

Report to the Plenary Session of the Voluntary Principles on Security and Human Rights

2022

AngloGold Ashanti has subscribed to the Voluntary Principles on Security and Human Rights (**VPs**) since 2007 – a set of non-binding principles developed in 2000 to address the issue of balancing safety and security needs against respect for human rights and fundamental freedoms. The VPs address a critical gap for companies seeking guidance on managing their potential exposure to inappropriate security and human rights practices, especially in countries that are associated with conflict and high potential for human rights abuses. The VPs also provide guidance for companies on identifying human rights and security risks and engaging and collaborating with state and private security forces. The VPs were developed through multi-stakeholder participation between governments, extractive industry members and non-governmental organisations (NGOs).

A. Commitment

1. Statement of commitment or endorsement of the VPs

We seek alignment of our policies and practices with the **United Nations Guiding Principles for Business and Human Rights** (UNGPs,) as adopted by the United Nations Human Rights Council in June 2011. This formally commits us to complying with applicable laws and respecting internationally recognised human rights, even when national laws or their application fall short of protecting these rights.

In our management of security and in terms of our recognition of human rights, aligned to our policies (available publicly at www.anglogoldashanti.com), AngloGold Ashanti is committed to implementing the VPs in the management of all its operations.

In making decisions on, and addressing, any human rights, security and community issues, the Company takes an interdisciplinary approach. The VPs underpin the Company's security management practices.

Our ongoing attendance of VPs plenary meetings, participation in pillar meetings, working groups and in-country initiatives, provide a solid platform for collaboration and engagement with peers and colleagues across pillars, to ensure alignment with the intent of the VPs.

Furthermore, our performance regarding human rights and the implementation of the VPs form part of our annual sustainability reporting, which is publicly available.

2. Examples of promoting awareness of the VPs throughout the organisation or government

Our values are underpinned by a respect for human rights and are enshrined in our Human Rights Policy. AngloGold Ashanti is committed to the UNGPs, VPs and other international initiatives, including the United Nations Global Compact. We also work to ensure that our broader governance is human rights compliant, and recognises our responsibility to respect human rights in regards to all our operations and communities and respects the laws of the countries in which we operate.

The implementation of proper human rights due diligence (HRDD) processes underpin our commitment to the UNGPs and ensures effective management of human rights risks, including security and risk. The implementation of our HRDD processes, which includes internal HRDD and Social Licence to Operate (SLO) assessment tools, supports AngloGold Ashanti's values to "uphold and promote fundamental human rights where we do business" and to "contribute to building productive, respectful and mutually beneficial partnerships in the communities in

which we operate”. The ongoing refinement of appropriate methods of redress, through a properly functioning set of grievance mechanisms, remains a priority.

The implementation of all these programs is geared towards building internal awareness and an understanding of where the Company’s activities may have the potential to intersect with or infringe upon human rights. This also includes preventing or mitigating potential impacts or remediating impacts that have occurred, and prioritising security and human rights related potential conflict and risk.

In addition to our Security Framework audits and assessments, which include the VPs compliance assessments, sites are encouraged to use the VPs KPI’s checklist and VPs Implementation Guidance Toolkit in formulating their site-based VPs procedures. Our efforts on human rights training, which aim to embed awareness and understanding of the UNGP’s principles and the VPs, remain a priority. Training takes place in the form of induction, classroom, refresher or online training.

Respecting the rights and customs of all stakeholders is key to respecting human rights in and around our concessions. We engage with a broad cross section of community members and leadership, including traditional leaders, local and national government, women’s groups, youth and people with disabilities, civil society, and indigenous communities in and around our operational areas. This includes advocating for and promoting the VPs.

Active participation in in-country initiatives to engage home and host governments, with a view to implementing the VPs in the respective countries remains a focus area.

3. Examples of promoting and advancing implementation of the VPs internationally

AngloGold Ashanti is open about its commitment to advancing the VPs, and, when appropriate, uses its involvement in international forums, such as the International Council on Mining and Metals (ICMM), World Gold Council (WGC), United Nations Global Compact, the Inter-Governmental Forum on Minerals, Mining, Metals and Sustainable Development, UN Forum on Business and Human Rights and in-country industry forums amongst other international and national forums, to promote the VPs. The Company’s VPs Annual Report is published on its website: www.anglogoldashanti.com

B. Policies, Procedures and Related Activities

4. Relevant policies, procedures, and/or guidelines to implement the VPs

We aim to foster sustainable development in host communities, as a way of working towards the value of wanting to leave communities better off for our having been there. We encourage meaningful and effective community engagement throughout the life cycle of a mining operation.

