

Key: Report to Society (RtS); Annual Report (AR); Anglo American website (AA-Web); None to report (NtR)

Indicator	Description	RtS	Reason for not reporting additional information
1.1	Senior decision maker's statement	RtS: 2-5	
1.2	Key impacts, risks and opportunities	RtS: 2-9 and throughout; AR: 65-67	
<b>PROFILE</b>			
2.1	Name of organization	RtS: cover	
2.2	Primary brands, products, services	RtS: inside front cover; AR: throughout	
2.3	Operational structure		
2.4	Headquarters	RtS: inside front cover; 46-47	
2.5	Countries of operation		
2.6	Nature of ownership	Publicly held and traded company	
2.7	Markets served	RtS: inside front cover	
2.8	Scale of reporting organisation	AR: 34-62	
2.9	Significant changes	RtS: 44-45; 21	
2.1	Awards	AA-web: (awards and recognition)	
<b>REPORT PARAMETERS</b>			
3.1	Reporting period	01 January 2009 – 31 December 2009	
3.2	Previous report	01 January 2008 – 31 December 2008	
3.3	Reporting cycle	Annual	
3.4	Contact point	RtS: inside back cover	
3.5	Process for determining report content		
3.6	Report boundary	RtS: contents page	
3.7	Limitations		
3.8	Reporting on subsidiaries, etc.		
3.9	Data measurement techniques	AA-web: ( <a href="http://www.angloamerican.co.uk/aa/development/approach/policies/">http://www.angloamerican.co.uk/aa/development/approach/policies/</a> )	
3.1	Explanation of re-statements	NtR	
3.11	Significant changes	RtS: 44-45	
3.12	GRI content index	AA-web	
3.13	Assurance policy and practice	RtS: contents page; 42-43	
<b>GOVERNANCE</b>			
4.1	Governance structure	RtS: 10; AR: 75-79	
4.2	Indicate whether the chair of the highest governance body is also an executive officer	AR: 75	
4.3	Board structure	AR: 68-70	
4.4	Mechanisms for shareholders and employees to provide recommendations to the Board	AR: 79	
4.5	Executive remuneration	AR: 83	
4.6	Conflict of interest	AR: 76	
4.7	Qualifications and expertise of Board	AR: 68-70	
4.8	Mission, vision, codes of conduct	RtS: inside front cover; 12 AA-web (vision and principles)	
4.9	Procedures of highest governance body for overseeing economic, environmental and social performance including compliance, codes of conduct	AR: 76; RtS: 10	
4.1	Process for evaluating the highest governance body's own performance in relation to S&SD.	AR: 76	
<b>EXTERNAL COMMITMENTS</b>			
4.11	Precautionary approach	RtS: 3	
4.12	External commitments	RtS: 2-5	
4.13	Memberships	AA-web	
<b>STAKEHOLDER ENGAGEMENT</b>			
4.14	Stakeholder groups	RtS: contents page	
4.15	Stakeholder identification	RtS: contents page; 11 and throughout	
4.16	Approach to stakeholder engagement	RtS: contents page; 11 and throughout	
4.17	Stakeholder topics and concerns	RtS: contents page AA-web: SEAT reports	

**MANAGEMENT APPROACH AND PERFORMANCE INDICATORS**

**ECONOMIC**

Management approach		RtS 12-13; 21-24; 26; 30-34; 37-38; AR: throughout	
EC1 (C)	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	RtS: 12-13; 35; AR: 30-34	
EC2 (C)	Financial implications and other risks and opportunities for the organisation's activities due to climate change	RtS: 22-25; 26	
EC3 (C)	Coverage of the organisation's defined benefit plan obligations	AR: 87	
EC4 (C)	Significant financial assistance received from government	NtR	
EC5 (A)	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	-	All wages are determined at operational level to national norms and based on skills and in accordance with Anglo American Human Resources Principles and Business Principles.
EC6 (C)	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	RtS: 41	
EC7 (C)	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	-	More than 95% of employees are from host countries and more than 95% of senior management at corporate centres is from host countries (with the exception of the London office). The number of senior management members from host <i>communities</i> is not recorded - some Anglo American operations are situated in very remote locations with no, or small, local communities. However, most business units have policies and procedures relating to local hiring in place, in addition to training programmes aimed at providing local communities with mining-related skills.
EC8 (C)	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	RtS: 18-19; 26; 32-37	
EC9 (A)	Understanding and describing significant indirect economic impacts, including the extent of impacts	RtS: 12-13; 32-37	

