COMMUNITY REPORT
2014 - 2015
SUSTAINABLE DEVELOPMENT PROJECTS
# CONTACT DETAILS

## Sustainability

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
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## Enterprise Development

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<tr>
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<th>Email</th>
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</thead>
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## Enterprise Development

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<thead>
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<th>Position</th>
<th>Email</th>
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</thead>
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## Preferential Procurement

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<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
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<tbody>
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## Communication

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<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
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<tbody>
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AngloGold Ashanti’s approach to socio-economic development is guided by its vision, mission, business objectives and values.

**VISION**

AngloGold Ashanti’s vision is to be ‘the leading Mining Company’ and is underpinned by the following mission, business objectives and values.

**MISSION**

To create value for our shareholders, our employees and our business and social partners through safely and responsibly exploring, mining and marketing our products. Our primary focus is gold, but we will pursue value creating opportunities in other minerals where we can leverage our existing assets, skills and experience to enhance the delivery of value.

**FIVE KEY BUSINESS OBJECTIVES**

Our five key business objectives - Supporting our core strategy…

- Focus on people, safety and sustainability: our business must operate according to our values if it is to remain sustainable in the long term.
- Optimise overhead, costs and capital expenditure: all spending decisions must be checked and double checked to ensure they are necessary to fulfil our core business objective.
- Improve portfolio quality: we have a portfolio of assets that must be actively managed as we strive for a competitive valuation as a business.
- Ensure financial flexibility: the balance sheet is the foundation of our company and we must ensure it always remains able to meet our core funding needs.
- Maintain long-term optionality: while we are focused on ensuring the most efficient day-to-day operation of our business we must keep an eye on creating a competitive pipeline of long-term opportunities.
Our business values and beliefs guide our behaviour, in order that we make a positive impact. These behaviours and beliefs link our business activities to our social performance.

Safety is our first value, our priority.

We treat each other with dignity and respect.

We value diversity.

We are accountable for our actions and undertake to deliver on our commitments.

The communities and societies in which we operate will be better off for AngloGold Ashanti having been there.

We respect the environment.
AngloGold Ashanti has consistently supported the objectives and vision of the Broad Based Socio-Economic Charter for the South African Mining Industry (Mining Charter), published by the South African Government in April 2004. The Mining Charter ensures that we achieve the following objectives:

- Promotion of equitable access to the nation's mineral resources to all people of South Africa.
- Expansion of meaningful and substantive opportunities for all Historically Disadvantaged South Africans (HDSAs) to enter the mining industry and to benefit from the nation's mineral resources.
- Utilisation of the existing skills base for the empowerment of HDSAs.
- Expansion of the skills base of HDSAs in order to serve the community.
- Promotion of employment and advancement of the social and economic welfare of mining communities and the major labour-sending areas.
- Promotion of beneficiation of South Africa's mineral commodities.

### Transformation Outcomes

<table>
<thead>
<tr>
<th>Ownership</th>
<th>Performance Measure</th>
<th>Status as at 31 December 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>26% HDSA Participation</td>
<td>20.8% ARM; 4.5% ESOP; 1.5% izingwe (26.8%)</td>
<td></td>
</tr>
<tr>
<td>- Conversion of residences to single rooms – 100% completed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Family units – 100% completed</td>
<td></td>
<td></td>
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</tbody>
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<table>
<thead>
<tr>
<th>Housing and living conditions</th>
<th>Performance Measure</th>
<th>Status as at 31 December 2014</th>
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</thead>
<tbody>
<tr>
<td>Employees able to exercise a variety of accommodation options</td>
<td>- Home ownership scheme – agreed to with organised labour</td>
<td></td>
</tr>
<tr>
<td>- Nutrition - In line with the Chamber of Mines Research Organisation criteria and Harris Benedict equation</td>
<td></td>
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<thead>
<tr>
<th>Procurement and Enterprise Development</th>
<th>Performance Measure</th>
<th>Status as at 31 December 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Targets to be met by 2014: Capital goods (40%), services (70%) and consumable goods(50%)</td>
<td>- Capital goods 53%</td>
<td></td>
</tr>
<tr>
<td>- Services 73%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Consumable goods 67%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- 2014 Compliance target 40%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- 2014 Compliance target 70%</td>
<td></td>
<td></td>
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<tr>
<td>- 2014 Compliance target 50%</td>
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<tr>
<th>Employment Equity</th>
<th>Performance Measure</th>
<th>Status as at 31 December 2014</th>
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<tbody>
<tr>
<td>40% Representation of HDSA's in all management levels by 2014</td>
<td>- AGA Board 55.6%</td>
<td></td>
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<tr>
<td>- Top management 42.9%</td>
<td></td>
<td></td>
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<tr>
<td>- Senior management 40.0%</td>
<td></td>
<td></td>
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<tr>
<td>- Middle management 49.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Junior management 57.4%</td>
<td></td>
<td></td>
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<tr>
<td>- Core skills 52.6%</td>
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<tr>
<th>Human Resources Development</th>
<th>Performance Measure</th>
<th>Status as at 31 December 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>HDSA Human Resources Development Spend to 5% of total of annual payroll by 2014</td>
<td>- 6.59%</td>
<td></td>
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<table>
<thead>
<tr>
<th>Mine Community Development</th>
<th>Performance Measure</th>
<th>Status as at 31 December 2014</th>
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<tbody>
<tr>
<td>Maximum impact projects that address community needs</td>
<td>WW and VR SLP projects were approved by DMR in Q3 and Q4 2013, respectively. Section 102 applications submitted in December 2013 were tentatively approved by NW DMR for VR in August 2014 and approved by the Minister for WW in September 2014.</td>
<td></td>
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<thead>
<tr>
<th>Sustainable Development and Growth</th>
<th>Performance Measure</th>
<th>Status as at 31 December 2014</th>
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</thead>
<tbody>
<tr>
<td>Implementation of EMPs Tripartite action plan on H&amp;S % of samples in SA</td>
<td>- The DMR approved the revised VR &amp; WW Environmental Management Programme (EMP) in 2012. Formal environmental performance assessments were conducted &amp; submitted to the DMR in 2014.</td>
<td></td>
</tr>
<tr>
<td>- Annual H&amp;S Targets 95.8% as at 31/12/2014 – reported annually</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- All AGA samples done in RSA</td>
<td></td>
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* Previous annual (2014) targets achieved
* Annual target achieved - ongoing project
* Awaiting DMR to give clarity and to establish the Social Development Fund
During our annual community briefings and engagements in May last year, I committed to strengthening the working relationships between the company and all its social partners.

It gives me great pleasure to report back to you, after a period of just over twelve months, that AngloGold Ashanti’s South Africa Region has fully complied with the conditions of its Mining Rights as provided for in its Social and Labour Plans (SLPs) as well as its Mine Works Programme and Environmental Management Programme as submitted to, and approved by the Department of Mineral Resources (DMR). It is through commitment to working in partnership with all of the social partners, that we were able to fulfill our Mining Charter and Social and Labour Plans commitments and in those cases where we could not, were able to agree on alternative local economic projects for submission and approval by the DMR.

It is also pleasing to report that we submitted our 2015-2019 SLPs for both our Vaal River and West Wits Operations to the DMR in November last year, having reached full consensus with all the stakeholders at the consultation forums we created back in 2012. I would like to take this opportunity to thank you for the efforts put into the development of these SLPs, and for all your support.

The following is a brief outline of our performance against the Mining Charter at the end of 2014:

Ownership: It is pleasing to report that AGA has managed to achieve 26.8% for Historically Disadvantaged South African (HDSA) representation on Ownership, against the Mining Charter target of 26% by April 2014 as was required by the Mining Charter. This comprises 20.8% ascribed to the sale of assets to African Rainbow Minerals (ARM), 4.5% allocation to Employee Share Ownership Scheme (ESOPS) and 1.5% to our Black Economic Empowerment Partner, Izingwe Holdings.

As you may be aware, the Chamber of Mines and the DMR have agreed to refer the differences of opinion regarding the interpretation of some parts of the Ownership element of the Mining Charter to the Courts for a “declaratory order”. We will keep you updated on the progress in this regard.

Housing and Living Conditions: It gives me great pleasure to report that AngloGold Ashanti has achieved a 100% compliance with regards to its residence conversion programme as outlined in its 2010-2014 SLPs, by converting residences into both single accommodation and family units. With respect to the promotion of home ownership, the company entered into a Memorandum of Understanding with all the recognised unions through the established Housing Forum, reporting to the Future Forums. The proposed scheme entails the selling of selected housing stock to employees. In order to enhance affordability, consultations have been held with financial institutions and the Department of Human Settlements to unlock government subsidies for purchasers.

We are also on track, with respect to consultations with the Matlosana Local Municipality, to donate the stands we own in Kanana, to the municipality for housing projects development purposes. In the Merafong City Local Municipality we will do the same in Fochville, where we have started engaging the Department of Housing in Gauteng to build the ‘rent-to-buy’ housing unit for the so-called gap housing market, that is, those employees and community members who do not qualify for a Government Housing Subsidy and bank loans. We hope to finalise agreements with the relevant stakeholders in the next three months and to start with the Fochville project soon thereafter.

Procurement and Enterprise Development: On the Procurement side, the company has, by the end of 2014, exceeded all its Mining Charter targets that stood at 53% HDSA spend on Capital Goods against the Mining Charter target of 40%, 67% on Consumable Goods against the Mining Charter target of 50% and 73% against the Mining Charter target of 70% for Services.

We have also continued to implement the agreed upon strategies to continue to open up our procurement system to the local Small, Medium and Micro Enterprises (SMMEs) by way of ‘set asides’ and the introduction of the Local
Procurement Portal for local SMMEs aimed at facilitating easy access to the company’s procurement opportunities.

I am pleased to report to you that, after more than two years of negotiations between us and the National Treasury’s Jobs Fund, an agreement was reached in November 2014 with respect to the co-funding of the Enterprise Development Centres (EDCs) for Merafong, Matlosana and OR Tambo District municipalities. The implementation of the programme is now underway and all three the EDCs should be operational by the end of the year. The main objective of the EDCs is to support and incubate the SMMEs in our host and major labour sending areas so that they can grow and sustain their business over a long period, and as such the employment opportunities they create, outside of the mining industry.

**Employment Equity:** By the end of 2014, the company achieved – and in certain levels – exceeded the 40% HDSA Mining Charter targets at Board (56%), Top Management (43%), Senior Management (40%), Middle Management (49%), Junior Management (57%) and Core Skills (53%) levels. The company also achieved 15% of women in mining against a baseline target of 10%. Subsequent to a declining workforce, as a result of operational restructuring and a Voluntary Severance Package process since the second quarter of 2014, action plans were put in place to advance the HDSA representation, particularly at senior management level. Our focus going forward remains at senior management level to avoid a downward trend resulting in non-compliance with the regulations.

The company’s Employment Equity Plan was approved by the Department of Labour as per the requirements of the Employment Equity Act on 7 April 2015. The approved DoL EE Plan targets were integrated into the 2015-2019 Vaal River and West Wits Operations Social and Labour Plans. The implementation of these EE plans is monitored by the different committees at various levels within the organisation, including the AGA Board Social, Ethics and Sustainability Committee.

**Human Resources Development (HRD):** The Mining Charter target of 5% of Payroll spend on HRD was exceeded, with 6.62% of Payroll having been spent on the various HRD interventions in 2014 aimed at improving the knowledge and skills of our employees, their children and members of our host and labour sending areas. Of the 6.62% of Payroll HRD spend; 0.5% was spent on the Community HRD Programmes that include bursaries, engineering learnerships, internships, ABET, youth portable skills programme, career expos and the schools’ education enrichment programme; with the balance having been spent on the employees’ skills development programmes.

The Deputy Minister of Higher Education and Training, Mduduzi Manana, in partnership with the Mining Qualifications Authority (MQA), OR Tambo District Municipality and AGA officially launched the Youth Technical Skills Development Programme at Mthatha to the value of R16 million on 24 April 2015. AngloGold Ashanti was appointed as the implementation agent of the project, given its experience in Matlosana and Merafong in this regard in 2014. The objective of the programme is to equip 600 unemployed youth with scarce skills like welding, carpeting, and plumbing and brick-laying that will assist them to obtain employment or start sustainable enterprises.

Over 8 500 learners from 60 high schools in the above-mentioned municipalities also participated in the company’s annual Career Expos. The aim is to give guidance and the necessary information to Grade 12 learners, as they are about to take the first step that could determine their future. AGA embarks on a maths, English and science drive with the Star Schools Programme to empower Grade 10, 11 and 12 learners; and through this programme, they achieved above average pass rates in all areas. In addition, we fund the School Leadership and Performance Enhancement Programmes in the same areas to enhance the leadership
and improve the managerial skills of principals, school governing bodies (SGBs) and learner representative councils. AGA invests approximately R1.48 million per year on this project. AngloGold Ashanti partnered with the Matlosana, Merafong and OR Tambo District municipalities during the Annual Executive Mayor Matric Excellence Awards aimed at giving recognition to the top matriculants and best performing schools for the 2014 academic year.

Mine Community Development: I am pleased to report that despite the late approval of the SLPs by the DMR, almost all the Local Economic Development projects that were approved by the DMR have been delivered, except for those which the company and the municipalities agreed to change and apply for amendments in terms of MPRDA Section 102/ Regulation 44. Having received provisional approval with respect to the above-mentioned Section 102/Regulation 44 application from the DMR, the company has subsequently submitted its Amended SLP Implementation Plans for the West Wits and Vaal River Operations to the DMR in December 2014, and we are in the process of delivering the projects as contained in these plans.

Sustainable Development and Growth: With respect to Environment Management, the company revised and resubmitted its Environmental Management Plans in 2011 which the DMR approved, on the condition that two-yearly performance assessments will be submitted to them. Formal environmental performance assessments were conducted and submitted to the DMR in 2014. With respect to Health and Safety commitments, the company also complied with the commitments in the Mining Industry Tri-Partite Action Plan on Health and Safety. One hundred percent of sampling of the company’s mineral is done locally.

Reporting: In terms of reporting (monitoring and evaluation), the Amended Broad-based Socio-Economic Empowerment Charter of the South African Mining and Minerals Industry requires that every mining company should report its level of compliance with the Mining Charter and SLP annually, as provided for by Section 28(2)(c) of the MPRDA. In this regard, the company submitted its annual SLP report for the Vaal River and West Wits Operations for the 2014 reporting period on 31 March 2015 to the respective DMR Offices. The Region also submitted the 2012, 2013 and 2014 Mining Charter Reports to the Department of Mineral Resources (DMR) on the newly introduced electronic system. The DMR released a summary Report on the Mining Industry’s performance against the Mining Charter at the end of April 2015.

Let me conclude by thanking all the stakeholders for the part they played in enabling the company to deliver on its SLPs and Mining Charter commitments. We have posted our SLPs and 2014 annual reports on our website where more details on this report are provided.

On a personal note, I would also like to take this opportunity to thank each and every one of you for the part you played in strengthening the programmes and projects implemented by AngloGold Ashanti throughout the years. I now bid farewell to the company that gave me my career and most importantly, to you, the people that gave it purpose. Thank you for your friendship, help and support throughout my thirty-five-year career with the company. I am confident that the people of AngloGold Ashanti will continue to support the communities we operate in, including the major labour sending areas, by coming together to offer their time and resources in a selfless manner.

I also would like to conclude, by taking this opportunity to introduce to you my successor, Chris Sheppard, who has taken over as COO for the SA Region from 1 June this year. Please give him the same support you gave me in the implementation of the 2015-2019 SLPs and the roll-out of the Socio-economic Development Strategy.

Salang ka Kgotso. Sala kahle. Totsiens. Goodbye!
Mike
In 2013, we reported that the Social and Labour Plans (SLPs) for both the West Wits and the Vaal River Operations for the period 2010-2014 were approved by the Department of Mineral Resources during the third and fourth quarter of 2012, respectively. Challenges for 2013 therefore lay in the implementation of the Local Economic Development (LED) projects as committed in the above-mentioned SLPs.

It has been our approach to working in partnership with government at all levels, in particular, at local, district and provincial levels, that has enabled us to deliver on our commitments. We continue to engage and align with the Merafong, Matlosana and OR Tambo municipalities as well as provincial and national government to ensure that the projects as committed in our Vaal River Operations and West Wits Operations Social and Labour Plans are implemented. It is our intention to continue to strengthen the above-mentioned institutions, structures and systems as we implement the 2015-2019 SLP and related developmental objectives, once the DMR has approved the said SLPs.

We have established Mandating Committees (led by the Executive Mayors and myself) and Implementing Committees (comprising senior management from the company and municipalities) who meet at least once in a quarter. I am pleased to report that in all areas, these leadership and management structures operated very well and as intended, and this is evident in the projects delivered over the reporting period.

We are also grateful to the partnership fostered with recognised unions, namely, the Association of Mineworkers and Construction Union (AMCU), National Union of Mineworkers (NUM), Solidarity and United Association of South Africa (UASA), all of which are part of the established Future Forums which also meet on a quarterly basis to monitor and evaluate our performance against our Mining Charter and SLP commitments as well as deliberating on issues impacting the future of our business. We sincerely value the contributions made by labour at the Future Forums for Vaal River and West Wits Operations.

Our approach to partnerships and collaboration is informed by the company’s values and the objective of South Africa Region’s Socio-economic Development Strategy, which is to create “healthy, safe, educated and economically active communities” in its host and labour sending areas.

Reading through this report, you will see that many of the local economic development projects delivered during the reporting period were in the area of education. This is not only in line with one of the company’s values – “to leave the communities and societies in which we operate better off for us having been there” - but it is also in line with the Government’s Apex Priorities as outlined in the National Development Plan and the New Growth Path, that place education as a top priority. We have established a positive working relationship between the company, the Department of Mineral Resources, the Department of Basic Education and the Department of Higher Education and Training; all of which are underpinned by the MOUs similar to the ones we entered into with the above-mentioned municipalities.

We have also engaged regularly with the non-governmental organisations and the business sector in our host and major labour sending communities where we held workshops with the Department of Social Development, South African Revenue Services, the National Lottery and the above-mentioned municipalities to capacitate NGOs to effectively manage their organisations.

During the course of the reporting period, we were also audited by the Department of Mineral Resources in both Gauteng and North West, regarding our compliance to the Mining Charter and the SLP commitments. It gives me great pleasure to report that we received an overall positive feedback. The challenge remains for us to increase the representation of women at all levels as well as HDSA representation particularly at senior management level to avoid a downward trend resulting in non-compliance with the Mining Charter. We are confident that we will continue to do better than planned.

Our Human Resources Development Plan aimed at capacitating the employees, their children and communities with skills, comprising, inter alia, Community Bursaries, Internships, Learnerships, Management Trainees, Management Development Programmes, Adult Basic Education and Training and Portable Skills Programmes, continued to substantially expand opportunities to all, in particular to the HDSSAs at middle, senior and top management positions.

Much as AngloGold Ashanti is still awaiting the promulgation of the new Mining Charter for the period 2015 and beyond, the company has given its undertaking to all stakeholders to continue to transform the workplace in accordance with
the objectives and provisions of the Mining and Petroleum Resources Development Act (and its Regulations) and Mining Charter. Consultations with all social partners in our host and major labour sending areas, with respect to the development of the Vaal River Operations and West Wits Operations Social and Labour Plans for 2015-2019, were undertaken in August to October last year. After consensus was reached, the SLPs were submitted to the DMR offices of the North West and Gauteng regions on 31 October 2014 for approval. We have received provisional approval to implement the SLP LED projects for 2015 from the DMR Regional Manager of Gauteng and still await a response from the office of the Regional Manager of North West. We would like to take this opportunity to thank all the social partners for their contributions in this regard.

In terms of community development, we will continue to implement and deliver local economic development and enterprise development projects in our host and major labour sending communities. In addition, we have implemented the plan to facilitate BEE and local procurement through the newly launched Local Procurement Portal. Local black-owned suppliers can register on the portal where the company advertises opportunities and tenders that are available. You can read more about the portal elsewhere in this report.

We are also happy to report that we have entered into strategic partnerships with several like-minded organisations to deliver on our LED strategic projects as per our Socio-economic Development Framework and Funding Model. The first partnership we have entered into is with the National Treasury’s Jobs Fund in November 2014 to develop 531 entrepreneurs and 1 328 non-mining job opportunities through the establishment of Enterprise Development Centres (EDC) in Merafong (R30m), Matlosana (R30m) and OR Tambo (R36m) to the tune of R96m, with each partner contributing half of this overall amount. For the EDC to be established in OR Tambo, we are delighted to report that the NUM agreed with the company to utilise the money which has been held in the 1987 Strike Fund, to the tune of R8m, for this project. The NUM has also been actively participating in all the workshops held in this regard. This joint project will run for a period of three years, with the OR Tambo EDC to be launched during the fourth quarter of this year, followed by Merafong and Matlosana.

Another partnership that was formed was with the Mining Qualifications Authority (MQA), to implement a programme in the Eastern Cape to equip 600 beneficiaries with “portable skills” at a cost of R16 million starting in the first quarter of this year. This is the same programme that was implemented by AGA in Matlosana and Merafong in 2014, which also equipped 600 young people in these areas with the relevant skills required by the economy. The Community Youth and Technical Skills Development Programme include skills like welding, brick-laying, carpentry and plumbing.

Our Social and Institutional Development Fund, which covers requests from our communities and NGOs beyond our SLPs and Mining Charter commitments, expended its annual budget of R15 million. The fund supports non-profit organisations and institutions in our host and major labour sending areas working towards the upliftment of the broader community focusing on areas such as education, HIV and Aids, health, job creation, skills development and welfare. This excludes the AngloGold Ashanti CSI Fund and Chairman’s Fund, which focus their community investments in areas outside our host and major labour sending areas, including countries like Lesotho, Swaziland and Mozambique, which the company traditionally sourced its labour from.

In conclusion, I truly hope that the interventions implemented in this reporting period have had the desired positive and meaningful impact on the quality of lives of our employees, their families and to our communities of Merafong and Matlosana as well our major labour sending areas in the Eastern Cape.

We look forward to continuing to work together with all the social partners as we continue to roll out our strategies as outlined in our Socio-economic Development Framework and the programmes and projects as outlined in our 2015-2019 Social and Labour Plans, once approved by the DMR, with the aim of achieving our stated objective of creating healthy, safe, educated and economically active employees and communities.
In 2011, AngloGold Ashanti South Africa Region (SAR) embarked on a process of reviewing its approach to socio-economic development of its host and labour sending communities in line with the business strategy as was developed by its management Committee in 2010.

In terms of the 2010 business strategy, socio-economic development was identified as one of the six strategies required to drive the business to achieve its overall objective of remaining profitable and competitive into the medium to long-term. Thus, socio-economic development was not only identified as a strategic business imperative, but was also integrated into the business strategy and given the same focus as other five pillars of the region’s business strategy.

In developing the above-mentioned Socio-economic Development Framework (SEDF), a bottom-up approach was adopted, beginning with a workshop on 26-27 July 2011, attended by the CEO and members of the SAR Management Committee (Mancom); respected experts; academics and peers from other leading companies in the area of socio-economic development; and opinion-makers in the field of policy development. This was followed by further consultations with the recognised trade unions, the Executive Mayors and executives of the Merafong and Matlosana Local Municipality and those of the OR Tambo District Municipality. These were followed by Community Briefings comprising NGOs, SMMEs, and other community formations like youth organisations in all of the above-mentioned municipalities.

The workshop and consultations culminated into a new Socio-economic Development Framework and Funding Model that was approved by the AGA Executive Committee in October 2011, and ultimately by the AGA Board in February 2012. The SEDF and Funding Model aims to assist...
adopted in dealings with the provincial and national government departments on a project-by-project basis. So far, the approach has proven to be effective as it has been able to assist us in implementing projects even after the Executive Mayors and key leadership at the local and/or district municipality level have been changed.

It is our intention to continue to strengthen the above-mentioned institutions, structures and systems as we implement the 2015-2019 SLP and related developmental objectives.

**Institutional Development**

Key to the successful implementation of our Socio-economic Development Framework and Funding Model, has been our approach to working in partnership with government at all levels, in particular, at local, district and provincial levels. We have signed Memoranda of Understanding with the three Municipalities of Merafong, Matlosana and OR Tambo clearly stipulating the structures, system, roles and responsibilities of each party as well as the levels of people serving in these structures. The Mandating Committees, chaired by either the Executive Mayors or the Senior Vice President Sustainability, meet on a quarterly basis to evaluate progress by the Implementing Committees, led by the Municipal Managers and/or Local Economic Development (LED) Managers, in the delivery of Social and Labour Plan (SLP) projects and other programmes agreed to by the parties. This approach has also been put in place practical steps to address not only the challenges posed by legislative requirements, but to also address the company’s social licence to operate and achieve its strategic objectives, mission and values, in particular, that of “leaving the communities in which we operate better off for AngloGold Ashanti been there”.

The SEDF has, as its objective, the creation of “healthy, safe, educated and economically active communities”. The SEDF comprises of five focus areas whose strategies are now in the process of been developed and implemented:

**Land and Environment**

The objective of the Land and Environment strategy is to gainfully utilise the land owned by the company for the benefit of the company, its employees and community with the aim of ensuring that at the point of closure of the mines, the mining community remain economically viable and do not turn into a liability for the host communities. Much as the Land and Environment Strategy classifying the mine-owned land into various categories, for example, arable, residential and industrial, is been developed, it has not yet been completed. We have already started implementing some of its findings, like having the Solar Park Project in the Vaal River on a piece of land that has been classified as suitable for industrial usage. The Matlosana Agricultural Project - as provided for in the Amended 2010-2014 SLP - now been carried out on a piece of land on the banks of the Vaal River was identified as arable and suitable for agricultural and live-stock development. The land owned by the company in our host communities of Kanana and Fochville has been earmarked for housing development in partnership with the government at the various levels.

As soon as the Land and Environment Strategy has been completed, engagement with the relevant stakeholders will commence, including the DMR with respect to unblocking the conditions of the Mining Rights that have the potential to serve as obstacles to achieving the objective of our SEDF.

**Infrastructure Utilisation and Development**

As the mines reach their maturity stage and the ore gets depleted, this has led to and will continue to lead to the right-sizing of the affected operations over time, leading to some of the infrastructure no longer been used. To avoid and prevent such infrastructure lying idle, an Infrastructure Utilisation and Development Strategy going beyond the life-of-mine is been developed in tandem with the Land and Environment Strategy. Among the decisions already been taken, has been to implement the sale of company houses in a phased manner to employees that will promote home ownership and revitalise the host communities. Certain of the unutilised infrastructure is been leased at nominal rental to members of the community and the local business people.

Again, as soon as the Infrastructure Utilisation and Development Strategy has been completed, engagement with the relevant stakeholders will commence, including the DMR with respect to unblocking the conditions of the Mining Rights that have the potential to serve as obstacles
Social Development

The challenges of unemployment, poverty and inequality in the country and our host and labour sending areas, in particular, cannot be addressed by adopting a legalistic and compliance approach to social and labour development as provided for in the MPRDA, its Regulations and Mining Charter and Social and Labour Plans. From time to time, the communities, faced with the various societal challenges that the government is unable to address, approach the company for financial and /or expert advice or assistance and interventions. In all these cases the SLP, as a regulated developmental tool, has been unable to encourage mining companies to assist beyond their SLP commitments mainly because of the provisions of Section 102 of the MPRDA that requires any changes to the SLP to be consented to by the Minister. To overcome this legislative shortcoming, the company has engaged with the DMR to grant it flexibility with respect to its SLP financial provisions to allocate a percentage of its LED financial provisions for Social and Institutional Development initiatives aimed at assisting government in our host and major labour sending areas in addressing the challenges as outlined in the Millennium Development Goals now called Sustainable Development Goals. In the 2010-2014 SLP period, out of a budget of R418 million, an amount of R45 million was set aside for Social and Institutional Development (usually called CSI) and R111 million was set aside for Community Human Resources Development Programmes (CHRDP) aimed at youth development through education and training interventions in our host and major labour sending areas. The CHRDP constituted about 0.5% of our HRD financial provision for the period 2012-2014. The lessons and leading practices learned from 2010 to date have been incorporated into the SLP for the period 2015-2019.

Economic Development

The current national challenges of poverty, high rates of unemployment and inequality requires that we adopt a multi-pronged approach to socio-economic development aimed at creating healthy, safe, educated and economically active communities as envisaged in the SEDF. Once the mineral resources in the local areas in which we operate have been depleted and the mines closed, it is critical that the local communities be in a position to economically sustain them beyond mining. To this end, a multi-pronged approach to economic development of the host and major labour sending areas has been adopted and is been implemented. These initiatives include but are not limited to, targeted procurement aimed at opening up the company’s Procurement System to local SMMEs and businesses, especially the HDSA ones, and targeted SMMEs mentoring and incubation programmes through the Enterprise Development Centres been set up in Merafon, Matlosana the major labour sending areas of the Eastern Cape, in particular, the OR Tambo District Municipality.

In line with our SED Funding Model, we have reached an agreement with the National Treasury’s Jobs Fund to co-fund the three Enterprise Development Centres to the tune of R96 million (R40 million from AGA, R8 million from the 1987 Strike Fund and R48 million from the Jobs Fund). The main objective of this funding is to revive the local economies of the host and major labour sending areas, so as to create over 750 SMMEs and 1 328 sustainable job opportunities through the creation of, and support for, SMMEs over a period of three years.

Moving into the next five years to 2019, the main challenge remains that of partnering with government and other businesses in increasing the local procurement spend and content as per the BBBEE Codes, in particular, the HDSA, SMMEs, and developing the suppliers and entrepreneurs in line with the objectives of the Amended MPRDA and BBBEE Act with the objective of reducing the unemployment rates, levels of poverty and inequalities in our society.
An update on the Eight Strategies to execute the SED Framework

During our engagements we committed to developing strategies that will help us to fulfil the implementation of projects in our host and major labour sending communities. Below is an update on how we have fared in finalising and operationalising these strategies.

Stakeholder Engagement Strategy

We reported to our stakeholders over three years ago that, to ensure that we do not operate as islands but as a collective, the company developed a Stakeholder Engagement Strategy. This came in response to the interaction and report-back gaps between the company and critical stakeholders. We can report that we have held meaningful Mandating and Implementation Committee Meetings with host and labour sending municipalities. These are structured stakeholder forums that take place monthly and quarterly to measure progress on the implementation of Social and Labour Plans. We have held a number of Community Briefings where we received feedback from community members on the impact of our projects. We have similarly heeded criticism on what we are not doing well and endeavour to correct that where possible. Equally so, we have engaged with the Regulator to keep track of the implementation of Social and Labour Plans. You will read about the actual quantifiable spin-offs that our strategy has delivered in this edition of the Community Report. This is in the form of collaborative work and social projects delivery with the Department of Mineral Resources, the Department of Health, the Department of Basic Education, the AngloGold Ashanti Future Forum, community members and the host and major labour sending municipalities.

Communication Strategy

One of the notable criticisms we received over the years was the lack of documentation and communication of the community development work carried out by the company and its associated stakeholders. Our response to this has been to come up with a comprehensive Communication Strategy to help us address this gap. To date we have managed to annually deliver this Community Report which is a report back to community members and our stakeholders communicating progress on our delivery of committed SLPs.

Comprehensive Funding Strategy

Our Funding Model, shared in this publication and during our engagements with stakeholders at public forums, promised to explore other funding avenues to increase our funding pool. We are delighted to report that AngloGold Ashanti’s application to the Job’s Fund was favourably considered.

The National Treasury’s Jobs Fund is matching the R48 million allocated for the development of Enterprise Development Centres in the Matlosana, Merafong and OR Tambo District municipalities, thus the total budget for the EDC implementation project for the next three years will be R96 million, including the R8 million from the 1987 NUM Strike Fund. We are also pleased to report that we have also received additional funding to the tune of R16 million from the Mining Qualifications Authority, to implement Community Human Resource Development programmes in the OR Tambo District Municipality, on their behalf.

Procurement Strategy

Although the company has met all its Mining Charter targets...
in this regard, much work remains to be done to revive the economies in local and host communities so as to reduce the unemployment rates and poverty levels in these areas.

In 2012, following consultations and feedback from local SMMEs and businesses, the company commissioned a Localisation Study to better understand the profiles of the SMMEs in Merafong and Matlosana local municipalities. Subsequently, several workshops with the SMMEs were held to develop a Procurement Strategy that will open up the company’s procurement to the host communities’ SMMEs and to develop and support SMMEs outside of the company’s procurement system. As part of the Procurement Strategy, we have agreed to introduce “set asides” for the host communities’ SMMEs and to introduce a portal that will enable SMMEs in these communities to have easy access to the company’s procurement opportunities. Local businesses are urged to visit the Anglogold Ashanti Local Procurement Portal for registration and to view services required by the company at www.anglogoldashantiprocure.co.za.

We are also on track with respect to the roll-out of the Enterprise Development Centres in Merafong, Matlosana and the OR Tambo District Municipality, as well as the repositioning of the Masakhisane Fund to financially support SMMEs once the EDCs are operational.

Community Human Resources Development Strategy

At the end of 2014, an average of 6.59% of Payroll was spent on Human Resources Development (HRD). Of the 6.59% of Payroll spent on HRD, 0.5% thereof was allocated for Community Human Resources Development Programmes (CHRDP) in our host communities of Merafong and Matlosana and major labour sending area of the OR Tambo District Municipality, while the balance was spent on uplifting the skills of our employees. The feedback from all social partners with regards to this has been positive, hence we continued to apply this formula in our 2015-2019 SLPs for the Vaal River and West Wits Operations submitted to the DMR in November 2014. The CHRDP comprises internships, learnerships, community mining related skills training, nursing training programme, artisanal training and engineering skills training programmes targeting the youths in our host and major labour sending areas. Some of the youths, who have been trained through these programmes, have been permanently placed by AGA and other companies and we continue to track their careers.

Through our solid partnership with the MQA, we have also received additional funding of R8.5 million from the MQA to train 600 youths in the Merafong and Matlosana local municipalities in the various portable skills during 2014 and R16 million to do the same in our major labour sending area of OR Tambo District Municipality, starting from March this year. The MQA and the DMR have also requested us to accommodate over seventy five of their learnerships (in addition to ours), into our programmes with the MQA also granting us a further R1.4 million towards the management development of HDSAs.

Land and Environment Strategy

Much as the Land and Environment Strategy has not been finalised, substantial work has been done resulting in parts of our land been used for the agriculture and solar energy projects in the Vaal River Operations and in Merafong, where the municipality donated a portion of their land for our agricultural project.

We have also taken the decision to donate company-owned stands in Fochville and Kanana Township, to the municipalities of Merafong and Matlosana, respectively, for housing development in these areas, in conjunction with the Provincial Human Settlement Departments. Plans are now in place to finalise a comprehensive Land and Environment Strategy in the months to come.

Infrastructure Utilisation Strategy

As stated elsewhere in this report, the company has already started selling a portion of its houses to employees as well as leasing or donating some of the properties it is no longer using, to the community and government.

The development of a comprehensive Infrastructure Utilisation Strategy will also be finalised in the coming months – in conjunction with the Land and Environment one – and we will continue to update our social partners of progress made, at the established forums.

Beneficiation Strategy

The company owns 42.4% of the Rand Refinery and beneficiates its gold product at Rand Refinery. We are also awaiting further guidance from the DMR in this regard.
ENGAGING WITH STAKEHOLDERS
As required by Regulation 46 of the MPRDA and according to the Social and Labour Plan (SLP) Guidelines, the mining company must, in developing its SLP, co-operate in the formulation and review of the IDPs of the areas with which it operates and in its major labour sending areas and ensure that consultation with these communities takes place. The following is a brief outline of the company’s consultation process followed in developing the 2015-2019 West Wits Operations and Vaal River Operations SLP:

The Vaal River Future Forum was consulted on 26 August and 25 September 2014 and the West Wits Future Forum on 26 August and 25 September 2014. A letter confirming the final Local Economic Development projects, following the consultations with the relevant stakeholders, was sent to the various recognised unions on 24 October 2014 for their input before 28 October 2014. Sufficient consensus was reached, with the exception of a request to extend the LED projects to all labour sending areas. The company has indicated that the approach adopted is informed by the requirements of the Mining Charter to focus its projects in the major labour sending areas (in our case, OR Tambo District Municipality) and the practical challenges of dealing with the various local and district municipalities. However, in order to accommodate this proposal, the company has added an LED project to benefit the Amatole District Municipality, which is the company’s second major labour sending area. AGA has also committed to cover all other labour sending areas to the extent possible, through its Social and Institutional Fund financial provisions.