We further recognise that good community relationships built on trust and where we do no harm, will have a positive impact on security and that both the complex challenges associated with general criminality, illegal and artisanal mining, resulting in increased intrusions onto our operational areas, has the potential to increase the number and severity of security incidents.

Effective strategies for community engagement and local economic development to create alternative livelihoods are essential in addressing human rights and security issues, and their causes.

Community and security related matters are addressed at board level by the Social, Ethics and Sustainability Committee. The committee’s ambit covers oversight of AngloGold Ashanti’s compliance with its commitment in terms of the VPs . At a corporate level, the Sustainable Development team develops company policy in respect of

community-related issues, in addition to offering guidance and establishing procedures to foster operational conformity with the group's values, business principles and policies. Various operational plans, including stakeholder engagement plans and integrated development plans, and mechanisms for the reporting and resolving of complaints and grievances, form the backbone of community engagement efforts.

In addition, the Company's security framework and associated standards provide the base for measuring compliance for the VPs implementation progress, as the VPs are a key process of the security framework of which compliance is assessed annually. In supporting our commitment to security and human rights, AGA also follows the World Gold Council Conflict Free Gold Standard, the WGC Responsible Gold Mining Performance Standards and the ICMM Performance Expectations for members.

AngloGold Ashanti further acknowledges that our social licence to operate means that we demonstrate that we have extracted gold in a manner that does not fuel conflict. In this regard, regular security threat and risk assessments are conducted, to identify the potential for conflict and appropriate mitigation measures implemented.

We also engage public security and civil society to assist in our implementation efforts, to ensure that our security management practices are consistent with the intent of the VPs.

5. Company procedure to conduct security and human rights risk assessments

To ensure the appropriate level of protection for AngloGold Ashanti's people and assets, the Company uses its own security employees, private security providers, and public security services. At the same time, it strives to manage security in such a way that the human rights of individuals and communities affected by the Company's activities are safeguarded.

In all countries in which AngloGold Ashanti operates, threat and risk assessments are conducted to determine which security resources are required. In Colombia, Tanzania, Ghana and Guinea, risk assessments categorise threats as high and require the involvement of state police and/or military units (public security forces) on a near-permanent basis.

In addition, almost all the group's operations incorporate private security forces. As with public security, the decision to use private security is made after formal risk and threat assessments. These assessments help determine the correct number and composition of security personnel as well as their roles, and the level of protection equipment and type of weapons, which is largely dependent on the potential for conflict and ensuring the protection of staff. Carrying of firearms is only permitted when risk assessment determines that it is justified and that it complies with national legislation. The use of minimum force and rules of engagement is advocated at all times.

6. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the Company's activities

AngloGold Ashanti is a strong corporate citizen and supporter of transparency and active stakeholder engagement. We have mechanisms in place to report grievances and concerns, including our "Speak Up" platform. Site-specific grievance processes for employees and communities at large exist to report concerns related to legal non-compliance, fraud, bribery and corruption, human right infringements, safety and environmental matters. AngloGold Ashanti's "Speak Up" platform is administered by a third party.

Our updated Code of Business Principles and Ethics is fundamental to our performance with integrity. It sets out our expectations of the conduct of our directors, employees, contractors and consultants, and affirms our commitment to the highest standards of integrity and ethics in the conduct of our business.

Reporting is anonymous unless the reporter specifically chooses to disclose their identity. All concerns are carefully investigated, and feedback is provided to the person raising the concern. Results are communicated to the Audit and Risk Committee, the SES Committee and to the Serious Concerns Committee, a senior management committee.

Central to the AngloGold Ashanti Human Rights framework are robust and credible grievance mechanisms. These operate at every level of the Company, from community liaison offices to site and Group-level tools. The speedy recording, investigation and resolution of grievances is a priority. All AngloGold Ashanti sites are expected to avoid or, where not feasible, minimise their impacts on local communities through project design and management plans. Grievance mechanisms for local communities are critical to implementing and managing this process. These mechanisms are guided by our Management Standards on Complaints and Grievances, and Community Incident Management, both of which are aligned with the UNGPs. Complaints and grievances lodged with the Company are managed on iSIMS, a platform that provides transparency when recording, investigating and mitigating impacts, and reporting and resolving complaints.

