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GRI CONTENT INDEX 2016

# GRI CONTENT INDEX



## GENERAL STANDARD DISCLOSURES

General standard disclosure	Section	Reporting level	External assurance
<b>STRATEGY AND ANALYSIS</b>			
<b>G4-1:</b> Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	From the chairperson of the Social, Ethics and Sustainability Committee, page 9	Fully	No
<b>G4-2:</b> Description of key impacts	Integrated Report 2015: Material concerns in our external environment, pages 17 to 21 Sustainable development strategy, pages 13 to 16	Fully	No
<b>ORGANISATIONAL PROFILE</b>			
<b>G4-3:</b> Name of the organisation	Corporate profile, page 2	Fully	No
<b>G4-4:</b> Primary brands, products, and services	Corporate profile, page 3	Fully	No
<b>G4-5:</b> Location of the organisation's headquarters	Corporate profile, page 2	Fully	No
<b>G4-6:</b> Number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Corporate profile, page 2	Fully	No
<b>G4-7:</b> Nature of ownership and legal form	Corporate profile, page 3	Fully	No
<b>G4-8:</b> Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Integrated Report: Corporate profile, page 6	Fully	No

## GRI CONTENT INDEX (CONTINUED)

General standard disclosure	Section	Reporting level	External assurance
<b>ORGANISATIONAL PROFILE</b> <i>continued</i>			
<b>G4-9:</b> Scale of the organisation, including: a. Total number of employees b. Total number of operations c. Net sales and net revenues d. Total capitalisation broken down in terms of debt and equity e. Quantity of products or services provided	Corporate profile, page 3	Fully	No
<b>G4-10:</b> Composition of the workforce, including: a. Total number of employees by employment contract and gender.  b. Total number of permanent employees by employment type and gender. c. Total workforce by employees and supervised workers and by gender. d. Total workforce by region and gender. e. Whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)	Corporate profile, page 3 Integrated Report: Regional reviews, pages 61 to 96 Talent management and skills development: Data tables, page 103	Fully	No
<b>G4-11:</b> Percentage of total employees covered by collective bargaining agreements	Talent management and skills development: Data tables, page 103	Fully	No
<b>G4-12:</b> Description of supply chain	Managing community expectations and demonstrating contribution, page 39 <b>Integrated Report:</b> Business model, page 16	Fully	No

## GRI CONTENT INDEX (CONTINUED)

General standard disclosure	Section	Reporting level	External assurance
<b>ORGANISATIONAL PROFILE</b> <i>continued</i>			
<b>G4-13:</b> Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: <ol style="list-style-type: none"> <li>Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations)</li> <li>Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ol>	Corporate profile, page 3	Fully	No
<b>G4-14:</b> Whether and how the precautionary approach or principle is addressed by the organisation	This page  The precautionary approach (that is, the recognition of our duty to consider and take action to investigate, address and mitigate threats of harm to the environment even when cause and effect relationships have not been fully identified) is embedded in our vision and values, and implemented through our stewardship and risk management.  Responsible environmental stewardship, page 38	Fully	No
<b>G4-15:</b> Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	External charters <a href="http://www.aga-reports.com/16/sdr/charters">www.aga-reports.com/16/sdr/charters</a>	Fully	No
<b>G4-16:</b> List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: <ul style="list-style-type: none"> <li>Holds a position on the governance body</li> <li>Participates in projects or committees</li> <li>Provides substantive funding beyond routine membership dues</li> <li>Views membership as strategic</li> </ul>	External charters <a href="http://www.aga-reports.com/16/sdr/charters">www.aga-reports.com/16/sdr/charters</a> Reporting boundaries and scope, page 5	Fully	No

