

A new chapter for GGML: AGA hosts Leadership Values Workshop for senior managers



GGML's Managing Director addressing the Senior Management Team.

What does it take to be a leader in the gold mining industry? How can we align our personal and organizational values to achieve our goals and create value for all stakeholders? These were some of the questions addressed by AngloGold Ashanti (AGA) at a special workshop for all senior managers at Geita Gold Mining Limited (GGML) on 18th May. The workshop was part of a broader initiative to define and refresh the company's values based on feedback from employees and stakeholders.

The initiative began in the second half of 2021 when all AGA employees participated in a culture survey aimed at understanding their individual and collective values as well as the current and desired organizational culture. The results of the survey revealed that the company's values needed to be updated to better reflect the aspirations and expectations of employees and the company.

To deepen the understanding of the survey results, GGML also conducted face-to-face listening sessions with employees in 2022, which provided valuable insights and perspectives on the company's culture. Based on this input, the AGA Executive Committee deliberated and unveiled the newly refreshed values: Sustainability, Safety, Respect, Excellence, Collaboration and Integrity.

At the workshop, GGML's Managing Director Terry Strong emphasized the importance of these values are to the success and growth of GGML. He said that these values are not only important to the organization but also to each and every employee. He urged the senior managers to internalize these values in their daily work and interactions and to act as role models to communicate these values to their teams and respective colleagues.

He also invited them to learn more about the renewed values and how they can be applied in their roles and responsibilities. He said that by exemplifying these values, GGML can become a leader in the gold mining industry and a role model for other organizations.

The workshop was well received by the senior managers who expressed their appreciation and enthusiasm for the renewed values. They also shared their feedback and suggestions on how these values can be communicated and implemented throughout GGML. The workshop was followed by a question and answer session where the senior managers asked questions and clarified any doubts regarding the renewed values.



GGML's Managing Director addressing the Senior Management Team.



GGML Senior Management listening attentively.



Your voices, Our values

Safety

We put safety first, before anything else

Respect

We treat each other with human dignity and respect

Integrity

We are honest and true to what we commit to

Sustainability

We make a positive contribution towards an enduring world

Excellence

We focus on continuous improvement towards a high performing culture

Collaboration

We work together to build a great company