ENVIRONMENTAL			
Management approach		RtS: 8-11; 22-31; AA-Web	
EN1 (C)	Materials used by weight or volume	-	Materials used by weight or volume are not a significant environmental, social or economic impact of the company because Anglo American is a producer of primary raw materials and does therefore not use raw materials or semi-manufactured goods to produce a final product. Packaging is, for the same reason, not a material issue either: the majority of our products are transported in bulk. Process materials, aside from fuels (reported on page 45 in GJ), are not recorded on a Group level owing to the diverse processes used throughout Anglo American operations, although some business units do report these individually
EN2 (C)	Percentage of materials used that are recycled input materials	-	Anglo American is a producer of primary raw materials. The quantities of recycled materials used as inputs are not material, aside from Scaw Metals that used 2.9 million tonnes of recycled scrap metal for producing its final product during 2009
EN3 (C)	Direct energy consumption by primary energy source	RtS: 22; 45	
EN4 (C)	Indirect energy consumption by primary source	RtS: 22; 45	
EN5 (A)	Energy saved due to conservation and efficiency improvements	RtS: 22-23	
EN6 (A)	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	RtS: 22-23	
EN7 (A)	Initiatives to reduce indirect energy consumption and reductions achieved	RtS: 22-23	
EN8 (C)	Total water withdrawal by source		This information is not currently available at a Group level, despite improvements in site-level data accuracy. The use of the Footprint Model was reviewed during 2009 and will be revived during 2010 when this metric can start to be reported on
EN11 (C)	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	RtS: 29	Refer to page 29 for a description of Anglo American's partnership with Proteus 2012, which will help build a database of key protected areas around the world, against which we intend to map our operational footprint
EN12 (C)	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	RtS: 29-30	Detailed impacts on such areas are managed at an operational level and reported accordingly in business unit sustainable development reports. Refer to the inside back cover for a list of those reports, which may also be found online on <a href="http://www.angloamerican.co.uk">www.angloamerican.co.uk</a>
EN13 (A)	Habitats protected or restored	RtS: 29-30	
EN14 (A)	Strategies, current actions, and future plans for managing impacts on biodiversity	RtS: 29-30	
EN16 (C)	Total direct and indirect greenhouse gas emissions by weight	RtS: 22-23	
EN17 (C)	Other relevant indirect greenhouse gas emissions by weight	NtR	
EN18 (A)	Initiatives to reduce greenhouse gas emissions and reductions achieved	RtS: 23-24	
EN19 (C)	Emissions of ozone-depleting substances by weight	Not material	Ozone-depleting substances (ODSs) are not a significant environmental impact of the company because ODSs are predominantly used as refrigerants, solvents, blowing agents for plastic foam manufacture, and fire extinguishers. As such it is not a substance that Anglo American considers as having significance in our business
EN20 (C)	NO <sub>x</sub> , SO <sub>2</sub> and other significant air emissions by type and weight	-	SO <sub>2</sub> and NO <sub>x</sub> are primarily local pollutants with most significant impact potentially occurring in the close vicinity of the source. These are reported in business unit reports (refer to inside back cover of RtS for list)
EN21 (C)	Total water discharge by quality and destination.	-	Water discharge information is not aggregated at a Group level due to the diverse nature of the business units and their processes. The issue is managed on a business unit level, and therefore monitored and reported on that level. For more information refer to the sustainable development reports of Anglo Platinum, Scaw Metals, Anglo American Chile and Anglo American Brazil. Major non-compliances are reported at a Group level via our alerts process. There were no Level 3 (that is, significant, non-reversible, damage) incidents during 2009
EN22 (C)	Total weight of waste by type and disposal method.	-	Total weight of waste by type and disposal method is not gathered at a Group level due to the diverse nature of the business units and their processes. The issue is managed on a business unit level, and therefore monitored and reported on that level. For more information refer to the sustainable development reports of Anglo Platinum Scaw Metals, Anglo American Chile and Anglo American Brazil. We are in the process of -exploring ways to meaningfully aggregate these data at a Group level
EN23 (C)	Total number and volume of significant spills.	-	No significant spills to report
EN24 (A)	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	NtR	
EN26 (C)	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	RtS: 24	(Clean coal)
EN27 (C)	Percentage of products sold and their packaging materials that are reclaimed by category.	-	Anglo American's 'products' are raw materials typically used as inputs into further manufacturing processes. Packaging is not applicable to bulk product transport by rail and bulk ship
EN28 (C)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	-	\$8,200 was reported by business units (not including legal costs, which were included in the past). This figure is being investigated
MM1	Land disturbed or rehabilitated	RtS: 28	
MM2	Sites requiring biodiversity plans	RtS: 29	
MM3	Describe approach to management of overburden, rock, tailings, and sludges/residues including: assessment of risks; structural stability of storage; metal leaching potential; and hazardous properties	RtS: 31	