## GRI CONTENT INDEX (CONTINUED)

General standard disclosure	Section	Reporting level	External assurance
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>			
<p><b>G4-17:</b> All entities included in the organisation's consolidated financial statements or equivalent documents</p> <p>a. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report</p>	<p>Corporate profile, page 3</p> <p>Entities/companies within the AngloGold Ashanti group include dormant companies, investment holding companies, subsidiaries, associates and joint ventures and are not listed in their entirety in our 2016 suite of reports</p>	Fully	No
<p><b>G4-18:</b> The process for defining the report content and the Aspect Boundaries</p> <p>a. How the organisation has implemented the Reporting Principles for Defining Report Content</p>	<p>Selecting our report content, page 7</p> <p>Reporting boundaries and scope, page 6</p>	Fully	No
<p><b>G4-19:</b> Material Aspects identified in the process for defining report content</p>	<p>This page:</p> <p><b>Economic</b></p> <ul style="list-style-type: none"> <li>• Economic performance</li> <li>• Market presence</li> <li>• Indirect economic impacts</li> <li>• Procurement practices</li> </ul> <p><b>Environment</b></p> <ul style="list-style-type: none"> <li>• Materials</li> <li>• Energy</li> <li>• Water</li> <li>• Biodiversity</li> <li>• Emissions</li> <li>• Effluents and waste</li> <li>• Land use management</li> <li>• Compliance</li> <li>• Supplier environment assessment</li> <li>• Environmental grievance mechanisms</li> </ul>	Fully	No

## GRI CONTENT INDEX (CONTINUED)

General standard disclosure	Section	Reporting level	External assurance
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b> <i>continued</i>			
<p><b>G4-19:</b> Material Aspects identified in the process for defining report content <i>continued</i></p>	<p><b>Human rights</b></p> <ul style="list-style-type: none"> <li>• Investment</li> <li>• Non-discrimination</li> <li>• Freedom of association and collective bargaining</li> <li>• Child labour</li> <li>• Forced or compulsory labour</li> <li>• Security practices</li> <li>• Indigenous rights</li> <li>• Assessment</li> <li>• Supplier human rights assessment</li> <li>• Human rights grievance mechanisms</li> </ul> <p><b>Society</b></p> <ul style="list-style-type: none"> <li>• Local communities</li> <li>• Anti-corruption</li> <li>• Public policy</li> <li>• Compliance</li> <li>• Supplier assessment for impacts on society</li> <li>• Grievance mechanisms for impacts on society</li> <li>• Emergency preparedness*</li> <li>• Artisanal and small-scale mining*</li> <li>• Resettlement*</li> <li>• Closure planning*</li> </ul> <p><b>Product responsibility</b></p> <ul style="list-style-type: none"> <li>• Materials stewardship*</li> </ul> <p><i>*These aspects are specific to the Mining and Metals supplement of GRI</i></p>		

## GRI CONTENT INDEX (CONTINUED)

General standard disclosure	Section	Reporting level	External assurance
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b> <i>continued</i>			
<p><b>G4-20:</b> For each material Aspect, report the Aspect Boundary within the organisation, as follows:</p> <ul style="list-style-type: none"> <li>• Whether the Aspect is material within the organisation</li> <li>• If the Aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> <li>• The list of entities or groups of entities included in G4-17 for which the Aspect is not material or</li> <li>• The list of entities or groups of entities included in G4-17 for which the Aspects is material</li> </ul> </li> <li>• Specific limitation regarding the Aspect Boundary within the organisation</li> </ul>	All of the material Aspects listed above are material, to a greater or lesser degree, in all principal subsidiaries and operating entities of the group, as listed in the Annual Financial Statements	Fully	No
<p><b>G4-21:</b> For each material Aspect, report the Aspect Boundary outside the organisation, as follows:</p> <ul style="list-style-type: none"> <li>• Report whether the Aspect is material outside of the organisation</li> <li>• If the Aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified</li> <li>• Specific limitations regarding the Aspect Boundary outside the organisation</li> </ul>	<p>Due to the nature of the group's business, all of the aspects are also material outside the organisation and throughout this report we have provided examples of how these aspects are material. See particularly:</p> <ul style="list-style-type: none"> <li>• Employee and community health: 'Non-occupational disease' and 'Community health contributions' on pages 32 and 33</li> <li>• Managing community expectations and demonstrating contribution pages 35 to 41</li> </ul>	Fully	No
<p><b>G4-22:</b> The effect of any restatements of information provided in previous reports, and the reasons for such restatements</p>	Responsible environmental stewardship, Data tables pages 88 to 91	Fully	No
<p><b>G4-23:</b> Significant changes from previous reporting periods in the Scope and Aspect Boundaries</p>	No significant changes were made	Fully	No