The OR Tambo District Municipality, the Eastern Cape Departments of Education and Department of Health, were consulted on 4 September 2014, respectively. Agreement was subsequently reached on the projects for the LSA and a written confirmation to this end sent to the OR Tambo District Municipality on 22 and 23 October 2014 respectively. The Executive Mayor subsequently indicated her satisfaction with the SLP projects and programmes in writing to the company on 28 October 2014.

The Matlosana Local Municipality was consulted on 9 September 2014 at a Special Mandating Committee meeting. This was followed by written correspondence from the municipality and the company with respect to the LED projects. The company has, after due consideration of the municipalities’ proposal and the above-mentioned guiding principles, informed the municipality in writing regarding the final LED projects for the Matlosana Local Municipality for the period 2015-2019 to be submitted to the DMR for approval. The three projects that could not be accommodated by the company were the renovation of the Fresh Produce Market in Klerksdorp as this was rejected by the DMR in 2011, the upgrade of the municipal substation in Jouberton (which falls squarely within the accountabilities of the local municipality) and the provision of bulk infrastructure at the still to be established Meat Processing Plant which the parties have agreed in terms of this project’s MOU that the municipality will financially provide for.

The Merafong City Local Municipality was consulted on 5 September 2014 at a Special Mandating Committee meeting. This was followed by written correspondence from the municipality and the company with respect to the LED projects. The company has, after due consideration of the municipalities proposal and the above-mentioned guiding principles, informed the municipality in writing regarding the final LED projects for the Merafong City Local Municipality for the period 2015-2019 to be submitted to the DMR for approval. In Merafong, sufficient consensus was reached on all the Mine Community Development projects and Community HRD programmes, save for the municipality’s request that the Kokosi Community Clinic be scheduled for delivery earlier than the 2019 date as proposed in the SLP. The company has indicated that should the short-term cash flow challenges improve, it would be willing to accommodate the proposal from the municipality in due course.

The Matlosana and Merafong District Departments of Education were consulted by the company on 9 September 2014 and a list of priority school projects discussed with the company. The company has agreed to include several of the education infrastructures in Matlosana and Merafong Local Municipality schools in the SLP for 2015-2019.

The Merafong and Matlosana community forums comprising NGO’s, SMMEs and other community organisations’ representatives were briefed and consulted on 16 and 18 September respectively. Positive feedback was received from the consultations and inputs were incorporated into the SLP.

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The Moqhaka District Department of Education was consulted on the choice of the education project in Moqhaka, given that the efforts of the company to sign an MOU with the municipality from 2011 failed to materialise. All efforts from the company to forge a similar relationship as that with other municipalities were in vain and the difficulties experienced with the Moqhaka Local Municipality in implementing the 2010-2014 LED Community Hall project in Moqhaka.

The North West Department of Mineral Resources was consulted on 17 September 2014, immediately after their meeting with the Matlosana Local Municipality to give guidance with respect to the process leading to the completion of the 2015-2019 Vaal River Operations SLP submission.

The Gauteng Department of Mineral Resources was consulted on 19 September 2014 to give guidance with respect to the process leading to the completion of the 2015-2019 West Wits Operations SLP submission.
AMCU members formed part of the SLP consultation process on 26 August 2014.

Solidarity, UASA, NUM and management during the Q&A session.
Engagement with organised labour at the Future Forum

The West Wits and Vaal River Future Forum comprise representatives from AngloGold Ashanti management, Solidarity, UASA, the NUM and AMCU was established in 2012. The forum meets quarterly to discuss matters of common interest as it relates to labour and the sustainability of communities. This is a statutory requirement that the company has fulfilled. Minutes and records of the meetings are kept for future reference and for follow-through. Also reported on at the forum meetings, is progress recorded on the Social and Labour Plan Projects implementation.
AngloGold Ashanti believes that engaged and informed employees can contribute meaningfully towards the execution of business objectives and strategy. Following the announcement of Company Quarterly Results, the COO conducts two-way feedback sessions with organised labour (comprised of the Association of Mineworkers and Construction Union (AMCU), the National Union of Mineworkers (NUM), Solidarity and United Association of South Africa (UASA) taking a reflective look at the safety, production and financial results of the South Africa Region. Other issues reported on relate to developments around technology; accommodation and living conditions; and progress on the implementation of Social and Labour Plan Projects.
Engaging with employees to drive the transformation agenda

“Transformation is not an event or a book. It is a journey. Today is an important part of that journey and we need to be excited about it.”

These words by Ian Jacobs, Vice President Labour Relations signalled the launch of the South Africa Region’s Transformation Steering Committee in Potchefstroom on Friday, 27 June 2014.

He added that the committee was structured at the appropriate level as we want to deal with transformation at the right level. “After a lot of debates and discussions, we are really happy to announce that transformation in the region will be driven by organised labour in conjunction with a management committee chaired by Ian Heyns, Senior Vice President Human Resources.

“The purpose of today is to publicly declare and commit ourselves to transformation and employment equity. We are determined to succeed with this process,” he added.

The leaders of the branch committees of the four recognised organised labour unions as well as management signed a pledge that states that as a committee, they commit to:

- Ensuring that the objectives of the Employment Equity Act are met.
- Implementing appropriate measures to redress disadvantages in employment experienced by designated groups.
- Living our Company’s values and ensuring that all processes are based on these values.
- Promoting equal opportunity and fair treatment in employment.
- Achieving a diverse workforce with equitable representation across all occupational categories.
- The advancement of employees from designated groups through Training and Development.

Wally Kramer from Solidarity explained that transformation is a lifestyle and when we sit around the table we must not just share our views of what we want but look through the spectacles of everyone around you and also see what they want. “We, as Solidarity, will sit down and support and commit to transformation. We will not just put forward our views but will take in what every individual around the table will be saying,” he said.

Johnny White, who represented UASA, said that AngloGold Ashanti is the leader in transformation. “I have been to a lot of mines and no one has implemented a committee like this yet. UASA commits itself to this process and it must be fair to everyone and have a plan for everyone. We all have to participate to make it a success and at UASA we are more than willing to make this a success,” he said.

AMCU’s Tshepo Motloi said that there has been inequality in the mining sector for many years. “Until there is sufficient representation in terms of race at top management and until a mining team member is not only seen as a black person; but also other races; doing a peasant’s job we are still going to have a problem. We need to transform. We need to start looking at the bigger picture. South Africa represents all of us. We need to develop the previously disadvantaged so that we can resolve the mining crisis that we find ourselves in and resolve future disputes,” he added.

Stanley Mokgotu from NUM strongly reminded the committee to implement – “actions speak louder than words”, he said. “This issue has been on the table for a very long time. One of the issues on the pledge talks about a diverse workforce in all occupational categories. NUM has been concerned that in some departments we cannot see transformation in certain categories. We need to action that. Other areas that we know of, is that company’s are embarking on mechanisation and we should use this opportunity to build a knowledge base to get further training. This will ensure that the workforce remains relevant and economically active through a secondary industry.

According to Ian Heyns the success of this endeavour strongly lies in the commitment of the committee. “It is up to everyone to participate in this, and not just talk,” he said. “All of us, management and organised labour should represent the values of AngloGold Ashanti and not take this responsibility lightly.” He went on to say that everyone deserves dignity, equality, social justice and freedom and we must all be committed to be non-sexist and non-racist as prescribed in our Constitution.

The committee is set to assemble quarterly to discuss issues concerned with Transformation and Employment Equity.
Francois Naude, General Manager at Mponeng Mine signs the pledge.

Tafa Moya, National Coordinator from the National Union of Mineworkers.

Wally Kramer from Solidarity commits to transformation.

Tshepo Motloi, Regional Secretary from the Association of Mine and Construction Workers Union (AMCU).

Etienne Rood, Human Resources Manager for South Africa Region Services and Emsie Norval, Human Resources Manager for AGA Health pledge their support.

All organised labour representatives and management who were present signed the pledge. Here Thokolo Motsumi and Gerrie Blom from UASA wait in line to sign the pledge.

Ian Jacobs, Vice President Labour Relations, who said that management is determined to succeed with the transformation process.

Mabo Phokanoka, Senior Human Resources Manager for Employment Equity and Transformation said that the company commits to a diverse workforce with equitable representation across all occupational categories.
Chief Operating Officer engaging with the Matlosana community

As part of AngloGold Ashanti’s stakeholder engagement strategy, the company hosts quarterly community briefings in Matlosana, Merafong and our major labour sending area of the OR Tambo District Municipality. The purpose of these events is to allow for interaction and reporting back to communities on the company’s Social and Labour Plans implementation progress, while also encouraging the mapping out of plans for the year. The sessions create a platform for reporting back on our current Local Economic Development projects, Enterprise Development projects as well as Community Human Resource Development programmes including Bursaries, Learnerships and Internships, and company performance as a major employer in the areas that we are operating in. The target audience is the municipality, community based organisations, the youth, organised business and community members.
Chief Operating Officer engaging with the Merafong community

The COO, Mike O’Hare addressing the audience during the Merafong Community Briefing held in May 2014.

Shaun Newberry, Senior Vice President Technology and Projects presenting on AngloGold Ashanti’s new methods of mining. Guests are encouraged to ask questions and receive direct feedback.

Simeon Mighty Moloko and Mike O’Hare taking off-line questions during the Merafong Community Briefing.
Senior Vice President engaging with the labour sending community

Simeon Mighty Moloko held a Community Briefing in Mthatha in the Eastern Cape in June 2014. In attendance were members from NGOs, business leaders and the community.

Xola Bashman, Stakeholder Engagement Manager and Jacques Wessels, the retired Manager Enterprise Development engage with business and NGO members.

The community in the OR Tambo District Municipality ask questions during the briefing while also going through the company’s 2013-2014 Community Project Report.
In an effort to create and facilitate access to procurement opportunities in AngloGold Ashanti for companies in our host communities, the Supply Chain Department launched a Local Procurement Portal for businesses from these operational areas during the second quarter of 2014.

The portal is available online for registration through the link, www.anglogoldashantiprocure.co.za for businesses from the company’s areas of operation in the Matlosana and Merafong municipal areas.

It is used to advertise tenders and business opportunities for which businesses can apply. The portal does not replace current AngloGold Ashanti procurement processes, policies and procedures, but serves to link local suppliers with opportunities that are made available for them.

"AngloGold Ashanti has set aside categories of spend for local communities which will ensure that local communities get a fair chance to gain tender opportunities without having to compete with the big and established businesses," said Abel Mudau, former Senior Manager Supplier and Enterprise Development.

This comprehensive, improved procurement programme is aimed at empowering quality BEE entities as part of procurement activities, as well as addressing the challenges that businesses were experiencing in the past.

Agnes Metswamere, Supplier Compliance Officer said that the initiative was established to respond to the needs of local businesses.

"After the launch in May, we held follow-up workshops with businesses to monitor progress and clarify some queries we had received. We have addressed some of the suggestions made at the workshop and aim to make the portal as simple and as user-friendly as possible.

“We have listened to the business people and will implement some of the recommendations made by them to improve on the navigation of the site," she said. Metswamere also recommends that all businesses open e-mail accounts to enable them to receive updates from the portal and make communication easier between them and the company.

“The company is dedicated to empowering and developing local businesses and we know that with supporting businesses comes responsibility and through continuous mentorship we are able to ensure that the enterprises get all the support they need to grow and sustain their businesses," she said.

Simeon Mighty Moloko, Senior Vice President Sustainability said that there are four challenges we are facing in South Africa. “These challenges are unemployment, inequality, poverty and corruption and these are the factors that contribute to our socio-economic framework,” he said.

“As AngloGold Ashanti we are working very hard to address these challenges. We have made it our mandate..."
to develop and support local service providers to ensure that they become sustainable businesses," he said. "We have received positive feedback from the community and by June 2015 we already have just under 438 businesses registered on the portal," he added.

During the launch, Metswamere emphasised that the company is fully committed to the requirements as set out in the Mining Charter. "We are well on track to achieving all targets as set out in the Charter and will be fully compliant by the end of 2014," she said.

"The portal will help to create joint ventures between established suppliers and local entities - giving small suppliers an opportunity to participate in large projects and also to assist to share skills to local entities.

"When tenders are advertised, approved suppliers must submit an Expression of Interest to participate in that specific tender. Please note that by submitting an Expression of Interest, suppliers are not guaranteed that they will be given an opportunity to tender. Should you not receive an invitation to a compulsory site briefing within four weeks of expressing interest, you can consider your Expression of Interest as unsuccessful.

AngloGold Ashanti will pre-select suitable suppliers based on the following criteria:
1. Profile score
2. The company must be 100% black-owned
3. The company must be situated within the Merafong or Matlosana Local Municipality (physical address)
4. Knowledge and experience (capacity and capability)
5. References from other clients (reliability)

The pre-selected suppliers will receive an invitation for a compulsory site briefing via email where tender documents are issued with the tender submission closing date. This invitation is not transferable and uninvited suppliers will not be allowed to participate.

Only vendors who have supplied commercially competitive tenders and have shown the requisite capability to deliver, will be considered. The considered vendor will then be taken through the normal vendor approval process and once that is completed, a vendor number will be issued and the tender awarded.

To view the portal or register, log in at www.anglogoldashantiprocure.co.za.
Sipho Pityana, the Chairman of the AngloGold Ashanti Board, visited projects in the OR Tambo District together with David Noko, Executive Vice President Sustainability and Simeon Mighty Moloko, Senior Vice President Sustainability. The purpose of the visit was to familiarize the Chairman with the projects being funded by AngloGold Ashanti in the area and how the company’s stakeholders perceive them; to meet former mineworkers to gain a sense of life after mining; and to explore the efficacy of catalyzing a self-sufficient sustainable agricultural project working with the traditional leaders and other stakeholders.

“This is the poorest region of the country,” said Pityana, “the projects we invest in might appear small, but they mean a lot in the lives of those communities. I was not only deeply touched by what I saw, but I felt proud to be leading a company capable of showing so much care for the underprivileged,” he said.

Delivering food parcels and vegetables to ex-miners in Emalangeni village is Chief Phathisiwe Mjoji, Mike O’Hare, Chief Operating Officer; Cllr William Ngozi, former MMC for LED and Sipho Pityana.

Some of the ex-miners in the village of Emalangeni listen to the Chairman of the AGA Board and Chief Mjoji.

Vegetables and food parcels are stacked outside ready to be given to each of the ex-miners.
The representatives are welcomed to Goso Forest Junior Secondary School where AGA delivered a science laboratory in 2013.

David Noko hands over a ‘herdsman’s stick’ to Chief Thamsanqa who represented the King while Maxwell Bolani, Manager Local Economic Development, Chief Phathisiwe Mjoji and Lungisa Matha, the King’s secretary, look on.

Maria Mabona, Project Coordinator for Local Economic Development with AGA Chairman, Sipho Pityana.

The Principal at Sonata Junior Primary School, Sibongile Potelwa

The group visited Bholani Primary School to check on progress made on the classrooms being built. The school also has a vegetable garden that helps feed the children. Sipho Pityana and Chief Phathisiwe Mjoji handed out sweets to all the learners during the visit that took place in July last year.

David Noko hands over a ‘herdsman’s stick’ to Chief Thamsanqa who represented the King while Maxwell Bolani, Manager Local Economic Development, Chief Phathisiwe Mjoji and Lungisa Matha, the King’s secretary, look on.
During December 2014 and January 2015, the Chief Executive Officer, Srinivasan Venkatakrishnan (Venkat) undertook a roadshow to the South Africa Region operations where he came face-to-face with thousands of employees. Venkat spoke about the company’s first value - that of safety and thanked everyone for actively playing a role in the significant progress made on the safety front. Employees were given the opportunity to ask Venkat questions that were answered in a frank and honest manner. The annual road show affords employees the opportunity to engage directly with the CEO. Venkat said that he found the sessions extremely useful, interactive and hugely enriching, which in turn, gave management a lot of food for thought. “The last two days have given me so much energy, motivation and confidence to keep marching on. You all have very good, dedicated and loyal team members – please cherish them and look after them,” he wrote in a thank you letter to Mike O’Hare and his team.
Chief Executive Officer visits the West Wits Operations

Employees at Mponeng Mine engaged with the CEO, Venkat. Employees had the opportunity to raise issues and receive honest answers.

Employees from the Surface Operations during the session held at the West Wits Conference Centre.

Engaging with employees at TauTona Mine’s Motebong Residence

Sediko Rakolote, Ian Heyns and Christine Ramon, Chief Financial Officer at TauTona Mine. Venkat also visited patients in hospital earlier in 2014.
AngloGold Ashanti Board visits TauTona Mine

The group after returning to surface.

The CEO, Venkat demonstrating that safety is AngloGold Ashanti’s first value and priority.

Members of the AngloGold Ashanti Board during a visit to the Technology and Innovation prototype sites.

Shaun Newberry with Graham Ehm, Mike O’Hare, Michael Kirkwood and Italia Boninelli.

Italia Boninelli, David Noko, Rodney Ruston, all members of the Board and Chris Ndhlite, Media Relations and Communications Specialist.

David Hodgson, Ron Largent and Rodney Ruston - members of the AGA Board.

Shaun Newberry, Senior Vice President Technology and Projects, gives an update on the use of technology to remove people from hazardous areas.

Mike O’Hare hands over a token of appreciation to Board Chairman, Sipho Pityana. The framed spade still carries the dirt from Wedela Old Age Luncheon Club where Pityana gave of his 67 minutes of selfless service on Mandela Day in 2014.

David Noko and Venkat.
Representatives from the DMR, AngloGold Ashanti and organised labour visited the Engineering Training Centre where Timothy Ndebele, Training Manager took Kealeboga Sennano through the programmes on offer at the centre.

Kobus van Heerden, Enterprise Development Manager explains the future plans of the Matlosana Agricultural Project to Kealeboga Sennano.

A group photo at the Matlosana Agricultural Project on the banks of the Vaal River.

The DMR also visited Thea Merafe Primary School in Jouberton and Vuyani Mawethu Secondary School in Khuma.
The Department of Mineral Resources visited projects in the West Wits Operations on 16 July 2014.

Ian Heyns, Senior Vice President Human Resources, Simeon Mighty Moloko, Butiki Loliwe and Adv Susan Malebe visited the residences that were converted into family units.

Wally Kramer from Solidarity and Boyd Smit from UASA.

The group in front of the converted family units.

Jeffrey Mgayo and Tebogo Molale from AMCU.

Members of organised labour also formed part of the audit.

Mark Wilkinson explains the process to organised labour members.

Nicki Strydom, Legal Counsel and Lebogang Nkadimeng, Governance Manager with Tafa Moya from NUM in one of the family units.
The third annual Mining Lekgotla, a platform which brings key stakeholders in the South African mining industry together, was held in Midrand on 13 and 14 August 2014.

The theme for this year was Building on the Contribution of Mining since the Advent of Democracy: The Past We Acknowledge and the Future We Build Together. The Mining Lekgotla is a collaboration between the Chamber of Mines of South Africa, the Department of Mineral Resources and the National Union of Mineworkers which affords the industry to discuss industry related issues and to review progress on the transformation of the industry.

Since its inception in 2012 this two-day event has become the think-tank for the mining sector. This year transformation and community development came under the spotlight and the Minister of Mineral Resources, Advocate Ngoako Ramathodi urged companies to double their efforts to transform the mining sector. The issue of women in mining and gender equality was widely discussed; and the industry was urged to continue ensuring that more women are developed and for them to participate in mining.

Minister in the Presidency, Jeff Radebe, who represented President Jacob Zuma as the keynote speaker at the Gala Dinner, emphasised the critical role that mining has on South Africa’s economy. “Despite declining, mining remains a key contributor to the economy of our country. Success of the charter will be a boost to the success of other sectors’ transformative policies,” he said. Minister Radebe told the Mining Lekgotla to come up with bold suggestions of how transformation can be achieved and by when. The Minister appealed that unresolved tensions in the mining industry should be dealt with soon, in order to stabilise the sector, which has been hit by industrial actions and work stoppages in the past two years. The Minister also reminded the industry that they should take an interest in driving community development in host and labour sending mining communities.

Engaging with key stakeholders at the 2014 Mining Lekgotla

The Minister of Mineral Resources, Ngoako Ramathodi who officially opened the Lekgotla, took time to visit the AngloGold Ashanti exhibition stand and took a copy of the South Africa Region’s Community Report. With him is Sediko Rakolote, Stakeholder Engagement Manager.

The Deputy Minister of Mineral Resources, Godfrey Oliphant engages with Monica Madondo, Vice President in the COO’s Office.

The former Minister of Mineral Resources, Susan Shabangu also made a turn at the AGA exhibition stand where she spoke with Thabo Bogatsu, Assistant Communication Officer in the SAR Communication Department.

Ofentse Mpitso, Communication Officer welcomes Nkosi Mandla Ah! Zwe livellele Mandela to the AngloGold Ashanti exhibition stand.
Martie Steyn, Sustainability Communication Specialist and David Noko, Executive Vice President Sustainability share a lighter moment with one of the delegates.

AngloGold Ashanti Choir were the guest performers at the Mining Lekgotla Gala Dinner. Here are with representatives from AngloGold Ashanti.

Thulani Masuku has an obsession for detail. It is partly because of this talent that served him well since he first set foot in the creative world. He had no qualifications, just wild passion and a splendid creative brain in the audiovisual industry.

AngloGold Ashanti approached Thulani to design its exhibition stand for the 2014 Mining Lekgotla and together with his team, they managed to produce a striking contemporary, yet simple audiovisual product.

Thulani is a born-Swaziland national who came to South Africa to complete his matric in 2001, with the ambition of becoming a Chemical Engineer. While waiting for the university’s response, he was invited to an audition by a TV producer.

After a year of experience he landed a job as a junior editor for O’Mage Images where he worked for seven years, grooming himself into senior and executive positions. This was the upturn of Thulani’s career; he was responsible for producing a full package of visual creations, which helped him establish a relationship with AngloGold Ashanti. “This was the time when AngloGold Ashanti had just bought the Ashanti Mine in Ghana. I did the rebranding of the company, designing the corporate videos and this bagged me a Loerie Award,” he said.

Up close with the creative mind behind our striking exhibition stand

Thulani Masuku and Sediko Rakolote, Stakeholder Engagement Manager at the exhibition stand that Thulani designed for AngloGold Ashanti.

This self-made, creative guru branched off as a freelancer – exploring other avenues within the creative industry. With his knowledge in multimedia and communications, he ended up at The Tuckshop Brand where he tapped into broadcasting, working with production companies such as Bongwe Productions and creating images for shows like Afro Café. At the same time, he worked with Top Media TV which hosts Top Gospel – where he helped to brand the show. “Producers would come up with the concept and say here is a show, just dress it up, make it look good and put it on TV,” said Thulani.

He prides himself with his original ideas, “I don’t bank ideas – I don’t keep a collage of ideas. I believe that when you give me a brief just give me an hour and after that I would just flow with fresh ideas.

He is now heading a team of five creatives – a small focused group can do more than a large group of people. “I believe in working with a smaller group who want to grow within the industry” He has a great vision of what he wants to do in the world of visual communications. For Thulani, the sky is the limit.

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The Wits University Research Unit was tasked by the AGA Board to conduct a research on the socio-economic development initiatives in the South Africa Region in June 2014. The delegation visited several projects, including Wedela Technical High School where the company refurbished a computer laboratory and science laboratory; the Carletonville Hospital Medical Step-Down Facility and Pediatric Ward; Uribrant Designz; Mtulelo Primary School library and Khutsong Community Park. In the OR Tambo District Municipality, they visited Sonata Junior Primary School, Goso Forest Junior Secondary School science laboratory and the Ifa Lethu Beef Coop.

Monica Madondo, Vice President COO’s Office and Nancy Coulsein, Programme Manager Stakeholder Engagement at the Centre for Sustainability in Mining and Industry (CSMI) at the Khutsong Community Park.

Itumeleng Maselwane, owner of Uribrant Designz with Ben Matela, Stakeholder Engagement Manager and Monica Madondo.

AngloGold Ashanti management and the Wits University delegation visited projects in the Merafong area.

As part of their study, delegates from Wits University also visited some of the projects in the OR Tambo District Municipality - one of the company’s major Labour Sending Areas. Here Monica Madondo, Butiki Lolhiwe, Manager Properties; Nancy Coulsein and Caroline Digby, Adjunct Professor, Director CSMI visit Sonata Primary School in Sonata, Goso Forest Junior Secondary School and Ifa Lethu Beef Coop in Lusikisiki.
In line with the National Development Plan, but primarily informed by the prescripts of the Mining Charter, the company recognises that it has the responsibility to change the social make-up and profile of host communities and labour sending areas. The past legacy can only be changed if we partner through joint resources to help rebuild our host communities by responding to the dire need for social infrastructure. Our Local Economic Development Fund is actively helping to create projects that will be of value to host and labour sending communities informed by local municipalities’ Integrated Development Plans and consequently approved Social and Labour Plans. We have delivered a number of projects in Matlosana that will add value to the lives of those residing in our communities.
AngloGold Ashanti delivers on its Social and Labour Plan commitments in Matlosana

Education still remains a priority in the communities where AngloGold Ashanti operates and its major labour sending areas. It plays a bigger role in addressing issues of inequality, unemployment and poverty. Educated people can easily identify themselves, take control of their lives and take part in issues that affect their communities socially and politically.

On Friday, 29 May 2015, the North West MEC for Education, Wendy Matsemela; AngloGold Ashanti South Africa Region’s Senior Vice President for Sustainability, Simeon Mighty Moloko; Vaal River District General Manager, Moses Madondo; organised labour and the Matlosana Local Municipality handed over school facilities to the communities of Tigane, Jouberton, Kanana, Umuzimuhle and Khuma.

The jam-packed day started at Tigane Primary School where representatives handed over a computer laboratory to the DMR and community of Tigane. The entourage left Tigane for Thea Merafe Primary School in Jouberton, where AngloGold Ashanti built four classrooms. Due to the significant development with regards to the growth and size of Jouberton, which consists of twenty four extensions, the school experienced overcrowding for a number of years. This in turn, made it more difficult for the educators to concentrate on learners’ different needs.

Through consultations between AngloGold Ashanti and the North West Province Department of Education, a science laboratory and extra classrooms were deemed necessary at Thuto Tsebo Secondary School and Are Bokeng Primary School respectively. After the handover in Kanana the entourage proceeded to Vaal Reefs Technical High School in Umuzimuhle. In 2013, a two science laboratories were handed over to the community by MEC Matsemela. The two laboratories and the entire roof of the school was refurbished to the value of R3.5 million.

Five extra classrooms were built in Vuyani Mawethu Secondary School in Khuma. The classrooms and the school’s science laboratory were damaged by the earthquake last year and AngloGold Ashanti assisted in funding the repairs.

The recently handed over projects are in sync with the National Development Plan, which has prioritised education, training and innovation as central to South Africa’s long-term development. Likewise, the company regards these as core elements in helping to eliminate poverty and reducing inequality as we work as a collective to create an equal society. AngloGold Ashanti is fully aligned to these national imperatives which are integrated in its holistic approach to education.

After a long and rewarding day, guests gathered at Tukisang Primary School in Khuma where AngloGold Ashanti built a library and bought books worth R60 000. The company also refurbished one of the classrooms and turned it into a computer laboratory.

“This library will enhance the knowledge of the learners and will give a better meaning to the academic life of all the learners of this institution,” said Mumsey Lee, MMC for Finance from the Matlosana Local Municipality.

Simeon Mighty Moloko, Senior Vice President Sustainability said that what AngloGold Ashanti is delivering today stems...
from a request that came from the North West Department of Education as some of its priorities in the Matlosana area.

“We delivered a fully-fledged computer laboratory at Tigane Primary School,” he said. “As we are all aware, when learners further their studies at tertiary institutions, they find a paperless system where they have to know how to use a computer. It is important that our learners know how to utilise a computer and other forms of technology at an early age,” he said at the official event that was held on the grounds of Tukisang Primary School.

“We also run a programme called Star Schools, which produced a 100% pass rate last year and over 90% Bachelors. The OR Tambo District learners have greatly improved through this programme and are producing a 90% pass rate in the areas where we are supporting them. We also award the best learners in these three areas with bursaries to further their studies,” he added.

Learners, educators, members from the various School Governing Bodies and the community at large were urged to utilise and take care of the resources awarded to them. “We want to see all these projects in ten to fifteen years as intact as they are today,” said MEC Matsemela. “On behalf of the Department of Education, we accept all seven projects. I therefore thank the management of AngloGold Ashanti for coming up with such interventions to help our learners grow and give them an equal opportunity to excel.”

“I do, however, want to caution our learners to still know how to read and write. All these computer and science laboratories must not take away from their writing skills,” she added.

In a message of support, Clifford Khumalo from the National Union of Mineworkers said that AGA management changed the direction in which community members are now empowered. “AngloGold Ashanti is making sure that the communities in which it operates are uplifted. We acknowledge the DMR for doing a good job for sustaining these projects and we also acknowledge the educators and learners present here today, as they are the direct beneficiaries of these projects,” he said. He added that the learners must work hard and stay focused and that education is the key to success. “There is no other way around or any shortcut to success. We thank the MEC, the Department of Education and everyone that made sure that these projects become a success. Thank you AGA, continue with the good job you are doing,” he said.

The learners and their educators, the community, representatives from the Department of Basic Education, Department of Mineral Resources and AngloGold Ashanti, School Governing Body and representatives from Future Forum were excited to be part of this event. “We are very happy. We always ask ourselves where the fruits from the hard work of our brothers and sisters that work underground go. Today we can see what has been done,” said Mamorake Tau from the Association of Mineworkers and Construction Union at Moab Khotong Mine.

All the projects were built by contractors from Matlosana area whereby temporary jobs were created.

The school choir at Tukisang Primary School led the guests into singing the National Anthem.

Clifford Khumalo from the National Union of Mineworkers.

Mmamorake Tau from the Association of Mineworkers and Construction Union.

Sipho Mabuda, acting Municipal Manager said that the library will upgrade the knowledge of our children and ultimately we will have educated adults that will lead the country tomorrow.
Technology is one of the greatest tools and adds value to teachers if available in the classroom.

The only way in which learners can reach digital literacy is by having hands-on, practical experience with technology.

Not many learners have access to computers at home or internet access on other devices other than smart phones. Having dedicated access to a computer in school gives them the opportunity to use it to such an extent that they can build on their skills with the help of an educator.

AngloGold Ashanti believes that by enabling learners to gain access to resources is critical.

On Friday, 29 May 2015, the North West MEC for Education, Wendy Matsemela, officially launched and handed over a fully equipped computer laboratory to the principal, educators, School Governing Body and learners at Tigane Primary School.

“Our learners must still know how to read and write,” said MEC Matsemela. “The computer and science laboratories must not take away the learners’ writing skills.”

Maxwell Bolani, Manager Local Economic Development said that the aim of the project is to enhance learners’ computer skills, as well as to nurture their IT talent.

“Learners should start from primary school level so that they can get acquainted and be competent in the world of technology,” he said. “The lab will also assist the educators to learn more about information technology, to enhance their skills in order to teach learners how to use these computers.” He added that through this intervention, AngloGold Ashanti hopes to place these learners in an advantageous position when they reach high school and university.

Simeon Mighty Moloko, Senior Vice President for Sustainability said that the partnership between the Department of Education and Matlosana Local Municipality made it possible for the company to launch and handover seven schools’ build projects in the Matlosana area during its 2010-2014 Vaal River Social and Labour Plan reporting period.

“The computer laboratory was built to the tune of R1.2 million by a local black-owned service provider,” said Moloko. “In terms of procurement compliance, the South Africa Region’s Supply Chain Department had to procure 70% of services from Black Economic Empowerment (BEE) entities by the end of 2014 and as part of the Mining Charter.

“I am proud to say that the quality of work done by these contractors at all of our school’s build projects is commendable.”

Nthabiseng Stone, a Grade 6 learner said they are grateful to AGA. “I did not know how to use a computer, but now I have a basic knowledge of computers and I am learning more everyday,” she said.

Moses Madondo, Vaal River District General Manager unveils the plaque at Tigane Primary School. With him is Simeon Mighty Moloko, Senior Vice President Sustainability and Kealeboga Sennano, Deputy Director of Mineral Resources, North West.
Lebogang Matlhapa  I feel happy. As a learner I really congratulate the people who are being with us. I am really so happy. We can learn things on it. As a learner of Tigane Primary School I thank you as I cry. GOD BLESS YOU.

Palesa Mogotsi  About our school I am happy for our school and for us, the learners of Tigane Primary School. Today we can learn new skills and provide us with the better education for our future. The computer class is going to open new doors for us.

Lesego  Mosia  I feel very happy when I am on the computer lab the computer because I others how to use a computer so that they can know too. They be happy to use computer we love our teachers because they give us a better education so that you can be a better. I like to thank anglo gold for opening tigane computer lab god bless you thank you.

MOTHEO LEBETHE  About our school and the computer laboratory. I'm so happy because we are going to learn about more things that we don't know from our computer we are going to go somewhere we want us to that new education we can get that from.

My name is Bongani Tsolela I feel happy and I want to be glad on my family and on parents. My favourite sports is soccer I dress jersey number 1 goal keeper and I like to make my team win. And I want to thank ANGLO GOLD ASHANTI because they take care for our school and they give us education. Thank you very much.

I'm so happy because we are going to listen about more things that we don't know from our computer we are going to go somewhere we want us to that new education we can get that from.
On 29 May 2015, AngloGold Ashanti officially launched and handed over four newly constructed classrooms at Thea Merafe Primary School in Jouberton.

Thea Merafe, after the necessary consultation, formed part of the 2010-2014 Social and Labour Plans. Initially having received the proposal from the North West Department of Education, AngloGold Ashanti committed to spending R1.8 million for the construction of four classrooms. The actual amount spent on the building of the classrooms was R1.3 million.

“We want to hand over the classrooms to you so that you can make use of them as we understand the urgency as classrooms are overcrowded,” said Simeon Mighty Moloko.

Jouberton, which was established in 1907, has experienced significant development in terms of its growth and size and consists of twenty-four extensions, making it possible for classes to be overcrowded. There are approximately three secondary schools to which Thea Merafe feeds.

In 2000, the school applied to be an English medium school, as the parents were adamant that they would like to enable learners whose parents couldn’t afford the school fees in former Model C schools to have the same quality of education. Thea Merafe started as the only English medium school in Jouberton and in January 2001 the roll had escalated to 800 learners. Being the first school in Jouberton to appoint White and Indian educators, history was made.

Currently Thea Merafe has an enrolment of 1096 learners and 35 staff members. The classrooms were not sufficient to host all the learners and a while back one of the mobile classes fell while the learners and the teacher were in class, making it unsafe. Throughout its history, the school has had a lack of space, because every parent in the area would like to see their child in Thea Merafe.

The 24 workers at this project consisted of five officials, six brick layers and ten labourers.

Daniel Motlogelwa Tlhonyane was the site manager in charge of the project. Employees were taught basic brick laying skills, while the labourers were also provided with stock management training and basic skills on mixing building sand.

In addition, training on safety practices were conducted on a weekly basis to ensure the safety of employees.
Are Bokeng Primary School

Are Bokeng Primary School was established in 1993, however at the time, it was hosted at Reahola Primary School, then known as Kanana Secondary School. The school is situated in Kanana in the Matlosana Municipal area.

Many of the residents in Kanana work for mining companies in the area. Given that most of the mines have closed down, the unemployment rate in the area has increased.

There are roughly five secondary schools around the area to which Are Bokeng feeds. In 2000, the school obtained its own building but due to financial constraints only the first phase was built and the school struggled with the completion of the second phase. The school was platooning for several years and the temporary solution was the erection of mobile classrooms, which eventually wore out. The floors are often broken as the wood they are made of ages and is too expensive to maintain, resulting in the learners potentially being injured at any time.

The mobile classrooms are not user-friendly, as they are extremely hot in summer and too cold in winter. Teaching and learning is not effective under these conditions.

The Department of Basic Education requested AGA to assist in building five additional classrooms at Are Bokeng Primary School to improve learning efficiency by lessening the vast number of learners in one classroom.

The classrooms now assist educators with additional resources to enhance their teaching capabilities while also allowing learners to access resources within the school. After building and delivering the classrooms, educators are able to evaluate and give learners the necessary devotion they require. This will include educators being able to monitor and evaluate learner’s progress carefully and achieve a learner-educator ratio that complies with the latest guidelines.

