

# GRI standards contents index

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards (Core option) and the GRI Mining & Metals Sector Supplement. The content index shows our material topics and reporting against related disclosures and management approach. Where information is available, we have also included additional disclosures beyond our core material topics. To locate the topics and our responses, please refer to the reference column where we have provided the source of information and, in some instances, we have included a direct response within the index.

→ [The data table is also available at](#)  
Visit [www.angloamerican.com/sustainability/performance](http://www.angloamerican.com/sustainability/performance)

## GRI 101: Foundation

Indicator	Disclosure	Reference
1.1	Stakeholder inclusiveness	Integrated Annual Report (AR): 15, 20-21; Sustainability Report (SR): 12
1.2	Sustainability context	SR: 09
1.3	Materiality	SR: 12
1.4	Completeness	SR: 01; 73-74. Boundaries are described in the relevant sections.
1.5	Accuracy	SR: 71-73
1.6	Balance	SR: throughout document
1.7	Clarity	SR: throughout document
1.8	Comparability	SR: throughout document
1.9	Reliability	SR: 71-73
1.10	Timeliness	Financial year end: 31 December 2021. Report release date: 7 March 2022.

## GRI 102: General disclosures

Indicator	Disclosure	Reference
102-1	Name of organisation	Anglo American
102-2	Activities, brands, products and services	SR: 03; 06-07
102-3	Location of headquarters	London, United Kingdom
102-4	Location of operations	SR: 03
102-5	Ownership and legal form	AR: 228-229
102-6	Markets served	AR: 26-28
102-7	Scale of the organisation	SR: 03; AR: 02-03
102-8	Information on employees and other workers	SR: 63-67
102-9	Supply chain	SR: 51
102-10	Significant changes to the organisation and its supply chain	AR: 226-227. There were no significant changes to the supply chain.
102-11	Precautionary Principle or approach	Anglo American supports the intent of the Precautionary Principle, but has not expressed a specific commitment in the public domain.
102-12	External initiatives	SR: 78. Memberships of external initiatives are discussed in each material topic (where relevant).
102-13	Membership of associations	SR: 78. Please also refer to the Group website.
102-14	Statement from senior decision maker	SR: 05
102-16	Values, principles, standards and norms of behaviour	SR: 06; 52
102-18	Governance structure	SR: 69 – 70; AR: 108-110
102-40	List of stakeholder groups	SR: 12; AR: 15
102-41	Collective bargaining agreements	SR: 66; 78
102-42	Identifying and selecting stakeholders	SR: 12
102-43	Approach to stakeholder engagement	SR: 12, 64; AR: 15-16
102-44	Key topics and concerns raised	SR: 12
102-45	Entities included in the consolidated financial statements	AR: 228-229

Indicator	Disclosure	Reference
102-46	Defining report content and topic boundaries	SR: 01; 02; 12
102-47	List of material topics	SR: 12
102-48	Restatement of information	SR: 75-77; AR: 178, 187
102-49	Changes in reporting	AR: 178, 187
102-50	Reporting period	1 January–31 December 2021
102-51	Date of most recent report	31 December 2021, published 7 March 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions about the report	SR: 82
102-54	Claims if reporting in accordance with the GRI Standards	SR: 01; 79
102-55	GRI content index	SR: 79-81
102-56	External assurance	SR: 71-72

## Material topic – GRI 201: Economic performance

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 53-54; 73; AR: 01; 228-229
103-2	Management approach and components	SR: 53-54; 73; AR: 162
103-3	Evaluation of the management approach	SR: 53-54; 73; AR: 164-172
201-1	Direct economic value generated and distributed	SR: 53-54
201-2	Financial implications and other risks and opportunities due to climate change	SR: 26-31
201-3	Defined benefit plan obligations and other retirement plans	AR: 218-221
201-4	Financial assistance received from government	None received

## Material topic – GRI 203: Indirect economic impacts

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 08-15
103-2	Management approach and components	SR: 48-58
103-3	Evaluation of the management approach	SR: 48-49
203-1	Infrastructure investments and services supported	SR: 53-54
203-2	Significant indirect economic impacts	SR: 53-54