LABOUR			
Management approach		RtS: 20-21; AR: 72; AA-Web	
LA1 (C)	Total workforce by employment type, employment contract, and region.	RtS: Inside front cover; 21	Part time vs. full-time permanent employees are not reported in a Group level because the great variety of labour legislation and definitions within the various operations in several different countries.
LA2 (C)	Total number and rate of employee turnover by age group, gender, and region	RtS: 45	Employee turnover reported at a Group level according to resignation, redundancy, dismissal and other, but not broken down into age, gender and regional groupings. Information on age and gender are not always possible to collect because employees have no obligation to disclose either. Age is not considered material as the focus on the reason for leaving, and not the demographics of those leaving. Regional groupings are not reported because the Group is managed according to business units, which are in many cases spread across, or share, regions
LA3 (A)	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	-	Share options and pension schemes are an example of benefits provided only to fulltime employees
LA4 (C)	Percentage of employees covered by collective bargaining agreements	RtS: 20	
LA5 (C)	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	-	Notice periods vary significantly based on skills set and national norms, and are generally specified in both individual and collective contractual agreements
LA6 (A)	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	-	In the mining industry, this is determined by law
LA7 (C)	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	RtS: 14-15	
LA8 (C)	Education, training, counseling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	RtS: 18-19; 37	
LA9 (A)	Health and safety topics covered in formal agreements with trade unions	-	Covered more generally as this is union and area specific
LA10 (C)	Average hours of training per year per employee by employee category	RtS: 20	Anglo American measures the total number bursaries, apprenticeships, graduate trainees and supernumerary training and not the number of hours of training because bursaries, for example, are often part-time and the number of hours engaged in related work is discretionary
LA11 (A)	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	RtS: 20-21	
LA12 (A)	Percentage of employees receiving regular performance and career development reviews	RtS: 20	
LA13 (C)	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	RtS: 10; AR: 68-70	
LA14 (C)	Ratio of basic salary of men to women by employee category	-	Anglo American's Business Principles and Human Resources Principles are based on equal opportunity and non-discrimination. All remuneration is calculated according to a single banding framework, which does not take into account gender, race or age. The framework is based on pre-defined role descriptions
MM4	Lockouts or strikes	-	3,929 man-days lost due to industrial disputes, including strikes, lock-outs and go-slows
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 communities of Indigenous Peoples	<a href="http://www.angloamerican.co.uk/aa/development/society/indpeople/">http://www.angloamerican.co.uk/aa/development/society/indpeople/</a>	
HUMAN RIGHTS			
Management approach		RtS: 33; AA-Web	
HR1 (C)	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	-	Anglo American's investment appraisal guideline, which is applied to 100% of potential investments, includes a risk sensitivity and scenario analysis. Among others, social, political, safety, health, environmental risks are assessed. These include human rights elements
HR2 (C)	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	RtS p.40-41	
HR3 (A)	Total hours of employee training on policies and procedures concerning aspects of human rights	-	None to report. Training was put on hold until after the launch of the revised Business Principles
HR4 (C)	Total number of incidents of discrimination and actions taken	RtS: 21	
HR5 (C)	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	-	Anglo American Business Principles protect human rights and are applicable to all operations. The right to exercise freedom of association and collective bargaining are not a material risk to the Company.
HR6 (C)	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	RtS: 21	Child labour is not a material risk to Anglo American operations. The Group Business Principles and its commitment to the UN Global Compact principles specifically prevent child labour
HR7 (C)	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	RtS: 21	Forced labour is not a material risk at any Anglo American operation
HR8 (A)	Security personnel trained on company human rights policy/procedure.	-	None to report
HR9 (A)	Total number of incidents of violations involving rights of indigenous people and actions taken	-	None to report