Representatives from the North West Department of Education, Department of Mineral Resources, Matlosana Local Municipality, AngloGold Ashanti and organised labour at the handover of Are Bokeng Primary School on 29 May 2015.
By delivering science laboratories to schools in its host and major labour sending areas, AngloGold Ashanti hopes to improve on learners’ science and mathematics results.

On Friday, 29 May 2015, the North West MEC for Education, Wendy Matsemela led a delegation consisting of members from her department, AngloGold Ashanti, the Matlosana Local Municipality and organised labour at the handover of a science laboratory at Thuto Tsebo Secondary School in Kanana.

Moses Madondo, Vaal River District General Manager said that the country, and the mining industry in particular, encourages learners to excel in maths and science. “One of the company's main aims is to, through our Community Human Resources Development Programmes, encourage learners to go into science and technology fields,” he said. “Learners will now be able to grasp concepts better through practical work.”

The new science laboratory has an interactive board installed to facilitate interactive learning, science experiments, science lessons and many other science related programmes. These will now be performed quicker and more effectively using the advanced technology that comes with the white interactive boards. Pre-installed exam papers, exercises and test papers will help learners track their learning pace and understanding of the work.

Teachers will undergo training on how to effectively use the interactive white boards and how to operate the programs and systems to ensure that the school meets its objectives in making science more fun and enjoyable for learners, improving their results and passion for science at an early age.

Mthuthuzeli Pitoyi, Senior Community and Sustainable Development Officer said that AngloGold Ashanti is assisting government to build the necessary infrastructure needed in the community. “This will lead to improved results in physical science and life sciences in matric and at tertiary levels at a later stage,” he said.
Dancing and ululating was the order of the day at the handover of a modern library at Tukisang Primary School in Khuma on 29 May 2015.

The learners and their educators, the community, representatives from the North West Department of Education, Department of Mineral Resources and AngloGold Ashanti, School Governing Body and representatives from the Future Forum were excited to be part of this event. “We are very happy. We always ask ourselves where the fruits go from the hard work of our brothers and sisters that work underground. Today we can see what has been done,” said Mamorake Tau, Women Structure Chairperson from the Association of Mineworkers and Construction Union at Moab Khotsong Mine.

Tukisang was the first school to be built in Khuma near Stilfontein. The school started as a lower primary school staring from Grade 1 to Grade 4, consisting of 10 classrooms and 10 female educators.

Since it was the first school to operate in the area, Tukisang was seen as being the cornerstone and pride of the community’s education. This is further illustrated by the school motto, “Thuto ke Lebone” which means education is the light of the community.

Academically the school has been doing well with a pass rate of 76.5 percent and it is one of the prominent feeder schools to the surrounding high schools in the area.

Tukisang is also involved in community outreach programmes - most notable is the food parcels they donate to the needy in the community. The resources for this are generated from funds raised by the learners and educators.

In 2013, the school was considered to be one of the beneficiaries of the LED Projects in Matlosana and the committed budget for this project was R1.4 million as per the AGA Vaal River Operations 2010-2014 SLP allocation. The actual cost was R1.2 million.

“We are very grateful for what AngloGold Ashanti did for us. During the handover of the library, guests were shown which books and resources are available for the learners and the community at large.

This library will not only be used by our learners but it will be extended to the community,” said Principal Motsamai Mohutsioa.

Lerato Lepedi, a Grade 7 learner said she is happy and excited about the new library. “I can now read different books and be able to do my homework properly, as I will have access to resources. Thank you AngloGold Ashanti,” she said.

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Vaal Reefs Technical High School

Vaal Reefs Technical High School opened doors to its first intake of learners in 1986 under the leadership of Coenie Scheepers and started with only eight educators. The school was built by mining house, Anglo-American, to specifically accommodate children of miners. The curriculum (technical subjects) was designed to address the human resource needs of the mining house. During the 1990s the school opened its doors to learners from outside the mining community. Since then the school has been growing in educator and learner numbers.

Anglo-American and the then Vaal Reefs Exploration and Mining Company combined and subsequently invested in the building, equipping and upkeep of the school. Because of the vision and insight of people like RG Williams, the previous General Manager, a school came into being with the purpose of serving the community in general and the mineworkers in particular.

For 18 years (1986 to 2002) the financial and moral support from the mining house made it possible to bring superior education to previously disadvantaged learners. Although the school is not situated within the boundaries of any big town or township, parents could afford to pay transport costs for their children because school fees were low, and they knew it was worth sending their children to this school.

In partnership with the Department of Basic Education and Matlosana Local Municipality, AGA has repaired and renovated the school that has a roll call of approximately 1841 learners.

AGA committed to repair and renovate the school, in order to uplift and maintain good infrastructure conditions, for the safety of learners and teachers. All the constructions were done according the Department of Basic Education specifications.

Refurbishment of the school will assist educators with additional resources to enhance their teaching capabilities while also allowing learners to access resources within the school. Educators will have successful intervention programmes for learners who struggle in class, which in time should improve the school’s results.

As the school is owned by the Department of Basic Education, AGA consulted with them, the Matlosana Local Municipality and the Department of Mineral Resources in the North West and reached an agreement to include the project in AGA's 2010-2014 Vaal River Operations Social and Labour Plan.

This was followed by the signing of a Memorandum of Agreement between the North West Department of Education, Matlosana Local Municipality and AGA. The committed budget for this project was R4.5 million as per the SLP allocation, however, the actual amount spent was R3.4 million.

In addition to the refurbishments, AGA provided two science laboratories to enhance and support the learning and teaching of science and technology.

The project ensured the employment of 25 workers consisting of six officials, four brick layers and fifteen labourers. Employees were taught basic brick-laying skills, the labourers are also provided with stock management training and basic skills on mixing building sand. In addition, training on safety practices were conducted on a weekly basis, to ensure the safety of employees.

The two science laboratories.
Vuyani Mawethu Secondary School

The school is situated in the community of Khuma; a township in Stilfontein, were most of the citizens form part of the workforce of local mining companies. Most mines in the area have closed down and as a result residents are unemployed and this has increased their socio-economic issues which have led to improvisation of certain basic needs. One of these issues is that Vuyani Mawethu is a feeder school to six primary schools in the area.

Many learners from the feeder schools pass their Grade 7 successfully, and then apply for admission at Vuyani Mawethu – causing overcrowding in the classrooms. As a result, effective teaching and learning is compromised as teachers are unable to give learners the individual attention that is supposed to characterise each lesson.

The school was established in 1993, enrolling grades 8 and 9 learners only. From 1993 to 1996 the school shared premises with three other primary schools in the area. In 1996, the school produced its first group of grade 12 learners who obtained a pass rate of 96 per cent. In 1997, Vuyani Mawethu moved to its own premises and has since continued to produce good results, making it one of the better performing schools in the area.

With the aim of ensuring that Vuyani Mawethu keeps the same momentum, AngloGold Ashanti, through the necessary consultation with the government, built the much-needed infrastructure for the school and committed to spending R2 million for the construction of the five classrooms. The actual cost of the building was R1.3 million.

The construction of the five classrooms was done by a local contractor, which created two job opportunities for members of the community and seven permanent staff members.
Botshabelo Community Healthcare Centre

The Botshabelo Community Healthcare Centre is a Social and Labour Plan project agreed to between AngloGold Ashanti, the North West Department of Health and the Matlosana Local Municipality and approved by the Department of Mineral Resources (DMR).

Health is one of the Five Apex Priorities of the Government as outlined in the New Growth Path (NGP) and National Development Plan (NDP). Government has since introduced the National Health Insurance (NHI) with the objective of ensuring that all South Africans are provided with essential healthcare irrespective of their social status. Following consultations and consensus reached with NGOs, the Matlosana Local Municipality and organised labour; it was agreed that the previously earmarked project as submitted in the Social and Labour Plans (Khumaa Township Land Development with a budget of R3.5 million and the Sanitation project with a financial provision of R2.5 million) were not feasible and required to be replaced with viable projects. To this effect, AGA applied for a Section 102 to have the two projects replaced by the Botshabelo Community Heath Care Centre project, which was subsequently approved by the Department of Mineral Resources.

Currently, the existing clinic caters for an estimated population of around 60 000 in Khuma and treats approximately 3 500 to 4 000 patients per month. The current clinic is overburdened and just too small to provide effective health care to the community. The extreme space constraints, with primary health care and maternity care housed within the same building poses health risks including poor infection control as well as issues of privacy and confidentiality.

The North West Department of Health (NWDoH) in 2013 approached AGA's Social and Institutional Development Fund (commonly known as CSI) for assistance with respect to the refurbishment of part of the clinic and a few other items to alleviate the above-mentioned health risks experienced at the clinic. On further and detailed assessment of the health needs of the clinic, it was found that the proposed refurbishment would not be able to cater for the primary health needs of the community and that a much bigger clinic with a much bigger budget would be required. It was at this stage that AGA approached the Matlosana Local Municipality with a proposal to turn this project into a Local Economic Development project to be included in the company’s Social and Labour Plan. After consultation with the municipality in the second quarter 2013, the parties mandated AGA and the NWDoH to commission the architectural drawings of the new Botshabelo Community Healthcare Centre for consideration by the Mandating Committee, comprising the Executive Mayor of Matlosana and AGA Senior Vice President: Sustainability and their senior managers. The Mandating Committee is a structure which meets on a quarterly basis, created in terms of the Memorandum of Understanding signed by AGA and the Matlosana Local Municipality in 2011 with the objective of consulting on SLP projects, monitoring their implementation and strengthening the working relationship between the parties.

An application to amend the 2010-2014 Vaal River Operations SLP to include the Botshabelo Community Healthcare Centre in the SLP was lodged with the Office of the Minister of Minerals in December 2013 and was provisionally approved by the DMR North West Regional Manager in September 2014.

The objective of the project is to prevent the risks of cross infections and the spread of infectious diseases in the community of Khuma thereby contributing towards government’s objective of ensuring that all South Africans are provided with essential safe health care. Furthermore the project will enable the community of Khuma to access comprehensive health care without having to travel long distances.

The new maternity and child healthcare clinic located at the Botshabelo Community Healthcare Centre will be separated from routine primary healthcare thereby reducing the risks of cross infection with infectious diseases such as Tuberculosis, and others, and will afford mothers and babies the necessary privacy, dignity and confidentiality required in a modern maternal and child healthcare unit. Subsequent to the approval of the project by the DMR, an MOU between AGA, and the NWDoH was entered into with respect to this project and a budget of R6 million approved as provided for in the amended 2010-2014 Social and Labour Plan.

The centre will contribute to improving the quality of health and well-being of the Khuma community, which is estimated to be 60 000. The centre will contribute towards the reduction of infant mortality, as well as provide post and neonatal care.

Maternity services at the Botshabelo Community Healthcare Centre will bring relief to members of the community. It will enable pregnant women to access maternity medical assistance closer to their homes, which will decrease potential risks to unborn infants in the long on road transit to the Klerksdorp or Tshepong Hospitals which are situated far away.
Income-Generating Projects

For the period 2015-2019, the company intends to focus its efforts in developing local HDSA suppliers and entrepreneurs in both its host and major labour sending areas with the triple objectives of creating an inclusive economy to reduce inequalities, create sustainable SMME businesses and most importantly creating more job opportunities to reduce the levels of poverty. We also intend turning our Income Generating Projects in agriculture and livestock farming as contained in the Amended 2010-2014 SLP into profitable and sustainable enterprise ventures.
Enterprise Development Centre

This project arises from the Integrated Development Plans (IDP) of the Dr Kenneth Kaunda District Municipality and Matlosana Local Municipality.

In addition to the Matlosana Municipality’s IDP scan, reflecting the entrepreneurial development needs, AGA conducted a Localisation Research Study which indicated that limited numbers of entrepreneurs were at an appropriate technical/commercial skills level. Establishment of the Enterprise Development Centre (EDC) was committed to, subject to stakeholder support, identification and appointment of an appropriately skilled and capacitated implementing agent to successfully operate the EDC beyond the initial project support.

An extensive stakeholder engagement process was initiated, resulting in a common understanding of the EDC concept. This was supported by the establishment of a scope of work unique to the needs of Matlosana communities.

The principle objective of the EDC is to introduce new industries in the host and major labor sending communities of Matlosana, Merafong and OR Tambo while also identifying, developing, capacitating and mentoring entrepreneurs to establish sustainable Small, Medium, Micro Enterprises (SMMEs or cooperatives) in the identified and relevant Department of Trade and Industry sectors, e.g. agriculture, manufacturing, wholesale trade, catering and accommodation.

The project will also address the problem of unemployment by creating employment opportunities. Stakeholder relationships and commitments were formalised in the signing of a Memorandum of Agreement (OR Tambo implementing agent), Terms of Reference and a Service Level Agreement.

The stakeholder support is committed for a three-year period after which the EDC is required to operate as a business in its own right, while ownership will be transferred and be vested in appropriate local community structures. Project deliverables will be monitored in accordance with specific agreed to output parameters.

The baseline deliverables for the Matlosana EDC are the establishment and mentoring of 155 SMMEs or cooperatives over the three-year period (representing some 388 jobs being created).

The company has reached an agreement with the National Treasury’s Jobs Fund and signed off on the grant agreement to set up the Enterprise Development Centres in the above-mentioned municipalities, with the main objective of supporting and incubating the Small, Medium and Micro Enterprises in these areas.

This will serve as the main source of employment creation in these localities. The Jobs Fund, a Government and National Managed Funding Agency, subsequently matched the company’s R40 million financial commitment and the National Union of Mineworkers’ contribution of R8 million from the Strike’s Fund with R48 million.

In total, an amount of R96 million is now being used to establish, support and operate the Enterprise Development Centres in Merafong, Matlosana and OR Tambo Municipalities.

The AGA budget committed as per the SLP allocation for the Matlosana EDC is R15 million over the three-year period. However, to appropriately scale and maximise the impact and outreach of the EDC, further support funding initiatives was pursued through the Jobs Fund and the DTI’s Incubation Support Programme (ISP). This collaboration with enterprises are supported and developed while also creating direct and indirect employment once projects and will commence operations in the first quarter of 2016.

In pursuit of sustainability beyond the initial three-year period and to maximise the impact and outreach of the EDC, further support funding (i.e. on a Rand-for-Rand basis) initiatives are being pursued. The designated premises has been identified and is being prepared in Matlosana.
As part of its 2010-2014 Vaal River Operations Social and Labour Plan (SLP), the company was required to allocate part of its SLP financial provision to projects classified as “Income Generating”. These projects are aimed at alleviating poverty and the creation of sustainable employment opportunities. In consultation with organised labour and the Matlosana Local Municipality, the parties initially agreed to allocate an amount of R4 million towards the establishment of an Agricultural project in Matlosana. However, further investigations into the viability of the project indicated that for the project to be sustainable and have a meaningful impact, it would require more funding.

In 2013, in consultation with the municipality, the parties identified SLP Local Economic Development projects that were no longer viable or deliverable before the end of 2014 and reallocated the funds thereof to other, more viable ones. The Waste Management Project, budgeted at R4 million, was found to no longer be necessary as a similar project already existed in Matlosana. It was agreed that the budget for this project be allocated to the Matlosana Agricultural Project. At the same time, AGA lodged its Mining Right application with respect to Mine Waste Solutions (MWS) and was required by the DMR to provide financially for the SLP project in support of this application. An amount of R1 million was set aside for the MWS SLP application and the parties agreed to also allocate this money to the Matlosana Agricultural Project.

In December 2013, the company lodged its MPRDA Regulation 44/Section 102 application with the DMR to amend its 2010-2014 Social and Labour Plans currently being executed between 2015 and 2017. A total of R10 million will be expended on the project for the development, design, building and operation. The project will realise its full potential in three years. It is located on the banks of the Vaal River where access to water is easier, immediate and within reach.

A Steering Committee comprising AngloGold Ashanti, the Department of Agriculture, North West Department of Social Development, Local Economic Development Department from the Matlosana Local Municipality, Fresh Produce Market Matlosana and the service provider, Umtali is in place to ensure the successful implementation of the project.

As mentioned, the project will be implemented over a three-year period in four phases comprising the design, build, operation and transfer phases. The Design Phase refers to the design of a 4ha modular agri-farm that meets the challenges of the project site in terms of climate, soil quality, water availability/irrigation, electricity demands as well as packaging and storage facilities. This first phase was completed in 2014.

The Build Phase (1 to 6 months) started in November 2014. It refers to the execution of the design and the physical erection of the required farm infrastructure. The Operate Phase (7 to 24 months) refers to the

The feasibility of a seedling nursery is currently being investigated by the appointed service provider, Umtali. There is a huge local demand for seedlings which presented a strong case for the establishment and location of the project. A soil survey has confirmed that the land can be used to plant and grow crops that include tomatoes, cabbage, spinach, kales, chilies, onions, etc. Feasibility studies are currently ongoing to upscale the farm to an 8ha vegetable farm or alternatively to a 4ha farm with a seedling nursery and a small food processing plant.

The aim and primary objective of the project is to create employment and address the challenge of food security in the host community of Matlosana. To this end, the budget and proceeds from this project will also be used to support community and school gardening projects. This is a Section 102 project that is included in the now amended 2010-2014 Social and Labour Plans currently being executed between 2015 and 2017.

Executive Mayor Kagiso Khauoe at the project in May 2014.

Kealeboga Sennano and Kobus van Heerden during a DMR Audit in October 2014.

Executive Mayor Kagiso Khauoe at the project in May 2014.

Kealeboga Sennano and Kobus van Heerden during a DMR Audit in October 2014.

comprises 26 ha of land that was previously used for farming. There is also a dilapidated building that is being renovated into a proper produce processing plant.

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Simeon Mighty Moloko test drives the 16Kw Hinomoto mini tractor that has been purchased to be utilised for the project. The tractor can pull up to 3 tonnes of weight with a trailer. This small tractor has the capacity and is small enough to be functional on the farm, i.e. its mobility and versatility within the shade netted structure. Netting on two of the planting zones have been completed. With him is Kobus van Heerden, Enterprise Development Manager and Maxwell Bolani, Manager Local Economic Development.

Once the project has matured, it will be transferred to the still to be established Matlosana Community Trust comprising AGA, Matlosana Local Municipality, organised labour and selected NGOs in Matlosana. The project in its current size will create 20 permanent jobs and will serve as a training and mentoring centre for aspiring local agricultural cooperatives located in the Matlosana communities.

The projects beneficiaries and owners are communities of Matlosana in the form of non-governmental organisations, gardening projects and small farming support and schools.

The Transfer Phase (12 months) refers to the final stage of the project during which the beneficiaries will take over the control of the project from the contractor, but where the contractor will continue to provide support. The training and mentoring will focus more on farm management, sales, marketing management, business finance and administration.

implementation of a management operating system that relates to agronomy farming techniques. Activities includes the production and marketing of vegetables and the training and mentoring (skills transfer) of beneficiaries to perform these activities.

Workers erecting the fencing.

Simeon Mighty Moloko and Theo Qabaka, Senior Vice President SAR Surface Operations during a visit to the agri-project.

Workers preparing the grounds, fencing and netting.

The first shade net structure has been completed and crops planted. The final structure is being built and will be complete at the end of July 2015.

The first crop of cabbages on 22 June 2015.
The meat processing concept was originally investigated on behalf of the Gauteng Economic Development Agency (GEDA) and others in late 2005. The outcome of these investigations indicated strong positive economic and social benefits for the South African communities but was never pursued to implementation.

The project was subsequently embedded in the Integrated Development Plans of Dr Kenneth Kaunda District Municipality and the Matlosana Local Municipality. AGA, in pursuit of meaningful projects and aligned to its Socio-economic Development Framework, included the project into its 2010-2014 Vaal River Operations Social and Labour Plan.

The project's stakeholder relationship was formalised by embedding commitments in formal signed Memorandum of Understanding, Terms of Reference and a Scope of Work for the project.

A procurement process to source service providers to compile a bankable business plan, was originally initiated in early 2010, but due to complex governance requirements emanating from the diverse stakeholder base, the initial bid process was not concluded and was therefore terminated.

In a meeting with the North West Provincial Government (Premier and Members of the Executive), the project was again given full political support. This resulted in advice and alignment with National Treasury and project stakeholder organisations' supply chain processes to facilitate and conclude the procurement of a service provider within the AngloGold Ashanti Supply Chain. Following a robust, equitable and governmental compliant procurement process, Agriment International BV was identified and subsequently appointed on 1 September 2014.

The Meat Processing Plant is guided by a Project Steering Committee which comprises the Matlosana Local Municipality, Dr Kenneth Kaunda District Municipality (DKKM), AngloGold Ashanti and other interested parties like the Matlosana Development Forum.

The principal objective of the initiative is to establish a slaughter and meat processing plant in the Matlosana Local Municipality, resulting in:

- Creation of an alternative industry beyond the current dominant mining industry
- Job creation of about 500 jobs in the total meat value chain (up and downstream opportunities).
- Skills development (introduce new plant technology and downstream development of farming methods)
- Economic linkages, domestic and export revenue
- Infrastructure development and associated investments. (estimated at 100 million Euros).

The feasibility study, compiled by Agriment International, will quantify the potential impact of this project based on the identified markets for the planned products and ability of the North West Province's ability to produce the required quality and volume of livestock. The anticipated time required to conclude the studies and associated reports is estimated to be nine months.

With the appointment of a service provider, the next project milestone is to compile the comprehensive feasibility and business analysis, identify keystone investors and recommend the appropriate ownership / partnership model for implementation. The actual implementation and associated ownership model to be utilised will be the responsibility of local government.

The steering committee will hand over the final bankable business plan to the DKKM in October 2015, who will guide the implementation and ownership of the project. The milestones to implement the project and bring it into production will require the following milestones:

- **Procurement of a key investor:** Aligned with the national standards and procedures and guided by the National Treasury Department a tender will be conducted in which key investors and consortium partners are invited to bid on the implementation and operation of the plant. It is expected that the final selection of a key investor to be finalised by the first quarter of 2016.

With the appointment of Agriment International, the confirmed continued stakeholder commitment to support the successful implementation of the Meat Processing Plant, the clearly identified and mitigating accompanying risks and exploring opportunities will result in substantial community benefits over and above the commercial benefits directly associated with the plant as determined / monitored and verified via the comprehensive feasibility and business analysis conducted.

The Slaughter and Meat Processing Plant will create an estimated 500 direct and indirect jobs in the total meat value chain in the Matlosana area and create potential economic linkages to export the product.
The small business hub in Jouberton.

Small Business Hub

The Matlosana Small Business Hub (previously known as the Youth Multi Car Wash) project is an initiative by AGA and in conjunction with our local host municipalities of Merafong and Matlosana.

This project was approved by the Department of Mineral Resources (DMR) as part of our Income-Generating projects aimed at alleviating the rate of unemployment among the youth and women and inculcating the spirit and culture of entrepreneurship. Initially, the DMR was very skeptical about this project and perceived it as not worth including in the Social and Labour Plans. However, after the Matlosana Local Municipality and AGA further engaged the DMR on the importance of beginning to formalise the informal SMMEs in Jouberton, and later, linking it to our Enterprise Development Centre (which will be launched before the end of this year) to give them further support to manage these businesses, the DMR was happy to approve them.

AngloGold Ashanti investigated the concept in consultation with the Matlosana Local Municipality. All existing car wash initiatives were found to be still rudimentary with no formal car wash structures. There was therefore a need to formalise these and turn them into Small Business Hubs comprising a car wash facility, barber shop / hair salon, kiosk and braai – cum Chesa Nyama facility, a kind of a one-stop facility for the target market, which is the taxi industry and the easy going “Kasi” born and bred middle class, some of whom may have left the township, but visit these areas on a regular basis.

The premises in which these Small Business Hubs will be built have been donated for this purpose by the Matlosana Local Municipality and the structure designs and plans are according to the municipal standards and have been duly approved by the municipality. Once completed, the facility will be handed over to the municipality and co-managed by AGA Enterprise Development Unit and the municipality. The municipality will supply bulk services and give permission for usage.

The Small Business Hubs are nearing completion and will be formally launched in the third quarter of 2015.

AngloGold Ashanti investigated the concept and the findings were as follows:

- There are more than ten informal car wash businesses in each area.
- Each car wash has an average of four young people rendering the car washing services on a daily basis. Meaning an average of 40 young people work on an informal basis within the car wash business sector.
- Most of the informal car wash businesses identified have been in existence for more than three years. This shows commitment and proves sustainability of the business.
- There is a real need for formalising, revamping or upgrading of the identified car wash business and the erection of structures thereof.
- Estimated 15 jobs will be created per structure.
- Estimated average turnover of R45 000 per month per structure (30 cars @ R50 per day) on the car wash

The main objective of the project is to create sustainable job opportunities by supporting the small enterprises run by the youth and women in Matlosana, thereby reducing the unemployment and poverty rates.

An amount of R1.2 million (R600 000 for each Small Business Hub) was budgeted for this project, covering:
- Paving for drive-through
- Store room
- Barber shop (mini hair salon)
- Chesa Nyama
- Kiosk
- Toilets for both men and females
- Galvanised roof sheeting
- Shade netting
- Environmental compliant oil sump/separator

The above-stated budget arises from the cancelled Peanut Butter Factory project which was found no longer to be feasible. The parties therefore agreed to reallocate the budget towards the Youth Multi Car Wash, now called the Small Business Hub project in Jouberton. To this end, in December 2013 an application in terms of MPRDA Regulation 44/ Section 102 was lodged with the DMR to reallocate the Peanut Butter factory budget to the Small Business Hub. The Minister of Mineral Resources approved the above mentioned application in September 2014.

In Matlosana alone, it is estimated that 15 job opportunities will be created through the creation of these Small Business Hubs, which will operate on an ad hoc basis in Jouberton.
Unemployment remains at the coalface of our immediate communities. The Enterprise Development Fund has been established to assist Small-, Medium- and Micro Enterprises (SMMEs) through interest-free loans to deserving SMMEs with business plans that will assist in creating more jobs in the company’s host and major labour sending communities. This initiative will be linked to the Enterprise Development Centre aimed at incubating the SMMEs once operational in Matlosana. While we may be one of the main employers in the areas that we operate, the social needs surpasses what we can provide now and beyond the life-of-mine. The company is therefore continuing with an approach that will look at creating opportunities for secondary industries to evolve.
AngloGold Ashanti established an SMME development programme in 1998 aimed at assisting emerging entrepreneurs and start-up businesses to enter the formal sector of the economy. Pursuant to the programme, Masakhisane Limited was established in 2000 as a development vehicle whose main objective was to fund and support the creation and development of commercially viable enterprises in the host area.

The venture did not deliver the anticipated success and the progress rate from the programme was not at the expected levels. Masakhisane, as an enterprise loaning initiative, experienced loan payment defaults following failure by assisted enterprises to meet legal obligations, thus resulting in most of the enterprises closing down. The loaning to enterprises was then placed on hold while Masakhisane Limited; as a lending vehicle placed under review to setup an appropriate governance and resource structure, based on an extensive benchmarking exercise; aimed to establish best practice in enterprise development.

The outcome of the benchmark process resulted in an understanding on the challenges faced by local community enterprises and the need for a comprehensive incubation and a holistic business support structure. This understanding led to the repositioning of the enterprise development initiatives in the newly constituted legal entity AGA Community Development (Pty) Ltd trading as Masakhisane Fund and the proposed establishment of the Enterprise Development Centres (EDC) in the host communities of Merafong and Matlosana local municipalities and OR Tambo District Municipality.

A Socio-economic Development Funding model was developed as Masakhisane was placed under review; three funds were established, including Enterprise Development Fund. Interest-free loans were disbursed to small enterprises in the host community. Similarly, the ED Fund experienced loan payment defaults under review to set up an appropriate governance structure. An alluded above default were primarily due to non-existence of a comprehensive incubation and business support structure, thus leading to the establishment of Enterprise Development Centres for comprehensive incubation within host and labour sending areas. The EDCs and reviewed Masakhisane are meant to enhance social and economic platforms within host and labour sending communities and encourage economic participation of local black-owned business and entrepreneurs and so addressing unemployment, poverty and inequality.

The above-mentioned EDCs are contained in the Amended 2010-2014 Social and Labour Plans for West Wits (Merafong) and the Vaal River (Matlosana and OR Tambo). The SLP approved budgets allocated to these EDCs (total amount of R48m over a three year period) are R15m for Merafong, R15m for Matlosana and R10m for OR Tambo. The OR Tambo EDC budget was increased by a once off contribution of R8m as per agreement between the company and the NUM to allocate the Strike Fund (1986) money to this project, increasing its budget to R18m.

The EDCs are to be managed by professional implementing agents specialising in this area to address the current shortcomings in both supplier and enterprise development. The feasibility study findings of this project however indicated that to create the targeted number of entrepreneurs and job opportunities as reflected in the SLPs, the budgets would need to be almost doubled. It was therefore necessary to search for external funders to close the shortfalls which delayed the implementation of the EDC’s.

The Development Bank of South Africa (DBSA) with the Job Fund as the implementing agent was engaged and signed an agreement for co-fund the EDCs project on a matching basis (R48m from AGA and R48m from the National Treasury’s Jobs Fund over a three year period from date of signature), subject to the terms of the Grant Agreement between the parties. In addition, the host and labour sending community municipalities have formally agreed to provide the premises required to host the EDC at no charge to the projects.

Parallel to the engagement with the Jobs Fund there were extensive consultations with the municipalities, the unions and the SMME sectors on the key objectives of the EDCs and the scope and outcomes has been agreed in formal steering committee structures.

In addition, when the EDCs are fully established, AngloGold Ashanti commits to continue to provide financial support (loans) to emerging entrepreneurs in the host communities via the newly registered AngloGold Enterprise Development Fund (to trade as Masakhisane once the old Masakhisane has been reviewed) through which the EDC will also be able to obtain funding for potential enterprises. All funding applications for proposed projects will be subject to robust evaluation criteria and business viability tests and only if it meets the company’s requirements then it would migrate to funding approval and implementation phases guided via the EDC’s. SMMEs would be supported once established via the EDC’s and will ideally be linked to the company’s procurement spend and database. The enterprises must further be linked to other external markets other than AGA, for their continued independence beyond mining.

The following are the key deliverables with measurable quarterly milestones per host community as contained in the Jobs Fund Agreement.

- Recruitment and selection of a local stakeholder’s base and implementing agents per host community.
- Establishment of EDCs main hubs (3) and associated satellites centres (13) – 5 for OR Tambo, and 4 for Merafong and Matlosana, respectively.
- Marketing and promotion of the EDCs to business and communities.
- Identification and capacitation of new entrepreneurs - Capacitation of 618 entrepreneurs, that is 185 for Merafong, 185 for Matlosana and 248 for OR Tambo.
- Mentoring and development of existing and established SMMEs - Assessment of developmental gap of 104 SMMEs 27 for Merafong, 27 for Matlosana and 50 for OR Tambo.
- Creating some 1 328 jobs through the new and existing SMMEs established and mentored programmes (at a rate of 2.5 jobs/SMME) – Merafong = 387, Matlosana = 387 and OR Tambo = 554.
- Monitoring and evaluation of the key deliverables by AGA, Job Fund, Implementing Agent and Steering Committees - Submission of compliant quarterly reports and meeting key performance targets so to release funding to the individual EDCs and verified by half and yearly external audits.

Assisting emerging and existing entrepreneurs and small businesses
Phukeng SK Trading Enterprise buys washing powder and other cleaning detergents in bulk, repacks the product in unlabelled, inexpensive packaging and sells it to informal and low income communities at very competitive prices.

The washing powder is from well-known brand names and bought in bulk from suppliers. The product is repacked into 1kg, 500g and 250g sealable bags and the packaging is relatively cheap without any branding. The business is registered as a private company and is wholly owned by Mr Phatsoane and his son.

The Enterprise Development Department found the business concept of Mr Phatsoane sound, but agreed on a more conservative roll-out of the business plan with him while the funding committee approved a loan to cover the initial set-up cost of the company. The business quickly gained momentum and it was not long before Mr Phatsoane opened a second outlet in Khuma, Stilfontein. Enterprise Development Manager, Kobus van Heerden, says that part of the success of the business is due to the high ethical standards by which Phatsoane lives.

“He believes in giving customers value for their money, while running the business in a very disciplined manner,” van Heerden said. “Like a true entrepreneur, Phatsoane is already planning to grow his business even further.

Letsogo Recycling

The company is a black, female-owned business doing waste recycling on a relative small scale in the Matlosana area. The company started in 2011 and has grown to such an extent that it was unable to handle the physical volume sizes of the waste with the equipment they had available. The materials handling equipment is expensive and they approached AGA for financial assistance to buy a baler and collection bins.

The business started very small. It succeeded to increase its sales in the first year and is still maintaining a steady growth. Gabriel Knox, one of the owners, knows the recycling business very well and has more than 12 years’ experience in the industry. He looks after the operational aspects of the business including the contract negotiations when buying or selling waste and scrap.

Chriselda Moagi holds the majority shares in the company and looks after the business administration and does the marketing of the business. Based on their performance to date, Chriselda and Gabriel make a formidable team.

Letsogo collects, sorts and sells paper, plastic packaging and scrap metal. With the baler, the company can also include cardboard, PET bottles and Tetrapak milk and juice bottles in their portfolio.

Currently waste sources range from schools, government departments, hospitals and industry and the community at large. Letsogo has also secured a contract with AngloGold Ashanti to collect waste white paper from 27 collection points at its Vaal River Operations. Letsogo collects the waste with a small truck and delivers it to the sorting site in Uraniaville, Klerksdorp. The company has applied for a permit to buy waste from street collectors as a further step to sustain the growth of the company.
Malau Hydroponic Farm

Farming activities on this project include free-range chickens, a piggery as well as vegetable farming. The project, based in Elandsheuvel in Klerksdorp, was established in 1998 by the Malau family and it has been registered as a co-operative of five members - four females and one male.

The North West Department of Agriculture donated funding for the erection of four tunnels, fully equipped with irrigation and heating systems. The co-op, however, could not use the tunnels as it had no working capital to cover the input cost.

Clara Mojaki, one of the cooperative members approached AngloGold Ashanti for financial assistance to cover the input cost for the tunnels for the first year. The project met all the funding criteria and an interest-free loan was approved to cover input costs such as seedlings, seeds, fertiliser, pesticides and to erect a shade net structure. AngloGold Ashanti also incorporated the coop into an agricultural training programme.

The bulk of the products are sold to the Matlosana Fresh Produce Market while a local grocer also purchases some of the produce. The co-operative is currently exploring alternative markets such as a secondary cooperative for food processing and marketing of the business. The business has created four new jobs.
Lipeere Steelworks

Armed with a sound and clear operational plan Steven Lipeere approached AngloGold Ashanti in 2013 for financial support. Subsequent to thorough investigations, the Enterprise Development Fund granted the business an interest-free loan that is repayable over a five-year period.

Lipeere Steelworks is one company with which we are proud to be associated. This is a light engineering company operating in Urandiaville, Klerksdorp. The company started very small but is gradually growing. Lipeere Steelworks has been in operation for the past four years. The business operates a workshop that manufactures steel products mostly used by mines. The business required more infrastructure and equipment to positively exploit the market but due to limited resources the business was unable to acquire the much needed working equipment. AngloGold Ashanti conducted a feasibility study which justified a good business case for consideration. Enterprise Development funding was therefore made available to help the business expand, meet demands while increasing its market share in the process.

Steven is a qualified welder who was once in the formal employ of Atlas Plastics for ten years where he manufactured grout pumps, explosive boxes, loader legs, straps and similar products for mining companies in the Klerksdorp area. His former employers closed down the section, but having confidence in his capabilities, they requested him to supply them, on a small scale, with products he previously manufactured. Steven employs five people from Matlosana.

Lipeere Steelworks mainly provides products to the mining industry, but also does work for private households and industry in general. For the mining industry, Atlas Plastic is the principle client.

Ntsokolo Panelbeaters

Ntsokolo Panelbeaters is a panelbeating and spray-painting business situated in Klerksdorp. The business has been operating since 2006 and is owned by Ntsokolo Thom and his wife Hester. The business operates from a leased premise in Urandiaville in Klerksdorp.

It is the goal of the business to offer a one-stop-facility for all vehicle servicing needs. In this way the company can offer greater perceived value for the customer than many shops that specialise in certain areas. Some of the services on offer at Ntsokolo Panelbeaters is damage analysis and estimating, spray painting, accident damage repair, scratch and windscreen repairs and dent removal.

