

G3 Content Index - Mining & Metals Sector Supplement ANGLO AMERICAN 2010							
Application Level		A+	STANDARD DISCLOSURES PART I: Profile Disclosures		Assured by	PricewaterhouseCoopers	
1. Strategy and Analysis							
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
1.1	Statement from the most senior decision-maker of the organization.	Fully	SD Report 2010, pages 4-5; 8-9				
1.2	Description of key impacts, risks, and opportunities.	Fully	SD Report 2010, pages 4-7; 14-15; 18-67				
2. Organizational Profile							
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
2.1	Name of the organization.	Fully	SD Report 2010, front cover				
2.2	Primary brands, products, and/or services.	Fully	SD Report 2010, pages 2-3				
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	SD Report 2010, pages 2-3				
2.4	Location of organization's headquarters.	Fully	SD Report 2010, pages 2-3				
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	SD Report 2010, pages 2-3				
2.6	Nature of ownership and legal form.	Fully	Publicly held and traded company				
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	SD Report 2010, pages 2-3				
2.8	Scale of the reporting organization.	Fully	SD Report 2010, pages 2-3				
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	None to report				
2.10	Awards received in the reporting period.	Fully	See awards section online				
3. Report Parameters							
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	01 January-31 December 2010				
3.2	Date of most recent previous report (if any).	Fully	01 January-31 December 2009				
3.3	Reporting cycle (annual, biennial, etc.).	Fully	Annual				
3.4	Contact point for questions regarding the report or its contents.	Fully	Hermien Botes				
3.5	Process for defining report content.	Fully	SD Report 2010, page 15				
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	SD Report 2010, page 15				
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	None to report				
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	Independently-managed associates are not included in data; and only included in the narrative report on an exception basis				
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from the GRI Indicator Protocols.	Fully	See the Anglo American SHE data policy and definitions				
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	In 2009, we reported 106 million GJ of energy used; in the 2010 report we reported 102 million GJ due to corrections made at a number of sites.				
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	None to Report				
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	http://www.angloamerican.com/aal/development/				
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	SD Report 2010, page 15				
4. Governance, Commitments, and Engagement							
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Annual Report 2010, pages 88-94				
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Annual Report 2010, pages 86;88				
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	Annual Report 2010, pages 88-89				
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Annual Report 2010, page 92 (shareholders). Employees are engaged via regular briefing sessions with the CEO and other executives, where they are encouraged to comment/ask questions. Employee surveys are conducted periodically, which the S&Sd Committee reviews, and the Board is given feedback on material issues.				
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	Annual Report 2010, pages 98-109. Safety influences all director's remuneration; social and environmental considerations are taken into account in selected directors' and managers' awards.				
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Annual report 2010, page 92				
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Fully	Annual report 2010, pages 91-92				
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	SD report 2010, pages 12-13; Anglo American policies and codes (http://www.angloamerican.com/aal/development/approach-and-policies/policies-standards-commitments/sustainable-development/); implementation throughout Annual Report and SD Report 2010				
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	Annual Report 2010, pages 91; 93-94				
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	Annual Report 2010, pages 87; 91				
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	In line with its commitment to the principles of the Global Compact and various internal policies and procedures (including The Environment Way and SEAT), a precautionary approach always takes precedence.				
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	SD Report 2010, pages 9, 12, 34, 57				
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	See partnerships and collaboration section online				
4.14	List of stakeholder groups engaged by the organization.	Fully	SD Report 2010, page 15. These are providers of capital, national and local governments, research bodies, academic institutions, local communities, employees, our peers and multi-national organisations.				
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Local stakeholders are identified formally during the early stages of the SEAT process and differ by operation. These, and other international stakeholders, are selected based on whether they materially affect, or are materially affected by, our business.				
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	SD Report 2010, pages 14; 32; 34-35; 37; 38; 50; 55; 64				
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	SD Report 2010, page 15 (key topics); how Anglo American has responded may be found throughout the report.				
