



GLOBAL AGREEMENT

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between

ANGLOGOLD ASHANTI LIMITED
(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. PREAMBLE

- 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 organize 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 their mutual interests;

Advance and 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

- 2.1 This agreement is intended to apply to operations, wherever situated, over which AngloGold has direct managerial control. The parties are committed to developing trusting and constructive relations to ensure effective application of this agreement.
- 2.2 The parties intend for this agreement to enhance but not to interfere with or replace principles or practices already established in terms of local legislation or regulation or through collective bargaining.
- 2.3 AngloGold respects the right of its employees to freely decide whether or not to establish or to associate with any legitimate trade union of their choice. AngloGold shall remain strictly neutral concerning its employees' choice in the matter.
- 2.4 In instances where AngloGold does not have direct control or in the case of subsidiaries the company will exercise its best effort to secure compliance with the standards and principles set out in this agreement in accordance with the economic, labour and cultural realities specific to each country in a spirit of continuous progress.

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 Conventi138 and 182;

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- 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;
- The promotion of a socially responsible approach to the restructuring of its units and activities, including adequate notification of changes likely to affect the workforce, surrounding communities and the environment ;
- The promotion of those principles and values referred to in the Global Reporting Initiative (GRI) and the United Nations Global Compact.

4. IMPLEMENTATION

Review and Application:

- 4.1 The parties agree to meet annually at corporate level, that is not at operational or regional level, to review past practice and to preview future plans relevant to their interests, and to discuss the terms of this agreement.
- 4.2 In addition to the general industrial relations issues and health and safety and the environment, the following topics may be discussed at corporate level, if so agreed in advance:
- General corporate policy on employment, occupational health, safety and environmental issues and challenges affecting those within the company and, as appropriate, between the company and its related companies including suppliers and subcontractors;
 - The economic and financial position of the company and the development of its business and related activities;
 - Training and education matters;
 - Issues affecting the exercise of trade union rights;
 - Any other issues mutually agreed upon.

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4.3 An ad hoc sub-committee will be established when necessary 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 corporate level as per 4.1.

4.4 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 in the relevant language of the country concerned. (Additional wording).

4.5 AngloGold Ashanti will consider facilitating meetings between shop stewards from relevant operations when specific issues of common interest are identified such as labour relations training and collective bargaining training, and where it is agreed by the parties to be in the interests of both ICEM affiliates and AngloGold Ashanti.

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 at MIDRAND RSA on 27 MAY 2009 by

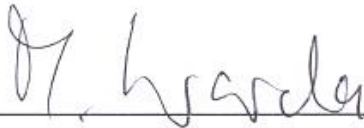
Witness:

1.



2.




Manfred Warda, General Secretary, ICEM



Signed at MIDRAND RSA on 27 MAY 2009 by _____

Witness:

1. [Signature]

2. [Signature]

[Signature]
Robbie Lazare, Executive Vice President:
Human Resources, AngloGold Ashanti Limited

Signed at _____ on _____ by _____

Witness:

1. [Signature]

2. [Signature]

[Signature]
Senzeni Zokwana, President, ICEM