PR9 (C)	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	NtR	
MM12	Programmes and progress relating to materials stewardship	NtR	
SO1 (C)	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	RtS: 11; 28; 32-39	
SO2 (C)	Percentage and total number of business units analysed for risks related to corruption	-	Corruption risk is considered within risk assessments conducted for all businesses along with many other forms of risk Anglo faces. Internal audit procedures also consider the risk of corruption within any process that is reviewed, along with the controls to mitigate the risk. If controls are not deemed sufficient from a design or operational effectiveness point of view then such matters will be reported along with management actions. Both the risk management and internal audit procedures are aimed at identifying broad risks facing the business relevant to the individual scope of the risk assessment and will consider corruption risk accordingly. Management remain responsible for the operation of controls to minimise the risk of corruption
SO3 (C)	Percentage of employees trained in organisation's anti-corruption policies and procedures	-	None to report – training was put on hold until the release of the new Business Integrity policy
SO4 (C)	Actions taken in response to incidents of corruption	-	No significant incidents were reported
SO5 (C)	Public policy positions and participation in public policy development and lobbying	RtS: 25; 27	
SO6 (A)	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	RtS: 12	
SO7 (A)	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	NtR	
SO8 (C)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	RtS p.14 and EN 28	
MM6A	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	RtS: 33-34	
MM6B	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and their outcomes	RtS: 7	50% of significant operations now have a grievance mechanism in place, but no serious social complaints were received via these mechanisms
MM7	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks.	NtR	
MM8	List sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	RtS p. 33-34	
MM9	Number and percentage of operations with closure plans	RtS: 28	In addition, all operations in South Africa are, by law, expected to have mine closure plans. All of Anglo American operations are expected to have closure plans, though they are in various stages of maturity
MM9	Number and percentage of operations with closure plans	RtS: 28	In addition, all operations in South Africa are, by law, expected to have mine closure plans. All of Anglo American operations are expected to have closure plans, though they are in various stages of maturity
MM10	Significant incidents involving communities in which grievance mechanisms have been invoked to address them together with their outcomes	NtR	
MM11	Number and description of incidents affecting employees, communities, or the environment in which emergency preparedness procedures were activated	NtR	
<b>PRODUCT RESPONSIBILITY</b>			
<b>Management approach</b>		RtS: 22-25; AA-Web (Anglo American's most significant product responsibility issue is the use of coal and the associated CO2 emissions when combusted)	
PR1 (C)	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	-	Anglo American is actively involved in the various metals consortia that are coordinating Registration, Evaluation and Authorisation of Chemicals (REACH) compliance across industry. Most of the consortia have finalised testing and are consolidating the results for members in order to facilitate the successful registration of products by the first REACH registration deadline. The Anglo Group companies are making steady progress towards the successful registration of their EU-bound products with the European Chemicals Agency (ECHA) by December 2010. In addition, there is ongoing work in collaboration with the metals consortia, to classify our ores and concentrates according to the EU's Classification, Labelling and Packaging (CLP) regulation by December 2010
PR2 (A)	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	NtR	
PR3 (C)	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	-	Mineral Safety Development Sheets are provided with all mining products and directed at industrial users. None of our products are delivered directly to consumers
PR4 (A)	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	NtR	
PR5 (A)	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	-	Anglo American does not deal directly with consumers but sells on commodity markets and to a small number of industrial users with whom there is a direct relationship and therefore direct feedback
PR6 (C)	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	-	Not applicable as Anglo American is not directly involved in consumer advertising.
PR7 (A)	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	-	Not applicable as Anglo American is not directly involved in consumer advertising
PR8 (A)	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	-	None to report - not material as Anglo American does not hold consumer information