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)							
G3 DMA	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
DMA EC	Disclosure on Management Approach EC						
Aspects	Economic performance	Fully	SD Report 2010, pages 44-45; Annual Report 2010, pages 42-45; 120-169				
	Market presence	Fully	Annual Report 2010, pages 4-5;8-9				
	Indirect economic impacts	Fully	SD Report 2010, pages 38-45				
DMA EN	Disclosure on Management Approach EN						
Aspects	Materials	Fully	http://www.angloamerican.com/aal/development/envs/materials-stewardship/				
	Energy	Fully	SD Report 2010, pages 14-15; 52-55				
	Water	Fully	SD Report 2010, pages 14-15; 48-50				
	Biodiversity	Fully	SD Report 2010, pages 14-15; 56-57				
	Emissions, effluents and waste _{COMM}	Fully	SD Report 2010, pages 14-15; 49, 52-55, 58-59; http://www.angloamerican.com/aal/development/envs/air-quality/				
	Products and services	Fully	For Anglo American, this relates most materially to coal emissions (SD Report 2010, pages 54-55; Annual Report, 2010, page 29)				
	Compliance	Fully	SD Report, pages 14-15. Legal compliance is the foundation to all of our Anglo American Way documents, including the Anglo American Environment Way (SD Report 2010, page 49). Environment Way is available on http://www.angloamerican.com/aal/development/approach-and-policies/policies-standards-commitments/environment/				
	Transport	Fully	SD Report, pg. 52- 53				
	Overall	Fully	SD Report 2010, page 14				
	DMA LA	Disclosure on Management Approach LA					
Aspects	Employment _{COMM}	Fully	SD Report 2010, pages 28-30; Also see Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf)				
	Labor/management relations _{COMM}	Fully	SD Report 2010, pages 28-30; Also see Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf)				
	Occupational health and safety _{COMM}	Fully	SD Report 2010, pages 28-30; Also see Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf) and 'Way' documents (http://www.angloamerican.com/aal/development/approach-and-policies/policies-standards-commitments/safety-and-health/)				
	Training and education	Fully	SD Report 2010, pages 28-30				
	Diversity and equal opportunity	Fully	SD Report 2010, pages 28-30; Also see Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf)				
DMA HR	Disclosure on Management Approach HR						
Aspects	Investment and procurement practices	Fully	SD Report 2010, page 14; 64-67				
	Non-discrimination	Fully	SD Report 2010, pages 12; 30; Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf)				
	Freedom of association and collective bargaining	Fully	SD Report 2010, pages 12; 30; Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf)				

	Child labor	Fully	SD Report 2010, pages 12; 30 ; Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf)				
	Forced and compulsory labor	Fully	SD Report 2010, pages 12; 30 ; Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf)				
	Security practices	Fully	SD Report 2010, pages 34-35				
	Indigenous rights ^{COMM}	Fully	http://www.angloamerican.com/aal/development/social/community-engagement/indigenous-peoples/ ; Business Principles (http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf)				
DMA SO	Disclosure on Management Approach SO						
Aspects	Community	Fully	SD Report 2010, pages 34-37				
	Artisanal and small-scale mining	Not	Not a material risk to Anglo American				
	Resettlement	Fully	http://www.angloamerican.com/aal/development/approach-and-policies/human-rights/resettlements/				
	Closure planning ^{COMM}	Fully	SD Report 2010, pages 60-61				
	Grievance mechanisms and procedures	Fully	SD Report 2010, page 34				
	Emergency Preparedness ^{COMM}		Emergency preparedness is integrated into ISO 14001 and OHSAS 18000 management systems at site level and an emergency response and recovery plan is in place at Group level.				
	Corruption	Fully	SD Report 2010, pages 12-13; Also see Business Principles and Business Integrity Policy http://www.angloamerican.com/aal/development/approach-and-policies/policies-standards-commitments/sustainable-development/				
	Public policy	Partially	SD Report 2010, page 55	Anglo American reports on public policy engagement selectively (see SD Report 2010, page 55, for example)	Proprietary information		
	Anti-competitive behavior	Fully	http://www.angloamerican.com/aal/siteaware/docs/citizenship_bus_principles.pdf				
	Compliance	Fully	SD Report pg. 8		Not material	None to Report	
DMA PR	Disclosure on Management Approach PR						
Aspects	Materials stewardship	Fully	http://www.angloamerican.com/aal/development/envs/materials-stewardship/				
	Customer health and safety	Fully	In as far as this is relevant for the mining industry, this is done through REACH (http://www.angloamerican.com/aal/development/envs/materials-stewardship/)				
	Product and service labelling	Fully	Mineral Safety Development Sheets are provided with all mining products and directed at industrial users. None of our products are delivered directly to consumers				
	Marketing communications	Not			Not applicable	Not applicable as Anglo American is not directly involved in consumer advertising.	
	Customer privacy	Not			Not applicable	Anglo American does not deal directly with consumers but sells on commodity markets and to a small number of industrial users.	
	Compliance	Fully	http://www.angloamerican.com/aal/development/envs/materials-stewardship/				
Economic							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Economic performance							
EC1 ^{COMM}	Direct 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.	Fully	Annual Report 2010, pages 42-45; 120-169; SD Report 2010, pages 42-45				
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	SD Report 2010, page 52				
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Annual Report 2010, page 53; 139				
EC4	Significant financial assistance received from government.	Fully	None to Report				
Market presence							
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Not			Not material	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	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	SD Report, pages 66-67; http://www.angloamerican.com/aal/siteaware/docs/SC_LocalProcurement_Policy.pdf				
EC7 ^{COMM}	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	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). As some Anglo American operations are situated in very remote locations with no, or small, local communities, 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.				
