

FROM ANGLO AMERICAN SUPPLY CHAIN

Dear Valued Supplier

Ensuring the safety and wellbeing of our employees, suppliers and host communities continues to be our priority in all our decision-making as we respond to the COVID-19 pandemic.

The unprecedented scale and easily transmittable nature of the virus has significantly disrupted businesses and their supply chains. According to recent estimates provided by the United Nations, up to 40 million jobs have been lost globally within the first quarter of 2020.

These disruptions are driven by a combination of extraordinary factors including health impacts to employees, social-distancing, restrictions on movement, logistics constraints and reduced customer demand. These factors have the potential to increase the number of people moving into poverty, particularly for vulnerable groups such as women, children and small businesses.

Despite significant challenges posed by COVID-19, our shared duty to protect the safety, well-being and rights of the hundreds of thousands of workers and people that are impacted across our fragile and interdependent supply chains remains a priority.

If we are to protect the health and wellbeing of our employees, our shared supply chains and communities and ultimately overcome this pandemic, we need everyone to play their part. If you require further information please speak to your Supply Chain representative.

Take care and keep safe.

Sincerely

Anglo American Supply Chain

STAY UP TO DATE

Business South Africa (BSA) has set up a WhatsApp information board offering an up-to-date list of interventions for SMMEs.

Save 087 250 2674 in your contacts. Open a new chat in WhatsApp and type "Hi". BSA will reply with a list of options and information available.

For more information on Government Guidelines and Relief visit : <https://sacoronavirus.co.za/guidelines-and-relief/>

OUR 5 GUIDING STEPS

To support our suppliers and partners to navigate through these challenges, we have drawn from various resources and strongly urge you to implement these **5 Guiding Steps**:

1. Exercise a duty of care and empathy when engaging with your employees and your suppliers.



- **We need to be mindful** of the significant pressure both professionally and personally that workers and our suppliers may be under
- **Employees may be feeling vulnerable and uncertain** around their future; while supplier businesses may be experiencing difficulty in meeting business obligations

2. Continue to protect and uphold worker rights in your business, ensuring that all work remains voluntary, appropriately compensated and done without detriment to the safety or well-being of your workforce.



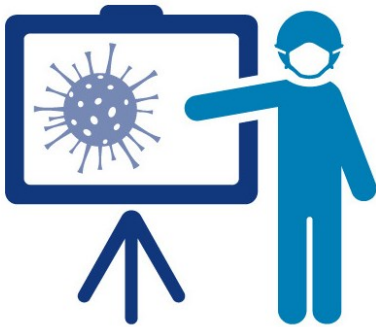
- **Respect the right to privacy:** Safeguard against the improper or unauthorised use of or distribution of individual employee health information
- **Non-discrimination:** In addition to their rights of privacy, and with due consideration to the health of your wider workforce, ensure that individuals who are currently infected or have recovered from COVID-19 are not discriminated against

3. Manage potential new Human Rights and other forms of Modern Slavery risk within your supply chain. Changes to the business models of your suppliers may result in:



- **Wage and overtime violations** – including reduction in mandated entitlements
- **Increased discrimination and harassment of vulnerable workers** - including detrimental impact for the refusal or ceasing of work
- **Restricted personal freedoms**, movement and increased surveillance of workers
- **Restrictions on mechanisms to address worker rights** - such as union activity and worker forums
- **Opportunistic behaviour** which could include the demanding of sexual favours, demanding cash or other forms of 'kickbacks' to retain jobs or for new recruitment
- **Increased likelihood of child labour**, undocumented workers or forms of unethical recruitment practices
- Potential **lack of focus** on safe workplace practices

4. Access resources to support your initiatives - various external resources have been made available to businesses to support the identification and management of potential Human Rights and Modern Slavery related risk:



Our Corporate website www.angloamerican.com contains information including:

- Anglo American Responsible Sourcing Standard for Suppliers
- Anglo American Code of Conduct
- Anglo American Human Rights Policy
- Anglo American Social Way
- Anglo American Safety, Health and Environment Policy.
- Modern Slavery Act (MSA) Statements
- De Beers Group Best Practice Principles programme

5. Create wider awareness of rights and mechanisms to report abuses - we will always encourage the fair, ethical and acceptable treatment of people, whether these are workers, their families or other vulnerable groups.



