagement
- Economic performance
- Occupational safety and health
- Community safety and health
- Government relations
- Community relations
- Environment
- Security
- Human rights
- People
- Other – please specify

**10. Did you read the message from the CEO?**

Yes  No

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**11. Does the fact that the report is independently assured provide you with confidence with regard to the accuracy and relevance of information?**

Yes  No

**12. Do you have any other comments on the report?**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Thank you for your feedback.