Indirect economic impacts							
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	SD Report, pages 38-45, AR pg. 31				
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	SD Report, pages 38-45	We are furthermore engaged in a study to understand our indirect economic impacts in greater detail			2012
Environmental							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Materials							
EN1	Materials used by weight or volume.	Partially			Not material	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 52 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	Percentage of materials used that are recycled input materials.	Partially			Not material	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. 2010 figures are not available for competitive reasons.	
Energy							
EN3	Direct energy consumption by primary energy source.	Fully	SD Report, pages 52-3				
EN4	Indirect energy consumption by primary source.	Fully	SD Report, pages 52-3				
EN5	Energy saved due to conservation and efficiency improvements.	Fully	SD Report, pages 52-3				
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	SD Report, pages 52-3				
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	SD Report, pages 52-3				
Water							
EN8	Total water withdrawal by source.	Partially	SD Report, page 48; Anglo Platinum SD report, page 66-67	Not reported for all business units, only at Platinum currently	Not available	We have engaged in a Group-wide project to align all environmental reporting parameters. As such this information from other business units will be available between 2011-2012.	2012
EN9	Water sources significantly affected by withdrawal of water.	Fully	None to Report				
EN10	Percentage and total volume of water recycled and reused.	Fully	SD Report, page 49				
Biodiversity							
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Partially	SD Report, page 56	Impact on sensitive areas reported on an exception basis		Anglo American has a partnership with the United Nations Environmental Programme – World Conservation Monitoring Centre (UNEP – WCMC) in the Proteus Project, which commenced in 2002. The main focus of the Proteus Project is to create a user-friendly, up-to-date system for storing, managing and reporting on biodiversity trends for all the world's protected areas and providing a platform that allows for the easy integration of other conservation datasets. We will be able to use this work to disclose this information more completely.	2012

EN12 _{COMM}	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	SD Report, page 56-57				
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Fully	SD Report, page 56				
EN13 _{COMM}	Habitats protected or restored.	Fully	SD Report, page 56				
EN14 _{COMM}	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	SD Report, page 56-57				
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Fully	SD Report, page 56				
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Fully	SD Report, page 9	Will insert IUCN Red List ref in text			
Emissions, effluents and waste							
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	SD Report, pages 53;55				
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	SD Report, page 53				
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Fully	SD Report, page 53-54				
EN19	Emissions of ozone-depleting substances by weight.	Not			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, emissions from these substances are not material, given the nature of our business	
EN20 _{COMM}	NOx, SOx, and other significant air emissions by type and weight.	Fully	http://www.angloamerican.com/aal/development/envs/air-quality/				
EN21	Total water discharge by quality and destination.	Partially	SD Report, page 50 (water incidents)	Water discharges by volume	Not available	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, nonreversible, damage) incidents during 2010	2012
EN22 _{COMM}	Total weight of waste by type and disposal method.	Partially	SD Report, page 59 (non-mineral)	Total weight of waste by type and disposal method is not reported as it data is not gathered at a Group level due to the diverse nature of the business units and their processes.	Not material	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	
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Partially	SD Report, page 58-59	Total amounts not disclosed, as per above	Not material	As above	
EN23 _{COMM}	Total number and volume of significant spills.	Fully	None to Report				
EN24	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.	Fully	None to Report				
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Fully	None to Report				
Products and services							
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	Coal combustion (SD Report, page 54); REACH (http://www.angloamerican.com/aal/development/envs/materials-stewardship/)				
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not			Not material	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	
Compliance							
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Partially	\$37,360	Number of sanctions not reported	Not available	The focus has in the past been on the monetary value	2012
Transport							
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Fully	Scope 3 emissions reported on page 53 of the SD Report				
Overall							
EN30	Total environmental protection expenditures and investments by type.	Partially	SD Report 2010, pages 47, 51, 54	This figure is not reported on an aggregated level, though individual expenditures are reported where appropriate (see SD Report 2010, pages 47, 51, 54, for example)	Not available	Operational accounting methods are not configured to isolate environmental expenditures, though we have started to report internally on the future cost of compliance with the Anglo American Environment Way	2013
Social: Labor Practices and Decent Work							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Employment							
LA1	Total workforce by employment type, employment contract, and region.	Partially	SD Report, 2010, page 30	Part-time vs full-time permanent employees	Not available	Part time vs. full-time permanent employees is not currently reported at Group level because the great variety of labour legislation and definitions within the various operations in several different countries.	2012
LA2	Total number and rate of employee turnover by age group, gender, and region.	Partially	SD Report, 2010, page 29	Rate by age group, gender, region	Not available	Not considered material because of Anglo American's policy of non-discrimination. However, a Group-wide headcount reporting project will deliver these figures for reporting purposes in 2012.	2012
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	Share options and pension schemes are an example of benefits provided only to fulltime employees				
Labor/management relations							
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	SD Report, 2010, page 30				
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Partially	Notice periods vary significantly based on skills set and national norms, and are generally specified in both individual and collective contractual agreements. For example, Platinum's ERRA - a collective agreement that regulates the relationship between the recognised unions and the business - covers any organisational changes and how management consults on issues impacting on employees or their unions. A minimum of one month's notice is specified in the agreements.	Not reported for all business units, only at Platinum currently	Not material		
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Fully	None to Report				
Occupational health and safety							
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully	In the mining industry in South Africa, which hosts 72% of our permanent workforce, this is determined by law, which states that "Every mine with 20 or more employees must have a health and safety representative for each shift at each designated working place at the mine." This works out to an estimate of 5% in South Africa.				