- **Gender based violence** – take a stand against gender based violence by sharing with your employees details of support programmes and reporting mechanisms. This may help direct individuals suffering from domestic violence into support programmes
- **Report suspicious, unethical or improper** behaviour using whistleblowing channels.
- **Encourage your employees and those of your suppliers to use YourVoice.** **YourVoice** is a confidential channel used by Anglo American and De Beers Group which allows individuals to report unethical or suspicious behaviour without fear of retaliation.
- Reports can be logged via an online platform, or via a comprehensive list of global telephone numbers available on www.yourvoice.angloamerican.com

Please also refer to Government guidance for your country regarding COVID-19 management.

EXTERNAL RESOURCES	
Anglo American – COVID-19 Support to suppliers and host communities	<ul style="list-style-type: none"> • https://www.angloamerican.com/suppliers/covid-19-latest-information • https://www.angloamerican.com/media/press-releases/2020/06-04-2020
World Health Organisation – COVID-19 (includes Country and Technical advice)	<ul style="list-style-type: none"> • https://www.who.int/emergencies/diseases/novel-coronavirus-2019
United Nations Global Compact Action platforms Decent Work Toolkit	<ul style="list-style-type: none"> • https://www.unglobalcompact.org/ • https://www.unglobalcompact.org/sdgs/action-platforms • www.unglobalcompact.org/take-action/sustainableprocurement
The United Nations Guiding Principles for Business and Human Rights	<ul style="list-style-type: none"> • https://www.business-humanrights.org/en/un-guiding-principles
United Nations Sustainable Development Goals (SDG's)	<ul style="list-style-type: none"> • http://www.sustainabledevelopment.un.org
The World Business Council for Sustainable Development (WBCSD)	<ul style="list-style-type: none"> • https://www.wbcsd.org/Programs/People/Social-Impact/Human-Rights/Resources/CEO-Guide-to-Human-Rights2
Danish Institute Study on Human Rights	<ul style="list-style-type: none"> • https://sdg.humanrights.dk/
Impact of the UN SDGs on business	<ul style="list-style-type: none"> • https://www.sdgs.org.au
International Labour Organisation (ILO) - Decent work Decent work	<ul style="list-style-type: none"> • http://www.ilo.org/ • https://www.ilo.org/global/topics/decent-work/lang--en/index.htm
Oxfam – impact of COVID-19	<ul style="list-style-type: none"> • https://www.oxfam.org/en/press-releases/half-billion-people-could-be-pushed-poverty-coronavirus-warns-oxfam
Modern Slavery Act in the United Kingdom – includes resources to identify and support victims Impact of Coronavirus:	<ul style="list-style-type: none"> • https://www.gov.uk/government/collections/modern-slavery • https://www.gov.uk/government/publications/coronavirus-covid-19-reporting-modern-slavery-for-businesses/modern-slavery-reporting-during-the-coronavirus-covid-19-pandemic
Modern Slavery Act in Australia Australia Department of Home Affairs - Impact of Coronavirus:	<ul style="list-style-type: none"> • https://www.homeaffairs.gov.au/criminal-justice/Pages/modern-slavery.aspx • https://www.homeaffairs.gov.au/about-us/our-portfolios/criminal-justice/people-smuggling-human-trafficking/modern-slavery-act-coronavirus
Walk Free Foundation guide on Modern Slavery:	<ul style="list-style-type: none"> • https://cdn.minderoo.com.au/content/uploads/2019/08/09141431/understanding-modern-slavery-p.pdf