

# VOLUNTEERING AT ANGLO AMERICAN

Some of the ways our volunteers made a difference in 2019





# WELCOME

It's amazing how life can feel like it gets busier day by day. The very idea of volunteering – to give your time and energy to a cause without financial reward – can often feel like just one more thing on an already unachievable to do list.

However, volunteering is important for many reasons – not only for the local communities and organisations that we give our time to. It's also vital for Anglo American. It helps give us our social licence to operate and reinforces the Values that are at the heart of everything we do. And as I've personally found, being a volunteer helps reduce stress, put life in perspective and improve mental health.

For all of my working life I've tried to give back where I can – so often what is most needed is the commitment of time, not just financial support. And sometimes time can feel like the most precious resource of all. I am humbled by how many of you gave up your time to causes close to your hearts. In 2019 my fellow GMC colleagues and I also returned to volunteer at Cambria House (run by the Salvation Army) in London, helping resettle single men experiencing homelessness.

And while coronavirus has changed our lives forever, it has also reinforced how crucially important volunteering is to the livelihood of so many of our local communities. Now more than ever we need to stand together and re-imagine how we in mining can make a difference in people's lives by protecting those who are most vulnerable in our society.

Thank you to all of our volunteers across the world for giving your time to such important causes. We are inspired by your work, as well as your commitment to living our Purpose.

**STEPHEN PEARCE**  
Finance Director



# WHY WE VOLUNTEER?

## PERSONAL

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We wanted to understand what motivates you to volunteer, so in 2019 we asked you that very question! This helped us to build a picture of your personal and professional reasons for volunteering. Although each of you had a uniquely personal story to tell, we also found some universal themes including: better cultural awareness; cultivating your leadership abilities; improved ability to work with teams globally or in different departments; a sense of purpose or job satisfaction; and a better understanding of how our company can help to make social changes. For most of you, the opportunity to help make social changes was an important personal development opportunity that also matched your career goals.

## COMMUNITY

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Volunteering reinforces the Values that are at the heart of everything we do as a company. By sharing your skills, ideas and expertise with colleagues and partner organisations, our volunteers are helping to build the foundations of positive change for future generations. Through collaboration and partnership, 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.

## COMPANY

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Volunteering helps give us our social licence to operate, and through living our Values of Collaboration, Accountability, Innovation, Safety, Care and Respect we can trial new ideas, services, skills and practices that will 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.



# OUR VOLUNTEER PROGRAMMES

## Ambassadors for Good UK, South Africa, Canada, Brazil



This is an established 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.

## 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 abilities 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.

## Platinum for Good South Africa



Our online volunteering platform, Platinum for Good, launched in 2017. It encourages 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. There were 680 registered employee volunteers on the platform and a total of 454 causes – 22 of them unique to Platinum. 2019 also saw the soft launch of an online store that sells goods produced by registered causes.

# GROUP IMPACT

At a glance (2019)

## PARTICIPANT:

**1,230**    **5**

NUMBER OF  
VOLUNTEERS

NUMBER OF COUNTRIES INVOLVED  
ACROSS ANGLO AMERICAN AND DE BEERS



**7,272**

NUMBER OF HOURS  
DONATED

$$= \left[ \begin{array}{l} \mathbf{5,912} \\ \text{TOTAL VOLUNTEER} \\ \text{HOURS} \end{array} + \begin{array}{l} \mathbf{1,360} \\ \text{TOTAL WORK} \\ \text{HOURS} \end{array} \right]$$