LA7 _{COMM}	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	SD Report, 2010, pages 23-24				
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	SD Report, 2010, pages 18-23				
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	In South Africa, where 72% of our permanent workforce is located, this is either determined by law or negotiated with trade unions. Topics include the selection, appointment and dismissal or safety representatives and conditions relating to refusal to work.				
Training and education							
LA10	Average hours of training per year per employee by employee category.	Partially	SD Report, page 29		Not material	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	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	SD Report, page 28-29; 42				
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	SD Report, page 29				
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.	Partially	Annual Report, 2010, pages 88-90, 34. SD Report pg. 30, 71	Age groups are not reported for all employee Groups	Not material	Age is not considered to be a material diversity metric	
LA14	Ratio of basic salary of men to women by employee category.	Fully	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		Not material	Anglo American does not differentiate between male and female employees in salary	
Social: Human Rights							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Diversity and equal opportunity							
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Fully	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	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Partially	SD Report, 2010, page 64	% not reported - only total number of suppliers	Not available	Not collected for this reporting cycle.	2012
HR3	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.	Fully	SD Report, page 36				
Non-discrimination							
HR4	Total number of incidents of discrimination and actions taken	Fully	No significant incidents to report				
Freedom of association and collective bargaining							
HR5 _{COMM}	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.	Fully		None of our operations are at significant risk	Not material	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.	
Child labor							
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Fully	None to Report (see page 30)	None of our operations are at significant risk			
Forced and compulsory labor							
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Fully	None to Report (see page 30)	None of our operations are at significant risk			
Security practices							
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Partially	SD Report, page 36	Reported in total, not by %	Not available	Anglo American does not collect data on the number of security personnel it employs at a Group level	2012
Indigenous rights							
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.	Fully	SD Report, page 37 and online (http://www.angloamerican.co.uk/aa/development/society/indpeople/)				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	None to report				
Social: Society							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Community							
SO1 _{COMM}	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully	SD Report, 2010, pages 32-43				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Fully	None to report				
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.	Fully	SD Report, 2010, page 35 (grievance mechanisms in place; no significant disputes to report)				
Artisanal and small-scale mining							
MM8	Number (and percentage) or 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.	Fully	None to report				
Resettlement							
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Fully	Anglo Platinum SD Report Pg 21 and Platinum Integrated Report Pg 45				
Closure planning							
MM10	Number and percentage of operations with closure plans.	Fully	SD Report, page 9				
Corruption							
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	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	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	SD Report, 2010, page 13 (1.3% Of total permanent workforce)				
SO4	Actions taken in response to incidents of corruption	Fully	No significant incidents to report				
Public policy							
SO5	Public policy positions and participation in public policy development and lobbying.	Partially	SD report pages 50;55	Positions reported on an exception basis, depending on materiality of issue	Proprietary information		
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	SD Report, page 13				
Anti-competitive behavior							
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	None to report				
Compliance							
SO8 _{COMM}	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	Safety: \$212,438				
Social: Product Responsibility							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Materials Stewardship							
MM11	Programs and progress relating to materials stewardship.	Fully	http://www.angloamerican.com/aa/development/envs/materials-stewardship/ , Scope 3 emissions (SD Report, pages 54-55)				
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.	Partially	http://www.angloamerican.com/aa/development/envs/materials-stewardship/	Specific life cycle stages and percentage of products not disclosed.	Not available	Information not considered material and not gathered at a Group level for this reporting cycle.	2012
PR2	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.	Fully	None to report				
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.	Fully	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	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	None to report				
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not			Not material	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	
Marketing communications							
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not			Not material	Not applicable as Anglo American is not directly involved in consumer advertising.	
PR7	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			Not material	Not applicable as Anglo American is not directly involved in consumer advertising.	
Customer privacy							
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	None to report				
Compliance							
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	None to report				