By these institutions. They will also be able to procure more business from Eskom and Telkom who require specialised equipment for their vehicles to be fixed.

Ntsokolo approached AGA for financial assistance to upgrade the existing spray booth and other infrastructure. An interest-free loan was approved to assist the company. AGA also sends damaged company vehicles to Ntsokolo to repair. Ntsokolo is the only black-owned panelbeater in the area and the Department of Health, Dr Kenneth Kaunda District Municipality and the South African Police Services in Potchefstroom and Klerksdorp are already procuring services from this establishment.

The business has been in operation for more than five years which is an indication of the good managerial and technical capacity possessed by the team. The business plan provides for another six people to strengthen the existing team and new members will be phased in as the demand forecasted presents itself. The total complement will then be 14 employees including the owners.
In terms of procurement compliance, the South Africa Region’s Supply Chain Department must procure 70% of services from Black Economic Empowerment (BEE) entities by the end of this year and as part of the Mining Charter.

As part of these goals, the region has contracted North Reef Group from Klerksdorp to load and doze gold-bearing material at Mponeng Rock Dump.

The AngloGold Ashanti Communication team was on site on the first working day and spoke to Tsepo Mosaka, Fleet and Plant Director, who is responsible for the first phase at the rock dump. “We are all very happy to have received this contract and to finally start working here. Tsepo added that they are also busy with a project at Moab Khotsong Mine that should take about seven months to complete. “We want to see these projects succeed and see this as the beginning of growth for the company,” he said.

As part of their transformation goals, there are two females out of the thirty employees at the Mponeng loading and dozing project. “It is our priority to focus on skills development,” said Tshepo. Both Mina Mokodu and Khangelwa Mkhuma keep record of the trucks as they move in and out of the premises. “We are very excited to start working here today,” said Mina. “We are based locally and are pleased that the company is employing people from our area.”

Tsepo and Mandla Khumalo each own 30% equity in the group and Francois Slabbert, the founding member owns 40%.

Abel Mudau, former Senior Manage Supplier and Enterprise Development said that the company is dedicated to empowering, developing and supporting local businesses. “As AngloGold Ashanti we want to ensure that local enterprises get all the support they need to grow and sustain their businesses. Mudau added that the company is fully committed to the requirements as set out in the Mining Charter. “We are well on track to achieving all targets as set out in the Charter and will be fully compliant by the end of 2014,” he said.
**Thandanazi Projects**

**Thandanazi Projects** is a 100% black-owned company, which is headed by 25-year-old Kheseinja Sebuji from Khuma, near Stilfontein in the Matlosana area. The company is involved in the construction and procurement of stationary for schools, government departments, and businesses and was started in 2012.

Recently, AngloGold Ashanti awarded them with a tender to change a normal classroom at Nkang Mathale High School in Jouberton into a science laboratory.

This involved the painting of ceiling and walls, tiling, installation of electricity, installation of burglar proofing and security doors as well as the installation of cupboards and workstations. They managed to deliver a top quality job in just seven days.

Kheseinja employed nine people to work on the project and has empowered some of his workers by giving them the technical knowledge of the job by supervising and mentoring them. This young entrepreneur acquired his construction skills through learning from his father, Thandanazi, who worked at the mines and did construction work in his free time. Kheseinja did a project management course and is now applying the knowledge he gained in his business.

He says that one of the challenges he faced when he started the business was that people do not trust young and inexperienced entrepreneurs. His continued will to succeed and proven record of accomplishment has ensured that his business continues to thrive.

"Through a lot of marketing I have managed to work with different government departments including the South African Police Services; National Public Works in the Free State and North West provinces; and the Department of Health," he said. "I worked as a sub-contractor at my mentor company, Tantalase Projects in Klerksdorp and that is where I got my breakthrough."

He salutes the Local Procurement Portal for the equal and fair opportunity it has created for everyone. He is very impressed with the transparency it came with it and expressed his gratitude towards AngloGold Ashanti for granting him an opportunity to prove his ability and expertise as a young entrepreneur.

Kheseinja is also running a programme in his community where he identifies the youth and transfers different basic skills to them on weekends. These skills include plumbing, brickwork, painting and tiling.

**Johsin Labour**

**Johsin Labour** is a building construction company based in Klerksdorp. The company employs 17 full-time employees ranging from bricklayers, plumbers, boilermakers, tilers, carpenters, and electricians.

The company recently built four classrooms for an AngloGold Ashanti Local Economic Development school project in Khuma. He employed 24 people to work on this project and trained those who knew nothing about plastering and flooring, and they are now perfect.

Manager Johannes Sekgwaleo gained his skill while working with his father who was a bricklayer at the big dams. He then worked with an engineering firm from 1994 until 1997 were he received his certificates. He acquired his accreditation through the various companies he has worked with.

Johannes, started the company in 2000 and has sub-contracted for a company based in Mafikeng. The company was requested to build 570 RDP houses in Makwassi Hills. Johsin Labour built all the houses while the capital company supplied the funds. They also worked as a sub-contractor for a company based in Kuruman where they built 20 town houses in Kathu.

By attending AngloGold Ashanti’s community briefings, he was exposed to the procurement opportunities offered by the company. He registered on the Local Procurement Portal and obtained the tender. Johannes says that AngloGold Ashanti has helped him to break through into the construction industry as a solo trader. He is grateful for this opportunity, as his association with AngloGold Ashanti will speedily help him to achieve his dream of reaching a Grade B in five years whereby he will be able to compete with the bigger companies. He now holds a grading of CIDP – Grade 3 and NHBRC.

He has since obtained a tender to start two engineering workshops from scratch at Buffelsfontein Gold Mine’ No. 4 and Harties 1 and 2. He will apply the skills he learned from the previous contract he had with AngloGold Ashanti. They have applied the standards expected from AngloGold Ashanti to their other projects and they have been receiving positive feedback.
Community Human Resources Development

As a company participating in the education space through our Social and Labour Plans’ activities and beyond compliance, we will continuously strive to persuade other players within corporate and government sectors to collaborate in addressing education challenges in the country and being biased to the communities and societies in which we operate to be better off for AngloGold Ashanti having been there. As part of our initiatives to address the challenges of youth unemployment in our host and labour sending areas, we in 2012, introduced our Community Human Resources Development Programme. This programme comprises internships, learnerships, further education bursaries for the students passing matric (in addition to the traditional vocational bursaries for second year and above university students in our core disciplines), nursing bursaries and portable skills such as plumbing and building skills.
Our Philosophy on Community Human Resources Development

The Community Human Resources Development Programme (CHRDP) forms part of the company’s Youth Development Strategy in its host and major labour sending areas and is an integral part of the South Africa Region’s Socio-economic Development Framework that was approved by the AngloGold Ashanti Board in 2012. The framework was launched in the same year, after an extensive consultation process with the relevant stakeholders.

According to the National Development Plan, education, training and innovation are central to South Africa’s long-term development. They are the core elements in eliminating poverty, reducing unemployment, inequality, and serve as foundations of an equal and prosperous society as envisioned in the Constitution. Education empowers people to define their identity, take control of their lives, raise healthy families, take part confidently in developing a just society, and plays an effective role in the politics and governance of their communities.

The CHRDP comprises Engineering related Learnerships, Internships, Youth Portable Skills, Nursing Learnerships and Bursaries to learners who pass their Grade 12 with a Bachelors exemption from any of the schools in the host communities of Matlosana and Merafong, and major labour sending areas such as the OR Tambo District Municipality in the Eastern Cape, in particular, and to the children of our employees. This also includes the AGA Star Schools Programme aimed at supporting a number of Grade 12 learners, from high schools in our host and major labour sending areas, with additional lessons in English, maths and science. In addition, it includes the School Leadership and Performance Enhancement Programme aimed at capacitating the leadership of schools; including principals and teachers, school governing bodies and prefects with leadership skills as well as upgrading the lecturers at TVET colleges. The annual Executive Mayors’ Matric Excellence Awards is aimed at rewarding schools that have performed well every year with respect to matric results, as well as giving recognition to the top learners in the district. To this end, the company has, since 2012, set aside 0.5% (approximately R35 million) per annum of its Human Resources Development budget, as committed in its 2010-2014 Social and Labour Plans for the West Wits and Vaal River Operations to sponsor the youth in these communities in the above-mentioned programmes. The same approach has been adopted in the development of the 2015-2019 Social and Labour Plans submitted to the DMR in October 2014.

AngloGold Ashanti has committed to supporting the government in meeting the schools infrastructure standards and norms as set by the Minister of Basic Education. This includes the building of schools (replacing mud schools in the Eastern Cape), additional classrooms to alleviate over-crowding – especially in township schools in our host communities, libraries, science laboratories and computer centres. In addition, it equips schools that have empty classrooms with computers or science laboratories, sports and recreation facilities as well as early learning centres.

Our initiatives in education infrastructure also include further education institutions in our host communities in the form of equipping the workshops at TVET Colleges with all the necessary tools and machinery.

Chief Executive Officer’s personal bursary scheme

In the spirit of ubuntu, AngloGold Ashanti’s Chief Executive Officer, Srinivasan Venkatapuram (Venkat), has established a bursary scheme for HDSA students of which 50% are female, who are in need of financial assistance, to study BAcc or BComm through the University of the Witwatersrand (Wits).

The scheme, that was incepted in 2014, covers the study fees and textbook costs of five successful students per year and will run for three consecutive years, provided he is still employed as CEO with AngloGold Ashanti. With an intake of five students per year, up to fifteen students at R50 000 per student per year will be assisted.

Venkat has put into action, a commitment he made in 2014 and has undertaken to pay the full amount from his own pocket to the university. This will guarantee that the students secure the funding for the entire course. The balance of any funds not used in each year will be invested, and the gains on such investments ploughed back into the scheme, which may lead to assisting more students.

Students are selected from the company’s host areas of Matlosana and Merafong as well as the major labour sending area, namely, the OR Tambo District Municipality. Selection will be done by Wits on the selection criteria of the university with no obligation on the students to work for AngloGold Ashanti thereafter. This does not, however, preclude the company from offering them assistance to find a job within AGA or with any other company on successful completion of their studies.

A proposal was tabled at the AngloGold Ashanti Board, to match the donation made by Venkat. The additional donation will cover the food and accommodation for the students, estimated to be R50 000 per student per year. On 11 August 2014, the Board approved the matching donation over the three-year period.
Community Bursaries

AngloGold Ashanti planned a total of 74 bursaries in 2015, of which 62 are Community Bursaries and 12 are Vocational Bursaries. These bursaries are awarded to deserving young people studying their junior degrees or diplomas. In 2015, 13 bursaries have been awarded for core fields of study which are mining related studies such as mining engineering, metallurgy and geology; 49 in non-core fields of study - these are qualifications which will be beneficial to the individual or the broader community. To date, 8 Vocational Bursaries have been awarded, which are full-time studies in specific fields critical to AngloGold Ashanti where there is a skills shortage. Of the total number of 62 Community Bursars, 27 hail from Merafong; 27 from Matlosana and the remaining eight from the major labour sending area.

First Year Bursars

Rapelang Mduna matriculated at Are-Fadimaheng High School in Joubertton in 2014. He is studying towards a BCom Degree in Chartered Accountancy at the North West University.

Kamelocho Chauke matriculated at Klerksdorp Secondary School in Klerksdorp in 2014. He is studying towards a Degree in BCom Accounting Sciences at the University of Pretoria.

Tshiamo Genikwe matriculated at Miler High School in Klerksdorp in 2014. She is studying towards a BSc Degree in Chemical Engineering at the University of Cape Town.

Manolisa Moshesha matriculated at Are-Fadimaheng High School in Joubertton. She is studying towards a BSc Degree in Physical and Chemical Sciences at North West University.

Tahipho Mhatsi matriculated at Hoërskool Weissava in Klerksdorp in 2013. She is studying towards a BCom Degree in Marketing at North West University.

Leone du Toit matriculated at Klerksdorp Technical High School in Klerksdorp in 2013. He is studying towards a BSc Degree in Chemical Engineering at the University of the Witwatersrand.

Mpho Morweng matriculated at Vuyani Mawethu Secondary School in Klerksdorp in 2013. She is studying towards a BSc Degree in Accounting Sciences at the University of the Witwatersrand.

Sabeetha Minto matriculated at Klerksdorp Technical High School in Klerksdorp in 2013. She is studying towards a Bachelor of Dental Science Degree at the University of the Witwatersrand.

Carliia Pienaar matriculated at Hoërskool Klerksdorp in 2013. She is studying towards a BBA Degree in Business Administration at Stellenbosch University.

Moses Segane matriculated at Mler High School in Joubertton. He is studying towards a BSc Degree in Human Resources and Industrial Psychology at North West University.

Merriam Ndlovu matriculated at Tshebedisano Secondary School in 2014. She is studying towards a BSc Degree in Quantitative Risk Management at Central University of Technology.

Mpho Molokwane matriculated at Hoërskool Weissava in Klerksdorp in 2013. She is studying towards a BSc Degree in Management Sciences at University of Pretoria.

Mpho Mkhize matriculated at Klerksdorp Technical High School in Klerksdorp in 2013. She is studying towards a Bachelor of Science Degree at the University of the Witwatersrand.

Tshepiso Mahlatsi matriculated at Are-Fadimeheng High School in Joubertton in 2014. He is studying towards a BCom Degree in Chartered Accountancy at the North West University.

Mokhulenshi Motsumi matriculated at Luthesedi Combined School in Klerksdorp in 2014. She is studying towards a BSc Degree in Accounting at North West University.

Mandla Joubert matriculated at Are-Fadimeng High School in 2012. She is studying towards a BEd Degree in Education at North West University.

Sibongile Mashiba matriculated at Are-Fadimeng High School in 2012. She is studying towards a BSc Chemistry Degree at North West University.

Tshiamo Msagala matriculated at Are-Fadimeng High School in 2012. She is studying towards a BSc Chemistry Degree at North West University.

Dineo Majotena matriculated at Hoërskool Gimnasium in 2012. She is studying towards a BSc Degree in Social Work at North West University.

Shane Essop matriculated at Hoërskool Weissava in Klerksdorp in 2012. She is studying towards a BCom Degree in Accounting at North West University.

Shane Essop matriculated at Hoërskool Weissava in Klerksdorp in 2012. She is studying towards a BCom Degree at the North West University.

Fourth Year Bursars

Razen Gangai matriculated at St. Conrad’s College in Klerksdorp in 2010. He is studying towards a Mechanical Engineering Degree at the North West University.

Fifth Year Bursars

Kgotshalo Maaga matriculated at Are-Fadimeheng High School in 2010. He is studying towards a Degree in Medicine at the University of Cape Town.

2014 Graduates

Shane Essop graduated from the North West University where she obtained a Degree in Human Resource Management. Shane has been appointed as an Intern at AngloGold Ashanti for 2015.

Neo Bodhi graduated from the North West University where he obtained a Degree in Logistics Management. Lerato has been appointed as an Intern at AngloGold Ashanti for 2015.

Kian Kenyon graduated from the North West University where he obtained a Degree in Logistics Management. Lerato has been appointed as an Intern at AngloGold Ashanti for 2015.
Community Interns

In 2015, a total complement of fifty community interns have benefited from the internship programme. Of these fifty individuals, 22 hail from Matlosana, 22 from Merafong and a further six from our major labour sending areas.

Shane Essop, who resides in Matlosana, matriculated at Potchefstroom Technical High School and graduated at the North West University, where he obtained a Bachelor of Arts Degree in Human Resource Management. He was appointed as an intern in the Human Resources Department.

Zuane Gajiano, who resides in Matlosana, matriculated at Hoërskool Stilfontein and graduated at the North West University, where she obtained a BSc Degree in Environmental Biological Sciences. She was appointed as an intern in the Environmental Management Department.

Junaid Ismail, who resides in Matlosana, matriculated at St Conrads College in Klerksdorp and graduated at the North West University, where he obtained a Bachelor of Commerce Degree in Industrial Psychology and Labour Relations. He was appointed as an intern in the Community Human Resources Development discipline in the Sustainable Development Department.

Luegi Joumaar, who resides in Matlosana, matriculated at Tswetelopane Technical School and graduated at the University of Johannesburg, where he obtained a BA Degree in Development and Governance. He was appointed as an intern in the Legal / Governance Department at Moab Khotso Mine.

Lesego Lerelofolo, who resides in Matlosana, matriculated at Tswatsetse Technical School and graduated at the University of Pretoria, where he obtained a Bachelor of Arts Degree in Economics. He was appointed as an intern in the Finance Department.

Frans Mabuza, who resides in Matlosana, matriculated at Modimo Secondary School and graduated at the North West University, where he obtained a Bachelor of Commerce Degree in Human Resource Management. He was appointed as an intern in the Finance Department.

Relief Maritz, who resides in Matlosana, matriculated at Vuyani Mawetu Secondary School in Klerksdorp and graduated at the Tshwane University of Technology, where she obtained a Bachelor of Commerce Degree in Economics. She was appointed as an intern in the Finance Department.

Palesa Moatlhudi, who resides in Matlosana, matriculated at Pinnacle Secondary School in Vaal Reefs and graduated at the Vaal University of Technology, where she obtained a Bachelor of Arts Degree in Logistics Management. She was appointed as an intern in the Finance Department.

Pemelo Moisimanyane, who resides in Matlosana, matriculated at Tshipoping Secondary School and graduated at the University of Johannesburg, where she obtained a Bachelor of Commerce Degree in Logistics Management and Transport Economics. She was appointed as an intern in the Supply Chain Department.

Boitumelo Tshwaane, who resides in Matlosana, matriculated at Tswetelopane Technical School and graduated at the University of the Free State, where she obtained a Bachelor of Science Degree in Geology. She was appointed as an intern in the Human Resources Department.

Vincent Zimu, who resides in Matlosana, matriculated at Tswetelopane Technical School and graduated at the University of Pretoria, where he obtained a Bachelor of Arts Degree in Industrial Sociology. He was appointed as an intern in the Human Resources Department.

Thabo Mongale, who resides in Matlosana, matriculated at Tshipoping Secondary School and graduated at the University of Johannesburg, where he obtained a Bachelor of Commerce Degree in Logistics Management and Transport Economics. He was appointed as an intern in the Supply Chain Department.

Boitumelo Tshwaane, who resides in Matlosana, matriculated at Tshipoping Secondary School and graduated at the University of the Free State, where she obtained a Bachelor of Science Degree in Geology. She was appointed as an intern in the Human Resources Department.

Thabisa Mongale, who resides in Matlosana, matriculated at Tshipoping Secondary School and graduated at the University of Johannesburg, where he obtained a Bachelor of Commerce Degree in Logistics Management and Transport Economics. He was appointed as an intern in the Supply Chain Department.

Boitumelo Tshwaane, who resides in Matlosana, matriculated at Tshipoping Secondary School and graduated at the University of the Free State, where she obtained a Bachelor of Science Degree in Geology. She was appointed as an intern in the Human Resources Department.

Thabo Mongale, who resides in Matlosana, matriculated at Tshipoping Secondary School and graduated at the University of Johannesburg, where he obtained a Bachelor of Commerce Degree in Logistics Management and Transport Economics. He was appointed as an intern in the Supply Chain Department.

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Boitumelo Tshwaane, who resides in Matlosana, matriculated at Tshipoping Secondary School and graduated at the University of the Free State, where she obtained a Bachelor of Science Degree in Geology. She was appointed as an intern in the Human Resources Department.

Thabo Mongale, who resides in Matlosana, matriculated at Tshipoping Secondary School and graduated at the University of Johannesburg, where he obtained a Bachelor of Commerce Degree in Logistics Management and Transport Economics. He was appointed as an intern in the Supply Chain Department.
Community Internships

During 2014, 48 community members received internships. 11 for core and 37 for non-core internships. 45 were HDSA and 25 females. Of these 48 community interns, 20 were permanently employed by AngloGold Ashanti with nine from Matlosana alone.

In 2015, a total complement of fifty community interns have benefited from the internship programme. The fifty community interns, who qualified in various fields of study were placed in various departments within AGA and other partners such as the municipality. Eight are from the core fields which are mining related fields of study (of which three are females) and 42 are from the non-core fields, these are non-mining fields of study (of which 24 are female).

Of these fifty individuals, 22 hail from Matlosana, 22 from Merafong and a further six from our major labour sending areas.

The interns are mentored by dedicated, successful and skilled managers and this contributes to their personal and professional development.

MQA Internships

Internships are opportunities offered by AngloGold Ashanti to potential candidates in our host and major labour sending areas. These interns are employed by the company to gain work experience, insight and knowledge in their field of studies or qualifications obtained. It also helps them to determine if they have an interest in a particular career and creates a network of contacts for them, along with module credits if needed for university.

The company continues to work in partnership with the MQA to provide work-integrated learning for external students. These students are selected from the database of the MQA-funded learners. Assistance depends on the performance and aspirations of the student as well as the availability of suitable opportunities within AGA. A total of 56 community members were on this programme in 2014 of which 51 were HDSA and 21 females. A further five were hosted by the DMR internship programme of which all were HDSA and three female.

The interns are mentored by dedicated, successful and skilled managers and this contributes to their personal and professional development.

2014 Community Interns that have been permanently employed at AngloGold Ashanti

Andiswa Gebashe
matriculated at Vaal Reefs Technical High School in Umuzimuhle and graduated at the University of South Africa where she obtained a National Diploma in Community Development. She was appointed as an intern at the Learner Miner Training Centre at Mponeng Mine and has since been permanently employed as a Trainer.

Lehlenholo Maikhosho
matriculated at Vaal Reefs Technical High School and graduated at the Vaal University of Technology where he obtained a National Diploma in Business Administration. He was appointed as an intern at the Human Resources Department and has since been permanently employed as an Assistant Human Resources Officer.

Unathi Ntintila
matriculated at Vaal Reefs Technical High School in Umuzimuhle and graduated at the Vaal University of Technology where she obtained a National Diploma in Human Resources Management. She was appointed as an intern at the Human Resources Department and has since been permanently employed as a Human Resources Officer.

Nicholas Mashaba
matriculated at Vaal Reefs Technical High School in Mphumuleng and graduated at the Vaal University of Technology where he obtained a National Diploma in Business Administration. He was appointed as an intern at the Human Resources Department and has since been permanently employed as a Human Resources Officer.

Phindile Nkosi
matriculated at Vaal Reefs Technical High School and graduated at the Vaal University of Technology where she obtained a National Diploma in Business Administration. She was appointed as an intern at the Human Resources Department and has since been permanently employed as a Human Resources Officer.

Boitumelo Segopolo
matriculated at Vaal Reefs Technical High School and graduated at the Vaal University of Technology where she obtained a National Diploma in Business Administration. She was appointed as an intern at the Human Resources Department and has since been permanently employed as a Human Resources Officer.

Phindile Nkosi
matriculated at Vaal Reefs Technical High School and graduated at the Vaal University of Technology where she obtained a National Diploma in Business Administration. She was appointed as an intern at the Human Resources Department and has since been permanently employed as a Human Resources Officer.

Andiswa Gebashe
matriculated at Vaal Reefs Technical High School in Umuzimuhle and graduated at the Durban University of Technology where she obtained a National Diploma in Business Administration. She was appointed as an intern at the Human Resources Department and has since been permanently employed as an Assistant Human Resources Officer.

Lehlenholo Maikhosho
matriculated at Vaal Reefs Technical High School and graduated at the Vaal University of Technology where he obtained a National Diploma in Business Administration. He was appointed as an intern at the Human Resources Department and has since been permanently employed as an Assistant Human Resources Officer.

Unathi Ntintila
matriculated at Vaal Reefs Technical High School in Umuzimuhle and graduated at the Vaal University of Technology where she obtained a National Diploma in Human Resources Management. She was appointed as an intern at the Human Resources Department and has since been permanently employed as a Human Resources Officer.

Nicholas Mashaba
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Learnerships

A learnership is a structured learning process for gaining theoretical knowledge and practical skills in the workplace leading to a qualification registered on the NQF (National Qualification Framework).

A learnership is outcomes-based and not time-based and allows for recognition of prior learning. Learners must meet the entry requirements and selection criteria for the programme as offered by AGA.

AGA advertises its learnership opportunities using the media and our stakeholders such as the local municipalities. Learnerships at AGA are available for individuals who have completed school, college or other training institutions after completing some formal education, and for people who have been unemployed.

All candidates are 16 to 35 years old, as set by the Department of Labour. Individuals who enter the programme do not need to pay anything and they receive a monthly salary. Our learnership candidates are registered with the Department of Labour and are awarded an official certificate that states their qualification. AGA does not guarantee a job at the end of the programme, however some may be employed.

The candidates – with their qualifications and work experience – are in a better position to market themselves for employment and this enhances their chances of generating an income, opening an SMME or establishing cooperatives with the skills that they have acquired. Over and above this, the MQA granted AGA funding for Community Team Leader Learnerships which were used for the community learners.

AGA has partnered with the Department of Labour (DOL) that provides learner names to AGA off the DOL Employment Services of South Africa (ESSA) database, for enrolment into the AGA Learnership programme.

During 2014, three community members benefitted from this initiative of which all were HDSA and one female.

Vocational Bursaries

Bursaries are offered to learners engaged in full-time tertiary studies in specific fields of study critical to AngloGold Ashanti, where there is a skills shortage.

These bursars are accommodated on the AngloGold Ashanti Vocational Bursaries (AVB) Scheme and are sourced from across South Africa with preference to our host and labour sending areas.

The intention of the company’s bursary scheme is to create a consistent pipeline of professionals into the company. The introduction of SIMS Bursaries and Internship programmes in 2012 yielded 49 and 56 candidates respectively by the end of 2013 for the Vaal River Operations.

AGA awarded nine vocational bursaries of which six were to HDSAs and three female candidates in 2014.

Eight Vocational Bursars remained in the bursary system of which six are HDSA and one female.

Community Training - Mining Skills Project

The purpose of the Mining skills community project is to provide community members in the Vaal River District the opportunity to enrich themselves by obtaining knowledge and skills, which they will be able to apply within the mining industry.

The community learners were provided the opportunity to obtain Mining and or Development Team knowledge and skills up to the level where they are found capable. This implies that they have done all the theory as per unit standard as well as the simulated practical tasks as required by the unit standards. After obtaining capability status their names are placed on a U-Bank waiting list for possible engagement. For engagement, the candidate needs to comply with AGA selection criteria.

The plan for 2014 was to enrol 175 community members, however, 185 community learners were enrolled of which 184 were HDSA and 23 female.
Adult Basic Education and Training (ABET)

The concept of ABET is uniquely South African as defined by the Department of Basic Education. ABET is the general conceptual foundation towards life-long learning and development, comprising of knowledge, skills and attitudes required for social economic development and transformation.

There has been massive value in ABET and there is much evidence to this. It addresses a wide spectrum of adults and the fundamental skills, from those who are illiterate and innumerate to matriculants and qualified individuals, who want to upgrade certain areas such as maths.

The aim is to improve the literacy levels within the communities within which we operate, but also to make community members employable and self-sustaining. During 2014, 152 community members enrolled for this initiative of which 142 were HDSAs and 111 females.

Engineering Portable Skills for community members

Science and technology concerned with the design, building and use of engines, machines and structures are in the forefront of future developments.

In South Africa and throughout the world there is always a need for individuals with engineering skills, including portable skills, in the sector. Insight and commitment in this regard has afforded AGA to offer Engineering Portable Skills training to community members from its host and major labour sending areas. These include bricklaying, basic welding, carpentry, plumbing and other skills that are not mining industry specific and which would allow the candidates a skill needed in the community, country and world as a whole. Gaining such a skill also allows candidates to explore opportunities to establish their own Small-, Medium-, or Micro Enterprise (SMME). These opportunities enhance the candidates’ opportunities to step into an improved world of future income and knowledge backed by certification. Upon completion of the training, the learners are provided with a certificate that may enhance their chances of securing employment in other industries. Some 52 community members were enrolled in 2014 of which 49 were HDSA and 23 females.

Over time, the company has experienced some challenges with regards to the intake of ABET learners, mainly due to the employees engaged, being literate. The ABET intake target was therefore higher than what the actual need was. Owing to this, participation in ABET programmes has decreased, despite the fact that it has been encouraged by AGA through various mediums for people to continue enhancing their literacy level. The individuals who need ABET are generally aged 50 years and older, and are not keen on ABET training. Many individuals who are close to retirement, prefer to participate in portable skills training, as this will equip them with a skill to continue with further employment out of the mining industry, or be self-employed.

Taking all of this into careful consideration, AngloGold Ashanti has decided to no longer offer ABET training. The company does however offer portable skills for which it has received an overwhelming response.

Mining Skills Training

Mining is a significant contributor to the South African economy and a major sector for employment. With this in mind, it is AGA’s intention to increase the pool of capable stoping individuals in the local community.

This allows individuals proper training which opens opportunities for them to become employable within AGA and other mining houses. It aids towards reducing the unemployable market that surrounds our operations. Community members are trained as stope and development team members at AGA Satellite Training Centres.

The company takes the liberty to supply the names of these trained individuals to U-Bank (the old Teba) to be included in their database. U-Bank is an institution owned by the South African mining industry, through which the industry has historically recruited labour but it now fulfils a broader social role in addition to its recruitment function. This also speeds up the process for the trained individuals to be listed on a database for employment.

The programme provides hands-on experience working in an underground operation. After they have completed their training, the individuals will have gained knowledge and practical experience as capable candidates en route towards full competency in the skill trained. Women in the mining industry find it challenging to grow into the industry, and with encouragement, dedication and mentorship from the AGA team, 18 women completed this rigorous programme. Traditionally, mining was a labour-intensive, male dominated industry; however, times are changing. Women are etching out positions for themselves within the mining sector and contribute unique perspectives that ultimately aid the mining industry to evolve.

During 2014, 131 community members benefitted from this opportunity of which 130 were HDSA.
Training for Enrolled Nursing Auxiliaries

Since 2012, AngloGold Ashanti has sponsored the training of its host community members as Enrolled Nursing Auxiliaries (ENAs) to assist with the need as identified by the National Department of Health. This initiative was extended to second year training for Enrolled Nursing (EN) in January 2014.

The requirement for the enrolment into the ENA course is Matric with a D symbol in English (higher grade) and for EN course a registration as an ENA with the South African Nursing Council (SANC). The ENA course is a one year course delivering ENAs on NQF Level 4.

An ENA’s responsibilities include a number of general, elementary nursing duties such as taking vital signs (observations), bathing patients, caring at bedside, assisting with other activities of daily living, such as feeding patients unable to help themselves and assisting senior nurses and doctors in hospitals and clinics. In addition to these, the duties of the EN include administration of medication, rounds with doctors and assist with diagnostic procedures. This qualification is at NQF Level 5 with one-year duration.

This is done in accordance with regulations as set out by the South African Nursing Council (SANC). The South African Qualifications Authority Act, 1995, accredits SANC as an Education and Training Quality Assurance, to enforce quality assurance of nursing education in South Africa. Prospective candidates have to meet entry level requirements as prescribed by SANC and the Goldfields Nursing College. After successful completion of the course the candidate is registered as an Enrolled Nursing Auxiliary or Enrolled Nurse.

During 2014, 31 ENAs were enrolled of which all were HDSA and fifteen female, and eleven ENs (Enrolled Nurses) of which all were HDSA and ten female.

Technical and Vocational Education and Training (TVET)

The Vuselela TVET College is one of the three TVET colleges in the North West Province, formed in 2002 as a result of a merger process.

Vuselela consists of five campuses, namely Jouberton Centre for Engineering Studies, Klerksdorp Centre for Business Studies, Potchefstroom Centre for ICT Studies Matlosana Centre for Artisans and Learnerships, and Taung Campus. The Matlosana Campus was previously a training centre for the DRD Gold Mine in the Stilfontein area. The college has now developed the centre into an ‘Engineering Practical Centre’ with special focus on mining-related engineering programmes. The focus is a direct response to the demand for specialised training in the mining sector – one of the ‘niche areas’ of the college.

Matlosana Centre for Artisans and Learnerships is 20 km from the Vuselela Corporate Centre. The campus runs as a practical training centre for all engineering courses, as well as NCV (National Certificate (Vocational)) Engineering and Related Design. The campus is situated on the mining sites approximately 4 km outside Stilfontein.

Refresher training is done towards effectiveness and efficiency in mining productivity and safety. The demand also includes skilling and re-skilling of retrenched employees. Apprenticeship Training is done in electrical, fitting / fitting & turning, bricklaying, millwright, plumbing, carpentry, boilermaking and they also offer an automotive repair and maintenance learnership. Trade Tests and Trade Test preparations are done at Matlosana Campus as it is the only (TVET) decentralised Trade Test Centre in the province.

The campus is situated in a remote area that makes it extremely difficult to control and prevent theft of electrical cables that supply the electricity. In 2014 the Training Centre experienced five separate incidents of cable theft causing a delay of ± 20 days in training. This delay reflects negatively on the college and its financial situation as well as impacts the students in a negative way putting pressure on them to catch up with work that was missed.

With this in mind, AGA investigated the option of installing a generator at the campus on request of the TVET CEO.

In 2014, AGA installed a backup generator and set up a transformer at the Stilfontein Campus at a cost of R770 000, to help classes continue in spite of electrical cable theft and power outages. The project will help the college in elevating the learning standards and producing good marks for students. It would also contribute to efficient learning and enhance good quality of training and sufficient electricity to the workshop.

A contract has been signed with the Vuselela TVET College for the:

- Development of teachers
- Practical exposure for teachers
- Student visits to training centres
- Aligning of learning material with industry needs
- Second hand equipment to be provided to colleges

In partnership with Vuselela TVET College management, nine lecturers (seven African males, one African foreign male and one African female) enrolled into Engineering Learnerships during 2014. Vuselela TVET College is not able to fill the remaining lecturer numbers as planned due to consequential challenges as they indicate that they are understaffed. Workplace experience for these lecturers commenced during 2014.
The National Certificate (Vocational) Practical is a programme on the National Qualifications Framework (NQF) whose objectives are designed to contribute to the full personal development learners and the social and economic development of the nation at large. AGA’s plan was to host 40 NCV students during 2014. Some 64 students received practical work exposure as they complete their studies through the Vuselela TVET College (of which all were HDSA and 31 female). AngloGold Ashanti, in partnership with the designated TVET College is providing the institutional training of learners in our host community. Students complete four years of theoretical training and then need practical on-the-job exposure varying from 6 to 12 months. Despite significant efforts to recruit suitably qualified learners from the local communities to promote the NCV programme; and appeals made at the company’s Community Briefings and Future Forum meetings, the company is unable to attract sufficient applications for the NCV programme. The local TVET College has also not been able to deliver sufficient NCV learners who are eligible for work-based exposure primarily due to the learners preference for Nated courses as opposed to NCV Courses. Due to these challenges, the company has reworked its plan to address such challenges, hence accommodating less individuals on the NCV programme than planned and refocusing on the broad learnership programme with an intake from the Nated courses.

**Department of Labour Learners (Team Leaders)**

The MQA has granted AGA funding for Community Team Leader Learnerships, which are to be used for the community learners. AGA has partnered with the DOL who provides learner names off the DoL Employment Services of South Africa (ESSA) data base to AGA, for enrolment into this Learnership programme. In the VR area 32 individuals were on this programme of which 29 were HDSA and 2 female.

**Engineering Learnerships and Apprentices**

AGA offers Learnerships and Apprenticeships which is a combination of on-the-job training and related classroom instructions under the supervision of trained and qualified trade professionals, from which they learn the practical and theoretical aspects of a highly skilled occupation. After completing an apprenticeship programme, the journey-level status provides an additional benefit of nationwide mobility at a high level scale.

These are structured training programmes which give the candidates a chance to literally work towards a qualification. It helps gain skills and knowledge needed to succeed in the mining industry. Getting into employment earlier means there’s lots of potential for the candidates to progress in their careers at a faster pace. Hands-on training gives the candidates a real chance to put their skills into practice and helps them to gain more confidence in a working environment.

The candidates earn an income while learning on-the-job. This allows freedom for not taking student loans and not having to pay tuition fees, as well as earning an income. The candidates are offered a varied learning experience within AGA and are mentored by a dedicated team. We welcome such candidates as they also add value to our organisation with fresh and new ideas.