In addition, since 2010 AngloGold Ashanti has used a standardised reporting procedure for security and human rights related incidents to report on any potential violations of the VPs. This has not only enhanced the integrity and archiving of data relating to the VPs but has also raised awareness of AngloGold Ashanti's compliance requirements, as the system is treated as a learning tool for stakeholders across the Company's operations worldwide.

A summary of the security incidents that occurred during 2021 and 2022 can be found in **Section C.9 of this report**. The Company's reporting on the VPs provides further details with respect to four categories:

- significant incidents resulting in third-party deaths/injuries and involving interventions by security personnel;
- significant incidents resulting in third-party deaths/injuries but without the intervention of security personnel;
- significant incidents resulting in the deaths of, or injuries to, AngloGold Ashanti staff; and
- incidents of community unrest/protests.

7. Company procedure to consider the VPs when entering into relations with private/public security providers

As reported in (5) above, security considerations in a number of countries necessitate reliance on special support from private and public security services.

Our use of private and public security services is guided by the VPSHR, International Code of Conduct for Private Security Service Providers and the UN Code of Conduct for Law Enforcement Officials.

AngloGold Ashanti seeks to ensure that all private/public security personnel are trained in, and are familiar with the provisions of the VPs, and specific stipulations regarding their obligations with respect to compliance are being written into contracts and memorandums of understanding (MoUs). In line with the Company's commitment to these Principles, rules of engagement and the use of minimum force are advocated at all times. Alleged violations committed by private and public security providers are dealt with in accordance with AngloGold Ashanti's own investigative procedures and the applicable national legislation.

8. *Company procedure or mechanism to address security-related incidents with human rights implications by public/private security forces relating to the Company's activities*

Any security incident at any of AngloGold Ashanti's sites is reported and investigated, and appropriate remedial action taken, in alignment with the UNGPs. A multi-disciplinary approach is used to investigate and manage incidents and identify causes and appropriate remedial action. Incidents involving public security are prioritised to ensure engagement at appropriate levels, in an effort to ensure due process. The Company maintains records of all incidents.

Details on incidents which occurred in 2022 are provided in the **Annexure**.

C. Country Implementation

9. *Overview of country operations selected for reporting*

AngloGold Ashanti reports on community and security-related incidents at its operations and exploration sites across the globe. Data is reported for the calendar year ended 31 December 2022, with data for the same period in 2021 supplied for comparative purposes.

Table 1: Fatalities and injuries, related to interventions by security personnel, at AngloGold Ashanti operations in 2022.

Incident Region/ Operation/ Exploration Site	2022				2021			
	Community Members		AngloGold Ashanti Security Personnel		Community Members		AngloGold Ashanti Security Personnel	
	Fatalities	Injuries	Fatalities	Injuries	Fatalities	Injuries	Fatalities	Injuries
Guinea, Siguiri	-	-	-	57	-	13	-	6
Ghana, Obuasi	-	1 *2	-	13	-	-	-	4
Ghana, Iduapriem	-	2	-	-	-	-	-	1
Tanzania, Geita	-	4 *1	-	9	-	6	-	4 *2
Total	-	10	-	79	-	19	-	17

* Incidents involving discharge of firearms / less lethal weapons.

Table 2: Summary of fatalities among and injuries to third parties involved in illegal activities at AngloGold Ashanti operations/exploration sites in 2022, not related to security intervention.

Incident Operation / exploration site	2022		2021	
	Fatalities	Injuries	Fatalities	Injuries
Tanzania, Geita	-	2 (illegal mining)	1 (illegal mining)	-
Guinea, Siguiiri	5 (illegal mining)	3 (illegal mining)	19 (illegal mining)	2 (illegal mining)
Ghana, Obuasi	-	1 (illegal mining)	-	-
Total	5	6	20	2

* Since 2010 AngloGold Ashanti has been seeking greater involvement from communities in addressing the issue of artisanal and small/scale mining (ASM). The initiative has two goals: one is to encourage the reporting of ASM fatalities and the other is to raise awareness and to educate people about the dangers of ASM activity.