## COMMUNITY:

**40,792**

NUMBER OF  
BENEFICIARIES

**198**

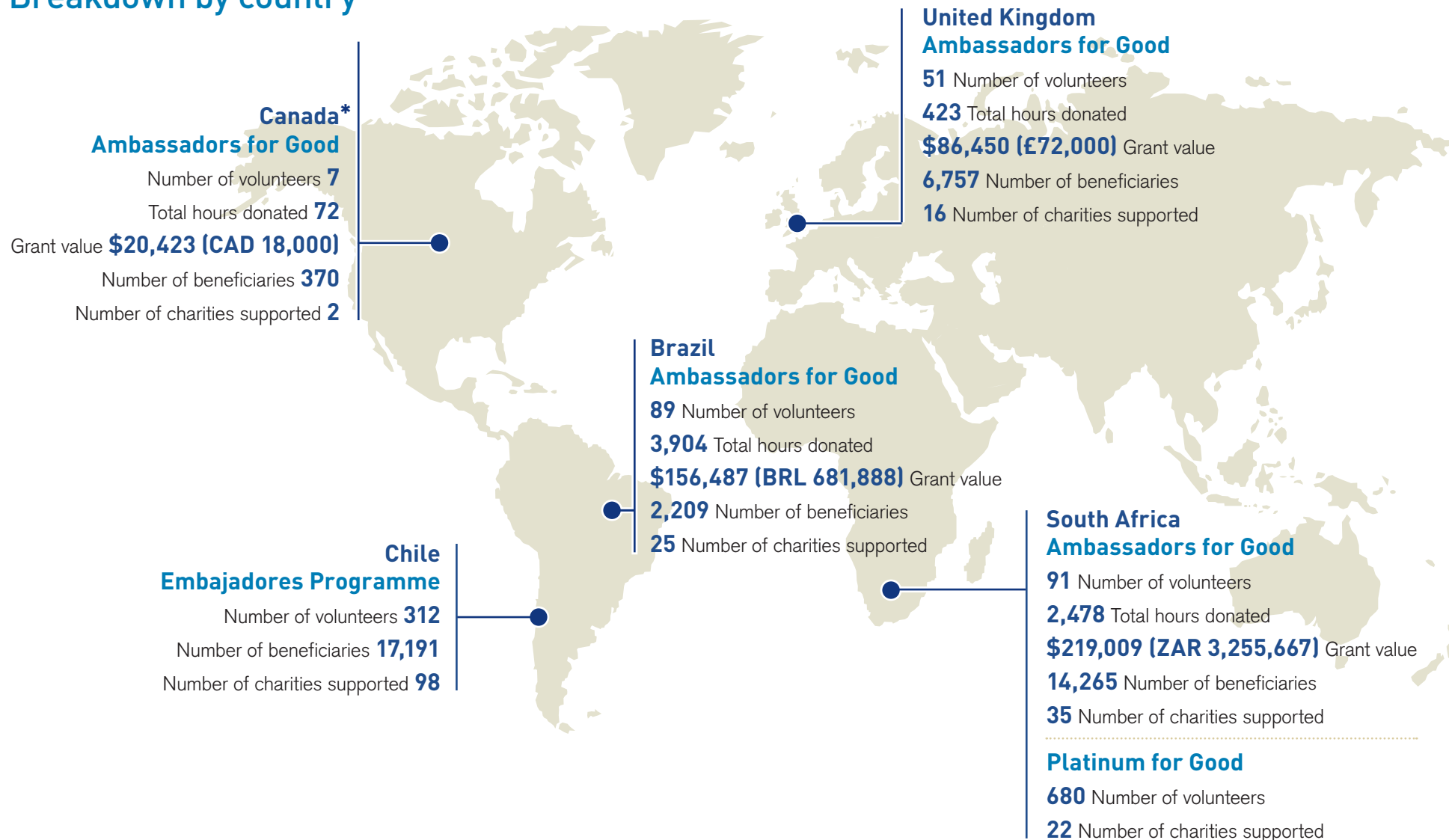
NUMBER OF  
CHARITIES SUPPORTED

**COMPANY: \$482,370** TOTAL GRANT VALUE\*

\* Approximate, based on current exchange rates

# GROUP IMPACT

## Breakdown by country



# THE BENEFITS OF VOLUNTEERING

## Personal benefits

'Working as a team for one goal. It has been a great experience learning from other teams and what they do to make a difference in the community.'

'Development of relationship skills in a very different environment from the corporate.'

'Development of important qualities for personal and professional growth.'



## Community benefits

'I have learned that people are the soul of the company's business, and it is essential to be close to the community in which we operate.'

'The investment in the communities that Anglo American operates in is immeasurable. Bit by bit the landscape is being changed.'



## Supports diversity

'Different viewpoints and experiences provide a richer team dynamic and results.'

'Cultural differences within the team made hearing the voice and requirement of the organization we worked with clearer.'

'People from different backgrounds allowed us to tackle problems and look at issues in different ways.'

'Different visions, contacts and knowledge enriched all projects, in planning and also in execution.'

## Company benefits

'Our company cares about the people, the development of people and the environment as much as they care about business.'

## Why should I volunteer?

'Giving and doing good for others is doing good and giving to yourself; it is a gift to yourself.'

'Lives are positively changed forever through such programmes.'

## SOME OF THE WAYS OUR VOLUNTEERS MADE A DIFFERENCE IN 2019

### UNITED KINGDOM:

- We cleaned up Clapham Common, a park in London
- We increased the number of high school girls interested in STEM
- We built a new roof for a classroom cabin
- We helped to upgrade the beekeeping equipment in a public green space

### SOUTH AFRICA:

- We helped to get girls excited about reusable sanitary products and embrace their bodies
- We provided coding skills training for school children
- We built an accessible play house and toy library for children with disabilities
- We helped domestic abuse victims become survivors through skills training for new jobs
- We helped to plant a sustainable garden, with crops including spinach, potatoes, tomatoes and onions, which provided over 200 meals for children
- We provided industrial sewing machines and trained disadvantaged women in sewing skills
- We taught self defence lessons to young girls

### BRAZIL:

- We supported the building of a community centre and planning for community events
- We provided training on early childhood education which included the benefits of reading to young kids
- We strategised ways for new volunteers to get engaged with the organisation

### CANADA:

- We built raised garden beds to make them accessible for people with disabilities

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