## GRI CONTENT INDEX (CONTINUED)

General standard disclosure	Section	Reporting level	External assurance
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b> <i>continued</i>			
<b>G4-24:</b> List of stakeholder groups engaged by the organisation	<b>Integrated Report:</b> stakeholder engagement and material issues, <a href="#">page 23</a>	Fully	No
<b>G4-25:</b> Basis for identification and selection of stakeholders with whom to engage	<b>Integrated Report:</b> stakeholder engagement and material issues, <a href="#">page 23</a>	Fully	No
<b>G4-26:</b> Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and give an indication as to whether any of the engagement was undertaken specifically as part of the report preparation process	<b>Integrated Report:</b> stakeholder engagement and material issues, <a href="#">page 23</a>	Fully	No
<b>G4-27:</b> Key topics and concerns raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	<b>Integrated Report:</b> stakeholder engagement and material issues, <a href="#">pages 23 to 27</a> . Managing community expectations and demonstrating contributions, pages 35, 36, 38	Fully	No
<b>REPORT PROFILE</b>			
<b>G4-28:</b> Reporting period (such as fiscal or calendar year) for information provided	Selecting our report content, page 6	Fully	No
<b>G4-29:</b> Date of most recent previous report (if any)	Selecting our report content, page 6	Fully	No
<b>G4-30:</b> Reporting cycle (such as annual, biennial)	Selecting our report content, page 6	Fully	No
<b>G4-31:</b> Contact point for questions regarding the report or its contents	Questions and feedback – throughout the report	Fully	No
<b>G4-32:</b> 'In accordance' option: a. The 'in accordance' option the organisation has chosen b. The GRI Content Index for the chosen option c. Reference to the External Assurance Report	Reporting boundaries and scope, page 5	Fully	No
<b>G4-33:</b> Assurance: a. Policy and current practice with regard to seeking external assurance for the report b. Scope and basis of any external assurance provided c. Relationship between the organisation and the assurance providers d. Involvement of the highest governance body or senior executives in seeking assurance for the organisation's sustainability report	Report assurance, page 7 External assurance statement <a href="http://www.aga-reports.com/16/download/AGA-SDRIS-assurance-statement.pdf">www.aga-reports.com/16/download/AGA-SDRIS-assurance-statement.pdf</a>	Fully	No



## GRI CONTENT INDEX (CONTINUED)

General standard disclosure	Section	Reporting level	External assurance
<b>GOVERNANCE</b>			
<b>GOVERNANCE STRUCTURE AND COMPOSITION</b>			
<b>G4-34:</b> Governance structure of the organisation, including committees of the highest governance body. Committees responsible for decision-making on economic, environmental and social impacts.	<b>Integrated Report:</b> Corporate governance, page 138	Fully	No
<b>G4-36:</b> Executive-level positions with responsibility for economic, environmental and social topics, and whether post-holders report directly to the highest governance body	<b>Integrated Report:</b> Corporate governance, page 146	Fully	No
<b>G4-38:</b> Composition of the highest governance body and its committees by: <ul style="list-style-type: none"> <li>• Executive or non-executive</li> <li>• Independence</li> <li>• Tenure on the governance body</li> <li>• Number of each individual's other significant positions and commitments, and the nature of the commitments</li> <li>• Gender</li> <li>• Membership of under-represented social groups</li> <li>• Competences relating to economic, environmental and social impacts</li> <li>• Stakeholder representation</li> </ul>	<b>Integrated Report:</b> Corporate governance, page 133	Fully	No
<b>G4-39:</b> The Chair of the highest governance body position and, function within the organisation's management and the reasons for this arrangement	<b>Integrated Report:</b> Corporate governance, page 133	Fully	No
<b>G4-41:</b> Processes for the highest governance body to ensure conflicts of interest are avoided, managed and disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> <li>• Cross-board membership</li> <li>• Cross-shareholding with suppliers and other stakeholders</li> <li>• Existence of controlling shareholder</li> <li>• Related party disclosures</li> </ul>	<b>Integrated Report:</b> Corporate governance, pages 138 to 144	Fully	No
<b>G4-47:</b> Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	<b>Integrated Report:</b> Corporate governance, page 141	Fully	No