Engineering skills training is provided to community members in the North West Province to provide individuals with the opportunity to obtain formal qualifications, which can be used within the mining sector. The learners acquire skills and knowledge to the level where they have been found capable to perform the work. This will imply that they will gain theoretical knowledge as per curriculum as prescribed by the MQA (Mining Qualification Authority) as well as simulated practical tasks as required by the programme. The learners must meet the criteria as set by AGA and also meet the MQA requirements to enter the Community Learnership programme. Learners were recruited from the surrounding areas where AGA operates with the assistance of the Department of Labour Centres.

Preference was given to “shadow of the headgear” candidates when recruiting learners who have the correct qualifications to meet the entry level requirements. During 2014, 89 learners were on this programme of which 84 were HDSA and 43 female.
Learners from schools in the Matlosana municipal area took part in the annual AngloGold Ashanti Career Expo on 21 April 2015. The company has elected to make this an annual event, based on the feedback and interest that the previous years’ Expo generated and the value that these added to the learners.

This year’s Career Expo was preceded by Career Guidance sessions that were facilitated at high schools in Matlosana during April. The main aim of this project is to give guidance and the necessary information to Grade 12 learners, as they are about to take the first step that could determine their future.

These well attended events afford matriculants to make well informed career choices that will equip them to participate meaningfully in the economy of the country. Learners are given a chance to interact with various tertiary institutions with regards to different courses offered. Various corporate businesses availed themselves and provided the learners with information regarding different methods of funding available, such as bursaries and study loans.

Over 2000 Grade 12 learners from schools in the Matlosana area came together in the Auditorium at the Civic Centre to learn more about possible career opportunities.

In his opening address to encourage the learners in Matlosana, the Executive Mayor, Councillor Kagiso Khauoe emphasised the importance of education. “The city has all the confidence that the current crop of learners, all of you in attendance, will do well and claim your rightful place in society. The strongest motivation should be within you, the learners. You should be driven by the desire and determination to excel in your studies, so that you can be equipped to participate in the economy of our country,” said Khauoe.

Sending his well wishes to the learners, he said the city was fully and firmly behind them every step of the way. “As you sharpen your pencils and dust off your pens in preparation for your first exam paper, make sure you remain focused and give it your best. This is your turn to stand up and be counted.”

Sibusiso Siwa, an Instrumentation Mechanician from AGA Engineering Services gives advice to one of the learners.

Sandile Jamane, a Grade 12 learner from Vaal Reefs Technical High School stated that he would like to study Mechanical Engineering as the country was in need of qualified engineers. Noda Tshuta and Lerato Machaya, both from Tshebedisano High School were excited to attend the Expo. “We got information here that we would not have been able to access any other way,” said Tshuta.

Some of the exhibitors at the Expo included the Tshwane University of Technology (TUT), Nedbank, Anglo American, Boston Media House, Denel, AngloGold Ashanti, Hearing Coach, North West School of Design, Training Force and the Emergency Medical Rescue Services. Also on hand to assist the learners with questions and different career and funding options, were various governmental departments such as the South African Police Services, Correctional Services and the North West Department of Health.

Simon Mogotsi, Area Manager for the Dr Kenneth Kaunda District Municipality delivered motivational words of wisdom to the Grade 12 learners.

Learners were eager to gather as much information on various careers as possible.
The 2014 National Senior Certificate (NSC) results indicate a decrease in the percentage of candidates that achieved 30% and higher in business studies, economics, mathematics, mathematical literacy, physical sciences, English (first additional language), and history.

The 2014 results for mathematics, mathematical literacy, and physical science were worse than in 2013. This could be attributed to the major changes that have taken place in the content of the work, namely the inclusion of Euclidean geometry and probability. On a positive note, while there were far more failures in mathematics last year, there were also more distinctions. It has been indicated that although there is a drop in pass rates, it was expected due to the changes implemented to the system, which are necessary to improve the quality of the education system.

The 2014 NSC examinations have been different from previous sittings for a host of reasons, the main one being that this is the first cohort of Grade 12 learners to write the Curriculum Assessment Policy Statements (CAPS) aligned final examinations. CAPS came into existence as a response to a number of concerns raised by stakeholders in education. CAPS is essentially a strengthening of the National Curriculum Statement and what makes it different from the previous NCS (2008 - 2013) is the following:

- Adding more content to some subjects, such as in mathematics;
- Bringing about major changes to depth of content, such as in physical science;
- Raising of cognitive demand and rigour;
- Changes to format and structure of examination papers as well as curriculum; and
- An increase in high order questions across all subjects.

Nationally learners are moving away from mathematics and physical science. This is due to the perceived difficulty of these two subjects, lack of expert subject matter specialists, and schools encouraging learners to take mathematical literacy in an attempt to achieve higher pass rates. Only 35.1% of mathematics learners and 36.9% of physical science learners achieved above 40% in the 2014 Grade 12 examinations. The lack of mathematics and physical science school graduates remains a priority.

AGA had embarked on a maths and science drive in 2014 which is continuous from the previous year with the Star Schools Programme to empower our host and labour sending areas to have the opportunity to apply to Universities or Universities of Technology and gain access to study further.

The provision of calculators, stationery, quality study materials and a daily meal had a positive impact on the project, and is reflected in the quality of results achieved.

AGA contributed R763 667 in Matlosana, R763 667 in Merafong, R636 333 in OR Tambo District and R66 333 in Moqhaka on this project, totalling R2.8 million in our host and labour sending areas.

AngloGold Ashanti’s contribution to the Star Schools Programme has made an enormous difference to the lives of its sponsored learners. The sponsorship has enabled learners to remain interested in mathematics and physical science and provided the support and motivation for learners to stick with these two subjects. It has offered learners a vehicle to change their lives, and as a result, that of their families too by achieving quality passes in the subjects which South Africa needs most.
School Leadership and Performance Enhancement Programme

AngloGold Ashanti funded a project in its host communities for schools who really needed for its leadership's performance to be enhanced.

The initiative involved a Leadership and Performance Enhancement Programme that was introduced to schools in the Merafong and Matlosana areas. AGA's aim is to enhance the leadership and improve the managerial skills of principals, school governing bodies (SGBs) and learner representative councils. This will assist in schools becoming effectively managed and therefore yield good as well as sustainable results.

Tlhaping Management Consulting is a fully trained and experienced facilitator organisation that presents this programme and has been sourced by AGA. A plan was drawn up to empower teachers to help learners with fundamental skills such as teaching learners to recognise their learning styles; improving their listening skills and adapting their time management skills.

Principals, their school management teams, school governing bodies, learner representative councils, student organisations, educator unions, local municipalities and any other stakeholder in education benefitted from this project. Training manuals were provided to those that attended and learners received motivational packages.

The project consisted of the following key performance areas:

- Performance Management Systems, this targeted the school management teams.
- Educator Methodology enhancement, targeting the Grade 12 educators.
- Learner Study Management, targeting the Grade 12 learners.
- Executive Coaching, targeting the principals.

Learners are made to understand how the brain functions and how memory retention happens. Learners were made aware on how and why information is stored in Long Term Memory. They were given an opportunity to identify their own learning styles and how they affect their memory retention. There was a session on practical guides based on Learner Study Management skills. Learner responsiveness was outstanding as there was a subtle positive competition among the participating schools.

The Performance Management Tool session dealt with the re-entrenchment of line functions and reporting authorities. The principals and their senior management teams were introduced to the Performance Management System and the session included the Daily Performance Worksheets for middle managers and Weekly Performance Scorecards for deputy principals. They were trained to “drift away from traditional management approaches” and replace it with the “scientific approach to management.”

In terms of Executive Coaching, all schools did not really have institutional vision statements that reflected the reality of school life. Vision statements that were written were far from resembling the central purposes of these schools. With the permission of the school governing bodies, schools were allowed to collectively create vision statements that would depict new directions that they would then follow. Challenges were tackled with some resulting in solutions and some becoming opportunities.

At the end of the programme, senior learners understood that good memory retentions punctuate their success in education, principals became aware of a dangerous performance gap that exists between HODs and their immediate subordinates and principals now understand situational leadership and can effectively diagnose their subordinates' job maturity levels.

Further achievements from this programme are that all appreciated having to keep records of performance on a daily basis, principals and chairpersons of school governing bodies understood the significant role played by effective vision statements and educators agreed that their teaching methods had not been aligned to learning styles from their students.

The following schools benefited from this project in Matlosana: Ccekani High School, Chris Hani High School, Alabama Hoërskool, Thuto Thebe High School, Tshedimosetso Secondary School, Vaal Reefs Technical High, Kanana Secondary School, Nkang-Mahiale Secondary School, Gaenthone High School and Tshedimosetso High School. The schools were identified by the Department of Education in the area.
Community Youth Skills Development Programme

One of the challenges that South Africa faces is a lack of technical skills which contributes to the high rate of unemployment. On Wednesday, 11 June 2014, the Dr Kenneth Kaunda District Municipality, AngloGold Ashanti and the Mining Qualifications Authority (MQA) launched the first Community Youth Skills Development Programme at Orkney Community Hall, in Orkney.

The programme was initially intended for equipping the youth in the Matlosana area, but after engaging with the Executive Mayor, Councillor Boitumelo Moloi, the programme was extended to include all four municipalities that form the District.

The MQA contributed R8.5 million to be utilised for training 200 unemployed youths in technical and entrepreneurial skills such as bricklaying, basic welding, carpentry, plumbing and other skills that are not mining industry specific. "This project came after engagements with the relevant stakeholders to eradicate the skills shortage in the Dr Kenneth Kaunda District Municipality," said MQA's Chief Operating Officer, Tebogo Mmota. "We therefore acknowledge the fostered partnership with AngloGold Ashanti, who is committed to develop the community."

The programme aims to provide the beneficiaries with skills that will make them employable once they complete the course. "As one of the beneficiaries of this programme, I appreciate the opportunity that was presented to me by AngloGold Ashanti and the MQA," said Mbuilelo Bahle. "I am grateful for being chosen to be part of this programme because it has made me be someone. Through the skills that I have acquired I have a better chance of finding permanent employment," he said.

"We want to create a skills base that will enhance the lives of young people in our surrounding areas of operation," said Dr Oupa Nkagisang, Manager Community Human Resources Development. He added that AngloGold Ashanti values education and the company will continue to award bursaries to the top performing learners and give graduates work exposure in different fields within the company.
AngloGold Ashanti partnered with its host municipalities of Matlosana and Merafong as well as labour sending district municipality of OR Tambo, at the Annual Mayoral Matric Excellence Awards aimed at giving recognition to the top matriculants and best performing schools for the 2014 academic year.

These are annual events held by the above-mentioned municipalities that AGA has elected to support as part of its Community Human Resources Development Programme (CHRDP). The programme is aimed at assisting the youth in the areas in which we are operating, in the major labour sending areas and for the children of our employees, to further their education and gain experiential learning so as to be gainfully absorbed into the economy.

‘AngloGold Ashanti, as part of its Social and Labour Plans’ (SLP) commitments, has set aside 0.5% (about R32 million per year) of the average of 6% of Annual Payroll committed to Skills Development, for the next five years to 2019 to be spent in its CHRDP. The programme is aimed at redressing the imbalances of the past through education and includes Bursaries, Internships, Learnerships, Nursing Qualifications and Portable Skills in line with the requirements of the Mining Charter. AGA SA Region has committed – through its SLPs for the Vaal River Operations in Matlosana and the West Wits Operations in Merafong – a budget for 62 Community Bursaries and 12 Vocational Bursaries per year, from 2015 to 2019. The Vocational bursaries are open to all South Africans who pass matric and have registered for Mining Engineering with any of the SA universities. We also have an additional 20 Community Bursaries per year which we award in partnership with the Mining Qualifications Authority,” said Simeon Mighty Moloko, Senior Vice President Sustainability for the South Africa Region.

The Matlosana Local Municipality Annual Mayoral Matric Excellence Awards function was held on Friday 16 January 2015. Hoërskool Wesvalia was the top performing school for 2014 while Hoërskool Klerksdorp produced the top learner. Both these schools were awarded cheques to the tune of R60 000 by AGA. Hoërskool Klerksdorp’s head girl for 2014, Monique Kooij, who was the top performer in Matlosana, was awarded a full AngloGold Ashanti bursary to further her studies as a Chemical Engineer at North West University’s Potchefstroom Campus. In her acceptance speech, Monique promised to work hard and advised other learners to do their best and to balance academic, sport and cultural activities. “I assure you that I will not disappoint you,” she told the Executive Mayor, Councillor Khaoue and Simeon Mighty Moloko.

Lethasedi Combined School, which is a farm school, was identified as the top performing school from a historically disadvantaged background.
Social ills stemming from poverty, education, ill health, gender-based violence and hunger continue to besiege our communities. The Social and Institutional Development Fund is aimed at assisting primarily non-governmental institutions (NGOs) in addressing the critical social and institutional challenges as identified in the Millennium Development Goals and the government’s priority areas like education, health and poverty alleviation in our host and major labour sending areas. In the period 2010-2014, R15 million was expended in the Matlosana area.
Umuzimuhle is a mine community that was established by AngloGold Ashanti consisting of 934 households. Previously there was a clinic run by AngloGold Ashanti for its employees and their family members who were listed as dependents on their medical aid.

The clinic closed down and there were no health facilities within the community of Umuzimuhle. This infringed on the constitutional rights of the community to have access to health care services, including reproductive health care.

Dr Kenneth Kaunda District Municipality, North West Department of Health (Dr KK Kaunda District) and AngloGold Ashanti had various meetings discussing the re-opening of Roman Buzile Nzima Primary Healthcare Clinic (formerly known as the Umuzimuhle Primary Healthcare Clinic) as a five-day clinic to be operated by the North West Department of Health.

AngloGold Ashanti refurbished the clinic and leased it to the North West Department of Health. The DoH provided the clinic with equipment and staff. In March 2014, the clinic was handed over to Nela Mojanaga, Chief Director of Health in the Dr Kenneth Kaunda District.

Currently the clinic is a fully functional primary health care institution, which operates five days a week with two professional nurses who see at least forty patients a day. The clinic largely benefits those in need of life threatening disease management. In July 2014, the first baby was born at the clinic, paving the way for many more healthy babies to be born closer to home.

An amount of R193 569 was approved by the Social and Institutional Development Fund to refurbish the clinic. In 2013, R366 583 was funded for repairs to the roof and in 2014 a further R12 816 for two new doors, bringing the total to almost R573 000.

The clinic was handed over to the Department of Health on 13 March 2014.

First baby born at the clinic.

The Provincial Department of Health supplied the requisite furniture and human resources.
Early Childhood Development

According to international research, corroborated by a range of South African studies, good quality Early Childhood Development (ECD) experiences produce significant social, economic, education and developmental benefits to children, families and communities. The positive effects of ECD programmes can change the development trajectory of children by the time they enter school – and a school-ready child has less chance of repeating a grade, being placed in special education, or being a school drop-out.

In 2014, AngloGold Ashanti approved an amount of R691 950 towards the training of ECD Practitioners in Matlosana. The 35 ECD practitioners received training on ECD Level 4 for a period of 12 months to become qualified ECD Practitioners.

The training provided them with the relevant skills to provide good quality teaching to the children at their respective centres. The course is not only beneficial to the practitioners but it will also contribute to the development of the children in the Matlosana area.

According to Statistics South Africa, the Matlosana Local Municipality has a total population of 41 751 children aged 0-4 years. Matlosana has a total number of 143 ECD centres of which only 51 are registered with the Department of Social Development. Approximately 4 297 children benefit from these registered ECD centres - leaving more than 35 000 learners at home or accessing the services from unregistered centres.

A prospective ECD practitioner from Happy Day Care Centre in Jouberton expressed her joy and thanked AngloGold Ashanti for providing them with an opportunity to learn new skills. “I am proud to having been one of the chosen ECD practitioners who attended the course. I am really grateful for AngloGold Ashanti for giving us the opportunity to equip ourselves with the relevant knowledge of how to take care of our children,” said Nomqibelo Tsolela. She added by saying that the course will be beneficial to them as well as the children at her day care centre, as she will be a qualified ECD practitioner.

Priscilla Mpofu, a facilitator from Teacher Learning Centre (TLC) also applauded her prospective ECD practitioners for their attitude towards their work and their creativity. She said that in the beginning it was difficult as her students did not know much but with hard work and their positive attitude they have acquired a lot of knowledge on how to improve on their skills. “We give them practicals and they have to implement everything at their respective centres”. “We can decrease criminal activities in our communities with the knowledge we instill in the minds of the young ones,” she said.

Dikeledi Msibi, one of the students said the programme has made a huge difference. “The programme has been worthwhile and we have gained a lot from it”.

The development of young children form the foundation for all further development that a child undergoes. Childcare services play an important part in the development of children as it is crucial in readying children for school. Children who are ready for school will be friendly, confident, and social; they will have good peer relationships, language skills and they will communicate well. School-ready children will be less likely to fail a grade and will perform better overall.
Lerona Re Batho Care and Support

South Africa is one of the leading countries of HIV/AIDS related infections in the world. As a result, a large number of home-based care organisations that cater for people living with the virus have been established.

Lerona Re Batho Care and Support was established in 2001, with the sole aim of caring and supporting for people infected and affected by HIV/AIDS and TB in Khuma. The organisation registered as a Non-Profit Organisation (NPO) in 2010.

It consists of ten permanent workers and five volunteers who are responsible for the daily operations of the organisation. They provide for daily activities such as... and basic skills such as cooking nutritious meals for patients, bed-baths, mouth care and how to lift the patient.

Other valuable activities that the organisation provides include collection of food parcels and clothing items and distributing them to orphaned and vulnerable children and needy... to care for the patient and basic skills such as cooking nutritious meals for patients, bed-baths, mouth care and how to lift the patient.

According to data from the World Economic Forum, South Africa is ranked seventeenth out of 136 countries in terms of gender equality. Around the world, gender equality has made huge strides over the last few decades. Twenty years into democracy and the country still has a long way to go to address this issue.

In the early days women were seen only as wives who were intended to stay at home and raise children and the traditional role of man was to work and make money. It is unfortunate that to this day women are still been discriminated against in all spheres of life.

The Matlosana Rugby Academy was formed in 2004 in an attempt to eradicate gender stereotypes that still believe women are incapable of playing certain sporting codes. The academy adopted an approach of using sport as a tool for social cohesion, particularly rugby as it was previously considered to be a man's sport. In 2013 the academy saw a need to introduce football and netball under its umbrella.

The primary goal of the academy is not only to produce well renowned rugby female players but to address gender stereotypes that still believe that females cannot participate in certain sporting codes. Currently the academy has four volunteers that look after the administration of the organisation and 19 coaches. Four of these coaches are responsible for the netball and football teams. One of the greatest achievements of the academy to date is that 21 girls were selected to represent the North West Provincial Rugby squads.

“Currently four of our players have been given sports bursaries by the University of Fort Hare to study and progress with the sport. “Every year we produce players that represent the province and the academy well at the provincial tournaments,” said Eric Bukani. “I worked for AngloGold Ashanti in the past and being part of this organisation on a different level brings back good memories. As a former rugby player I got the chance to represent the province – unfortunately, I could not reach the national level but it motivates me to push these girls to their full potential so that I can see them wearing our national colours one day. With the discipline they have, I believe they will,” he added.

Currently the academy does not have an official sponsor or donor and its survival depends on funding. Their main challenges at the moment are transportation, as they get invited to participate in various tournaments outside Matlosana and carrying out some administration work of the organisation. AngloGold Ashanti funded the organisation with R66 800 towards securing sports equipment, a laptop, an office desk and chairs that will enable the academy to carry out its work effectively. The academy leases a property from AngloGold Ashanti at a nominal rate.

SECTOR: YOUTH DEVELOPMENT

SECTOR: WELFARE

Matlosana Rugby Academy

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Khuma is one of the areas affected by a high unemployment rate in the Matlosana municipal area. The township, situated near Stilfontein in the North West Province was home to the largest gold mines in the country and since the closure of the mines the rate of unemployment has risen considerably.

As a result of these mine closures, the community has experienced the devastation of poverty. Rorisang Men and Youth Development Services was established by the Roman Catholic Church in 2002. The sole aim of the organisation is to educate the community – and especially the youth – of Khuma and surrounding farms about HIV/AIDS, sexually transmitted illnesses and TB, and to provide them with food.

Currently the organisation has 159 orphans and vulnerable children (OVC) on their register for which they provide psychological counselling, meals and school work assistance on a daily basis.

The organisation operates from a small four-roomed house that is a challenge in terms of the privacy of the children when providing one-on-one counselling sessions. There is a need to extend the house to eight rooms in order to implement the counselling programme effectively. The extension of the house will not only provide enough operational space for counselling sessions of the OVC but also improve the delivery of their programmes.

AngloGold Ashanti donated R69 060 to the organisation in 2013 that was used to purchase groceries for the children and stationery for the centre.

Professor Victor Mngomezulu, from the University of the Witwatersrand, who participates in marathons nationwide to raise funds, said he became interested in helping them as he hailed from the area. “The easiest way was to run the Comrades Marathon as I have been doing for the past three years. One of the conditions of the event is that you have to do it for a good cause and the money I raise there I donate to the centre for them to carry out their programmes effectively,” he said. Other organisations such as the South African Catholic Bishop Conference and the Department of Social Development have also assisted the organisation with funding.

In 2014, AngloGold Ashanti donated a further R69 758 to purchase furniture. “This funding assisted us greatly, because we are now able to file and do other administration duties properly without misplacing and losing other important documents,” said Mojabeng Mafohle, project manager at the centre. She added that everyone at the centre is grateful for what AngloGold Ashanti is doing for them because it is helping the organisation achieve its goals – to support and help the youth.

In response to social challenges that affect the youth of Khuma, the organisation aims to encourage the unemployed youth who completed their studies, to assist other learners with homework after school. They promote active citizenry of young people in the community by encouraging them to participate voluntarily in community developments initiatives.

AngloGold Ashanti donated an amount of R52 690 to the organisation to purchase office furniture and computers that will make sure that the administration duties of the organisation run smoothly. “The funding will assist us to implement other programmes that we have, such as the youth camps which are aimed at educating the youth about life skills,” said project coordinator Rebecca Montsi.

She said that since its establishment in 2012, the organisation has reached more than 600 young people in the community, partnering with Borakanelo Secondary School, Boitshoko Disability Centre and Re a Ipetia farm school to offer services to them. The organisation also runs a Christmas spree initiative, where they identify orphaned and vulnerable children in the community, identify their respective needs and provide for them where possible.

The funding provided by AngloGold Ashanti will assist the organisation to reach more beneficiaries and build a cohesive society with values of servanthood and respect.
Seboloke Association for the Disabled

was established in 1998 and is situated in Jouberton. It caters for people living with several disabilities such as blindness, hearing impairment and mobility impairment.

Isak Badenhorst, Project Secretary said that the organisation also provides basic life skills and braille lesson programmes to its members. A challenge they have experienced is the lack of braille machines to conduct the classes effectively.

“The South African Council for the Blind lent their braille machines to us for six months and have since taken them back, hampering the effectiveness of the programme,” he said. “We needed at least ten machines to continue with the implementation of this programme to our members and the community at large.”

AngloGold Ashanti donated R220 000 to the organisation to purchase ten braille machines and to equip the facilitators with the current knowledge of how to operate the machines and the remaining R40 000 for transporting forty visually impaired clients to the centre for a period of six months to attend classes. The donation will allow the organisation to increase the level of knowledge on reading braille and consequently improve the participation of visually impaired people into the mainstream economy and social activities. “On behalf of the organisation, we are very grateful for what AngloGold Ashanti has done for us: This donation will greatly assist us to reach our objectives,” Badenhorst said.

AngloGold Ashanti IT Project

Education is a core element in eliminating poverty and reducing inequality, and the foundations of an equal society. As we all know, education empowers people to define their identity and to take control of their lives. An education helps raise healthy families to take part confidently in developing a just society; and plays an effective role in the politics and governance of communities.

In 2013, the Matlosana Department of Education identified eight schools in the area that will benefit from AngloGold Ashanti’s IT Project. The project is intended to equip learners with the necessary computer skills to seeing that computers and computerised devices have become an integral part of society. We use them in schools, homes and the workplace. It has become imperative to know basic computer skills to survive in the world and to lessen the challenge that some of our learners face at varsity level.

Priority was given to two schools as they already had classrooms that were dedicated for computer laboratories but were not equipped. Each school will receive 21 computers.

Nkululekweni Primary School consist of 346 learners and 13 educators. The 13 educators have to be trained to be able to deliver the curriculum effectively. “We are very happy and proud of what AngloGold Ashanti has done for the school. This project will enhance the computer skills of the teachers and mainly our learners,” said Caroline Leketi, Principal from Nkang Mahlale Secondary School.

The learners of the two schools will benefit immensely from this project, as it aims to equip them with the essential computer skills. The pilot study involves two schools per area of operation, before the project is extended further to allow for inherent learning and proper mitigation of risk for complete roll-out. The computer laboratories will ensure the quality of provision to education and learning in the fields of maths, science and technology.
Matlosana Elderly Service Clubs

It is documented in the country’s constitution that every South African has the right to dignity and the right to have that dignity respected and protected. The Older Person’s Act, Act 13 of 2006 aims to alleviate the plight of older citizens in South Africa by setting up a framework for their empowerment and protection.

The Matlosana Elderly Service Clubs aligned themselves with the Act that aims to maintain and promote the status, wellbeing, safety and security of older persons; maintain and protect their rights; help them to stay in their homes for as long as possible; regulate the services and residential facilities for older persons and combat abuse of older persons by relatives and members of the community.

Currently there are fifteen service clubs registered as NPOs in Matlosana. In order for the services clubs to achieve what the Act entails, they provide for programmes where they bath, feed and collect medication as well as perform house chores for the frail. The elderly are encouraged to participate in sports activities including football, netball, volleyball and table tennis, to mention a few.

Nine of the fifteen clubs were identified and the company donated R672 000 that was divided equally to be used to improve the vegetable gardens, pay for transport of elderly people to meetings and assist in the execution of life skills activities.

The donation will also enable the clubs to start a sports league among themselves and continue with growing food in their vegetable gardens.

“The elderly here in our centre are very happy and will forever be thankful for what the AngloGold Ashanti has been doing not only for us but other organisations,” said Keitume-tse Moeketsi chairperson at Are Tsweleleng Service Club.
Owing to the HIV/AIDS pandemic in the country, public hospitals and clinics are constantly under pressure to provide a complete service to the increasing number of people infected by the virus.

Through the years there has been a general shift in the model of care provided to people living with HIV. Jouberton Tshwaraganang HIV/AIDS Information Centre is a NPO that was established in 1999 and serves 360 beneficiaries. The centre is involved in a number of programmes such as the distribution of medication and vitamin supplements to bed-ridden patients in their homes and educating family members or neighbours on how to care for the patient. This includes basic skills such as cooking nutritious meals for patients, bed-baths, mouth care and how to lift the patient.

Other valuable activities that the organisation provides include the collection of food parcels and clothing items and distributing them to orphaned and vulnerable children and needy families in the community and making transport arrangements to take patients to the hospital for their medical examinations, physiotherapy sessions and other medical checkups. The centre also conducts HIV/AIDS and other chronic diseases awareness in the community.

AngloGold Ashanti donated funds to the centre to purchase much-needed stationery. This will enable the centre to keep records of their work and improve the service delivery to the beneficiaries.

AngloGold Ashanti's survival depends on funding and AngloGold Ashanti donated funds that was used to purchase a sound system, staff uniforms and refreshments during outreach programmes and transportation. The sound system will enable the organisation to reach a large number of their target audience - children and the youth. "The sound system has made a huge impact to our project because our outreach programmes are attended in great numbers and we are able to deliver the relevant messages regarding issues that affect our community successfully," said Bright Mdaka, Siyakha Isizwe's project manager.

Matlosana Christmas Gifts

For some families Christmas Day is just a normal day. It is unfortunate that most of the orphans and vulnerable children (OVC) in Matlosana do not receive any gifts during the festive season.

AngloGold Ashanti knows that Christmas is the season of giving and giving back does not have to be anything grand. If we go back to the traditional meaning of Christmas, we find that it is a celebration, a celebration of life and the giving of gifts.

Two organisations that cater for OVC in the Matlosana area were identified to benefit from the company's 2014 Christmas initiative. The 170 children at Rethabile Children's Home and Atamelang Shelter were given a gift from AngloGold Ashanti.

"On behalf of the children, I would like to thank AngloGold Ashanti for their contribution in making our work easier by reducing the burden we face every year when Christmas time arrives," said Tom Smit, project coordinator at Atamelang Shelter.

During the festive season, everyone looks forward to receiving a small gift from a loved one. The grant given to these organisations will go a long way in assisting them to achieve their goals of making sure the children enjoy their Christmas just like other children who live with their parents.
Umuzimuhle is a mine community that was established by AngloGold Ashanti many years ago. The community has an estimated 934 households with a population of approximately 5,000 to 6,000. The houses are occupied by the company’s employees and their families.

Over the years, AngloGold Ashanti has developed sports and recreational facilities in the community, however, there has been a shortage of equipment to be utilised at these facilities.

An Umuzimuhle Sports and Recreation Committee was established with the primary mandate of promoting a premeditated approach for the youth of Umuzimuhle to participate in sport and recreation.

In order for Umuzimuhle Sports and Recreation to implement its programmes, AngloGold Ashanti came on board and donated funds to purchase sports equipment.

“The company is committed to make significant changes in its immediate community. Through the SIDF, the company has spent over R700,000 in Umuzimuhle, such as the Umuzimuhle Primary Health Care Clinic that was renovated and officially handed over to the Chief Director of Health in the Dr Kenneth Kaunda Health District,” said Sediko Rakolote, Stakeholder Engagement Manager.

Other beneficiaries in Umuzimuhle are Regolammogo Organisation, which caters for orphans and vulnerable children as well as older people; United Primary School and Matlosana Rugby Academy.

The committee plans to establish four sporting codes that include netball, football, volleyball and rugby. They plan to address youth misbehaviour – which is a challenge in many communities – and there is a need to invest in the community through sports and recreation to help curb this challenge. The activities are relevant to unite the community of Umuzimuhle at large and promote social cohesion. The sporting activities that will be implemented by this project will encourage the youth to participate in sports and recreation and avoid loitering and being involved in criminal activities.

Making dreams come true

Lethibedi Combined School is a farm school situated about 20km from Klerksdorp and is a school that has crept into the hearts of the Sustainable Development team at AngloGold Ashanti.

With their matric ball coming up, Community Intern, Dineo Sibutha decided to walk the talk and started collecting funds and outfits from colleagues. “We asked for any personal donations in the form of pretty dresses, suits, shoes, jewellery and make-up to help make this day special for them,” she said. “Knowing that there are some learners in their matric year who do not have the financial means to buy outfits. I realised that, with the support of the AGA team, I could give them the opportunity to attend their matric farewell in style.”

On Saturday, 29 November, the South Africa Region Communication team were on hand at the Klerksdorp Golf Club to help the girls with their hair and make-up and each of the boys and girls were made to feel very special.
AngloGold Ashanti is devoted to educating and making a positive impact in the lives of the youth in order to inspire them to become responsible future leaders of our country.

Each year, AGA invites Grade 11 and 12 learners with maths, science or geography as subjects to spend a day at the operations to show them how a mine works in order to attract them to the mining industry in future. For many, the day spent in the working world opens up a choice of career opportunities, inspiring children to reach heights of success that they never would have previously dreamed possible. The Take a Schoolgirl to Work Day and Take a Schoolboy to Work Day inspires and mentors the girls and boys and assists with career guidance and motivational speaking. Learning the ethics of successful business and the values that will help them make the most of their lives is what the two initiatives hope to achieve.

The employees at Gateway Training Centre in Vaal River assisted in showing the learners and their teachers what it looks and feels like to work underground. We requested professional and dynamic men and women in the company to address the learners and to motivate them. Timothy Ndebele, Training Manager at the Training Centre; Lesedi Letimela, Accountant who started as a community intern and was then appointed as a Manager in Training in 2012; Dicks Lechoo, another community intern working in the Employment Equity and Transformation Department and Thinus Coetzee, an MT Engineering at Moab Khotsong Mine gave of their time to address the boys during the Take a Schoolboy to Work Day.

For the Take a Schoolgirl to Work Day, Monica Madondo, Vice President in the COO’s Office; Mabo Phokanoka, Employment Equity and Transformation Manager; Bea Campbell Cloete, Business Improvement Officer; and Babalwa Tau, Unit Manager from AGA Health, shared positive and motivating message with the girls. This initiative aims to deepen the thinking of the girl child with regard to her role in society, enhance her self-esteem, inspire and motivate her to reach her full potential and exposure her to diverse careers and positive role models to assist her to prepare for a life-long career.
16 Days of Activism for No Violence Against Women and Children

The 16 Days of Activism for No Violence Against Women and Children is an international awareness-raising campaign that takes place every year from 25 November (International Day for the Elimination of Violence Against Women) to 10 December (International Human Rights Day). The period includes Universal Children’s Day and World AIDS Day. AngloGold Ashanti has been supporting this initiative for three years as it aims to assist in creating a society free of violence.

“We identified three organisations in the Matlosana area that aim to eradicate this scourge in our communities,” said Ofentse Mpitso, Communication Officer and organiser of the campaign.

**KOSH Crisis Centre** in Jouberton provides a 24-hour one-stop service to survivors of rape, sexual assault and domestic violence.

**Nexus House** in Orkney is a project which runs from a house that was sponsored by AngloGold Ashanti over 20 years ago. The house was given to the Orkney Community Policing Forum to provide a temporary shelter for the victims of abuse as they undergo the necessary medical and legal procedures. The centre is managed by a retired nurse, Beatrice Kruger and her husband, under the recommendation and guidance of Police Captain, Elize Kruger.

**Kgorogo Social Investments** is an NPO focusing on crime prevention initiatives, after-care services for those previously in conflict with law. The absence of fathers, brothers and uncles in the lives of young men, means that these children will have to look elsewhere for role models.

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**Bring out the Bling!**

Everyone loves Casual Day, the campaign that invites all fun-loving South Africans to dress differently for a day to raise funds and awareness for persons with disabilities. Every year we call upon employees to dress differently on the first Friday of September. The theme for 2014 was *Bring out the Bling!* and was an excellent opportunity for team building, while also making a contribution to one of the country’s most vulnerable sectors of society.
CANSA Shavathon

South Africa Region participated in the annual Cancer Association of South Africa (Cansa) Shavathon, one of South Africa’s best-loved events. Employees shaved and sprayed their hair and bought colourful bandana’s to show solidarity to all those affected by cancer and to remember those who we have lost to the disease. Shavathon raises awareness and funds for the fight against cancer as all money generated goes to Cansa’s prevention programmes and patient care. AngloGold Ashanti is proud to be part of this initiative every year, making a difference to those living with cancer. The combined contributions from the business units came close to R30 000.

Heritage Day

On Wednesday 24 September South Africans celebrate Heritage Day, a day in which all are encouraged to celebrate their cultural traditions and diversity. Employees are encouraged to wear their traditional gear, headresses and beadwork in celebration of our rich diversity and different cultures. People were also requested to bring along traditional dishes that they shared with colleagues – whether it be mogodu, ting, umngqosho, umleqwa, melkert, magwinya, miellepap or any other cultural dish. Through this incredibly fun day, the people of the South Africa Region celebrated life and personified the company’s value of diversity.

Winter Warm-Up Campaign

For the past five years the men and women throughout the South Africa Region have been generous in either donating blankets or money that will help bring warmth to the less fortunate people in our operating areas. As has become customary, a plea was made to all employees to dig deep into their pockets to support this worthy cause. “By donating any amount they can afford, people can ensure that they help protect those against the bitter winter cold,” said Kate Dlamini, organiser of the campaign. In 2014, we managed to raise R145 428 which enabled us to purchase 1745 double bed blankets. Of this, just over 800 blankets were distributed to the vulnerable in the Matlosana area alone.
Annual Golf Day makes a difference in our community

The Annual Vaal River Charity Golf Day took place on 11 October 2014 at the Orkney Golf Course and was preceded by a family afternoon on 10 October where golfers, non-golfers and their families joined together for a fun-filled afternoon of good company and good food.

The Golf Day has raised over R3 million since it was started by the Chief Operating Officer for South Africa Region; Mike O’Hare over 11 years ago. More than 200 professional and amateur golfers took time to hit the balls in the quest to fight poverty in the community. One of the only two female golfers, Thembi Shongwe who is a Production Shift Boss at Moab Khoton Mine, shared her love of giving back to the community: “I feel honoured to be part of this initiative. This is how I would spend my Saturdays for the rest of my life. I would play golf to feed the hungry,” she said.

