

GLOBAL AGREEMENT

between

ANGLOGOLD LTD.

(AngloGold)

and

INTERNATIONAL FEDERATION OF CHEMICAL,

ENERGY, MINE AND

GENERAL WORKERS' UNIONS

(the ICEM)

on

**THE PROMOTION AND IMPLEMENTATION OF GOOD HUMAN AND
INDUSTRIAL RELATIONS IN ANGLOGOLD OPERATIONS WORLDWIDE**

1.1 AngloGold is a South African based gold mining company with business operations in several countries around the world. The ICEM represents trade unions that organise workers in the mining industry worldwide.

1.2 AngloGold and the ICEM record their mutual interest in the development and sustainability of the gold mining industry worldwide, and in good human resources and industrial relations practice.

1.3 AngloGold and the ICEM agree to give practical effect to their common interest, and accordingly enter into this agreement to:

- create an effective channel for an ongoing dialogue between them to protect and advance their mutual interests;
- affirm the principles and values of internationally accepted labour relations and human resource practice;and
- establish a procedure for the resolution of disagreements that may arise from time to time.

1.4 In pursuance of this objective and of advancing the interests of all stakeholders in the gold mining industry the parties seek to promote an industry that is safe, humane and productive.

2 APPLICATION

This agreement is intended to apply to operations, wherever situated, over which AngloGold has direct managerial control. The parties agree that no additional processes or rights other than those specified in this

agreement will be imposed by the application of the agreement by ICEM affiliates.

3 **FUNDAMENTAL PRINCIPLES AND VALUES**

The parties respect the following principles and values:

- the promotion of universal respect for and observance of human rights and fundamental freedoms for all, without distinction as to race, gender, language, national extraction, social origin, political opinion or religion;
- the rights of freedom of association with due regard to the principles underlying [ILO Convention 87](#);
- the determination of the terms and conditions of employment through appropriate mechanisms, with due regard to the principles underlying [ILO Convention 98](#);
- the elimination of all forms of forced and compulsory labour as proscribed by [ILO Conventions 29](#) and [105](#);
- the effective abolition of child labour as proscribed by [ILO Conventions 138](#) and [182](#);
- the elimination of discrimination and the promotion of employment equality in respect of employment policies and practices, with due regard to [ILO Conventions 100](#) and [111](#);
- the provision of a safe and healthy working environment by the application of industry best practice;

- the conduct of mining operations with proper regard for the environment and for the health and safety of all those involved, and the public at large;
- the promotion of good relationships with local communities and a positive and meaningful contribution to community activities; and
- those principles and values referred to in the UN General Secretary's initiative, the Global Compact.

4 IMPLEMENTATION

4.1 Review and Application

The parties agree to meet as often as is necessary, but at least annually, to review past practice and to preview future plans relevant to their interests, and to discuss the terms of this agreement. A sub-committee will be established to consider plans and proposals placed before it by either party following any alleged breach of accepted standards of conduct that could not be resolved at the level of local and national operation.

4.2 Information Sharing and Training

The parties agree to distribute copies of this agreement throughout their organisations to each appropriate level and area, and to advise the parties of their rights and duties under this agreement.

5 ADMINISTRATION AND DURATION

- 5.1 The General Secretary of the ICEM or a designated nominee and the Chief Executive Officer of AngloGold or a designated nominee is responsible for the administration of the agreement.
- 5.2 The agreement will come into effect once signed and remains in force unless otherwise agreed or amended, or terminated by either party giving three calendar months' notice, in writing, to the other.

Signed by

Fred Higgs, *General Secretary*, **ICEM**

Bobby Godsell, *CEO*, **Anglogold**

Senzeni Zokwana, *President*, **NUM**