## GRI CONTENT INDEX (CONTINUED)



General standard disclosure	Section	Reporting level	External assurance
<b>GOVERNANCE</b> <i>continued</i>			
<b>HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING</b>			
<b>G4-48:</b> Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered	Strategy for sustainable development, page 15	Fully	No
<b>REMUNERATION AND INCENTIVES</b>			
<b>G4-51:</b> a. Remuneration policies for the highest governance body and senior executives for the types of remuneration below: <ul style="list-style-type: none"> <li>• Fixed pay and variable pay: <ul style="list-style-type: none"> <li>• Performance-based pay</li> <li>• Equity-based pay</li> <li>• Bonuses</li> <li>• Deferred or vested shares</li> </ul> </li> <li>• Sign-on bonuses or recruitment incentive payments</li> <li>• Termination payments</li> <li>• Clawbacks</li> <li>• Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> </ul> b. Performance criteria in the remuneration policy relating to the highest governance body's and senior executives' economic, environmental and social objectives	<b>Integrated Report:</b> Remuneration report, pages 145 to 169	Fully	No
<b>G4-52:</b> Process for determining remuneration. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management, and any other relationships which the remuneration consultants have with the organisation	<b>Integrated Report:</b> Remuneration report, page 169	Fully	No

## GRI CONTENT INDEX (CONTINUED)

General standard disclosure	Section	Reporting level	External assurance
<b>ETHICS AND INTEGRITY</b>			
<b>G4-56:</b> AngloGold Ashanti's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Our values, page 2 <b>Integrated Report:</b> Corporate governance, page 142	Fully	No
<b>G4-57:</b> Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines	<b>Integrated Report:</b> Corporate governance, page 142	Fully	No
<b>G4-58:</b> Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	<b>Integrated Report:</b> Corporate governance, pages 142 to 143	Fully	No

## GRI CONTENT INDEX (CONTINUED)


### SPECIFIC STANDARD DISCLOSURES

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: ECONOMIC</b>				
 <b>Economic performance</b>	<b>DMA: Economic performance</b>			
<b>G4-EC1:</b> Direct economic value generated and distributed. Royalties and taxes paid to government in terms of Extractive Industries Transparency Initiative (EITI) Principles	Corporate profile Value added statement, page 3	N/A	Fully	Yes 
<b>G4-EC2:</b> Financial implications and other risks and opportunities for the organisation's activities due to climate change	Carbon Disclosure Project Report <a href="http://www.anglogoldashanti.com/en/sustainability/CarbonDisclosureProject/Documents/CDPsubmission2016.pdf">www.anglogoldashanti.com/en/sustainability/CarbonDisclosureProject/Documents/CDPsubmission2016.pdf</a>	Actual financial data has not been collated for 2016 at a Group-wide level, although risks and opportunities are discussed in the CDP report.	Partially reported	No
<b>G4-EC3:</b> Coverage of the organisation's defined benefit plan obligations	This page	AngloGold Ashanti's defined benefit pension fund contributions are on average as follows: <ul style="list-style-type: none"> <li>• Employer: 24.26%</li> <li>• Employee: 6.64%</li> </ul> Effective 1 April 2013 the employer contribution rate reduced from 24.75% to 24.10% and the employee contribution rate increased from 6.15% to 6.80%.	Fully	No
<b>G4-EC4:</b> Financial assistance received from government	Navigating regulatory and political uncertainty and risk: Data tables, page 113	N/A	Fully	No