Certain of these figures may include information reported to us by other sources. Any such information cannot always be independently verified.

Table 3: Summary of community protest actions at AngloGold Ashanti operations, during 2022.

Operation/exploration site	Number of Protest Actions	
	2022	2021
Ghana, Iduapriem	2	1
Ghana, Obuasi	5	-
Guinea, Siguiiri	11	6
Colombia, Quebradona	1	-
Total	19	7

10. Engagements with stakeholders on country implementation

AngloGold Ashanti engages extensively with a variety of stakeholders i.e., social and business partners that have an interest in, or are affected by, the Company's activities.

At Siguiri Mine, the implementation of the Conflict Prevention Task Team, as an outcome of the CAO process and facilitated by Search For Common Ground (SFCG), was completed. The project encountered various challenges, including an inherently difficult operating environment, COVID-19 and a coup in the country, amongst others. However, Search for Common Ground (SFCG) did work in partnership with SAG and relevant stakeholders, including surrounding communities to implement the project and pursue its objectives. At the conclusion of the project, a joint team was put together to assess and determine whether it had met its objectives. Various stakeholders expressed the view that the project had indeed created value and wanted it to continue, but the sustainability of the project was negatively impacted due to unforeseen funding requirements, and community leadership challenges in 2022. Engagements are currently taking place among stakeholders to find new ways and means of mitigating the ongoing risks.

Our teams in Ghana continue to support the Ghana VPs working group, and our Brazil team has interacted with the VPI Secretariat regarding the proposed Brazil VPs working group.

Our commitment to the VPs is embedded in our sustainable development and security management practices and we prioritise our engagement with governmental agencies, public security forces and industry peers. We participate in several national forums e.g., industry, government, public security and community forums, to ensure interaction and collective efforts to proactively address stability issues, including the respect for human rights.

11. VPs considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as arrangements with public security forces

As reported above, AngloGold Ashanti frequently relies on governments or government agencies to provide security at its operations. All contractual agreements and MOUs with private and public security service providers must include references to the Company's commitment to and obligations to the VPs, country legislation, and must spell out what AngloGold Ashanti expects from its private and public security providers.

The security MOU for the use of public security forces, which was signed by the Guinea Ministry of Mines and Geology in 2020, remains a driver for continuous improvement in our interaction with public security in the country.

Private Security service providers are trained in the Company's values, policies and procedures concerning human rights and the VPs, while government security personnel are briefed and or trained on the VPs before deployment, where practically possible.

A periodic review of all contracts with private and public security agencies at operations/exploration sites is conducted with the aim of ensuring compliance and standardising contract requirements.

12. Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g. local NGOs, community groups)

The training of security personnel and engagement with Local, Regional and National authorities regarding the importance of the VPs remains a priority, to ensure requisite capability to respond to conflict situations in an

appropriate manner. A total of 3934 security personnel (company, private and public) received training during the year.

We have also continued to support outreach efforts in countries where we operate and are a proud advocate of the VPs to our industry peers who are not part of the initiative, and actively promote the VPs in forums, webinars when the opportunity arises.

Working together with communities is a core element of the Company security strategy. Given the intimate relationship between the mining operation and host communities, both groups often have shared challenges. Protecting the interests of the Company and the community together through a shared value approach is a powerful way to build trust. Communities who trust the Company and have a stake in its success, and vice versa, enable the identification of threats which provides mutual protection. In collaborating with communities, we have made progress with the establishment of community policing forums, comprising local law and order authorities, local communities and other representatives from civil society.

The community policing initiative at Geita in Tanzania, in conjunction with the Tanzanian police service, continues to yield positive results and is being expanded across communities at the mine. We also continue to see fewer intrusions and a reduction in potential conflict on and around the mine site. The VPs form an integral part of the training as part of this initiative. The success of this initiative has informed similar initiatives being developed in Ghana and Guinea, where the roles of the respective parties are clarified, and a shared purpose is established. Through these forums, the Company supports awareness creation and assists in building capacity in human Rights and security imperatives through educational programmes.

13. Company procedure to review progress on implementing the VPs at local facilities

Review of the security landscape is consolidated on a quarterly basis and reported to the Social, Ethics and Sustainability Board Committee. This further enables transparency and ensures appropriate governance regarding VPs implementation across the group.

