



Volunteering in 2020

Supporting our host
communities during
a global pandemic



Welcome



What a difference a year makes. When Covid-19 came crashing into our world, none of us could have imagined the impact it would have on our lives, our communities, our business and our ways of working.

Unlike anything else we've seen in more than a century, let alone our lifetimes, this virus has meant we've all had to dig deep and find solutions to old problems in new and innovative ways.

For the first time in living memory, every one of us was potentially vulnerable. One of the interesting dimensions for us as a global business was that all our host communities faced challenges simultaneously – from Australia to Zimbabwe, Peru to Finland.

So, our volunteer work became more important than ever.

In 2020 we put together one of the most ambitious programmes of support to host communities in Anglo American's history when we launched WeCare. And our volunteers formed a big part of that programme. Each of our wonderful 2020 volunteers had to adapt how they supported charities and host communities to make a difference.

And they didn't disappoint. Whether running a training event virtually rather than in person; distributing aid packages to homes; educating the next generation, or supporting urban farming to grow crops, our employee volunteers have been adaptable and resourceful –

and all against the backdrop of a medical and human emergency in a disrupted environment.

As both individuals and as an organisation we stepped up to the mark. We responded quickly and efficiently to change and adapted our ways of working, while still managing to support those in need.

For many years I have been supporting The Salvation Army, a charity close to my heart. Like many others, I ended up conducting most of my 2020 engagement with them sitting behind a computer screen. It's definitely a different experience and I did miss that more personal interaction, but it was important for me to continue to stay engaged, and happily I still got a great deal of fulfilment out of it.

In fact, 46% of our Ambassadors for Good projects were performed virtually and 47% were a mixture of virtual and in-person. That we continued to support so many beneficiaries in 2020 is testament to the resilience, compassion and sheer tenacity of our volunteers.

It also meant that instead of the pandemic resulting in a drop in volunteering numbers, 2020 was in fact a record, with more projects underway than any other year! That says a lot about our business and even more about our people.

Thank you to all of our volunteers for getting involved and living our Values. For inspiring me personally, and no doubt many others. For coming through in a time of huge challenge and making a difference. I am so impressed by your work and your commitment to bringing our Purpose to life every day.

A handwritten signature in black ink, appearing to be 'S Pearce'.

Stephen Pearce (Finance Director)



Volunteering in a pandemic

Employee

Every year we ask our employees, what motivates them to volunteer. In 2020, when the global pandemic impacted every aspect of our lives, we were more curious than ever to understand motivations to volunteer - especially during a time of personal and professional uncertainty and upheaval. As you would expect, each respondent gave a unique mix of personal and professional reasons, but we also found some universal themes including: an overwhelming belief that volunteering had a positive impact on teamwork; increased job satisfaction; acquiring, developing or improving skills, especially communication, teamwork, collaboration and adaptability. For most of our volunteers, the opportunity to help make a real difference to the lives of others was an important personal development opportunity that also matched their individual career goals.

Community

Volunteering reinforces the Values that are at the heart of everything we do as a company. By collaborating with colleagues and partner organisations to share their skills, ideas and expertise, our volunteers are helping to build the foundations of positive change for future generations. By forging partnerships, volunteering helps to find new and innovative solutions, which in turn helps to build stronger relationships with the people we work with in the wider community, including the media and shareholders. In 2020 our volunteers had to quickly adapt to new ways of supporting our communities, and almost half of all projects were supported virtually or through a mix of virtual and in-person engagement. As a result of volunteering almost 85% of respondents said they felt more engaged with their communities.

Company

Volunteering contributes to our social licence to operate, and through living our Values of Collaboration, Accountability, Innovation, Integrity, Safety, Care and Respect we can trial new ideas, services, skills and practices that help to make the world a better place, and reinforce our company as an industry leader in corporate and social responsibility, health, recruitment and wellbeing. During the 2020 pandemic, our response effort meant that we had to adapt and tailor our ways of supporting host communities. As a result, three quarters of our volunteers felt like they had personally contributed to the Sustainable Mining Plan or Building Forever Pillars.

Pictured on left: Seeds of Tomorrow – Ambassadors for Good Project, Belo Horizonte, Brazil. Naiara Rocha Pereira, Community Leader (not an Anglo American employee) building a community space and children’s playground. Pictured on right: Seeds of Life – Ambassadors for Good Project, Singapore. Ambassadors planting nitrogen-fixing plants to nourish the soil for the pilot launch of the urban farming project.



Our volunteer programmes

Ambassadors for Good

Brazil, Canada, Singapore, South Africa, UK



Our Ambassadors for Good Programme is a popular skills-based employee volunteering programme that gives Anglo American and De Beers Group employees the opportunity to leverage their professional and personal skills to support social projects in their local communities, backed by funding from the Anglo American Foundation. It was successfully launched as a pilot in the UK and South Africa in 2018, with 72 projects accepted. In 2019 the programme expanded to include Canada and Brazil, accepting 82 projects, and was awarded the Impact 2030 Innovation Award. In 2020 the programme expanded to Singapore and accepted 82 projects.