 Reasonable assurance

 Limited assurance




## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: ECONOMIC</b> <i>continued</i>				
 <b>Indirect economic impacts</b>	<b>DMA: Indirect economic impacts</b>			
<b>G4-EC6:</b> Percentage of senior management hired from local community at significant locations of operation	Talent management, skills development and employee relations, page 66 Data tables, page 75	N/A	Yes	Yes 
<b>G4-EC7:</b> Development and impact of infrastructure investments and services supported		N/A	Fully	No
<b>Procurement practices</b>	<b>DMA: Procurement practices</b>			
<b>G4-EC9:</b> Proportion of spending on local suppliers at significant locations of operation	Managing community expectations and demonstrating contribution, page 34 Data tables, page 75		Partially reported	Yes 







## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: ENVIRONMENTAL</b>				
<b>Materials      DMA: Materials</b>				
<b>G4-EN1:</b> Materials used by weight or volume	Responsible environmental stewardship: Data tables, pages 79 to 85	N/A	Fully	No
<b>Energy      DMA: Energy</b>				
<b>G4-EN3:</b> Direct energy consumption	Responsible environmental stewardship: Energy, page 40	N/A	Fully	Yes
<b>G4-EN5:</b> Energy intensity	Responsible environmental stewardship: Energy, page 40	N/A	Fully	No 
<b>Water      DMA: Water</b>				
<b>G4-EN8:</b> Total water withdrawal by source	Responsible environmental stewardship: Water, page 43	N/A	Fully	Yes 
<b>G4-EN9:</b> Water sources significantly affected by withdrawal of water	Responsible environmental stewardship: Data tables, page 93	Data tables	N/A	Partially
<b>G4-EN10:</b> Water recycling	Responsible environmental stewardship: Data tables, page 96	N/A	Partially	Yes 

## GRI CONTENT INDEX (CONTINUED)




Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: ENVIRONMENTAL</b> <i>continued</i>				
<b>Biodiversity</b> <b>DMA: Biodiversity</b>				
<b>G4-EN11:</b> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Responsible environmental stewardship: Biodiversity Data tables, page 78	N/A	Fully	Yes 
<b>G4-EN13:</b> Habitats protected or restored	Responsible environmental stewardship: Biodiversity Data tables, page 78	N/A	Partially	Yes 
<b>G4-EN14:</b> Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Responsible environmental stewardship: Biodiversity Data tables, page 78	N/A	Fully	No
<b>MM1:</b> Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Integrated closure planning: Data tables, page 99	N/A	Fully	Yes 
<b>MM2:</b> 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	Biodiversity, page 46	N/A	Partially	No

## GRI CONTENT INDEX (CONTINUED)



Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: ENVIRONMENTAL</b> <i>continued</i>				
<b>Emissions</b> <b>DMA: Emissions</b>				
<b>G4-EN15:</b> Direct greenhouse gas (GHG) emissions (Scope 1)	Responsible environmental stewardship: Climate change, page 45	N/A	Fully	Yes 
<b>G4-EN16:</b> Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Responsible environmental stewardship: Climate change, page 45	N/A	Fully	Yes 
<b>G4-EN18:</b> Greenhouse gas (GHG) emissions intensity	Responsible environmental stewardship: Climate change, page 43	N/A	Fully	Yes 
<b>G4-EN20:</b> Emissions of ozone depleting substances	Responsible environmental stewardship: Climate change, page 45 Data tables, page 93	N/A	Fully	No
<b>G4-EN21:</b> NOx, Sox and other significant emissions	Responsible environmental stewardship: Data tables, page 93	N/A	Fully	No
<b>G4-EN22:</b> Total water discharge by quality and destination	Responsible environmental stewardship: Water Data tables, page 96	N/A	Partially reported	Yes 
<b>Effluents and waste</b> <b>DMA: Effluents and waste</b>				
<b>G4-EN23:</b> Total waste by type and disposal method	Responsible environmental stewardship: Data tables, page 87	N/A	Fully	Yes 
<b>Environmental grievance mechanisms</b> <b>DMA: Environmental grievance mechanisms</b>				
<b>MM3:</b> Total amounts of overburden, rock, tailings, and sludges and their associated risks	Responsible environmental stewardship: Data tables, page 87	N/A	Fully	Yes 



## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: ENVIRONMENTAL</b> <i>continued</i>				
<b>Compliance</b> <b>DMA: Environmental compliance</b>				
<b>G4-EN29:</b> Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Responsible environmental stewardship, page 41	The company did not receive any significant fines for non-compliance with environmental laws and regulations during the year. Significant fines are defined as those above \$100,000.	Fully	Yes 
<b>Supplier environmental assessment</b> <b>DMA: Supplier environmental assessment</b>				
<b>G4-EN32:</b> Percentage of new suppliers that were screened using environmental criteria	Respecting human rights: Human rights and the supply chain, page 60	N/A	Fully	No
<b>G4-EN33:</b> Significant actual and potential negative environmental impacts in the supply chain and actions taken	Respecting human rights: Human rights and the supply chain, page 61	N/A	Fully	No
<b>ASPECT: SOCIAL: LABOUR PRACTICES AND DECENT WORK</b>				
<b>Employment</b> <b>DMA: Employment</b>				
<b>G4-LA4:</b> Percentage of employees covered by collective bargaining agreements	Talent management and skills development: Data tables: page 103	N/A	Fully	No
<b>G4-LA10:</b> Programmes for skills management and lifelong learning that support the continued employability of employees, to assist them in managing career endings	Talent management and skills development: Data tables: page 103	N/A	Fully	Yes 
<b>Labour/management relations</b> <b>DMA: Equal remuneration for men and women</b>				
<b>MM4:</b> Number of strikes and lock-outs exceeding one week's duration, by country	Talent management and skills development, Data tables: page 101	The following sites had no strikes and/or lock outs – Corporate office, South Africa, Tanzania Ghana, Guinea, Mali, Argentina, Brazil, Colombia, USA	Fully	Yes 


## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: LABOUR PRACTICES AND DECENT WORK</b> <i>continued</i>				
<b>Occupational health and safety</b> <b>DMA: Occupational health and safety</b>				
<b>G4-LA5:</b> 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	This page	Over 75% of the total workforce is represented at a group level.	Fully	No
<b>G4-LA6:</b> Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender	Employee safety Current and legacy employee and community health issues, Data tables: pages 72 and 73	Information on absenteeism at operations other than in the South Africa Region was not available.	Partially reported	Yes 
<b>G4-LA7:</b> Workers with high incidence or high risk of diseases related to their occupation	Employee and community health, pages 27 to 33	N/A	Fully	Yes 
<b>Diversity and equal opportunity</b> <b>DMA: Diversity and equal opportunity</b>				
<b>G4-LA12:</b> Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Talent management and skills development, Data tables: page 102	A breakdown of employees by age group and minority status was not available at all of our operations. This will be fully reported by 2016. A more critical measure in South Africa specifically, is the percentage of historically disadvantaged South Africans (HDSAs) in management roles, which we have reported.	Partially reported	No





## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: LABOUR PRACTICES AND DECENT WORK</b> <i>continued</i>				
<b>Supplier assessment for labour practices</b>	<b>DMA: Supplier assessment for labour practices</b>			
<b>G4-LA14:</b> Percentage of new suppliers that were screened using labour practices criteria	Respecting human rights: Data tables, page 105	N/A	Fully	No
<b>G4-LA15:</b> Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Respecting human rights: Data tables, page 105	N/A	Fully	No
<b>Labour practices grievance mechanisms</b>	<b>DMA: Labour practices grievance mechanisms</b>			
<b>G4-LA16:</b> Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Talent management and skills development: Data tables, page 101	N/A	Fully	No
<b>ASPECT: SOCIAL: HUMAN RIGHTS</b>				
<b>Investment</b>	<b>DMA: Investment</b>			
<b>G4-HR1:</b> Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	This page	AngloGold Ashanti is aware that the human rights performance by its network of suppliers, business partners and contractors may have a significant impact on the communities in which it operates. Where appropriate, specific human rights clauses are included in significant contracts (including collective bargaining and other labour conventions) and human rights considerations are part of all company processes related to acquisitions, investments, divestments and joint venture opportunities.	Partially reported	No

## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: HUMAN RIGHTS</b> <i>continued</i>				
<b>Freedom of association and collective bargaining</b> <b>DMA: Freedom of association and collective bargaining</b>				
<b>G4-HR3:</b> Total number of incidents of discrimination and corrective action taken	Respecting human rights: Data tables, page 106	N/A	Partially	No
<b>G4-HR4:</b> Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Respecting human rights: Data tables, page 105	N/A	Fully	No
<b>Child labour</b> <b>DMA: Child labour</b>				
<b>G4-HR5:</b> Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Respecting human rights, page 104 This page		Fully	No
<b>Forced or compulsory labour</b> <b>DMA: Forced or compulsory labour</b>				
<b>G4-HR6:</b> Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Respecting human rights: Data tables, page 106	N/A	Fully	No
<b>Security practices</b> <b>DMA: Security practices</b>				
<b>G4-HR7:</b> Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	Respecting human rights, page 60	N/A	Fully	Yes 


## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: HUMAN RIGHTS</b> <i>continued</i>				
<b>Indigenous rights</b> <b>DMA: Indigenous rights</b>				
<b>G4-HR8:</b> Total number of incidents of violations involving rights of individuals and actions taken	Respecting human rights: Data tables, page 106	N/A	Fully	No
<b>Assessment</b> <b>DMA: Assessment</b>				
<b>G4-HR9:</b> Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Respecting human rights: Data tables, page 106	N/A	Fully	Yes 
<b>MM5:</b> Proximity to indigenous territories	Managing community expectations and demonstrating contribution: Data tables, page 74	N/A	Partially	No
<b>Supplier human rights assessment</b> <b>DMA: Supplier human rights assessment</b>				
<b>G4-HR10:</b> Percentage of new suppliers that were screened using human rights criteria	Respecting human rights, page 72	N/A	Fully	Yes 
<b>G4-HR11:</b> Significant actual and potential negative human rights impacts in the supply chain and actions taken	Respecting human rights, page 72	N/A	Fully	Yes 
<b>G4-HR12:</b> Number of grievances about human rights impacts and impacts on society	Respecting human rights, page 105	N/A	Fully	Yes 


## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: SOCIETY</b>				
<b>Local communities</b>	<b>DMA: Local communities</b>			
<b>G4-SO1:</b> Percentage of operations with implemented local community engagement, impact assessments, and development programmes	This page	Data regarding community impact assessments is not collated at this stage, but we plan to do so by the next reporting cycle.	Partially	No
<b>G4-SO2:</b> Operations with significant actual or potential negative impacts on local communities	Managing community expectations and demonstrating contribution: Data tables, page 74	N/A	Fully	No

## GRI CONTENT INDEX (CONTINUED)





Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: SOCIETY</b> <i>continued</i>				
<b>Local communities</b>	<b>DMA: Local communities</b> <i>continued</i>			
<b>G4-SO3:</b> Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	This page	<p>All business units were assessed for risks related to bribery and corruption in 2015, including through the use of on-site assessment as part of our combined assurance audit programme.</p> <p>In addition, our Code of Business Principles and Ethics and related policies are provided to all employees (100%), and all employees have been advised that the company will take active steps against fraud and corruption in all its forms, including bribery and extortion. Our Group Compliance team provide both DVD training specifically for employees who do not have access to computers, and online training for others. In addition, face-to-face training is provided at the site level (using a risk based assessment to determine the content of the presentations and the specific sites). An online code of ethics training module, launched in September 2012, contains two anti-bribery modules. A bribery and corruption prevention on-line module was also launched to employees most at risk.</p>	Fully	Yes 