Our VPs compliance is also included in our Company wide combined assurance review process, facilitated by the Group Internal Audit department, and our performance forms part of our sustainability reporting which is externally audited.

D. Lessons and Issues

14. Lessons or issues from this reporting year, as well as plans or opportunities to advance the VPs for the organisation.

Our approach to security is guided by policies and strategies designed to meet security needs and demonstrate absolute respect for human rights. Our commitment to the VPs on Security and Human Rights serves and remains the main driver for our security management practices.

In 2022, heightened risks across our operations and increasing criminality in some jurisdictions required regular review of risk strategies and tactical plans to counter and mitigate security threats. Extensive engagement is ongoing to address the security challenges, in an effort to manage the risk posed by ASM and illegal mining activities at our sites in Tanzania, Ghana and Guinea. Key to addressing these challenges is gaining support from all relevant internal and external stakeholders in securing our tenement and, by inference, protecting our people and assets.

Our response to this escalating risk in recent years has had positive results as we have focused on reducing the number of fatalities and injuries of those involved in ASM and illegal mining falling in our operational areas. However, of concern is an increase in AngloGold Ashanti security personnel injuries in the line of duty. This relates to persistent efforts by illegal miners to gain access to our working areas, resulting in sometimes violent conflict, when security personnel adhering to the minimum use of force principles are injured. As safety is our primary value, these incidents are treated with utmost as priority and learnings incorporated into our VPs training and awareness.

Due to the heightened risks and increasing criminality in some jurisdictions, two self-reported human rights violations (zero tolerance approach) were recorded during 2022, as summarised below:

At Iduapriem Mine in Ghana, two members of the private and public security conducting checks at a vehicle checkpoint, failed to exercise maximum restraint during the apprehension of two community members. Following investigation, the security officers were removed from site, and the VPSHR and use of force training was reinforced for all security staff.

At Geita Gold Mine in Tanzania, two contract security officers when apprehending a suspected trespasser, forced a community member to perform physical exercises. Following investigation, the security officers were removed from site, and the VPSHR and use of force training was reinforced for all security staff.

All incidents which may have a potential human rights implication is thoroughly investigated, firstly to determine any remediation requirements, and secondly for learning and continuous improvement purposes across the group.

Annexure

Summary of significant security incidents in 2022

In 2022, several incidents occurred in which force was used by contracted private security services and public security services, in response to confrontation with armed intruders, despite the rules of engagement and use of minimum force always advocated at AngloGold Ashanti's operations and exploration sites, in line with the Company's commitment to the VPs. Summary details are provided below:

At Obuasi in Ghana, intruders armed with machetes and locally manufactured weapons invaded the mine main reception and made away with previously retrieved copper cables. The security response team intervened, which resulted in one suspect being wounded when a public security officer's firearm discharged, when one of the intruders attempted to remove the officer's firearm during the confrontation. The injured received the necessary medical care. Investigations revealed that the officer acted in self-defence.

At Obuasi in Ghana, a group of agitated youth (>300) vandalised the perimeter fence and fired gunshots to force their way onto the operational footprint to secure the release of their colleagues (illegal miners). In the ensuing chaos, two members of the public were injured (one sustained a gunshot wound). This incident is still under investigation by the authorities.

At Geita in Tanzania, private security contractors were confronted by two aggressive illegal miners armed with machetes. The one illegal miner pulled out a machete in an attempt to assault an officer, causing the officer to fire less lethal ammunition, resulting in an injury to the illegal miner's knee.

Date	Location	Persons involved	Detail
Incidents involving intervention by security personnel which resulted in deaths or injuries to members of the public on AngloGold Ashanti concession areas.			
Community Fatalities Related to Security Interventions 2022			
2022	No community fatalities related to security interventions were reported for 2022.		
Community Injuries Related to Security Interventions 2022			
2022	Tanzania, Geita	Security and intruders	5 x Community Injuries – five (5) community members were injured in five (5) separate incidents while attempting to escape arrest, the majority slip and fall injuries due to hazardous terrain.
2022	Ghana, Iduapriem	Security and intruders	2 x Community Injuries – two (2) community members were injured in one (1) incident, when public and private security failed to exercise maximum restraint during an apprehension.
2022	Ghana, Obuasi	Security and intruders	3 x Community Injuries – three (3) community members were injured in two (2) separate incidents (as described in summary of significant security incidents above).