Pictured: South Africa, Whole School Development at Mothibistad – Ambassadors for Good Project, robotics day

Embajadores Programme

Chile



Our Embajadores Programme empowers employees to become active volunteers in their communities by raising awareness and enabling them to use their skills and qualifications to help others. The programme offers the chance to work with not-for-profit organisations on projects that meet the needs of the communities around them. Employees can participate as volunteers, devoting their time and talent to serving their communities. The success of the Embajadores programme is what inspired the design of Ambassadors for Good.

Pictured: Macarena Ortega. Embajadora – Agromonte Parque Quilapilún de Anglo American.

Platinum for Good

South Africa



Our online volunteering platform, Platinum for Good, launched in 2017 with the aim of encouraging employees to match their donations, which could be cash, time or goods, to the wants and needs of causes or charities registered on the platform. Due to the challenges of Covid-19 which became apparent in 2020, the decision was taken to close the programme and divert volunteering activity to the Ambassadors for Good and Match Giving campaigns. During its lifespan, Platinum for Good has led to thousands of lives being changed, impacting 422 causes and impacting over 5 million beneficiaries.

Pictured: Mogalakwena staff assist 'Care of the Caregivers' in food parcel donations to the community during the Covid-19 pandemic.

Group impact at a glance (2020)

Employee:



350

Number of volunteers

Six

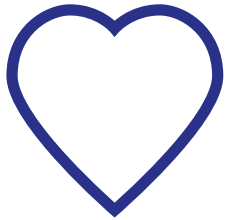
Number of countries involved across Anglo American and De Beers



8,742

Number of total hours donated

Community:



95,434

Number of beneficiaries

332

Number of charities and social projects supported

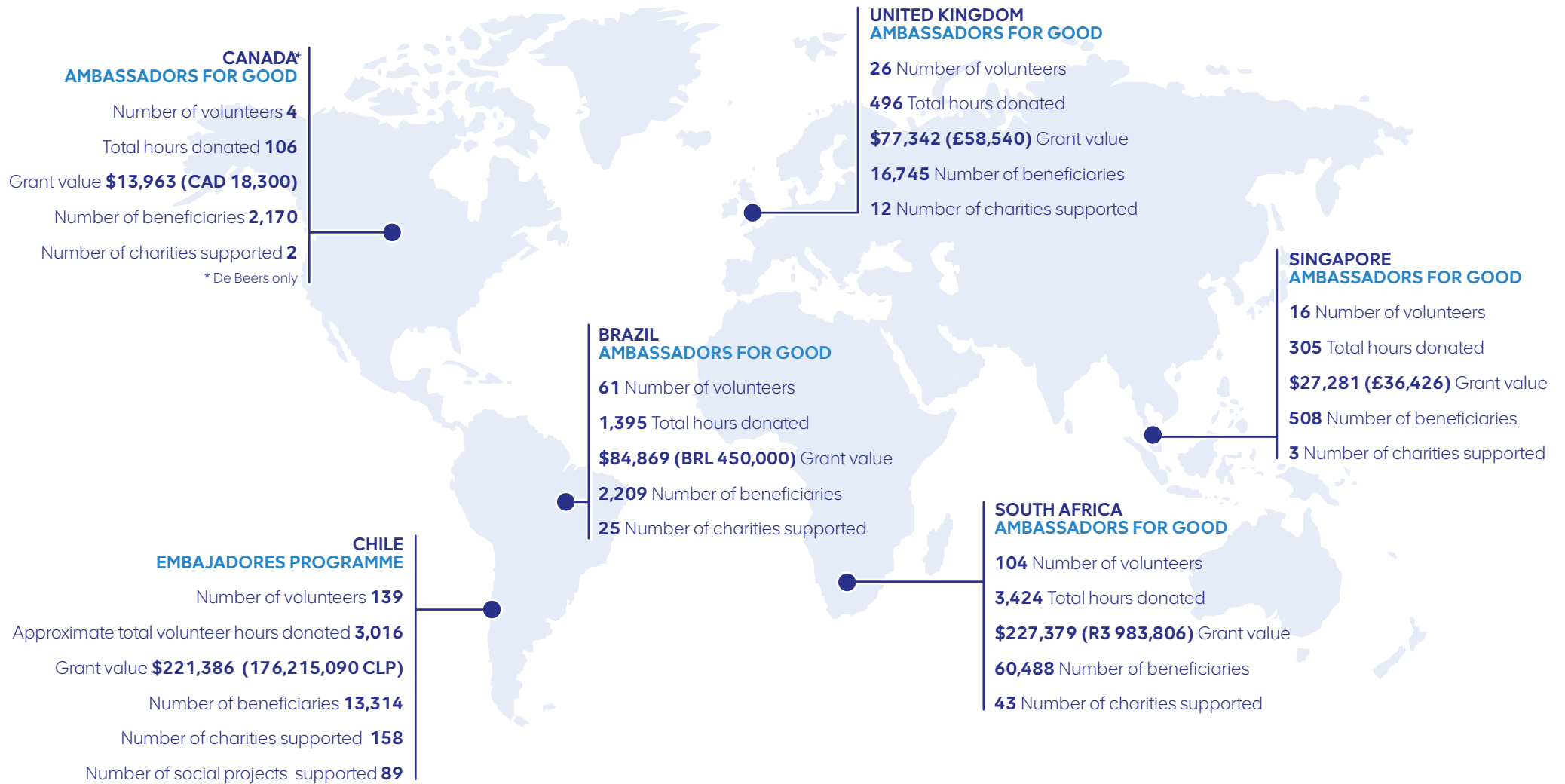
Company:

\$652,220

Total grant value*

* Figures calculated using an exchange rate from June 1, 2020

Group impact (breakdown by country)



Note: Figures calculated using an exchange rate from June 1, 2020

What our volunteers said*

About volunteering

Percentage of volunteers who

86%

Said it made them feel more motivated to perform in their work.

84%

Said it made them feel more engaged with the broader Anglo American or De Beers communities.

88%

Felt it had a positive impact on their ability to engage in teamwork within their normal work role.

90%

Said it increased their job satisfaction.

About contributing

Percentage of volunteers who

75%

Felt that they contributed to the Sustainable Mining Plan Strategic Pillars through the implementation of their project.

88%

Believe they acquired, improved or developed skills or competencies as a result of their participation in the programme.

97%

Said they expect the support received from the Ambassadors for Good Programme to be a change agent for their recipients' organisation.

72%

Said their knowledge of sustainable development issues in the workplace increased as a result of participation in the programme.

What our recipients said

About Anglo American and De Beers

Percentage of partner organisations who

97%

Believe Anglo American and De Beers are a positive influence in the communities in which they work.

91%

Said the Ambassadors for Good Programme improved their impression of Anglo American and De Beers.



* These figures only refer to survey data from the Ambassadors for Good Programme

What our volunteers and partners said

“ We make a living by what we get.
We make a life by what we give.
This is how I explain the benefits of
volunteering to my team.
Partner organisation ”

“ Many lives have been touched
through this program so I give it
the green light 100%.
Volunteer ”

“ Ambassadors for Good provides
the funds and most importantly
the catalyst for change in
our communities.
Partner organisation ”

“ Volunteering has broadened my
horizons and given me so many
ideas of small changes which
we can make within the host
communities which could really
change people’s lives. Small
changes can make a big impact.
Volunteer ”

“ The Ambassadors for Good
Programme has enabled STEM
outreach to continue in an
abnormal year to inspire the next
generation of scientists
and engineers.
Volunteer ”

“ I realised how projects can
sustainably assist communities,
even when it’s small acts.
Volunteer ”

“ Given the limitations imposed by
Covid-19 we managed to make
a significant impact on the lives of
the beneficiaries.
Volunteer ”

“ Once you are involved in
volunteering you can see how
people’s lives change. These
projects invest back into
our communities.
Volunteer ”

“ Programmes such as
Ambassadors for Good are great
examples of how partnerships
working between charities,
companies and employees really
can achieve great results and
outcomes for good causes across
the world.
Partner organisation ”

Some of the ways our volunteers made a difference in 2020

Health and wellbeing



We built a playground and recreational space which benefited 200 people in the community.

We put food on the table for six weeks for 116 vulnerable community members during lockdown.

We shared resources and provided funding for mental health first aid training.

We delivered sustainable masks to 1,000 people in the community.



Healthy environment



We constructed and installed a water filtration system at a school.

We gave waste management training to 1,120 school children.

We cleaned a river where debris and litter collects.

We delivered 50 home box garden kits and manuals to families so they could grow their own food.



Education



We provided law books to a University in Sierra Leone.

We inspired 120 girls aged 7-25 to consider a career in STEM.

We trained 10 school leaders in bullying, harassment and victimisation awareness.

We taught music to 120 disadvantaged children.

We set up a YouTube channel so that a virtual Careers Day was possible.

We facilitated careers guidance for all Grade 12 learners.

We made school uniforms for 31 students.

We organised an online exhibition at the Oxford IF Festival Outreach to teach kids about synthetic diamonds.

We delivered Saturday maths and science classes to learners.



Livelihoods



We supported female entrepreneurs through an online event.

We provided ID and created CVs for homeless men to help them find work.





For further information contact:
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Pictured on the front cover: Eddie Sim, Ambassadors for Good Project Seeds of Life, Singapore. Planting nitrogen-fixing plants to nourish the soil for the pilot launch of the urban farming project.