## GRI CONTENT INDEX (CONTINUED)


Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: SOCIETY</b> <i>continued</i>				
<b>Local communities</b>	<b>DMA: Local communities</b> <i>continued</i>			
<b>G4-SO3:</b> <i>continued</i>		In 2015, AngloGold Ashanti updated its anti-bribery and anti-corruption (ABAC) policy, and also provided practical guidance for certain ABAC scenarios. This policy and guidance was distributed and communicated globally to all employees. In addition, all employees without online access receive annual DVD training (with or without local-language facilitators, as needed) that includes attention to bribery and corruption matters. As well, utilising a risk-based approach, “live” in-person training is also provided, covering not just bribery and corruption but related issues such as conflicts of interest, receiving gifts, interacting with government officials, and procedures for hiring agents and intermediaries, to name only a few of our trainings. These trainings and communications are in addition to our posters, corporate email communications, regular compliance newsletters and other newsletter articles, and compliance intranet portal communications, along w/SMS communications in certain jurisdictions.		
<b>MM6:</b> Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Land access and resettlement, pages 35 to 37	N/A	Fully	Yes 




## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: SOCIETY</b> <i>continued</i>				
<b>Local communities</b> <b>DMA: Local communities</b> <i>continued</i>				
<b>MM7:</b> 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.	Grievance management, page 3	N/A	Partially	Yes 
<b>Artisanal and small-scale mining</b> <b>DMA: Artisanal and small-scale mining</b>				
<b>MM8:</b> Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Artisanal and small-scale mining, page 51	N/A	Fully	Yes 
<b>Resettlement</b> <b>DMA: Resettlement</b>				
<b>MM9:</b> Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Land use, access and resettlement, pages 35 to 37	N/A	Fully	Yes 
<b>Closure planning</b> <b>DMA: Closure planning</b>				
<b>MM10:</b> Number and percentage of operations with closure plans	Integrated closure management, page 48	N/A	Fully	Yes 

## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: SOCIETY</b> <i>continued</i>				
<b>Anti-corruption</b>	<b>DMA: Anti-corruption</b>			
<b>G4-SO4:</b> Communication and training on anti-corruption policies and procedures	Regulatory and political risk: Data tables, page 107		Fully	No
<b>G4-SO5:</b> Confirmed incidents of corruption and actions taken	Regulatory and political risk: Data tables, page 107	Though various reporting mechanisms, including via our third-party whistleblowing hotline, AngloGold Ashanti employees and contractors have reported allegations of corruption in the various regions where we operate. In 2016, two employees were dismissed (after disciplinary hearings) based on findings of misconduct. In addition, two supplier contracts were terminated. There were no indictments or complaints (criminal or civil) regarding corruption publicly (or privately) filed with any court by any prosecutor or otherwise received by AngloGold Ashanti.	Fully	Yes 

## GRI CONTENT INDEX (CONTINUED)

Material Aspects: DMA and Indicators	Section	Omissions	Reporting level	External assurance
<b>ASPECT: SOCIAL: SOCIETY</b> <i>continued</i>				
<b>Anti-corruption</b> <b>DMA: Anti-corruption</b>				
<b>G4-SO6:</b> Total value of political contributions by country and recipient/beneficiary	Regulatory and political risk. Data tables: page 109	N/A	Fully	No
<b>G4-SO8:</b> Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	This page	A significant legal issue is defined as one that could result in a potential liability to the company and an issue with a potentially negative consequence for the company's reputation, as assessed by the executive committee. AngloGold Ashanti defines a significant fine as one that exceeds \$100,000. No such fines were received in 2015, nor were any significant non-monetary sanctions imposed.	Fully	Yes 
<b>Supplier assessments for impacts on society</b> <b>DMA: Supplier assessments for impacts on society</b>				
<b>G4-SO9:</b> Percentage of new suppliers that were screened using criteria for impacts on society	Respecting human rights, page 72	N/A	Fully	No
<b>G4-SO10:</b> Significant actual and potential negative impacts on society in the supply chain and actions taken	Respecting human rights, page 72	N/A	Partially	No
<b>Grievance mechanisms for impacts on society</b> <b>DMA: Grievance mechanisms for impacts on society</b>				