Some R200 000 was donated to 16 charitable organisations in Matlosana that will be used towards the purchasing of groceries in the quest to alleviate poverty. These include Emmanuel Home for the Disabled; Huis Het Rust Old Age Home in Viljoenskroon; Janie Schneider, Haven for Children; Bokgone Home Based Care; Rorisang; Jak 127 Safe House; Orkney Child Welfare; Huis Servaas; Regolammogo Development Initiative; Life Line; Doek tot Boek Pre-Primary School; Sakka Ikusasa Youth Centre as well as the Orkney Animal Shelter. The money raised from the raffle tickets went to the Orkney Animal Shelter.

“It is the greatest honor to host this event,” said Barbara Muller, main organiser and Communication Officer at Moab Khotson Mine. “It is not always an easy task as I get to see and hear of the need of the many beneficiaries in our community when I interact with them. It can get emotionally overwhelming,” Muller said.

She thanked all the stakeholders who have contributed to the success of the event over the years, especially the sponsors, donors and suppliers.

Harry Rex, Vice President for Safety and Risk also extended his gratitude, on behalf of AngloGold Ashanti, to all parties who were involved in the initiative. Also in attendance and in support of the golf day were Ian Heyns, Senior Vice President for Human Resources; Ian Jacobs, Vice President for Labour Relations and Moses Madondo, Vaal River District General Manager.

Danny Davies, Mine Manager, Moab Khotsong Mine with Patricia Maloi from Mphatlalatsane School for the Severely Intellectually Handicapped in Viljoenskroon.

Kevin Craigen, Senior Human Resources Manager with Wilma Vermeulen from Orkney Child Welfare.

Patrick Kave, Human Resources Manager with one of the lucky draw winners, Alan Williamson from Macsteel.

Moses Madondo, Vaal River District General Manager tees off.

Clive van der Westhuizen, Engineering Manager with Katleho Koloane from Sakha Ikusasa Youth Centre in Kanana.

Patrick Kave, Human Resources Manager with one of the lucky draw winners, Alan Williamson from Macsteel.

Moses Madondo, Vaal River District General Manager tees off.

Clive van der Westhuizen, Engineering Manager with Katleho Koloane from Sakha Ikusasa Youth Centre in Kanana.
Vaal River Children’s Christmas Party

The festive season is about families and friends, receiving and giving in abundance to those you love! One of the stark realities of life, however, is that many families do not have the means to make Christmas special for their loved one. That is why, driven by a desire to make a real difference in their communities, communicators based in the Vaal River District came together in late November to share some festive cheer and joy with children in the Matlosana area who are stricken by poverty. On 28 November, communication officers from the local business units hosted a Kiddies Christmas Party for almost 150 children from surrounding schools at the Maryland Guest Farm near Orkney.

The children made the most of the hot summer day on the jumping castles and water slides.

Father Christmas arrived on a fire truck, much to the delight of the children.

The children were entertained by a man who twisted balloons into animal shapes while some of the kids played paintball with Wayne Niemack, Human Resources Manager.
Viljoenskroon Hospice

Viljoenskroon Hospice is situated in the Moqhaka Local Municipality in the Free State Province. From its inception, the hospice aligns itself with a mission to serve all communities, irrespective of the patients’ race, religion, gender or creed.

Unlike other non-profit organisations, the hospice does not only provide physical or material needs to their beneficiaries, but also offers emotional and spiritual support. The organisation cares for both children and adults with chronic and terminally ill patients. The total number of beneficiaries is 1014 including orphans and vulnerable children (OVC) and relies on donor funding to provide services.

AngloGold Ashanti, through its Social and Institutional Development Fund (SIDF), donated R185 000 to the organisation. The money was utilised to procure school uniforms; food parcels for the OVC learners and transport for caregivers to offer home visits effectively. The organisation’s programmes are designed to improve the quality of life for patients living with terminally illnesses and offer psychosocial support to patients and their family members.

“It has been a difficult time for the organisation to source funds from corporate institutions. Things changed when AngloGold Ashanti came on board. “I am extremely grateful for the funds we received from AngloGold Ashanti. In this difficult economic climate, the company still manages to allocate funds to the needy”, said Chris Mokatsane, Director at the Hospice.

Tshephehalo Hall

Rammulotsi is a township near Viljoenskroon in the Free State Province where the community consists of about 25 000 people. Unemployment in the area is very rife.

The community did not have a proper hall where they could hold community meetings. The hall’s structure was very dilapidated and it was unsafe and unsuitable to be used. During a site visit, AngloGold Ashanti discovered that the hall will need to be fully renovated as the paint on the walls was peeling off, the ceiling was loose and the floor had cracks. The community was happy that the hall will again be restored to its former glory.

In November 2014, AngloGold Ashanti approved an amount of R300 000 to lay paving in the yard and renovate the entire structure of the hall. New ramps for wheelchairs, new doors and a restroom for disabled people were built to give the hall a new look.

The community already has plans for the new hall; it will be used for different functions such as weddings, meetings, various activities and pension payouts.
Good Day, Mr Zindela

North Reef Plant Hire is elated to inform your office that it has been afforded an opportunity to undertake business with AngloGold Ashanti, we will be starting on site on the 1st August 2014.

North Reef Plant Hire would like to extend its heartfelt gratitude and accolades to AngloGold Ashanti for making endeavours in advancing transformation, compliance and affording opportunities to qualifying compliant BEE / HDSA companies.
Letters of Appreciation

25 June 2015

Dr O Ngciselelwa
AngloGold Ashanti

APPRECIATION

Following the 28 May 2015 handover of school projects by AngloGold Ashanti, as part of their Social Labour Plan, on behalf of the Hon. MEC, Department of Education and Sports Development, Ms W Matamalwa, and indeed, Dr Kenneth Kaunda District, we hereby place on record our heartfelt appreciation to AngloGold Ashanti, a stakeholder in Education, for their magnanimous gesture, of contributing towards uplifting education in the Province.

The Hon. MEC, Ms W Matamalwa, indicated that she was particularly impressed with the time management, general organisation and the teaching and learning was not compromised in the least. Your company and team must be complimented for the meticulous manner in which the day’s activities unfolded.

The Computer Laboratory in Tshoane Primary School, the four (4) classrooms at Thaba Mosenyane Primary School, the five (5) classrooms at Area Bokeng Primary School, and the Science Laboratories at Thabo Sebetsa Secondary School and at Vlaaikraal Technical High School and the School Library at Tshoane Primary School, all AngloGold Ashanti, through their noble and generous Social Labour Plan, have handed over to the Hon. MEC, will pave the way for better resourced educational institutions.

Through such concerted and intensive ventures, you will have not only eroded your names on school plaques and buildings but have left an indelible mark on the minds of communities and children alike.

The handover projects must pave the way to more effective teaching and learning and also be an indicator to the various stakeholders to play a more meaningful role in becoming more involved in education and building towards a communal effort for the children of South Africa.

To all partners under the banner of AngloGold Ashanti, the North West Department of Education and Sport Development once more thank you wholeheartedly for your contribution in realising the need to render assistance in terms of infrastructure in the Matamalwa Area. Together we can build a better South Africa, where every child has an opportunity, the facility and the resource to further their education in a peaceful and prosperous South Africa.

God bless,

M R Motirwa
DISTRICT DIRECTOR
DR KENNETH KAUNDA DISTRICT

Towards Excellence in Education and Sport Development
The way forward...

Section 102 applications

AngloGold Ashanti, in compliance with the provisions of Section 23 of the MPRDA, lodged its Vaal River Operations Social and Labour Plan for the period 2004-2009 on 29 October 2004, which was followed by the second SLP submission for the period 2010-2014 on 31 August 2010.

The 2010-2014 SLP submission had to be revised in line with the Directives of the DMR which necessitated further consultations with stakeholders with respect to certain aspects contained in the above-mentioned Directives. The company subsequently submitted the Revised 2010-2014 Vaal River Operations SLP to the DMR on 5 March 2013 which was approved and registered by the DMR Mining Titles Office on 10 October 2013. This subsequently resulted in the granting and execution of the Mining Right for Grootdraai.

In accordance with MPRDA Section102/Regulation 44 (Section 102), if changes are required to an approved SLP, an application must be made to the DMR for Ministerial consent. The following outlines the Section 102/Regulation 44 applications that were made by the Company to the approved Vaal River 2010-2014 SLP.

On 28 May 2013, the company submitted its Section 102 application for Ministerial consent to incorporate the newly acquired Mine Waste Solution Operations into the Vaal River Mining Rights (including amendments to the Environmental Management Plan (EMP) and Mine Works Programme (MWP). The Section 102 required an amendment to the SLP, and this portion of the Section 102 was submitted following Regulation 44 on 12 December 2013. The company is awaiting final approval of the above-mentioned application for amendment.

A further Section 102 application was submitted to the DMR on 12 December 2013 regarding changes to the following projects (after consultation with the Matlosana Local Municipality and OR Tambo District Municipality):
- **LED 13**: Swimming Pool (R2.5m) and Schools Sports facilities (R1.5m) in Tigane. The budgets of these two projects would be consolidated to go towards the establishment of a Community Recreation Centre.
- **LED 15**: Township/Landscape Development (R3.5m) in Khuma. Alternative land must be found by the Municipality by March 2014, failing which the budget would be utilised for the Phase 2 upgrading of the Botshabelo Community Clinic in Khuma.
- **LED 16**: Sanitation – Khuma (R2.5m) and Kanana (R2.5m). In Khuma, R2.5m would be utilised in Phase 1 of the upgrading of the Botshabelo Community Clinic. However, if land acquisition is successful, Phase 2 of the Clinic would be included in the SLP 2015-2019. In Kanana, R2.5m would be utilised for a Community Recreational Centre next to the Kanana Community Stadium.
- **LED 7**: Solid Waste Management System (R5m). The budget would be transferred to the Agricultural Project, plus an additional R1m as a contribution from the Mine Waste Solution SLP application, which will bring the total of this project to R10m.

The expenditure of the following projects may extend beyond the SLP 2010-2014 cut-off period, and it was proposed that the expenditure be reflected in the SLP 2015-2019: VR Enterprise Development Park (R15m), Urban Planning and Formalisation of non-urban AGA land and Property Holdings (R14.001m), and OR Tambo Business Development Park (R10m).

Subsequent to the consultation with the DMR on 18 March 2014, the company submitted further information as was directed by the DMR on 10 April 2014. Also included in the above-stated application were proposed changes to three of the Human Resources Development Plans namely:
- Adult Basic Education and Training (ABET)
- National Certificate Vocational (NCV)
- In-service Bursaries

The company subsequently received provisional approval from the North West DMR Office on 18 August 2014 (Annexure 4) of the following amendments to the 2010-2014 SLP:
- Agricultural Project Total R10m
- Community Recreational Centre in Kanana R2.5m
- Botshabelo Community Clinic in Khuma R6m
- Tigane Community Recreation Centre R4m

The company is still awaiting final approval from the Minister with respect to all the amendments contained in the above-stated Section 102/Regulation 44 Applications and it has submitted the Amended 2010-2014 SLP covering all the changes applied for above including changes to the Human Resources Development Plans on 1 October 2014.

The LED projects covered in the above mentioned amendment to the 2010-2014 SLP will therefore run parallel to those covered in this SLP until 2017 or as stipulated in the above mentioned amended 2010-2014 SLP.
Vaal River 2015-2019 Social and Labour Plan

Much as the company is still awaiting the promulgation of the new Mining Charter for the period 2015 and beyond, the company hereby undertakes to continue to transform the workplace in accordance with the objectives and provisions of the MPRDA (and its Regulations) and Mining Charter as outlined in the Vaal River Operations Social and Labour Plan.

The budget for 2015-2019 SLP for the Vaal River Operation is R62.1 million, based on the company’s SED Funding Model which requires it to base its Socio-economic Development Budget on the NPAT of around 3 - 4 % as forecasted for the next five years. As a broad guideline, the host communities were allocated around 80% of the budget while approximately 20% of the budget was allocated to the communities in the company’s major labour sending areas.

As stipulated in the DMR SLP Guidelines, LED projects to be implemented by the mining companies should be classified into the following categories:

(i) Infrastructure projects
(ii) Poverty eradication projects
(iii) Community development
(iv) Income-generating

In line with our SEDF Model, the company has added two other components in terms of the Mine Community Development funding, namely, Enterprise and Supplier Development and the Social and Institutional Fund to cater for the social and economic development challenges in its host and labour sending areas.

The LED budget for 2015-2019 comprises R46.1m primarily for infrastructure developments, R4m for Poverty Eradication and Income Generating projects for Community Development projects and R12m for SID programmes.

In addition to the above-mentioned budget, a total amount of R30.3m has been allocated to Enterprise Development in terms of funds to be rolled over from 2010-2014 ED budget allocation.

It should also be noted that a total amount of R54.9m arising from the Section 102/regulation 44 will be rolled over into the 2015-2019 SLP cycle. Thus the overall financial provision for the SLP period for the 2015-2019 amounts to R147.3m.

2015: Budget R7.6 million
LEDP1: Community Development - contribution towards land acquisition and contribution towards bulk infrastructure department in Khuma (R4 million).
LEDP2: Refurbishment of a classroom into a computer lab at Kanana Secondary School (R500 000).
LEDP3: Refurbishment of a classroom into a computer lab at Gaenhone Secondary School in Tigane (R500 000).
LEDP4: Building of an additional classroom, Early Childhood Development Centre, a computer centre and ablution facilities at Sonata Junior Primary School in Libode (R2.6 million).

2016: Budget R7.8 million
LEDPS: Building and equipping of a physical science laboratory at Borakanelo Secondary School in Khuma (R1.9 million).
LEDP6: Building and equipping of a physical science laboratory at Dirang Ka Natta Secondary School in Khuma (R1.9 million).
LEDP7: Establishment of an agricultural project at the Tsolo Agri Project over a period of three years (R4 million).

2017: Budget R6.8 million
LEDP5: Building and equipping of a physical science laboratory at Borakanelo Secondary School in Khuma (R1.9 million).
LEDP6: Building and equipping of a physical science laboratory at Dirang Ka Natta Secondary School in Khuma (R1.9 million).

2018: Budget R12.5 million
LEDP11: Khuma sports and recreation complex (R4 million).
LEDP12: Kanana sports and recreation complex (R4 million).
LEDP13: Building of a primary health centre in Qumbu (R4.5 million).

2019: Budget R15.4 million
LEDP14: Building of a school hall at Matlosana Secondary School in Jouberton (R4.5 million).
LEDP15: Building of five classrooms, ablution facilities and a computer lab at Atamelaeng Primary School in Kanana (R3 million).
LEDP16: Refurbishment and equipping of a physical science and social science laboratory at Alabama Combined School (R2 million).
LEDP17: Community development - bulk infrastructure development in Kanana (R2 million).
LEDP18: Building of a new school, six classrooms, an admin block, Early Childhood Development Centre and ablution facilities to replace the current mud school in Kuhle Primary School, King Williams Town (R5 million).
Local Economic Development

An amount of R172 million was made available for Local Economic Development projects in the South Africa Region, including the renovation and building of schools, additional classrooms, school libraries, science and computer laboratories, a step-down facility, community parks, enterprise development parks and income-generating projects like multiple-purpose car wash facilities as well as livestock and agri-projects aimed at benefiting the youth and women in particular. The joint collaboration between AGA and active participants and partners such as the Merafong City Local Municipality, the Department of Mineral Resources, Department of Health and the Department of Basic Education, the business community and Government departments that are key to ensuring the success of what is entailed in our Social and Labour Plans (SLP) remain active and notable interest partners in implementation through availing their time, resources and additional financial assistance.
AngloGold Ashanti delivers Social and Labour Plan projects in the education sector in Merafong

**AngloGold Ashanti continues to drive community development through the delivery of co-designed Social and Labour Plan projects.** The company is currently delivering and executing Social and Labour Plan Projects in the Municipalities of Merafong and Matlosana as well as the labour sending municipalities of OR Tambo and Moqhaka.

On Tuesday, 2 June 2015, AngloGold Ashanti South Africa Region’s Senior Vice President Sustainability, Simeon Mighty Moloko; organised labour as well as the Executive Mayor of Merafong, Councillor Maphefo Mogale-Letsie were in attendance at the recently handed over school facilities in the Merafong communities of Greenspark, Wedela and Khutsong. Advocate Susan Malebe, former Regional Manager for the Gauteng DMR, handed over the completed library and science laboratories to the Department of Basic Education. These are some of the West Wits Social and Labour Plans for 2010-2014.

The projects is in sync with the National Development Plan which has prioritised education, training and innovation as central to South Africa’s long-term development. Likewise, the company regards these as core elements in helping to eliminate poverty and reducing inequality as we work as a collective to create an equal society. AngloGold Ashanti is fully aligned to these national imperatives which are integrated in its holistic approach to education.

We are committed to supporting the government in meeting the standard and norms as set by the Minister of Basic Education. Our initiatives in education include capacitating science and maths educators, school management, governing bodies and lecturers at TVET colleges and sponsoring additional lessons for matriculants in maths, science and English. It also includes awarding bursaries and internships to the children of our employees and to the communities in which we operate as well as those in our major labour sending areas. In addition, building of schools and additional classrooms – as per the needs of these communities and provincial governments – building or equipping computer centres, science laboratories, ablution facilities, sport recreational facilities and equipping TVET Colleges with all the necessary tools and machinery. All these initiatives, rooted in our approach to the development of our Social and Labour Plans and Social and Institutional Development funding, are also aligned to the company’s Socio-economic Development Strategy aimed at reducing youth unemployment, creating a healthy, safe and economically active communities, contributing towards making the communities in which we operate better off for the company having been there.

Through consultations between AngloGold Ashanti and the Gauteng Department of Education, two science laboratories were handed over to Greenspark and Hlanganani Primary Schools and a library to Xhobani Primary School in Wedela.

Simeon Mighty Moloko, Senior Vice President Sustainability said that what AngloGold Ashanti is delivering stems from a request that came from the Gauteng Department of Education as some of its priorities in the Merafong area.

“We also run a programme called Star Schools, which produced a 100% pass rate last year and over 90% Bachelors pass rate. The OR Tambo District learners have greatly improved through this programme and producing a 90% pass rate in the areas where we are supporting them. We also award the best learners in these three areas with bursaries to further their studies,” he added.

Advocate Susan Malebe from the Department of Mineral Resources (DMR) said that the Social and Labour Plan programmes are the collaboration of the DMR, the municipality representing our communities and the mines. “The role of the DMR is to initiate the projects and also to facilitate to make sure they are implemented. I must say, the role of the DMR is very difficult because you run after the mines to make sure that they implement the project, or in fact start the project. With

Dimakatso Ledwaba, acting Regional Manager for the DMR and Advocate Susan Malebe, acting Chief Director.

A Tswana traditional dance group from Merafong entertained the crowd at the official launch event.
the collaboration of our municipalities representing the communities, the job becomes very easy because the Executive Mayor makes sure that all those projects are implemented. But coming to AngloGold Ashanti... AGA is one of the companies that we do not have to run after every time we need to implement a project - unlike other companies. I must say, from the DMR’s side, we always know that AGA always implements the projects that they say they will implement. But that does not end there, because these projects that we are talking about today are in the 2010-2014 Social and Labour Plan. We still have the 2015-2019 Social and Labour Plan. Whether they are going to continue keeping the momentum, we don’t know, we will wait and see. And we hope that they do that.”

Dimakatso Ledwaba, acting Regional Manager for the DMR said that when the projects are delivered, they are happy because they can actually see that we are changing the lives of people. “On behalf of the Department, I want to thank AngloGold Ashanti and congratulate them because when we started this process, it was not easy, but the fact that they made it to this point, where today, we are sitting here together to hand over these projects, is such a great success. If you have walked this path, you will know what it takes and when you are standing here you can really say you are proud to have been part of this process from the beginning to the end. In a nutshell I want to say, with all the other projects coming, please keep this momentum and perhaps we can change South Africa together,” he said.

Councillor Masabata Molobi, MMC for LED said: “In short AngloGold Ashanti is called ‘AGA’ in Setswana aga means ‘to build’. Whenever they call us to join them we know they have built something. Thank you very much AngloGold Ashanti. Let us look after the buildings donated by AngloGold Ashanti. By vandalising them we are robbing off our children to have a better future.”

Maphefo Mogale-Letsie, Executive Mayor said the facilities that they officially handed over today are intended to make sure that our learners have access and study aid to help them achieve better. “What makes me more comfortable and happy is that we know that we only have few scientists in South Africa and we think that with the development of such facilities our learners will have a better future.”

Learners at Hlanganani Primary School test the acidity of various liquids such as water, orange juice and vinegar.

Oupa Koapeng, Circuit Manager in the District accepted the projects on behalf of the Gauteng Department of Education.
On Tuesday, 2 June 2015 AngloGold Ashanti handed over a science laboratory to the community of Greenspark. The facility forms part of the company’s West Wits 2010-2014 Social and Labour Plan.

Greenspark Primary School was established in 1987 to serve the local colored community in the area of Toekomsrus in Randfontein and is situated outside Fochville, a mining community with a rural atmosphere.

The school started with prefab buildings and in 2007 a permanent, brick structure was erected to improve the safety and security in the learning environment. The planning and construction was done in phases and the first phase was completed under the North West jurisdiction. The second phase of the classrooms is still outstanding due to the demarcation and incorporation of Merafong into Gauteng.

AngloGold Ashanti received a proposal from the Gauteng Department of Education to build a science laboratory as this would enhance the learners’ science skills; nurture the science talent of young learners from the primary level so that they can be acquainted and competent in science; as well as assisting the government in building the essential infrastructure needed in the community.

“We are committed to supporting the government in meeting the standard and norms as set by the Minister of Basic Education,” said Dr Oupa Nkagisang, Manager for Community Human Resources. “It is our hope that the science laboratory will help learners to develop a love and interest in sciences. This will motivate the learners to elect science as a subject of choice and perform well in science-related subjects in secondary school and finally fill a gap in the market for science and research,” he said.

Greenspark Primary School Principal, Irene Smith: “I am very excited about this facility that AngloGold Ashanti donated to our school. By giving us this science laboratory, learning and teaching will reach a different level and also stimulate interest in the minds of our learners. With all the visual aspects that this laboratory brings, I am confident that it will improve the results as well as spark more interest in the learners,” she said.

Mcnoha Tsiko a Grade 7 learner said: “We are very happy about the science laboratory because now we can do our practical work and be able to see what the teacher is talking about instead of reading in a textbook. Sometimes we had to visualise what was been said on our own,” she said.

The local contractor who built the science laboratory, Micheal Ndolela thanked AngloGold Ashanti for the opportunity to build the facility. “It was an honour to do a job like this for the learners because they are our future leaders and the future of our country lies in their hands. Thank you AngloGold Ashanti.”

Ben Matela, Stakeholder Engagement Manager and Maria Mabona, Project Coordinator with members from the School Governing Body.

Kuben Reddy, Project Leader; Micheal Ndolela, the contractor who built the science laboratory and Maxwell Bolani, Manager Local Economic Development.
Xhobani Primary School

Xhobani is a primary school in Wedela near Carletonville and the majority of the learners’ parents at Xhobani are employed by AngloGold Ashanti. The school caters for first language isiXhosa, Sesotho and Setswana speaking learners.

On Tuesday, 2 June, representatives from AngloGold Ashanti, the Department of Mineral Resources, the Merafong City Local Municipality, the Gauteng Department of Education, organised labour, school governing bodies and community members were welcomed by the school’s Foundation Phase learners in song and dance.

The delegates were led by the youngsters to a newly constructed library that will increase the literacy levels of the learners thereby contributing towards the quality of education in the Merafong City Local Municipality, by providing them with more reading material to help with their studies and broaden their knowledge.

The school was built by AngloGold Ashanti and started operating in February 1988. It first enrolled Grade 5 to 7 learners and then later enrolled Grade R learners, culminating to a current total number of 965 learners with 30 educators.

The focus of the school is on mathematics and science but it required a library to help shape the future of learners and supplement classroom instruction, further stimulating exploration, research and scholarly excellence.

Xhobani was identified as one of the priority schools by the District Department of Education in Gauteng, who requested AngloGold Ashanti to assist in building a library at the school. This created jobs for eighteen people who were employed for the construction of the project.

Athini Nyemezeli, a learner at Xhobani said: “I am happy with the library AGA has built us. We will now be able to do our homework and be able to read more books, not only our textbooks. Before, we had to travel to town in order to access a library. We thank you AngloGold Ashanti, Siyabulela.”
Kokosi Primary School

Kokosi Primary School was the first primary school to be established in Kokosi in 1962. Currently the school has a composition of 1,258 learners from Grade R to Grade 7 with 32 educators, three administrative assistants and five cleaners.

It is classified as a no-fee-paying school because of the high levels of unemployment and illiteracy in Kokosi. The SGB of the school struggles to raise the necessary funds to augment what the school gets from government.

AngloGold Ashanti, through its Social and Institutional Development Fund, has provided the school with an Interactive Education Learning Centre to the value of R201,710. They equipped an existing classroom with furniture, an interactive smart white board and a laptop with software for mathematics and science.

The school has contracted a professional local BEE building contractor for procurement of the equipment, and his services includes IT training and support from BCX, a partner in the project.

The project cost R199,218, which includes the local BEE building contractor fees as well as IT training and support from BCX, a partner in the project.

The school prides itself with learners who belong to the Soul Buddyz Club. The club forms part of the Soul City Institute where members of Soul Buddyz engage with special material, activities, meetings and events that are run by trained Soul Buddyz facilitators (educators or librarians). The activities include fun, learning, and active and meaningful participation. The Kokosi Primary group performed well in 2014 and received a second position in Gauteng West and twelfth position in the greater Gauteng Province.

The school is steadily improving with the Annual National Assessment results, as the 2014 results were much better than previous years – especially in Grade 6 mathematics and English.

The centre will help the school to elevate the teaching standards, producing good marks for learners and availing resources to upgrade science, life science and mathematics capacity in the school.

Rooipoort Primary School

Rooipoort Primary School was established as a private farm school in 1970, with a current complement of 365 learners and eleven educators, including three staff management team members. The school caters for learners from Grade R to Grade 8.

The school is situated between Carletonville and Khutsong in the Merafong City Local Municipality and has been classified as a non-fee-paying paying school.

The demographics of the school are diversified into mainly Setswana, isiXhosa and isiZulu speaking children who live in informal settlements. The school has risen to be hailed as the top performing public school from the historically disadvantaged background in 2013 for the Foundation Phase.

AngloGold Ashanti, through its Social and Institutional Development Fund, has provided the school with an Interactive Education Learning Centre to the value of R201,710. They equipped an existing classroom with furniture, an interactive smart white board and a laptop with software for mathematics and science.

The school has contracted a professional local BEE building contractor for procurement of the equipment, and his services includes IT training and support from BCX, a partner in the project.

The project will also help the school to elevate the teaching standards, producing good marks for learners and availing resources to upgrade science, life science and mathematics capacity in the school. In the long run, the learners may venture into mathematics and science-related careers, hence contributing towards the community upliftment and sustainability.
As the school, School Governing Body, parents, teachers and the learners, we are very happy. We are pleased with the donation; we hope that it will enhance our learners' capacity to perform.

These were the words from Principal Naledi Mokoena at Hlanganani Primary School during the handover of a science laboratory to the school on Tuesday, 2 June 2015.

"Once again we would like to thank AngloGold Ashanti for seeing the need to assist our poor communities. The new facility will encourage our learners to study even harder because this clearly stipulates that the company believes in our learners. I thank you," he said.

The community named the school "Hlanganani" because it brought together learners and parents who spoke different languages and practiced different cultures. It was established in 2000 as a junior primary school consisting of five teachers and one administrator.

The school has 25 classrooms and two mobile classrooms. In 2009 another two mobile classrooms were constructed from the remains of a police station. AGA assisted with the renovations and paving.

The school has since grown to 1024 learners from Grade R to Grade 7 and 26 teachers including two Grade R facilitators; making it a feeder to three schools in the area.

In partnership with the Department of Basic Education and Merafong City Local Municipality, AngloGold Ashanti committed R1.7 million to build the science laboratory. The science laboratory was built according to the Department of Education’s specifications to enhance learners’ scientific skills; to nurture the science talent of young learners from a tender age and also to assist government in building the necessary infrastructure needed in the community.

Pre-installed exam papers, exercises and test papers will help learners track their learning pace and understanding of the work. Teachers will undergo training on how to effectively use the interactive white boards; as well as how to operate the programs and systems to ensure that the school meets its objectives in making science more fun and enjoyable for learners. That is, improving their results and passion for science at an early age.

The project will assist the teachers to use science equipment and train the learners in conducting practical experiments. The learners will be able to interact with science technologies and ethos, and this will enable a good strong foundation and interest in science and technology. This should ultimately lead to improved results in physical science and life sciences in matric and at tertiary levels at a later stage.

Refilwe Madireng, a Grade 7 learner, said they are very happy and grateful for the lab, rea leboga (we thank you),” a clearly excited Refilwe said. “We will now be able to do experiments in the lab. I used to see these labs in movies but now we will be able to use it on a daily basis in our own school. I am so excited and am glad that we can now officially make use of the facility,” she said.

The project has also helped to create 23 job opportunities for members of the community, led by a local BEE contractor.
For the period 2015-2019, the company intends to focus its efforts in developing local HDSA suppliers and entrepreneurs in both its host and major labour sending areas with the triple objectives of creating an inclusive economy to reduce inequalities, create sustainable SMME businesses and most importantly, creating more job opportunities to reduce the levels of poverty. We also intend turning our income-generating projects in agriculture and livestock farming, as contained in the Amended 2010-2014 SLP, into profitable and sustainable enterprise ventures.
Enterprise Development Centre

This project arises from the Integrated Development Plans (IDP) of the Merafong City Local Municipality, Dr Kenneth Kaunda District Municipality, Matlosana Local Municipality and the OR Tambo District Municipality.

In addition to the Merafong, Matlosana and OR Tambo Municipalities’ IDP scan, reflecting the entrepreneurial development needs, AGA conducted a Localisation Research Study which indicated that limited numbers of entrepreneurs were at an appropriate technical/commercial skills level. Establishment of the Enterprise Development Centre (EDC) was committed, subject to stakeholder support, identification and appointment of an appropriately skilled and capacitated service provider to successfully operate the EDCs beyond the initial project support.

An extensive stakeholder engagement process was initiated, resulting in a common understanding of the EDC concept. This was supported by the establishment of a scope of work unique to the needs of Merafong, Matlosana and OR Tambo communities.

The principle objective of the EDCs is to introduce new industries in the host and major labor sending communities of Merafong, Matlosana and OR Tambo while also identifying, developing, capacitating and mentoring entrepreneurs to establish sustainable Small, Medium, Micro Enterprises (SMME’s/cooperatives) in the identified and relevant Department of Trade and Industry sectors, e.g. agriculture, manufacturing, wholesale trade, catering and accommodation. Stakeholder relationship and commitments were formalised in the signing of a Memorandum of Agreement, Terms of Reference and a Service Level Agreement (OR Tambo Implementing Agent). The project will also address the problem of unemployment by creating employment opportunities.

The stakeholder support is committed for a three-year period after which the EDC is required to operate as a business in its own right, while ownership will be transferred and vested in appropriate local community structures. Project deliverables will be monitored in accordance with specific agreed to output parameters. The baseline deliverables of the Merafong EDC are the establishment and mentoring of 155 SMME’s/cooperatives over the three-year period (representing some 388 jobs being created).

The company has reached an agreement with the National Treasury’s Jobs Fund and signed off on the grant agreement to set up the Enterprise Development Centres in the above-mentioned municipalities, with the main objective of supporting and incubating the Small, Medium and Micro Enterprises in these areas. This will serve as the main source of employment creation in these localities. The Jobs Fund, a Government and National Managed Funding Agency, subsequently matched the company’s R40 million financial commitment and the National Union of Mineworkers’ contribution of R8 million from the Strike's Fund with R48 million. In total, an amount of R96 million is now being used to establish, support and operate the Enterprise Development Centres in Merafong, Matlosana and OR Tambo Municipalities.

In pursuit of sustainability beyond the initial three-year period and to maximise the impact and outreach of the EDC, further support funding (i.e. on a Rand-for-Rand basis) initiatives are being pursued. The designated premises have been identified and are being prepared in Merafong, Matlosana and OR Tambo Municipalities, the EDCs will commence operations in the fourth quarter of 2015.

The AGA budget committed as per the SLP allocation for the Merafong, Matlosana and OR Tambo EDCs is R40 million over the three-year period. However to appropriately scale and maximise the impact and outreach of the EDCs, further support funding initiatives was pursued through the Jobs Fund and the DTI’s Incubation Support Programme (ISP). This is a collaboration where enterprises are supported and developed while also creating direct and indirect employment once projects have commenced. In Merafong, 155 Enterprises will be established and mentored over a three-year period with the potential to deliver jobs at an estimated rate of 2.5 jobs per enterprise. In total around 388 direct and indirect jobs will be created.
The three mining houses agreed to collaborate and establish the Merafong Waste Recycling Project with each committing R3 million over a period of three years.

The project objective is to provide an efficient and effective service that aims to reduce, reuse and recycle waste streams such as plastic, boxes, paper and bottles for income-generating purposes while at the same time addressing the issue of youth unemployment in Kokosi. The first phase of this project was pre-launched in September 2012.

**Progress to date:**
- Construction of the waste recycling (buy back centre) facility has been completed.
- Construction of two additional toilets on site have been completed.
- Truck and trailer purchased and delivered to site.
- The electrical connection completed.
- Twenty three local youths are now employed by the project.
- Training and transferring of skills to the 23 people working on site is complete.
- On average 100 tonnes of recyclables are collected per month.
- Separation at source commenced in Fochville; 600 houses involved and eight local schools are involved in the project through the “Dare to Dream High School Challenge Competition” in which learners are taught to separate waste from source and generate an income.
- An extended opportunity has been created on site with the project now manufacturing fertiliser from collected waste and selling it to locals and to farmers.

The implementation plan for Phase 2 has been finalised and the implementation process will commence once the Municipality has sorted out the constraints at the Rooipoort landfill site. This entails relocating the project to Rooipoort which will increase access to off-take opportunities in Gauteng as a whole. This will expand the project from small scale to a large project with an expanded footprint.

The project is a community youth cooperative with an Historically Disadvantaged South Africans score of 100%. It creates direct employment to 15 individuals and indirect employment to 40 individuals in the Merafong community.
Poverty and unemployment are among the many major social issues that the South African Government has been challenged with over the years. As a result, AngloGold Ashanti has been actively involved in assisting government to address these issues through various sustainable projects that have been launched in the communities – as a constant drive to ensure the sustainable development of host communities subsequent to the closure of mines.

AngloGold Ashanti committed to the establishment of an emerging agricultural farm project in Wedela, Merafong City Local Municipal area, in alignment with the West Wits Social and Labour Plan (SLP). The company committed R8 million from the Local Economic Development Fund towards the sponsorship of this project.

The first key area of this programme is to establish a commercial horticulture farm on two hectares of open land and four tunnels to grow cucumbers, cherry and table tomatoes, sugar beans and spinach. An elementary pack house will be established with bulk packing and chilling capacities in a future expansion of the project. Food and Trees for Africa was appointed by AngloGold Ashanti as the implementing agent of the project and has existing relationships with distributors for Pick n Pay, Fruit & Veg City as well as fresh produce markets.

Feasibility studies are currently ongoing to upscale the farm to include a peach orchard and chicken houses to produce free range chickens. The feasibility will include the production of one hectare of yellow maize and one hectare of alfalfa as feed for the chickens. The project will be implemented over a period of three years.

The project will be executed in cooperation with the Department of Agriculture, Forestry and Fisheries; Gauteng Department of Agriculture and Rural Development; Department of Rural Development and Land Reform; Merafong City Local Municipality; the North West University and Food and Trees for Africa.

Investigations into the viability of the project indicated that for the project to be sustainable and have a meaningful impact, it would require more funding. In 2013, in consultation with the municipality, the parties identified the SLP Local Economic Development projects that were no longer viable and/or deliverable before the end of 2014 and to reallocate the funds thereof to viable ones. The Cooking Oil Manufacturing Project, budgeted at R4 million, was found not to be feasible. It was agreed that the budget for this project be allocated to the Wedela Agricultural Project.

