

# Group Safety, Health and Environment (SHE) Policy



We commit to a high performance and purpose-led culture in which everyone demonstrates strong leadership. By doing so, we work together to maintain a safe and healthy workplace, protect the natural resources, ecosystems, and services around us, and to build and maintain thriving communities in the areas where we operate.

SHE Management is integrated into everything we do, all the time, everywhere.

## Our guiding principles



**Zero Mindset**



**No Repeats**



**Simple Non-Negotiable Standards**

## What do I need to do?

Everyone who works for Anglo American

Business leaders, general managers, functional managers and supervisors

### Leadership

Apply our leadership culture.

Integrate SHE into activities, targets and objectives.

Speak up and stop work if things are not right.

The work environment must demonstrate trust and transparency.

Create values-driven, psychologically safe work environments for all.

Ensure the accountability framework is applied fairly and consistently.

### Integration

SHE requirements must be integrated into the life-cycle of all operational activities and through the Anglo American Operating Model.

SHE Standards and procedures must be known and integrated into all activities through, including through the Anglo American Operating Model.

Teams must have the right skills, training, knowledge and authorisation.

### Implementation

Always identify, assess and manage SHE risks and opportunities.

Identify, prioritise and implement controls and actions.

Continuously monitor performance.

Ensure resources to manage SHE are in place.

Monitor progress against short term objectives and long term strategies.

SHE expertise must be approved by the SHE team.

### Governance and Compliance

Know the specific expected performance requirements.

Raise and discuss SHE compliance concerns/queries.

A rigorous governance plan must be in place.

Proactively monitor, report and act on compliance obligations, commitments and conditions.

### Continuous Improvement

Collaboratively monitor, analyse, report, share and learn from incidents and non-conformances.

Focus on 'what goes wrong' and 'what goes right'.

Have forums for workforce consultation, participation and engagement.

Take action to implement approved improvement opportunities to create a net positive legacy.

Monitoring & Analysis



Reporting



Assurance  
Three Lines of Assurance