## Material topic – GRI 204: Procurement practices

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 51; 53-54. Local and responsible procurement is an effective way of delivering value from mining to local stakeholders and is one of the most commonly cited expectations of mining companies. The topic is relevant throughout the business and in developing countries in particular.
103-2	Management approach and components	SR: 51; 53-54
103-3	Evaluation of the management approach	SR: 51, 53-54. Total local procurement expenditure is measured on an annual basis to track progress against targets.
204-1	Proportion of spending on local suppliers	SR: 54; 77

**Material topic – GRI 205: Anti-corruption**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 52. Ethical business conduct is material throughout the Group.
103-2	Management approach and components	SR: 52
103-3	Evaluation of the management approach	SR: 52
205-1	Operations assessed for risks related to corruption	SR: 52. Anglo American's disclosure focuses on bribery risk, which is the most material aspect of corruption for the business.
205-2	Communication and training about anti-corruption policies and procedures	SR: 52

**Material Topic – GRI 207: Tax**

Indicator	Disclosure	Reference
207-1	Approach to tax	2021 Tax and Economic Contribution Report
207-2	Tax governance, control, and risk management	2021 Tax and Economic Contribution Report
207-3	Stakeholder engagement and management of concerns related to tax	2021 Tax and Economic Contribution Report
207-4	Country-by-country reporting	2021 Tax and Economic Contribution Report

**Material topic – GRI 302: Energy**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 26-31
103-2	Management approach and components	SR: 26-31
103-3	Evaluation of the management approach	SR: 26-31
302-1	Energy consumption within the organisation	SR: 26-31
302-4	Reduction of energy consumption	SR: 24; 28

**Material topic – GRI 303: Water**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 38-39
103-2	Management approach and components	SR: 38-39
103-3	Evaluation of the management approach	SR: 38-39
303-1	Interactions with water as a shared resource	SR: 38-39
303-3	Water withdrawals	SR: 38; 76
303-4	Water discharges	SR: 38; 76

**Material topic – GRI 304: Biodiversity**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 37
103-2	Management approach and components	SR: 37
103-3	Evaluation of the management approach	SR: 37
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR: 37; 77

**Material topic – GRI 305: Emissions**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 23-31, 42
103-2	Management approach and components	SR: 23-31, 42
103-3	Evaluation of the management approach	SR: 23-31, 42
305-1	Direct (Scope 1) GHG emissions	SR: 28; 75
305-2	Energy indirect (Scope 2) GHG emissions	SR: 28; 75
305-3	Other indirect (Scope 3) GHG emissions	SR: 28
305-4	GHG emissions intensity	6.5 kt CO <sub>2</sub> e /tonnes CuEq.
305-5	Reduction of GHG emissions	SR: 28
305-6	Emissions of ozone-depleting substances	SR: 75
305-7	Nitrogen oxides, sulphur oxides and other significant air emissions	SR: 42; 75

**Material topic – GRI 306: Effluents and waste**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 22; 37-39; 41
103-2	Management approach and components	SR: 22; 37-39; 41
103-3	Evaluation of the management approach	SR: 22; 37-39; 41
306-1	Water discharge by quality and destination	SR: 38-39
306-2	Waste by type and disposal method	SR: 76
306-3	Significant spills	SR: None in 2021.
306-5	Water bodies affected by water discharges and/or run-off	SR: 36

**GRI 307: Environmental compliance**

Indicator	Disclosure	Reference
307-1	Non-compliance with environmental laws and regulations	SR: 36

**GRI 308: Supplier environmental assessment**

Indicator	Disclosure	Reference
308-1	New suppliers that were screened using environmental criteria	SR: 51
308-2	Negative environmental impacts in the supply chain and actions taken	SR: 51

**Material topic – GRI 401: Employment**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 63-67
103-2	Management approach and components	SR: 63-67
103-3	Evaluation of the management approach	SR: 63-67
401-1	New employee hires and employee turnover	SR: 77
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	–
401-3	Parental leave	–

**Material topic — GRI 403: Occupational health and safety**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 16-20
103-2	Management approach and components	SR: 16-20
103-3	Evaluation of the management approach	SR: 16-20
403-1	Occupational health and safety management system	SR: 16
403-2	Hazard identification, risk assessment and incident investigation	SR: 16-18
403-3	Occupational health services	SR: 14-15; 19-20
403-5	Worker training on occupational health and safety	SR: 14-15; 19-20
403-6	Promotion of worker health	SR: 19-29
403-9	Work-related injuries	SR: 16; 75
403-10	Work-related ill health	SR: 75