AGA Staff Fatalities Related to Security Interventions 2022			
2022	There were no AGA staff fatalities reported during 2022.		
AGA Staff Injuries Related to Security Interventions 2022			
2022	Tanzania, Geita	Security and intruders	9 x AGA Staff injuries – nine (9) Security staff members sustained injuries in seven (7) separate incidents when attacked by intruders/criminals whilst performing duties.
2022	Guinea, Siguiri	Security and intruders	57 x AGA Staff injuries – fifty-seven (57) Security staff members sustained injuries in thirteen (13) incidents when attacked by intruders / criminals whilst performing duties.
2022	Ghana, Obuasi	Security and intruders	13 x AGA Staff injuries – thirteen (13) Security staff members sustained injuries in eleven (11) separate incidents when attacked by intruders / criminals whilst performing duties.

Incidents, occurring on AngloGold Ashanti concession areas that resulted in deaths or injuries to members of the public, in which there was no intervention by security personnel.			
Community Fatalities – Illegal Activities 2022: No Security Intervention			
2022	Guinea, Siguiri	Artisanal / illegal miners	5 x Fatalities – five (5) community members were fatally injured in four (4) separate incidents whilst engaged in illegal mining activity.
Community Injuries – Illegal Activities 2022: No Security Intervention			
2022	Guinea, Siguiri	Artisanal / illegal miners	3 x Injuries – three (3) community members were injured in three (3) separate incidents whilst engaged in illegal mining activity.
2022	Tanzania, Geita	Artisanal / illegal miners	2 x Injuries – two (2) community members were injured in two (2) separate incidents whilst engaged in illegal mining activity.
2022	Ghana, Obuasi	Artisanal / illegal miners	1 x Injury – one (1) community member was injured whilst engaged in illegal mining activity.
Community Unrest / Protest Incidents			
2022	Guinea, Siguiri	Security/ Community members	Eleven (11) incidents of community protest / unrest / mass invasions aimed at the disrupting of mining activities reported for the year.
2022	Ghana, Iduapriem	Security/ Community members	Two (2) incidents of community protest / unrest aimed at the disrupting of mining activities reported for the year.
2022	Ghana, Obuasi	Security/ Community members	Five (5) incidents of community protest / unrest aimed at the disrupting of mining activities reported for the year.
2022	Colombia, Quebradona	Security/ Community members	One (1) incident of community protest / unrest aimed at the disrupting of exploration activities reported for the year.

Definitions used in this report

Artisanal and small-scale mining (ASM): broadly refers to mining practiced by individuals, groups and/or some members of the communities and may be organised or unorganised; legal or illegal and characterised by a combination of key features.

Criminal activity: Such activity is defined by appropriate legal statute and may include illegal mining or the theft and sabotage of Company property.

Fall of ground: The fall of rock/material from the roof of a mine into a mine opening.

Legal mining: National legislation will in most cases determine the legality or otherwise of any mining activity. Artisanal and small-scale mining may be legal, depending on local regulation of the industry.

Illegal mining: refers to any mining activities (Artisanal, Small-scale, Medium or Large-scale) undertaken either in contravention of the laws (not licensed) of the host country or carried out in / on AngloGold Ashanti's (AGA) license area without the prior consent of the Company in the case of tributing. (In Colombia and Brazil, illegal mining activities in this category are limited to those associated with subsistence push factors to differentiate them from illegal-criminal mining activities).

Trespassing: Trespassing is deemed to occur when any individual enters a restricted area or private property without permission. This includes persons intending to mine or engage in any activities which may include criminal acts such as theft of Company property. Restricted areas, for example, active mining areas, must be demarcated and those in the vicinity must be notified. As mining concessions are large and often have many communities living on them, an individual cannot be considered to be trespassing by virtue of being on a mining concession *per se*. Accordingly it is the responsibility of the mine to demarcate restricted areas clearly and to communicate with communities in the surrounding areas.

Community Protest Action: a gathering by a group of members of the public demonstrating to express their views about the Company, which is monitored by Company security. A gathering occurring over consecutive days with respect to the same issue is regarded as a single incident.