

**GROUP SECURITY STANDARD**  
**VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS**

**NO. 1**

	<b>DESIGNATION</b>	<b>NAME</b>	<b>SIGNATURE</b>	<b>DATE</b>
<b>REVIEWED BY:</b>	RSM - CAR	CRAIG TAYLOR	ORIGINAL SIGNED	22/12/2018
<b>AUTHORISED BY:</b>	VP: GROUP SECURITY AND HUMAN RIGHTS	BRIAN GONSALVES	ORIGINAL SIGNED	22/12/2018

DESCRIPTION OF CHANGE:

Version 1.1

October 2014 – Language edits done - MOU's and contracts, reporting.

December 2018 – VPSHR training statistics frequency (4.5)

**INDEX**

- 1. Introduction**
- 2. Purpose**
- 3. Accountability**
- 4. Minimum Standards**
- 5. Review**
- 6. Communication**
- 7. References**

## **1. INTRODUCTION**

AngloGold Ashanti is a signatory to the Voluntary Principles on Security and Human Rights, also referred to as the VPSHR. The VPSHR is recognised as “the global best practices” for the professional and transparent utilisation and conduct of security forces.

The VPSHR recognizes our rights and obligations to protect our people and our assets wherever we operate. We believe that as we carry out those obligations, we will not have to choose between good security and our respect for human rights.

The VPSHR is the key driver for our security management practices.

## **2. PURPOSE**

The purpose of this standard is to establish our guiding principles for the implementation of the VPSHR across the company portfolio; and to monitor compliance with our obligations under the VPSHR.

## **3. ACCOUNTABILITY**

This standard applies to all company managed exploration and operational sites in AngloGold Ashanti. It includes AGA security, private security service providers (sub-contractors) and public security service providers (state security forces e.g. military and police).

The Security Manager per site is responsible for ensuring compliance to this standard.

Adherence to the standards of the VSPHR is also expected of our JV partners.

## **4. MINIMUM STANDARDS**

### **4.1 Security Threat & Risk Assessments**

Security threat and risk assessments are prerequisites to determine if and where armed/unarmed security forces are required or deployed in support of our operations. It is imperative that we understand the levels for potential conflict.

### **4.2 Use of Security Sub-Contractors**

Where AGA security is augmented by security sub-contractors, they must be licensed and properly vetted and comply with the VPSHR.

### **4.3 Use of State Security Forces**

Agreements to use state security forces will be made using transparent contracts (MOU's). Copies of all agreements with state security forces, including payments made for services and equipment transfers will be filed and recorded on site and with the Group Security Office.

#### **4.4 Training of All Security Components**

All security staff whether AGA, sub-contractors or state security, will receive on-site training, before deployment, about the VPSHR, and our obligations under it. It is required that refresher training be conducted annually. Training records will be locally maintained and is subject to inspection at any time.

#### **4.5 Reporting**

All security incidents relating to actual or suspected violations (events, allegations, incidents) of the VPSHR will be reported through line management to the Global Security office, via the Global Security Information Management System (GSIMS VPSHR module). Incident reporting and notification as per the Incident Reporting and Review standard applies.

The Group Security office will maintain a master register of all annual incidents, events and allegations. The annual report to the VP's Plenary and submissions for our Report to Society regarding Voluntary Principles will be compiled by the Security discipline, with input from all relevant Sustainability disciplines.

VPSHR training statistics must be captured in Global Security Information Management System (GSIMS) under the VPSHR training register annually.

#### **4.6 Compliance**

Compliance with VPSHR obligations will be measured annually by self-audits and audits by regional security managers. Every site will submit at least annually a compliance review, using audit checklists, based on the VP's IGT toolkit. Corporate and external audits will be arranged as required.

### **5. REVIEW**

The standard will be reviewed annually every two years (biennial)

### **6. COMMUNICATION**

The standard will be communicated to the Security Manager at each operation for appropriate distribution. Copies will be provided to the relevant EVP'S, SVP'S, VP'S and GM/MD'S.

### **7. REFERENCES**

- 7.1 VPSHR Website - <http://www.voluntaryprinciples.org/>
- 7.2 Policy - Human Rights Policy (AGA)
- 7.3 Standard - The Use of Private Security Service Providers (AGA)
- 7.4 Toolkit - VP's Implementation Guidance Toolkit (AGA)
- 7.5 Checklist - VPSHR Audit checklist (AGA)