**Material topic — GRI 404: Training and education**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 61-67
103-2	Management approach and components	SR: 61-67
103-3	Evaluation of the management approach	SR: 61-67
404-1	Average hours of training per year per employee	Anglo American measures training in monetary terms, as well as the number of individuals in structured programmes. See SR: 63
404-2	Programmes for upgrading employee skills and transition assistance programmes	SR: 63-64
404-3	Percentage of employees receiving regular performance and career development reviews	SR: 63. 16% of employees had a formal performance review on Team+

**Material topic — GRI 405: Diversity and equal opportunity**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 69-70; AR: 56
103-2	Management approach and components	SR: 69-70; AR: 56
103-3	Evaluation of the management approach	SR: 65-66; AR: 56
405-1	Diversity of governance bodies and employees	SR: 69; AR: 56, 111, 115
405-2	Ratio of basic salary and remuneration of women to men	SR: 65; AR: 156

**GRI 407: Freedom of association and collective bargaining**

Indicator	Disclosure	Reference
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No operation is considered at risk regarding freedom of association and collective bargaining. The number of high-risk suppliers is not disclosed, but the risk is managed via the Anglo American Responsible Sourcing Standard. SR: 51

**GRI 408: Child labour**

Indicator	Disclosure	Reference
408-1	Operations and suppliers at significant risk for incidents of child labour	No operation is considered to be at significant risk for incidents of child labour. The number of high-risk suppliers is not disclosed, but the risk is managed via the Anglo American Responsible Sourcing Standard. SR: 51. No instances of child labour were reported in 2021.

**GRI 409: Forced or compulsory labour**

Indicator	Disclosure	Reference
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	No operation is considered to be at significant risk for incidents of forced or compulsory labour. The number of high-risk suppliers is not disclosed, but the risk is managed via the Anglo American Responsible Sourcing Standard. SR: 51

**GRI 410: Security practices**

Indicator	Disclosure	Reference
410-1	Security personnel trained in human rights policies or procedures	SR: 5842 employees and contractors were trained in the Voluntary Principles on Security and Human Rights.

**GRI 411: Rights of Indigenous Peoples**

Indicator	Disclosure	Reference
411-1	Incidents of violations involving rights of Indigenous Peoples	SR: 57-58

**Material topic — GRI 412: Human rights assessment**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 57-58. Human rights impact assessment is relevant throughout the business.
103-2	Management approach and components	SR: 57-58
103-3	Evaluation of the management approach	SR: 57-58
412-1	Operations that have been subject to human rights reviews or impact assessments	SR: 57
412-2	Employee training on human rights policies or procedures	SR: 51; 57-58

**Material topic — GRI 413: Local communities**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 48-49
103-2	Management approach and components	SR: 48-49
103-3	Evaluation of the management approach	SR: 48-49
413-1	Operations with local community engagement, impact assessments and development programmes	SR: 48-49

**GRI 414: Supplier social assessment**

Indicator	Disclosure	Reference
414-1	New suppliers that were screened using social criteria	SR: 51
414-2	Negative social impacts in the supply chain and actions taken	SR: 51

**Material topic — GRI 415: Public policy**

Indicator	Disclosure	Reference
103-1	Explanation and reporting boundary	SR: 46-47
103-2	Management approach and components	SR: 46-47
103-3	Evaluation of the management approach	SR: 46-47
415-1	Political contributions	SR: 46. No political donations were made in accordance with Anglo American's Code of Conduct.

**GRI 416: Customer health and safety**

Indicator	Disclosure	Reference
416-1	Assessment of the health and safety impacts of product and service categories	SR: 59

**Omissions**

Indicator	Disclosure	Reference
GRI 202	Market presence	GRI 202-1 and 202-2 are not currently reported. Plans are in place to report on the proportion of senior management hired from the local community.
GRI 402	Labour/management relations	Labour relations are critical to Anglo American and are discussed on page 66 of the Sustainability Report. However, GRI 402-1 cannot be reported on meaningfully given the diverse nature of the business.
GRI 406	Non-discrimination	Details associated with potential incidents of discrimination are confidential. However, gender-based discrimination is a priority area for our efforts to protect human rights. SR: 58
GRI 417	Marketing and labelling	Not applicable to the mining industry.
GRI 418	Customer privacy	Not applicable to the mining industry.