In December 2013, the company lodged its MPRDA Regulation 44/Section 102 application with the DMR to amend its 2010-2014 SLP to accommodate the changes made in the above-mentioned application.

In February 2014, the Merafong City Local Municipality approved a resolution to avail the Wedela Farm to AngloGold Ashanti for the establishment of a community farming project.

The aim and primary objective of the project is to create employment and address the challenge of food security in the host community of Wedela. To this end, the budget and proceeds from this project will also be used to support community and school gardening projects.

A total of R8 million will be expended on the project for the development, design, building and operation and the project will realise its full potential in three years. Food and Trees for Africa focuses on supporting small farmers through three phases of development:

**Phase 1: Primary Agriculture (Year 1)**
At this stage the farmers will be trained. Training is a very crucial and on-going process (first and foremost step) when commercialising small farmers, especially that lack discipline and a culture of business exists. As much as farming is not entirely new to small farmers who are already using traditional methods of farming, there are new and imperative principles covered during training that farmers need in order to make their project a success.

**Phase 2: Secondary Agriculture (Year 2)**
Once participants have mastered the techniques of basic farming, they can then progress to expanding to use more of the land allocated to the project with more resources available. The focus here shifts to volume of production.

**Phase 3: Advanced Resources (Year 3)**
This stage is characterised by commodity specialisation, cold chain distribution and food processing for markets. Mentoring is necessary to provide the small farmers with guidance and support to ensure that they follow the procedures taught during the training course and sustain their agricultural business.

On 20 April 2015, the first season of tomatoes was harvested and Simeon Mighty Moloko said that the farm is one of four farms which are part of the company's
The first crop of vegetables was harvested on 20 April 2015. From left to right is Simeon Mighty Moloko, Senior Vice President Sustainability; Councillor MMW Molubi, MMC for Local Economic Development; Kobus van Heerden, Enterprise Development Manager; Lucky Meyi, Social and Labour Plan Coordinator; Councillor NM Fani, MMC for Health and Social Development, Mike Miller, Project Manager at Food and Trees for Africa and Thabo Monama, Manager, Enterprise Development.

Social and Labour Plans. “We will ensure success by the income that this farm will generate. We are committed to develop projects of this nature,” he said. “We are also delighted to inform you that this farm will now be supplying President Hyper in Fochville with fruit and vegetables and we aim to secure more markets as the farm grows,” Moloko told the group who gathered to witness the first harvest.

Mayoral Committee Member for Local Economic Development, Councillor Molubi applauded AngloGold Ashanti and the emerging farmers currently employed at the farm. “We would not be witnessing the first harvest had it not been for our determination and commitment to this project,” she said.

The objective of this initiate is to eliminate poverty and create employment in the areas identified, also to create self-owned and a controlled agricultural business entity. The project will also contribute to greening, climate change action, sustainable natural resource management and food security. The farm has created jobs and made a significant social and economic impact on this community that is ravaged by unemployment.

At AngloGold Ashanti, sustainability is part of the everyday business. The company not only has the ability to change the lives of these and other emerging farmers, but with the long-term sustainability of the projects, these lives remain changed indefinitely.
Small Business Hubs

The Merafong Small Business Hub (previously known as the Youth Multi Car Wash) project is an initiative of the AGA and in conjunction with our local host municipalities of Merafong and Matlosana.

This project was approved by the Department of Mineral Resources (DMR) as part of our Income Generating projects aimed at alleviating the rate of unemployment among the youth and women and inculcating the spirit and culture of entrepreneurship. Initially, the DMR was very skeptical about this project and perceived it as not worth including in the Social and Labour Plans. However, after the Municipality of Merafong and AGA further engaged the DMR on the importance of beginning to formalise the informal SMMEs in the Townships of Wedela and Kokosi and later, linking them to our Enterprise Development Centre (which will be launched before the end of this year) to give them further support to manage these businesses, the DMR was happy to approve them.

AngloGold Ashanti investigated the concept in consultation with the Merafong Municipality. All existing car wash initiatives were found to be still rudimentary with no formal car wash structure. There was therefore a need to formalise these and turn them into Small Business Hubs comprising a car wash facility, barber shop / hair salon, kiosk and braai – cum Chesa Nyama facility, a kind of a one-stop facility for the target market, which is the taxi business and the easy going “Kasi” born and bred middle class, some of whom may have left the Township but visit these areas on a regular basis.

The premises in which these Small Business Hubs have been built have been donated for this purpose by the Merafong City Local Municipality and the structure designs/plans are according to the municipal standards and have been duly approved by the municipality. Once completed, the facility will be handed over to the municipality and co-managed by AGA Enterprise Development Unit and the municipality. The municipality will supply bulk services and give permission for usage.

The Small Business Hubs are nearing completion and will be formally launched in the third quarter of 2015.

AngloGold Ashanti investigated the concept and the findings were as follows:

- There are more than ten informal car wash businesses in each area.
- Each car wash has an average of four young people rendering the car washing services on a daily basis. Meaning an average of 40 young people work on an informal basis within the car wash business sector.

Most of the informal car wash businesses identified have been in existence for more than three years. This shows commitment and proves sustainability of the business.

- There is a real need for formalising, revamping or upgrading of the identified car wash business and the erection of structures thereof.
- Estimated 15 jobs will be created per structure.
- Estimated average turnover of R45 000 per month per structure (30 cars @ R50 per day) on the car wash.

The main objective of the project is to create sustainable job opportunities by supporting the small enterprises run by the youth and women in Merafong, thereby reducing the unemployment and poverty rates.

An amount of R1.2m (R600 000 for each Small Business Hub) was budgeted for this project, covering:

- Paving for drive-through
- Store room
- Barber shop (mini hair salon)
- Chesa Nyama
- Kiosk
- Toilets for both men and females
- Galvanised roof sheeting
- Shade netting
- Environmental compliant oil sump/separator

The above-stated budget arises from the cancelled Peanut Butter Factory project which was found no longer to be feasible. The parties therefore agreed to reallocate the budget towards the Youth Multi Car Wash, now called the Small Business Hub projects in Wedela and Kokosi. To this end, in December 2013, an application in terms of MPRDA Regulation 44/ Section 102 was lodged with the DMR to reallocate the Peanut Butter factory budget to the Small Business Hub. The Minister of Mineral Resources approved the above mentioned application in September 2014.

In Merafong alone, it is estimated that 30 job opportunities will be created through the creation of these Small Business Hubs which currently operate on an ad hoc basis in Wedela and Kokosi.
Enterprise Development

We are continuing with a crusade to support emerging businesses in Merafong to create viable businesses. Projects were identified as part of the 2010-2014 Social and Labour Plan in Merafong and tested for feasibility, these were subsequently funded. We supported newly established enterprises and went on to support emerging businesses in the area. The health of these businesses is in our best interest and we therefore have elected to visit these on an adhoc basis for support, coaching and identification of challenges. The Enterprise Development Fund aims to assist Small-, Medium- and Micro Enterprises (SMMEs) through interest-free loans to deserving SMMEs with business plans that will assist in creating more jobs. This initiative will be linked to the Enterprise Development Centres aimed at incubating the SMMEs once operational in Merafong, Matlosana and the OR Tambo District Municipality.
Irene Siweya, Executive Manager at Bliss Tissue Manufacturing in Carletonville, started her tissue manufacturing company in 2012 with her sister, Mikateko Ndlovu. The company is 100% black owned and has already created employment for seven people.

Bliss Tissue supplies facial tissue, toilet rolls, garage rolls, paper towels, cleaning material, golf shirts, T-shirts, and morning slippers to the Merafong City Local Municipality, WestCol Ekhaya Accommodation and schools in and around the Carletonville area.

The company received a tender from AngloGold Ashanti through the Local Procurement Portal to supply toilet paper. “Since doing business with AngloGold Ashanti, production has improved tremendously,” Irene said. “My goal is to create more jobs for the community of Carletonville and for ex-mine employees. My business was struggling with only a few jobs, but now I am able to give back to the community and support organisations, such as Carletonville Home Based Care, with wasted tissue.”

The company owns a full set of machinery which is used to manufacture toilet paper. The machines are operated by highly-trained and skilled operators and they make use of a part-time technician for maintenance and servicing as well as technical breakdowns.

AngloGold Ashanti’s Enterprise Development Department was approached to provide business support and coaching to the company, assist with the development of the production system and quality recording sheets. AGA continued to monitor the production schedule in order to assist the company to catch up on pending deliveries.

AGA also assisted in scheduling the production of the product; rearranging the staff to increase output; advised on finance and cost to produce the products.

Through the Enterprise Development Department, the company has been retained as a preferred supplier to AngloGold Ashanti.

The company has created seven jobs to date.

Bliss Tissue Manufacturing Company

Stephen Maphosa, Director of TMMS Trading CC, registered his company in 2007, but it only started being active in 2012.

TMMS does fencing, demolitions; provides for cleaning and garden services, road and building maintenance, Eskom poles, grass fertiliser, building maintenance and renovations; and also builds road speed humps.

He has worked with the Merafong City Local Municipality and many other construction companies installing palisades fencing.

TMMS received its first tender from AngloGold Ashanti in 2014, through the company’s Local Procurement Portal website. The company is 100% black-owned and has created ten jobs on temporary basis.

Stephen was very excited to have been awarded the fencing tender worth R100 000. “This is an opportunity for my business to prove its worth and to be able to provide an excellent service so that we can be considered by AngloGold Ashanti for future tenders,” he said.
Uribrant Designz

Enterprise Development was approached by Itumeleng Maselwane an entrepreneur who has established a business which specialises in concept designing, branding and laser coded printing in 2012.

Itumeleng started buying and selling T-shirts, caps and corporate gifts to local schools and business people while he was in matric and he realised an opportunity to start his own printing and designing business.

Through his small business he managed to save R30 000 which was then used to buy start-up equipment which included a PC, printing machine and a small digital swing press machine. Uribrant Designz cc also does business support products such as business cards, banners and brochures and is currently employing five young people.

Uribrant is currently providing its services to the Merafong City Local Municipality, Department of Public Works, Mercedes Benz Century Motors, AngloGold Ashanti and NGO’s, youth forums, the Taxi Association and individuals in and around Merafong. Uribrant was flooded with a lot of orders from its existing clientele and the only setback was that the type of equipment they used was too small to carry the ever growing demand.

The objective of this project is to establish a one-stop-shop printing and designing business in Merafong and to enable Uribrant to have enough capacity (suitable large equipment) to cater for big orders.

The Enterprise Development team visited the business and found that there is an existing market for this business and the entrepreneur has the potential to take it to the next level based on the reference checks, letters of intent received and new orders received.

The entrepreneur has the right skills and had shown his level of commitment by starting the business on his own without any assistance.

Uribrant is also on business support and coaching and will be referred to the Enterprise Development Centre.

The business has moved to bigger and more accessible premises in the Carletonville CBD where he is exposed to more potential customers. “Business has been doing well since we have moved to our new premises in town. It has increased in terms of the number of walk-in clients on a daily basis,” he said.

Itumeleng Maselwane, owner of Uribrant Designz with Ben Matela, Stakeholder Engagement Manager and Monica Madondo, Vice President in the COO’s Office.

One of the five employees trimming stickers for a client.

The new premises in the Carletonville CBD.
As part of our initiatives to address the challenges of youth unemployment in our host and labour sending areas, we in 2012, introduced the Community Human Resources Development Programme. The programme addresses additional internships, learnerships, further education bursaries for the students passing matric (in addition to the traditional vocational bursaries for second year and above university students in our core disciplines), nursing bursaries and portable skills such as plumbing and building skills.
Community Bursaries

AngloGold Ashanti has planned a total of 74 bursaries in 2015, of which 62 are Community Bursaries and 12 are Vocational Bursaries. These bursaries are awarded to deserving young people studying their junior degrees or diplomas. In 2015, 13 bursaries have been awarded for core fields of study which are mining related studies such as mining engineering, metallurgy and engineering; 49 in non-core fields of study - these are qualifications which will be beneficial to the individual or the broader community. To date, 8 Vocational Bursars have been awarded, which are full-time studies in specific fields critical to AngloGold Ashanti where there is a skills shortage. Of the total number of 62 Community Bursars, 27 hail from Merafong; 27 from Matlosana and the remaining 8 from the major Labour Sending Area.

First Year Bursars

- Faheemah Varachia matriculated at Carleton Jones High School in Carletonville in 2014. She is studying towards a Degree in Law at North West University.
- Nkuzeliso Nqozi matriculated at Wedela Technical High School in 2013. He is studying towards a BSc Degree in Computer Science at the University of the Witwatersrand.
- Nosimiso Mcoyana matriculated at Wedela Technical High School in 2013. She is studying towards a Degree in Accounting at the University of Johannesburg.
- Ntombi Nkasa matriculated at Wedela Technical High School in 2014. She is studying towards a BCom Degree in Accounting at the University of the Witwatersrand.
- David Nhlohoza matriculated at Relebogile Secondary School in 2013. He is studying towards a Degree in Engineering at the University of the Witwatersrand.

Second Year Bursars

- Luwama Mlyeku matriculated at Carleton Jones High School in Carletonville in 2013. He is studying towards a Degree in Chemistry at the University of Johannesburg.
- Nomthi Mbulelo matriculated at Hoërskool Fochville in 2011. She is studying towards a Degree in Accounting at the University of the Witwatersrand.
- Sibabalwe Mdlalose matriculated at Wedela Technical High School in 2013. He is studying towards a Degree in Mining Engineering at the University of the Witwatersrand.

Third Year Bursars

- Paul Molaoa was born and matriculated in Carletonville. He is studying towards a Degree in Mining Engineering at the University of the Witwatersrand.
- Gerhard Brits matriculated at Hoërskool Fochville in 2011. He is studying towards a Degree in Mechanical Engineering at the University of Pretoria.
- Martha Talise matriculated at Infundu Secondary School in 2009. She is studying towards a BSc Degree in Applied Mathematics at the University of Pretoria.

Fourth Year Bursars

- Yolandi Naude matriculated at Hoërskool Fochville in 2011. She is studying towards a Degree in Computer Science at the University of Pretoria.
- Jacob Meyer matriculated at Hoërskool Fochville in 2011. He is studying towards a BCom Degree at the North West University.
- Esmi Pienaar matriculated at Hoërskool Fochville in 2010. She is studying towards a BEd Degree at the North West University.

Fifth Year Bursars

- Clyde Erasmus matriculated from Hoërskool Fochville in 2011. He is studying towards a Degree in Medicine at the University of the Witwatersrand.
- Elzette Viljoen graduated at North West University where she obtained a BCom Law Degree.
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Community Interns

In 2015 a total complement of 50 community interns have benefited from the Internship programme. Of these 50 individuals, 22 hail from Matlosana, 22 from Merafong and a further 6 from our major labour sending areas. The interns are mentored by dedicated, successful and skilled managers and this contributes to their personal and professional development.
MQA Internships

The company continued to work in partnership with the MQA to provide work-integrated learning for external students.

These students were selected from the database of MQA-funded learners. Assistance depends on the performance and aspirations of the student as well as the availability of suitable opportunities within AGA. On this programme 47 individuals benefitted of which 44 were HDSA and 14 Females.

The programme was also taken to the DMR on which seven individuals benefitted, all HDSA and six female.

Community Internships

AGA commits to provide supervised work experience which can lead to future employment opportunities for community members who have obtained degrees or diplomas, to extend the theoretical knowledge acquired through their studies in a practical way.

The focus is on the areas where AGA has the technical expertise required to provide these interns with the necessary exposure. Interns are put through an induction process and mentored by managers within AGA. This contributes to their personal and professional development.

There is an official orientation for such interns, as well as accommodation provided with meals and transport to and from the workshops were needed.

During 2014, 28 community members received internships, one for core and 27 for non-core.
Francois Burger is the son of Danie Burger, an employee who passed away following a mine accident when Francois was in his Matric year. As is company policy, AngloGold Ashanti supported Francois with a full bursary while he obtained his Diploma in Mechanical Engineering. “We engaged Francois last year as an Mining Qualifications Authority (MQA) intern and he is doing well,” said Trevor Samuel, Senior Training and Development Officer. “I am extremely proud of what Francois has achieved and thrilled that we have been able to support him to date. I am optimistic that Francois will continue to grow his career and give us further reason to celebrate.” Francois shares his story with us.

Journey of my knowledge...

“You may know me as Franna, otherwise known as Francois Burger. I was born and raised in the shadow of the company in West Wits (Merafong). I wrote matric in 2010 at Hoërskool Fochville and from a young age I had an uncontrollable urge to know how anything worked - especially if it was enclosed and produced any form of motion. I have always known that I want to drive my career in the engineering direction, mechanical engineering specifically.

I studied towards a National Diploma in Mechanical Engineering at the Vaal University of Technology with a full AngloGold Ashanti bursary. The company provided me with all the necessary support and always pointed me in the right direction when I needed assistance. Along with the mechanical subjects, I also completed a few electrical subjects and AngloGold Ashanti ensured that I received the best practical training.

For my Phase 1 training I was given six months at AGA’s Engineering Training Centre at their Vaal River Operations in Matsosana where I spent some time in the following workshops: rigging, fitting, boilermaker, instrumentation and electrical. For my Phase 2 training I was employed at Mponeng Mine where I was mentored by an Engineer, Riaan Meyer. I spent some time on compressors, refrigeration plants, vacuum ice makers and the ammonia ice plant. I also did a project where I had to design a piping system and find a suitable pump to transport water from a sump to the main water reticulation system. The purpose of this project was to save the mine mega litres of water.

I obtained my National Diploma in Mechanical Engineering in November of 2014. I am currently an intern with AngloGold Ashanti on a two year graduate development programme to gain practical exposure in the mining industry. After finishing the programme I will write a Government Certificate of Competency Exam to become a professional Engineer in the mining sector.

Supporting the children of our employees with education opportunities

“My name is Vukona Disollen Mgejo, I am 27 years old and have two siblings. We were brought up by a single mother in a village called Mushiyani in Giyani (Limpopo Province). My father, Ketani Piet Mgejo, used to work for AngloGold Ashanti at Kopanang Mine, where he was unfortunately fatally injured in an underground accident in 1990.

Growing up in a rural area where young girls only dream of getting married instead of getting an education, I felt a need to make a difference by going to school and becoming a lawyer, so that I can become an inspiration to my peers and the youth. I was funded by the National Student Financial Aid Scheme to achieve my goal of obtaining a degree. Through hard work and complete dedication, I obtained an LLB Degree in May 2015.

I have always dreamed of working for the same company that my father worked for before he blew out his last breath, and becoming a lawyer has always been my goal. It gives me great pleasure to be given a chance to achieve both my dream and my goal at AngloGold Ashanti. I sincerely appreciate the opportunity to complete my articles in a legal environment.”

AngloGold Ashanti appointed Vukona as a community intern in April 2015 where she will pursue her articles with a law firm that AngloGold Ashanti has identified.
Thuto Kitso Comprehensive School

Thuto Kitso Comprehensive School in Kokosi near Fochville, was established in 1990 and offers technology, economic and management sciences, natural sciences, mathematical sciences, social sciences, hospitality fields of study and languages as part of its academic curriculum. The extramural curriculum includes male and female soccer, netball, volleyball, basketball, cricket and debating society.

The school has a current roll of 1 200 learners, 32 permanent teachers and eight temporary teachers.

As a result of the high level of illiteracy, unemployment and poverty in the community, the school has been classified as a no-fee paying school. The main source of income is generated from the state allocation, which is ring-fenced. The school is a Section 21 school, meaning that they are allocated finances by the department and are responsible for ordering stationery, textbooks, paying water and lights accounts and undertaking their own maintenance. They can also decide on what subjects the school can offer and what sports and other extramural activities the learners can take.

The demographics of the school are diversified into mainly Setswana and Isixhosa speaking children of which seventy percent live in an government Reconstruction and Development Programme (RDP) house.

Notwithstanding the above bleak scenario, the school has since risen to be hailed as the top performing public school from the historically disadvantaged during the 2013 Mayoral Matric Excellence Awards.

The Senior Vice President of Sustainability, Simeon Mighty Moloko and the Stakeholder Engagement Manager, Ben Matela, visited the school in January last year and saw the need to refurbish the science laboratory at the school.

The Social and Institutional Development Fund approved an amount of R437 272 to refurbish the science laboratory and purchase a state-of-the-art interactive white board.

Deputy Principal Mohau Magoro said that it is extremely motivating for him and the learners to be in a real laboratory. “The learners are keen to learn and do more experiments as they are slowly moving all their school apparatus and chemicals from the old storage room into the laboratory,” he said.

The interactive board keeps them interested as its a new way of teaching with interaction, video and movement.

The top learner in physical science, Siboniso Boholo, a Grade 12 learner says he is optimistic that he will get 100% in physics as the new learning environment has boosted their confidence. “The high chairs in the laboratory ensures that we do not relax. We concentrate and are more focused than before,” he said.
Adult Basic Education and Training (ABET)

The concept of ABET is uniquely South African as defined by the Department of Basic Education. ABET is the general conceptual foundation towards life-long learning and development, comprising of knowledge, skills and attitudes required for social economic development and transformation.

There has been massive value in ABET and there is much evidence to this. It addresses a wide spectrum of adults and the fundamental skills, from those who are illiterate and innumerate to matriculants and qualified individuals, who want to upgrade certain areas such as maths.

The aim is to improve the literacy levels within the communities within which we operate, but also to make community members employable and self-sustaining.

During 2014, a total of 729 community members benefitted from this initiative of which 693 were from the historically disadvantaged citizens and, contributing towards women empowerment, the organisation had trained 449 females. Over time, the company has experienced some challenges with regards to the intake of ABET learners, mainly due to the employees engaged, being literate. The ABET intake target was therefore higher than what the actual need was. Owing to this, participation in ABET programmes has decreased, despite the fact that it has been encouraged by AGA through various mediums for people to continue enhancing their literacy level. The individuals who need ABET are generally aged 50 years and older, and are not keen on ABET training. Many individuals who are close to retirement, prefer to participate in portable skills training, as this will equip them with a skill to continue with further employment out of the mining industry, or be self-employed.

Taking all of this into careful consideration, AngloGold Ashanti has decided to no longer offer ABET training. The company does however offer portable skills for which it has received an overwhelming response.

Engineering Portable Skills for community members

In South Africa and throughout the world there is always a need for individuals with engineering skills, including portable skills, within the gold mining sector.

Insight and commitment in this regard has afforded AGA to offer Engineering Portable Skills training to community members from its host and major labour sending areas. These include bricklaying, basic welding and other skills that are not mining industry specific and which would allow the candidates a skill needed in the community, country and world as a whole. Gaining such a skill also allows candidates to explore opportunities to establish their own Small-, Medium-, or Micro Enterprise (SMME). These opportunities enhance the candidates' opportunities to step into an improved world of future income and knowledge backed by certification.

In 2014, 34 community members enrolled for the programme provided at AngloGold Ashanti’s Engineering Training Centre, of which 34 were from previously disadvantaged communities and 14 females.

Mining Skills Training

Mining is a significant contributor to the South African economy and a major sector for employment. With this in mind, it is AGA’s intention to increase the pool of capable stoping individuals in the local community.

This allows individuals proper training which opens opportunities for them to become employable within AGA and other mining houses. It aids towards reducing the unemployable market that surrounds our operations. Community members are trained as stop and development team members at AGA Satellite Training Centres.

The company takes the liberty to supply the names of these trained individuals to U-Bank (the old Teba) to be included in their database. U-Bank is an institution owned by the South African mining industry, through which the industry has historically recruited labour but it now fulfils a broader social role in addition to its recruitment function. This also speeds up the process for the trained individuals to be listed on a database for employment.

The programme provides hands-on experience working in an underground operation. After they have completed their training, the individuals will have gained knowledge and practical experience as capable candidates en route towards full competency in the skill trained. Women in the mining industry find it challenging to grow into the industry, and with encouragement, support, dedication and mentorship from the AGA team, 42 women completed this rigorous programme. Traditionally, mining was a labour-intensive, male dominated industry; however, times are changing. Women are etching out positions for themselves within the mining sector and contribute unique perspectives that ultimately aid the mining industry to evolve.

During 2014, 143 community members benefitted from this opportunity of which all were HDSA and 42 female.
**Mining Skills Project**

The purpose of the Mining Skills community project is to provide community members in the West Wits District the opportunity to enrich themselves by obtaining knowledge and skills, which they will be able to apply within the mining industry.

The Community learners will be provided the opportunity to obtain Mining and or Development Team knowledge and skills, up to the level where they have been found capable. This implies that they have done all the theory as per unit standard as well as the simulated practical tasks as required by the unit standards. After obtaining capability status their names are placed on a TEBA waiting list for possible engagement. For engagement the candidate needs to comply with AGA selection criteria.

The plan for 2014 was to enrol 175 community members and 227 were enrolled of which all were HDSA and 41 female.

**National Certificate (Vocational) Practicals**

The National Certificate (Vocational) Practicals is a programme on the National Qualifications Framework whose objectives are designed to contribute to the full personal development of learners and the social and economic development of the nation at large.

AGA's plan was to host 30 NCV students during 2014 to provide them with practical work exposure as they complete their studies through the Westcol TVET College. During 2014, 34 students enrolled for practical work exposure of which 33 were HDSA and six females.

AngloGold Ashanti, in partnership with the designated TVET College is providing the institutional training of learners in our host community. Students complete four years of theoretical training and then need practical on-the-job exposure varying from 6 to 12 months. AngloGold Ashanti supports students to obtain the necessary practical exposure.

Despite significant efforts to recruit suitably qualified learners from the local communities to promote the NCV programme; and appeals made at the company’s Community Briefings and Future Forum meetings, the company is unable to attract sufficient applications for the NCV programme. The local TVET College has also not been able to deliver sufficient NCV learners who are eligible for work-based exposure primarily due to the learners preference for Nated courses as opposed to NCV Courses. Due to these challenges, the company has reworked its plan to address such challenges, hence accommodating less individuals on the NCV programme than planned and refocusing on the broad learnership programme with an intake from the Nated courses.

**Training for Enrolled Nursing Auxiliaries**

Since 2012, AngloGold Ashanti has sponsored the training of its host community members as Enrolled Nursing Auxiliaries (ENAs) to assist with the need that identified in its host communities and by the National Department of Health. This initiative was extended to second year training for Enrolled Nursing (EN) in January 2014.

The requirement for the enrolment into the ENA course is Matric with a D symbol in English (higher grade) and for EN course a registration as an ENA with the South African Nursing Council (SANC). The ENA course is a one year course delivering ENAs on NQF Level 4.

An ENAs responsibilities include a number of general, elementary nursing duties such as taking vital signs (observations), bathing patients, caring at bedside, assisting with other activities of daily living, such as feeding patients unable to help themselves and assisting senior nurses and doctors in hospitals and clinics. In addition to these, the duties of the EN include administration of medication, rounds with doctors and assist with diagnostic procedures.

**Youth Portable Skills**

Portable Engineering Skills training is provided to the youth in AGAs host communities, and includes the unemployed youth. AGA considers the youth needs and the needs of within the communities in order to determine appropriate courses which are hosted at the AGA training center. The individual is entitled to a once of free course, of which AGA bears the costs when possible.

During 2014, 105 community members benefited from this initiative of which 104 were HDSA and 46 female.

**Department of Labour Learners (Team Leaders)**

The MQA has granted AGA funding for Community Team Leader Learnerships, which are to be used for the community learners. AGA has partnered with the DOL who provides learner names off the DOL Employment Services of South Africa (ESSA) data base to AGA, for enrolment into this Learnership programme. 58 individuals benefited from this in 2014 of which all were HDSA and 20 female.
Engineering Learnerships and Apprentices

Engineering skills training is provided to community members in the Gauteng Province to provide individuals with the opportunity to obtain formal qualifications, which can be used within the mining sector.

The learners acquire skills and knowledge to the level where they have been found capable to perform the work. This will imply that they will gain theoretical knowledge as per curriculum as prescribed by the MQA (Mining Qualification Authority) as well as simulated practical tasks as required by the programme. The learners must meet the criteria as set by AGA and also meet the MQA requirements to enter the Community Learnership programme.

Learners were recruited from the surrounding areas where AGA operates with the assistance of the Department of Labour Centres. Preference was given to “shadow of the headgear” candidates when recruiting learners who have the correct qualifications to meet the entry level requirements. During 2014, 76 learners were enrolled of which 75 were HDSA and 23 female.

Star Schools

The 2014 National Senior Certificate (NSC) results indicate a decrease in the percentage of candidates that achieved 30% and higher in business studies, economics, mathematics, mathematical literacy, physical sciences, English (first additional language), and history.

The 2014 results for mathematics, mathematical literacy, and physical science were worse than in 2013. This could be attributed to the major changes that have taken place in the content of the work, namely the inclusion of Euclidean geometry and probability. On a positive note, while there were far more failures in mathematics this year, there were also more distinctions. It has been indicated that although there is a drop in pass rates, it was expected due to the changes implemented to the system, which are necessary to improve the quality of the education system.

The 2014 NSC examinations have been different from previous sittings for a host of reasons, the main one being that this is the first cohort of Grade 12 learners to write the CAPS-aligned final examinations. CAPS came into existence as a response to a number of concerns raised by stakeholders in education. CAPS is essentially a strengthening of the National Curriculum Statement and what makes it different from the previous NCS (2008 - 2013) is the following:

- Adding more content to some subjects, such as in mathematics;
- Bringing about major changes to depth of content, such as in physical science;
- Raising of cognitive demand and rigour;
- Changes to format and structure of examination papers as well as curriculum; and
- An increase in high order questions across all subjects.

Nationally learners are moving away from mathematics and physical science. This is due to the perceived difficulty of these two subjects, lack of expert subject matter specialists, and schools encouraging learners to take mathematical literacy in an attempt to achieve higher pass rates. Only 35.1% of mathematics learners and 36.9% of physical science learners achieved above 40% in the 2014 Grade 12 examinations. The lack of mathematics and physical science school graduates remains a priority.

AGA had embarked on a maths and science drive in 2014 which is continuous from previous year with the Star Schools Programme to empower our host and labour sending grade 10, 11 and 12 learners. Through this project the learners sponsored by AGA achieved a pass rate of 96.4% as well as a combined Bachelor pass rate of 84.1% in the Matlosana, Mqoqha, Merafong and OR Tambo District. An additional 10.0% of learners achieved a Diploma pass which means that 94.2% of learners now have the opportunity to apply to Universities or Universities of Technology and gain access to further study. The provision of calculators, stationery, quality study materials and a daily meal had a positive impact on the project, and is reflected in the quality of results achieved.

AGA contributed R763 667 in Merafong, R763 667 in Matlosana, R636 333 in the OR Tambo District and R66 333 in Mqoqha on this project, totalling R2.8 million in our host and labour sending areas.

The AngloGold Ashanti contribution to this Star School Programme since the project’s inception, has made an enormous difference to the lives of its sponsored learners. The sponsorship has enabled learners to remain interested in mathematics and physical science and provided the support and motivation for learners to stick with these two subjects. It has offered learners a vehicle to change their lives, and as a result, that of their families too.
Learners in the Merafong City Local Municipality took part in the Annual AngloGold Ashanti Career Expo that was held on 29 April at the Carletonville Civic Centre. The company has elected to make this an annual event, based on the feedback and interest that the previous years’ Expo generated and the value that these added to the learners.

This year’s Career Expo was preceded by Career Guidance and Career Empowerment sessions that were facilitated at high schools in Merafong during April. The main aim of this project is to give guidance and the necessary information to Grade 12 learners, as they are about to take the first step that could determine their future.

Learners are given a chance to interact with various tertiary institutions with regards to different courses offered. Various corporate businesses availed themselves and provided the learners with information regarding different methods of funding available, such as bursaries and loans.

Learners were addressed by the Senior Vice President for Sustainability, Simeon Mighty Moloko, who encouraged learners to take opportunities provided to them. “Set your own goals and go for them. As learners you should also consider technical qualifications such as artisanship as a possible and alternative career path. We have an oversupply of social science graduates and they are becoming unemployed due to the fact that our economy currently needs artisans. I therefore urge you to expand your interest in this field, which has become a critical skill that is currently in high demand,” said Moloko to the learners.

Also in attendance was the Executive Mayor of Merafong City Local Municipality, Cllr Maphefo Mogale-Letsie who used the opportunity to encourage and motivate the learners to perform well. “As the leader of this municipality, I want to thank AngloGold Ashanti for making this initiative an annual event whereby our children are given a platform to acquire more knowledge about all the careers out there and about how to access funding to further their studies,” she said.

This year the Expo, attended by 1 800 learners, offered learners access and utilisation of an IT room where learners where able to apply online to any institute of their choice, as often overwhelmed by the application process which is worsened by the fact that they do not have access to the internet.

The event was well received, and stakeholders and learners alike were appreciative of AngloGold Ashanti’s initiatives in the education sector, including the Star Schools Programme, which has enjoyed significant success in Matlosana, Merafong and OR Tambo. In 2014, the programme covered 140 Grade 12 learners who received extra classes in mathematics, physical science and English over weekends and during the holidays. Learners, who are incubated in the programme from Grade 10, achieved a pass rate of 99% in 2014. Of this pass rate, 77% were Bachelor passes and the remaining 21% were Diploma passes. A total of 96% of the Grade 12 Incubator sponsored learners achieved the entry requirements to apply for access to tertiary institutions.

“When I started attending the Star Schools Programme, I was amazed by the quality of teachers. They help us a lot in reaching our full potential and they encourage and push us against all odds,” said Lesego Sathikge from Carleton Jones High School. “I am currently still deciding between two career paths I want to become a medical doctor but at the same time I am also interested in becoming a mechanical engineer,” Sathikge said. Another Grade 12 learner, Afika Ndazi from Relebogile Secondary School in Khustong, aspires to be a psychologist; mainly because he has personality to get into a career path where he will be engaging with people on a daily basis.

“This initiative is not only in line with one of the company’s values - to add value to the communities and societies in which we operate - but it is also in line with the Government's Apex Priorities as outlined in the National Development Plan and the New Growth Path, that place education as a top priority,” said Moloko.
School Leadership and Performance Enhancement Programme

AGA funded a project in its host communities for schools who really needed intervention to be enriched. The initiative involved a Leadership and Performance Enrichment Programme that was introduced to schools in the Merafong and Matlosana areas.

AGA's aim is to enhance the leadership and improve the managerial skills of principals, school governing bodies (SGBs) and learner representative councils. This will assist in schools becoming effectively managed and therefore yield good as well as sustainable results.

Tlhaping Management Consulting is a fully trained and experienced facilitator organisation who presents this programme and has been sourced by AGA. A plan was drawn up to empower teachers to help learners with fundamental skills such as teaching learners to recognise their learning styles; improving their listening skills and adapting their time management skills. Principals, their school management teams, schools' governing bodies, learner representative councils, student organisations, educator unions, local municipalities and any other stakeholders in education benefitted from this project.

Training manuals and lunch were also provided to those that attended. Learners received motivational packages.

Key performance areas:
- Performance Management Systems, this targeted the school management teams.
- Educator Methodology enhancement, targeting the Grade 12 educators.
- Learner Study Management, targeting the Grade 12 learners.
- Executive Coaching, targeting the principals.

Learners are made to understand how the brain functions and how memory retention happens. Learners were made aware of how and why information is stored in the Long Term Memory. They were given an opportunity to identify their own learning styles and how they affect their memory retention. The was a session on practical guide based on Learner Study Management skills. Learner responsiveness was outstanding as there was a subtle positive competition among participating schools.

The Performance Management Tool session dealt with the re-entrenchment of line functions and reporting authorities. The principals and their senior management teams were introduced to Performance Management System and the session included the Daily Performance Worksheets for middle managers and Weekly Performance Scorecards for deputy principals. They were trained to "drift away from traditional management approaches" and replace it with the "scientific approach to management."

In terms of Executive Coaching, all schools did not really have institutional vision statements that reflected the reality of schools life. Vision statements that were written were far from resembling the central purposes of these schools. With the permission of the school governing bodies, schools were allowed to collectively create vision statements that would depict new directions that they would then follow. Challenges were tackled with some resulting in solutions and some becoming opportunities.

At the end of the programme, senior learners understood that good memory retentions punctuate their success in education, principals became aware of a dangerous performance gap that exists between HODs and their immediate subordinates and principals now understand situational leadership and can effectively diagnose their subordinates' job maturity levels. Further achievements out of this project included, all appreciated having to keep records of performance on a daily basis, principals and chair persons of school governing bodies understood the significant role played by effective vision statements and educators agreed that their teaching methods had not been aligned to learning styles from their students.

The following schools benefited from this project in Merafong: Mofathodi Secondary School, Thuto Tsebo Middle School, Tsehebedisano Secondary School, Lethasedi Combined School, Dirang ka Natla, Imfundo High School, Thuto Kitso, and Wedela Technical High School. These schools were identified by the Department of Education in this area.
A learnership is a structured learning process for gaining theoretical knowledge and practical skills in the workplace leading to a qualification registered on the NQF (National Qualification Framework).

AGA provides learnership opportunities using the media and our stakeholders such as the local municipalities. Learnerships at AGA are available for individuals who have completed school, college or other training institutions after completing some formal education, and for people who have been unemployed. All candidates are 16 to 35 years old, as set by the Department of Labour. Individuals who enter the programme do not need to pay anything and they receive a monthly salary. Our learnership candidates are registered with the Department of Labour and are awarded an official certificate that states their qualification. AGA does not guarantee a job at the end of the programme, however some may be employed.

The candidates – with their qualifications and work experience – are in a better position to market themselves for employment and this enhances their chances of generating an income, opening an SMME or establishing cooperatives with the skills that they have acquired.

Over and above this, the MQA granted AGA funding for Community Team Leader Learnerships which were used for the community learners.

AGA has partnered with the Department of Labour (DOL) that provides learner names to AGA off the DOL Employment Services of South Africa (ESSA) database, for enrolment into the AGA Learnership programme. In 2013 there were 33 learners who were given Learnership opportunities off the DOL database of which all 33 were HDSA (Historically Disadvantaged South Africans).

Engineering skills training is provided by AGA to host community members to obtain formal qualifications, which allows the individuals to apply within the mining sector.

The learners will acquire skills and knowledge to the level where they have been found capable to perform the work.

During 2014, no community member benefitted from the initiative due to the unavailability of suitable candidates.

In partnership with Westcol TVET College management, AngloGold Ashanti sponsored six lecturers (an African male, two White males and three African females) who enrolled into Engineering Learnerships. Westcol was not able to fill the remaining lecturer numbers as planned due to consequential challenges as they indicated that they are under staffed. Workplace experience for these lecturers commenced during 2014.
Merafong Local Municipality - Mayoral Matric Excellence Awards

AngloGold Ashanti partnered with its Host municipalities of Matlosana and Merafong as well as Labour Sending District Municipality of OR Tambo, at the Annual Mayoral Matric Excellence Awards Functions aimed at giving recognition to the top matriculants and best performing schools for the 2014 academic year.

These are annual events held by the above-mentioned municipalities that AGA has elected to support as part of its Community Human Resources Development Programme (CHRDP). The programme is aimed at assisting the youth in the areas in which we are operating, in the major labour sending areas and for the children of our employees, to further their education and gain experiential learning so as to be gainfully absorbed into the economy.

‘AngloGold Ashanti, as part of its Social and Labour Plans’ (SLP) commitments, has set aside 0.5% (about R32 million per year) of the average of 6% of Annual Payroll committed to Skills Development, for the next five years to 2019 to be spent in its CHRDP. The programme is aimed at redressing the imbalances of the past through education and includes Bursaries, Internships, Learnerships, Nursing Qualifications and Portable Skills in line with the requirements of the Mining Charter. AGA SA Region has committed – through its SLPs for the Vaal River Operations in Matlosana and the West Wits Operations in Merafong – a budget for 62 Community Bursaries and 12 vocational ones per year, from 2015 to 2019. The Vocational bursaries are open to all South Africans who pass matric and have registered for Mining Engineering with any of the SA universities. We also have an additional 20 Community Bursaries per year which we award in partnership with the Mining Qualifications Authority,” said Simeon Mighty Moloko, Senior Vice President Sustainability for the South Africa Region.

The Merafong City Local Municipality Annual Mayoral Matric Excellence Awards function was held on the evening of Tuesday, 20 January 2015 at the Carletonville Civic Centre. AGA demonstrated its commitment to education by rewarding the excellent achievements by schools in Merafong. The company awarded R60 000 to the top performing school in Merafong, Carleton Jones High School, for achieving a 100% pass rate; R60 000 to Hoërskool Fochville for producing the top learner and R60 000 to Wedela Technical High School for their excellent achievement for a school from a historically disadvantaged background.

The top learner in Merafong, Juanita Botha, from Hoërskool Fochville – who also happens to be the daughter of an employee, Skrik Botha, who is a Security Manager at AngloGold Ashanti – was presented with a full AGA bursary to enable her to commence with her studies as a Chartered Accountant at the North West University’s Potchefstroom Campus. Kagisho Tlhabano, the 2014 Head Boy of Carleton Jones High School, who achieved six distinctions, was also presented with a full AGA Bursary to study towards a BSc Degree in Mechanical Engineering at the University of Pretoria.

Hoërskool Fochville produced the top learner, Juanita Botha, in Merafong for 2014. Standing (from left to right) is Skrik Botha, father of Juanita, Ben Matela, Stakeholder Engagement Manager; Simeon Mighty Moloko, Senior Vice President Sustainability; Dr Oupa Nkagisang, Manager Community Human Resource Development; Juanita Botha; Mogomotsi Sello, Acting Mayor; Ronelle Lambrecht, Principal of Hoërskool Fochville; and Magda Botha, Juanita’s mother.

Carleton Jones High School was the top performing school for 2014

Wedela Technical High School was identified as the top performing school from a historically disadvantaged background.

Kagisho Tlhabano from Carleton Jones High School receives a Certificate of Excellence from the Acting Mayor, MMC Mogomotsi Sello (right). Kagisho was also awarded with a full bursary from AngloGold Ashanti.
Merafong MQA partnership (Youth Skills Development)

The establishment of sound and sustainable relationships between the public and private sector have proven to be an effective tool in addressing the shortage of skills and unemployment in South Africa.

On Friday, 13 June 2014, AngloGold Ashanti in partnership with the Mining Qualifications Authority (MQA) and the Merafong City Local Municipality launched a Youth and Technical Skills Development Programme to address some of these issues by providing the youth with the relevant skills required by the economy. The programme includes skills like welding, brick-laying, carpentry and plumbing.

Through consultations with the municipality, some 400 unemployed youth and members from emerging businesses were identified to receive technical and entrepreneurial skills training that will enable them to start their own businesses and be employable.

“You are very fortunate to be invited to join this programme, because a lot of people look for such opportunities but cannot find them,” said the MQA’s Stakeholder Relations Manager, Carol Maila. “We have given you what we can in terms of training and it is now up to you to grab the opportunity with both hands and make use of it in a positive and productive manner,” she added.

Councillor Mogomotsi Sello from the Merafong City Local Municipality urged the beneficiaries to take the programme seriously and to put more effort in being the best in everything they do. “In order for you to occupy a place in this economy, you must know that education, and only education, will create that place for you,” he said. He also acknowledged the work done by AngloGold Ashanti for the community of Merafong and for teaming up with the MQA to be able to provide opportunities for the youth.

“The training was really amazing and it will open doors for us, said one of the beneficiaries, Rejoice Mxela. “I studied N6 at Westcol FET College and this training has taught me a lot. To AngloGold Ashanti and the Mining Qualifications Authority, we say thank you for your effort to groom us for a brighter future,” she added.

Dr Oupa Nkagisang, Manager Community Human Resources Development said that the mining industry is faced with many challenges that need to be addressed. The country is moving to a state where technical skills are vital to the country's economy. “Young people are faced with many challenges such as unemployment, drug abuse, crime and HIV/AIDS, and with this initiative we aim to address some of these challenges,” he said. “We strive to develop the communities in which we operate, through such developmental initiatives.”
The Social and Institutional Development Fund is aimed at assisting primarily non-governmental institutions (NGOs) in addressing the critical social and institutional challenges as identified in the Millennium Development Goals and the government’s priority areas like education, health and poverty alleviation in our host and major labour sending areas. In the period 2012-2014, R15m was expended in the Merafong City Local Municipality alone. The said amount is exclusive of our Corporate Office CSI initiatives. Our social support programme is designed to help uplift community members, organisations and individuals who are committed to improving the lives, health and environments of their immediate communities.
Donation of wheelchairs to the most vulnerable

Maria Bambalala is an elderly woman who stays in an RDP house in Greenspark with her sister’s son. She is registered as an indigent on the municipal database and survives on a state pension.

She suffered from a stroke that affected one side of her body and was left home bound and helpless until someone in the community donated an old wheelchair to her. She depends on her sister’s 49-year-old son, Vumile Mtakwende, to push her around.

In 2013, AngloGold Ashanti donated an electronic wheelchair to assist her to be able to move around without the assistance of anyone.

Ms Bambalala says that life is easier with the new wheelchair that AngloGold Ashanti donated. “I am able to do certain things on my own now and no longer have to depend on Vumile to push me around. Without him looking after me 24/7, life would be difficult. He carries me to my wheelchair and I depend on him for everything. At least now I can move around on my own,” she said.

Remmogo Disabled People of Khutsong

The idea to establish a centre for the disabled came because of a lack of facilities for disabled people in Khutsong, and as a result many disabled people in the area were being neglected.

The centre was started by Amos Dlamini, who is disabled; and Rebecca Ntsabane, the mother of a disabled child. Through the assistance of physiotherapist, Peggy Tenyane, the centre was registered as an NPO in 2013 addressing psychological and physical issues affecting people living with disabilities on a daily basis.

“The organisation sustains itself by baking, sewing, growing fresh vegetables on site and beadwork. Members participate in cultural music, counseling sessions, physiotherapy as well as writing and reading. Since its inception, the centre takes care of 72 members including six children who are disabled.

“These people dream to just have a normal life again,” said Charles Kulla, Chairperson of Remmogo. “It empowers them with knowledge, skills development and the ability to improve their everyday life. “The organisation’s vision is to form partnerships with other disabled organisations in Merafong, Gauteng and eventually the whole country,” he said.

The management team at the centre encourages participation in skills development, in order to enable the disabled to function independently and to maintain a positive self-esteem. They reach out to the disabled and provide a good support system that will impact their lives positively and create an atmosphere where they will feel free and at home at all times.

AngloGold Ashanti, through its Social and Institutional Development Fund, donated R75 000 to the organisation to empower them to produce balance and excellence in their spiritual, physical, mental and social lives. “I am extremely grateful for the funds we received from AngloGold Ashanti in this difficult time,” said Kulla.

Man given ‘legs’ after a long struggle

Doleza Fourie from Kokosi near Fochville, is an elderly male staying with his wife. They are both dependent on a government social grant. He suffered from a stroke and was confined to a wheelchair. He is a patient on treatment for hypertension and has to go for regular checkups at the clinic on a monthly basis. This was a huge challenge because his wheelchair was very old and in a poor state of repair.

In 2014, AngloGold Ashanti gave him a new electronic wheelchair which changed his life for the better. He says he is grateful to AngloGold Ashanti for ‘giving him legs.’ “I had to pay people to push me around,” he said. “I am so thankful to God and AngloGold Ashanti for thinking of me at a time when I needed help the most. The wheelchair has become my legs I am able to go everywhere without anyone’s help.”

The prophet at his church was extremely excited to see him come to church alone with no help and also extended his gratitude to AngloGold Ashanti for changing Doleza’s life for the better.
Rudo Home Based Care

Rudo Home Based Care, is a non-profit organisation situated in the remote township of Kokosi, Fochville 5km away from our TauTona operation, in the West Wits area. This is one of the many successful and long running community centres that continues to deliver a much needed social development service to residents in the area.

The centre was founded by Pastor Magdalene Nunens in 1988 after a child congregant collapsed in her church, she was propelled to investigate further and established that the child was HIV infected and malnourished. The child was in a semi-child-headed household, undernourished and neglected by her relatives. Both her parents were bed-ridden.

This incident drove Pastor Magdalene to start offering palliative care for people living with HIV/AIDS and the terminally ill. She started off small running a soup kitchen at the church where she would cook for children and the terminally ill.

This was later extended to visiting the homes of those infected and affected by the disease in order to give them food, love, warmth and care.

Her selfless dedication and commitment to touch the lives of those less fortunate resonated well with our value to ensure that communities are left better off for us having been there. AngloGold Ashanti South Africa Region elected to support this remarkable woman and her work.

Pastor Nunens presented a compelling case to AGA SAR to consider funding this project through its Social and Institutional Development (SI) Fund. The financial aid awarded to Rudo Home Based Care went towards the purchasing of a mini-bus-taxi for the transportation of the caregivers who do regular visits to local homes of community members affected and infected by HIV and other terminal conditions. In addition the centre was – through our funding – able to purchase furniture, fridges, computers, garden tools, cooking appliances and utensils.

The centre’s success is entrenched and driven by there being a diverse portfolio of activities to ensure that it is independent of donor funding while remaining relevant to the community and to eventually become self-sustaining. The centre has established a food garden from which they get their daily supply of fresh vegetables to feed centre members and destitute community members. The food garden, maintained by the community care-givers, has secured regular and daily balanced meal supplies to 350 vulnerable children, adults and the terminally ill.

The centre has established a multi-faceted income generating model, with a clear vision and holistic business plan. This ranges from manufacturing curtains for which they have established a healthy client base to the food supplements in terms of fresh produce are directly harvested from their self-nourished garden.

The centre has expanded into manufacturing school uniforms for the local schools and AngloGold Ashanti has connected the centre with relevant local educational authorities to increase the school uniform uptake by the district and local schools.

Pastor Magdalene mentioned that they purchased extra sewing machines to assist with their income-generating project. “We have women from the community who make curtains, clothing, comforters and quilts. This has generated money for the centre which furthermore enables us to effectively operate our activities while serving the community,” she said.

In 2014, AngloGold Ashanti assisted the organisation with R303 193.27 to purchase baking materials and machinery that will enable them to generate a further income.

Sipho Dlamini, a Social Development worker said that since AngloGold Ashanti’s help they were able to provide a service to 100 more orphans in the vicinity.
Thabo Merafong is a drop-in community home based care centre operating in Wedela. The centre provides economic and psycho-social support to patients, families and orphans infected and affected by HIV/AIDS in order to improve their quality of life, to prevent social exclusion and exposure to crime, as well as early school leaving in the case of children of school going age.

Welfare organisations and the Social Development Department of Merafong City Local Municipality refer families with no or low income as well as child-headed households to the centre so that they can be provided with food parcels on a monthly basis.

A feeding scheme is operated at the centre to provide meals to orphans and vulnerable children (OVC’s) as well as other destitute members of the community.

The organisation has four programmes namely:

**Caregivers:** Helping all the patients who are sick at their homes; e.g. providing treatment, bathing them, cleaning their homes and also escorting them to the clinic.

**Health posts:** Each health post worker is supposed to have a total of 150 households, verifying their problems in each household; e.g. children who do not have birth certificates but quality to have South African citizenship, children who are struggling to get identity documents, struggling adults to get employment and fighting poverty.

**Support group:** Helping each other live a positive life through nutrition encouragement, encourage sexually morality and treatment adherence.

**Drop-in centre:** After school meals are prepared by caregivers every day and they teach the children to look after themselves, to wash the dishes, cook, teach them to do their laundry and motivate them never to give up. Workers also deliver food to patients who are bedridden.

The centre provides food and food parcels to 65 Orphans and Vulnerable Children covering Wedela and employs thirty eight caregivers who receive a stipend from the Department of Health.

Thabo Merafong was previously funded by AngloGold Ashanti with the amount of R100 000 in March 2012. In 2013 the company donated R350 000 to purchase a new 15-seater Toyota Quantum. The kombi has made a huge difference in the lives of the ill with their hospital visits and to enable them to visit those confined at home.

In 2014, AngloGold Ashanti donated R210 000 to buy sewing machines, overlockers, garden tools and food supplements. The centre is now able to generate an income to feed the children after school on a daily basis. The caregivers are also hopeful about the future and very excited to share their knowledge with their surrounding community members. Matumelo Molaoa project manager says that life has been kind to them with AngloGold Ashanti being there to assist.
**Zanele Mtshali Disability Home**

Zanele Mtshali Disability Home is a registered non-profit organisation whose core function is to care for people with severe and profound intellectual disabilities to the severely disabled. The organisation established a residential care facility to carry out its functions to these disabled people.

The centre was started by Peggy Tenyane, a local community member, as she had a child with a severe and profound intellectual disability and was taking the child to a local clinic to participate in a rehabilitation programme.

During her visits to the clinic she discovered that there were many other children with similar conditions in the area that required rehabilitation and other development programmes on a daily basis.

Tenyane dreamed of establishing a day care centre for these children and her dream came true in 2003 when she started the centre with eight beneficiaries. Some of the local women assisted her with voluntary care giving. The centre was named after Peggy’s child, Nkosi and at the time was called Ratanang Nkosi Heaven. It operated as a day centre until 2006, when the founder left to pursue a career in physiotherapy after Nkosi passed on.

The centre offers physiotherapy and occupational therapy, primary health care, motor development programmes, entertainment, spiritual development programmes, life skills and general care such as bathing twice a day, meals, oral care and keeping their environment clean and hygienic.

In 2009, AGA funded R300 000 to renovate the premises; fencing, install rails, install ramps for wheel chairs, children’s tables, TV and Music System. In 2014, AngloGold Ashanti funded the centre with CCTV camera’s, mobile office units, closure of the verandah, cots for the babies, bedside lockers, a trolley for medication, medical equipment, two air-conditioners, mattresses and a 4m trailer.

Mantekane Lekhafola, Project Coordinator at Zanele Mtshali says a number of things have since improved since the donation by AngloGold Ashanti. “The physiotherapy waterproof mattresses for bed sores have assisted in stimulating and improving the health of the kids. The medication trolley has created free-flow for administering and safekeeping of medication.

“The kids are bed-bound and cannot stand on their own and in the past we had to take them to the clinic to weigh them. It is much more convenient now as we have our own scale that they can sit in without having to stand or leave the centre.

“The CCTV helps in monitoring the kids at all times and more work can be done in the centre without having to check the kids every minute. Electricity would trip anytime of the day which made it difficult sometimes to cook and monitor the kids especially at night, but with the new DB board upgrade it has helped in normalising the electrical issue they had in the past,” he said.

**Nomzamo Elderly and Economic Active People**

After observing the number of unemployed economically active elderly people and the youth in the community of Merafong, and in particular Wedela, Nomzamo Elderly and Economic Active People was formed.

The organisation currently operates in a house leased from a private individual and has 50 active members. Their main source of income is generated by cutting down trees at a farm that is situated between Fochville and Wedela. The wood is cut, packaged and sold as firewood. The farm is under the government’s land claims process, and the people staying on the farm are the claimants and possible beneficiaries of this process. They have been given permission by the claimant to cut down the trees for firewood. With the correct tools, protective equipment and training, the organisation expects the project to grow which will in turn benefit more elderly people and alleviate poverty and hunger and create jobs for the unemployed youth.

The project, even without the proper tools, is already creating jobs in the community and generating an income for the elderly people. Israel Dyasi, Project Manager for Nomzamo said that AngloGold Ashanti has helped improve the lives of those at the centre. The core of this sustainability project is the chopping of wood, but because it is seasonal, they decided to also sell chickens to sustain their business throughout the year. “All the equipment and appliances we bought with the sponsorship money from AGA has afforded the centre with safe working equipment and a safe environment and to generate more in less time,” Dyasi said.

Israel Dyasi, Project Manager for Nomzamo with some of the firewood the centre sells to generate an income.
The Inter-Sectorial AIDS Unit of the Gauteng Department of Health views the Carletonville Home Based and Community Care (CHCBC) as a perfect example of the government’s Integrated Model of Home and Community Based Care. This was because of the CHCBC’s successes in engaging the various sectors from government, business and civil society, and also the success in the provision of care and support to the terminally ill patients, and families and orphaned children. The CHCBC is, therefore used as a benchmark by other home and community based care projects in the Merafong area.

The organisation was formed in 1998 after a decision was taken by the Carletonville Aids Action Committee (CAAC). This was prompted by the increasing number of people in the local clinics of Carletonville, Khutsong and Welverdiend of Merafong who were found to be HIV positive.

In 2000, the Heartbeat Centre for Development approached CHCBC to provide orphanage care due to the huge number of children who lose their parents at a very early age. The average death rate of eight patients a month in the area, resulted in the surviving parents also putting pressure on CHCBC to provide for a care service to the orphaned children.

The CHCBC beneficiaries are in the Orphan Care Programme, Palliative Programme and in the Support Groups Programme.

About 70 percent of the patients are infected with the HIV virus while the remaining 30 percent are TB patients receiving Direct Observation Treatment Support (DOTS), as well as those diagnosed with cancer and those that have suffered a stroke.

The centre successfully engaged Gauteng’s Department of Health, Department of Social Services and the Department of Education who all committed to assist and support the organisation. The Merafong City Local Municipality was also brought on board and is a partner in the care of People Living with HIV/AIDS (PLWHA), their families and the terminally ill.

In 2002, AngloGold Ashanti Health Services seconded a manager to CHCBC to manage the centre, and also assist the centre to set up a Board of Governors. The relationship with AGA Health continued until 2008 when the current manager was appointed.

In 2014, AngloGold Ashanti donated just over R300 000 to purchase garden and ploughing tools, sewing machines and material, as well as laundry and baking machines.

Joyce Maloka, Project Manager says that AngloGold has assisted the centre to be sustainable and self-dependent in generating their own income and empowering others.

“The garden tools have greatly assisted the elderly in the three Khutsong centres to create a vegetable garden to feed the orphans and vulnerable children. The centre in Khutsong also teaches the children to garden and fend for themselves. The sewing machines have assisted in empowering the people who attend their HIV programmes, as four members have already found jobs.

“The baking equipment is being used to generate an income as they bake bread to supply to small businesses in Khutsong, make sandwiches for the children to eat at the centre and to sell ‘bunny chows,’” she said.

With the rest of the funds, the centre bought chemical making machines where they make their own Handy-Andy and bleach. They also print T-shirts and caps to sell to the public.
Ubuntu Safe House is a centre that looks after children that have been displaced, are in conflict with the law and those that were found in the streets. The centre model is premised on reuniting and reintegrating these children back into mainstream society where possible interventions by authorities can be employed to change them for the better.

The safe home is currently accommodating twenty street children and two destitute elderly people. The home operates from a building that was donated by the Merafong City Local Municipality and has a Board of Directors and caregivers who see to the daily functions of the centre in a quest to improve the quality of service offered by the centre.

AngloGold Ashanti has been associated with the centre for over three years through renovating the male residential block. We have previously donated new beds, established a food garden, equipped the kitchen and some of the other parts of the centre. On Mandela Day, volunteers fixed, painted inside and outside, beds were replaced, toilets and the geysers that were not in order were replaced and plumbing work was done on the whole block, as well as the administration block.

The female residential block was not attended to as the block was not fully occupied yet. The Carletonville SAPS advised the centre that the SAPS will soon be sending all of the female street children from Carletonville to the centre. The block needed urgent attention to make it more habitable for them. The ablution facilities needed some fixing, some doors were broken, walls needed painting, and security locks were required to ensure the safety of the young and vulnerable girls. The centre also has an old dilapidated corrugated building which needed some work (painting inside and outside, complete roof repair, painting, and replacing windows) that they want to utilise as a store room and an activity room and any other function that may be relevant. A group of AngloGold Ashanti volunteers joined forces on Mandela Day in 2013 to refurbishing this building.

They started a laundry service in order to generate an extra income and also wanted to start a sewing project as AGA funded them with sewing machines. They needed some training in computer skills and other skills that can help develop these children. AGA recently bought the organisation sports equipment, to keep the children busy so that they don’t go back to the street again, and a TV.

In 2014, AngloGold Ashanti sponsored the centre with an amount of R75 000 to buy washing machines, sewing machines, sofas and other equipment to make the centre more homely and comfortable.

Emma Kgampe, Project Manager says the centre feels more like a home now. “They can comfortably sit on their new sofas and enjoy quality time with each other, sharing stories in a clean and homely environment without feeling like visitors.”

“With the new sewing machines delivered, we are making pillowcases and selling them to the community. The vegetable garden allows the beneficiaries a fresh meal on a daily basis and we even sell some of the vegetables,” she said.
Christmas is a time of giving

Christmas for most people is a time to be merry and to rejoice as we celebrate the birth of our Lord Jesus Christ. Parents and families buy their children and loved ones gifts to celebrate this period.

However, for many less fortunate children like orphans and the elderly, they have no reason to celebrate and be happy as they have nobody to buy them food and gifts. It is because of this reason that the management of AngloGold Ashanti has taken the decision to identify such children, child headed households and the elderly in the local communities of Merafong, and buy them food parcels for Christmas.

In 2012 and 2013 similar projects were undertaken in conjunction with the company’s Local Area Committee. In 2014, the SIDF Committee approved R317 000 to buy food hampers for 1 058 less fortunate members of the community.

Most of the lists of the beneficiaries were provided by the office of the MMC Health and Social Development in the municipality. AngloGold Ashanti’s Stakeholder Engagement Manager for the West Wits operations, Ben Matela, ensured that food parcels were distributed to beneficiaries who were physically present at the venues of distribution. This has been done every year to avoid possible controversy and corruption.

The following organisations received food parcels:
- Wedela Disabled People, Wedela (65 parcels)
- Remmogo Disabled People, Khutsong (85)
- Mashigo Disabled People, Khutsong (75)
- SAVF, Carletonville (70)
- Greenspark Old Age Home (60)
- Vukani Home Based Care, Kokosi (150)
- Wedela Old Age Club (12)
- Ubuntu Safe House, Kokosi (20)
- Sezankhona, Khutsong (22)
- Ms Mbomela (granny with twelve orphans), Khutsong (12)
- Wedela Heartbeat (85)
- Legae / Ikhaya Elderly Home, Khutsong (60)
- Avondgloor Trust Frail Care, Carletonville (35)
- Disabled People South Africa, Khutsong (100)
- Merafong City Orphans and Child Headed Households - Khutsong Proper (85), Khutsong South (62) and Isolumzi Orphans, Wedela (60).

All the orphans and child headed families were extremely excited and anxiously waited for AngloGold Ashanti to make their Christmas a happy one. Matela said that an orphan girl in Khutsong mentioned that she waits and looks forward to AngloGold Ashanti to bring her and her six-year-old brother the food parcels. Unfortunately she said that this is the only time she feels loved and cared for,” he said.


**Take a Schoolgirl to Work Day**

AngloGold Ashanti is devoted to educate and make a positive impact in the lives of the youth in order to inspire them to become responsible future leaders of our country.

Each year, AGA invites Grade 11 and 12 learners with Maths, Science or Geography as subjects to spend a day at the operations to show them how a mine works in order to attract them to the mining industry in future. For many, the day spent in the working world opens up a choice of career opportunities, inspiring children to reach heights of success that they never would have previously dreamed possible. The *Take a Schoolgirl to Work Day* and *Take a Schoolboy to Work Day* inspires and mentors the girls and boys and assists with career guidance and motivational speaking. Learning the ethics of successful business and the values that will help them make the most of their lives is what the two initiatives hope to achieve.

In West Wits the boys were hosted at the Satellite Training Centre mock ups, where they were shown what the underground environment looks like. The invited learners were afforded an opportunity to meet the male role models in different disciplines and ask questions. Wendall Naidoo, Senior Human Resources Manager at TauTona and Savuka; Trevor Samuel, Senior Training and Development Officer; Victor Tuone, Accountant at Savuka; and Abel Mduau, Senior Manager Supplier Enterprise Development motivated and guided them in a crucial time when they are making their way in the world.

For the *Take a Schoolgirl to Work Day*, Natasja Muller, Training and Development Manager; Agnes Metswashere, Commercial Leader; and Sister Riana Rademeyer, Unit Manager Training and Development shared positive and motivating message with the girls.

**Take a Schoolboy to Work Day**

This initiative aims to deepen the thinking of the girl child with regard to her role in society, enhance her self-esteem, inspire and motivate her to reach her full potential and expose her to diverse careers and positive role models to assist her to prepare for a life-long career. AngloGold Ashanti prides itself by investing in the future leaders of this country.
Cansa Shavathon

South Africa Region participated in the annual Cancer Association of South Africa (CANSA) Shavathon, one of South Africa’s best-loved events. Employees shaved and sprayed their hair and bought colourful bandana’s to show solidarity to all those affected by cancer and to remember those who we had lost to the disease. Shavathon raises awareness and funds for the fight against cancer as all money generated goes to CANSA’s prevention programmes and patient care. AngloGold Ashanti is proud to be part of this initiative every year, making a difference to those living with cancer. The combined contributions from the business units came close to R30 000.

Heritage Day

On Wednesday 24 September South Africans celebrate Heritage Day, a day in which all are encouraged to celebrate their cultural traditions and diversity. Employees are encouraged to wear their traditional gear, headaddresses and beadwork in celebration of our rich diversity and different cultures. People were also requested to bring along traditional dishes that they shared with colleagues – whether it be mogodu, ting, umngqosho, umleqwa, melkrtert, magwinya, mieliepap or any other cultural dish. Through this incredibly fun day, the people of the South Africa Region celebrated life and personified the company’s value of diversity.

Winter Warm-Up Campaign

For the past five years the men and women throughout the South Africa Region have been generous in either donating blankets or money that will help bring warmth to the less fortunate people in our operating areas. As has become customary, a plea was made to all employees to dig deep into their pockets to support this worthy cause. “By donating any amount they can afford, people can ensure that they help protect those against the bitter winter cold,” said Kate Dlamini, organiser of the campaign. In 2014, we managed to raise R145 428 which enabled us to purchase 1745 double bed blankets. Of this, just over 750 blankets were distributed to the vulnerable in the Merafong area alone.
Bring out the Bling!

Everyone loves Casual Day, the campaign that invites all fun-loving South Africans to dress differently for a day to raise funds and awareness for persons with disabilities. Every year we call upon employees to dress differently on the first Friday of September. The theme for 2014 was Bring out the Bling! and was an excellent opportunity for team building, while also making a contribution to one of the country’s most vulnerable sectors of society.

16 Days of Activism for No Violence Against Women and Children

The 16 Days of Activism for No Violence Against Women and Children 2014 is an international awareness-raising campaign that takes place every year from 25 November (International Day for the Elimination of Violence Against Women) to 10 December (International Human Rights Day). The period includes Universal Children’s Day and World AIDS Day. AngloGold Ashanti has been supporting this initiative for three years as it aims to assist in creating a society free of violence.

“We identified three organisations in the Merafong area that aim to eradicate this scourge in our communities,” said Jacqueline Skhosana, Communication Officer and organiser of the campaign.

Greenspark Community Safe House 24/7 is a sub-project that reaches out to woman and children who are abused and neglected. The house works hand-in-hand with the SAPS and NG Church social workers. The community members also volunteer to cook and take care of the victims while at the safe house.

The SAVF Deurgangshuis accommodates traumatised and abused woman and children irrespective of race, color or religion. Their main function is to rehabilitate the beneficiaries to heal from their trauma and be able to move back to society as healthy people. While at the shelter, the women are placed in employment and skills training opportunities and also attend individual and group counseling.

Carletonville Hospital under the sub-department of clinical forensic medicine assist women and children with medical advice after being involved in violent crimes such as sexual assault. They sometimes accommodate kids of parents who are admitted at the hospital through domestic or sexual violence.
Letters of Appreciation

EXTRACTS FROM THE MERAFONG CITY LOCAL MUNICIPALITY STATE OF THE CITY ADDRESS
DELIVERED BY COUNCILLOR MAPHEFO MOGALE-LETSIE, EXECUTIVE MAYOR OF MERAFONG CITY LOCAL MUNICIPALITY, CARLETONVILLE CIVIC CENTRE, 20 MARCH 2015

"... Merafong Waste Recycling Project
The Capital investment for the project is R9 million by three mining houses operating in Merafong. Since the implementation of the project, 22 local people have been employed. 120 tons of waste is recycled per month. The project minimises the waste that is disposal on our landfill site and also helps with reduction of illegal dumping.

In our recent discussions with AGA on the project, a need was identified to capacitate our local SMMEs to carry over the project in the near future.

Let me take this opportunity to express my sincere gratitude to AGA for their unwavering support in this field.

They have developed various programmes among them, capacitating our School Management Teams including School Governing Bodies and also the career exhibitions. The fruits of these initiatives are evident in the continuous improvement of our matric pass rate and the enthusiasm from our learners to improve their standards of education.

The bursary schemes offered to our top performers by three mining houses; namely: AGA, Harmony Gold and Sibanye Gold, will go a long way in changing the landscape of educational levels in our area.

In this regard, the need for a fully integrated Enterprise Development Centre as a one stop support centre to our SMMEs has been identified in our GDS. In partnership with AngloGold Ashanti, an Enterprise Development Centre has been planned and co-funding of R15 million has been sourced from the National Jobs Fund to support the R30 million investment in the centre. The budget is allocated to operationalise the centre. The main centre will be established at our Civic Centre, with satellites in the respective communities. The project is at procurement phase and will be implemented during this year. This will assist in the development and support of the local SMMEs pertaining to a broad spectrum of functions. Some of the major financial institutions and agencies have already indicated that they will host a desk at the centre. This is an important initiative for Local Economic Development.

Youth
• AngloGold Ashanti has introduced Career Exhibitions to establish a consultative platform wherein inherent issues of youth development are addressed for high school pupils to make an informed career choice.
• On portable skills about 600 young people were trained on the following skills:
  – Electrical domestic installers
  – Mechanical repairs
  – Welding and cutting
  – Basic carpentry (roofing and ceiling installation)
  – Basic plumbing
  – Basic building
  – Broilers (chicken farming methods)
  – Vegetable production
  – Garment making, clothing and home textiles.
• On Youth building pilot life skills, about 72 pupils were trained to conduct a community scan around Merafong.
• Furthermore, 400 youth were trained on an advanced entrepreneurship training programme.
• The formalising of car washes in townships to create formal jobs, so a far 3-in-1 car wash has been built."
25 June 2015

Attention: Dr Nkagisang

Anglo Gold Ashanti

Dear Sir

RE: REPORT ON THE LIBRARY PROJECT AND THE LIBRARIAN

1. The Librarian

We as Mbulelo Primary School staff, management and SGB would like to take this opportunity to thank you and your team for the opportunity of providing us with Mr Motsatse as our librarian for a year. Since he was based at our school from July 2014 he was cooperative and was always willing to learn.

He among other things attended a workshop organised by our service provider to learn about the library programme regarding recording of books in the system and also the borrowing system. He also designed a time table for learners and educators to visit the library and was always at work on time.

He also recorded all the books we have in the system and is now well vexed with the system.

2. The Library

As a school we have used the library fully but not to the extent we intended to, this is because of the limited knowledge the educators and learners have with regards to the usage of the library. Based on this challenge we have planned a workshop in the 3rd term whereby the department will also assist the staff with the information on how to use the library. He also designed a time table for learners and educators to visit the library and was always at work on time.

He also recorded all the books we have in the system and is now well vexed with the system.

3. Our Commitment

As a school we have used the library fully but not to the extent we intended to, this is because of the limited knowledge the educators and learners have with regards to the usage of the Library. Based on this challenge we have planned a workshop in the 3rd term whereby the department will also assist the staff with the information on how to use the library. Since the existence of the library we have since seen a keen interest of the learners in using it. We still have to teach them how to use it for reference and also for fun reading.

We would like to thank you once more for the library and also for borrowing us Mr Motsatse.

Compiled by

__________________

TW Finger (Principal)
Hi Rea

I hope you are well. I would like to thank AngloGold Ashanti for their support that they gave me and my team for the past three years. I would like to inform you that your support gave my guys an opportunity to play for bigger teams like Mpumalanga Black Aces.

During December last year, we held trials at Limpopo for young guys. One of the Mpumalanga Black Aces were there to select the guys. They selected three guys from my team that was supported by AGA. I would like to encourage AGA to continue to support us and to remove them from the streets.

This year I am trying to register my team to participate in the Motsepe League. Even next week I arrange the tournament that will be held also in Limpopo on the 28 February and 01 March. For doing tournaments, I encourage them to play soccer rather than doing bad things on the street.

I will send you an email if I need something that you can help me to give them an opportunity.

On behalf of the team management and parents, I would like to say carry on AGA. The Company must grow bigger and bigger.

Regards

THABA CLEMENT PHUTI
FACILITY ASSISTANT
FACILITY DEPARTMENT
AngloGold Ashanti
The way forward...

Section 102 applications

AngloGold Ashanti, in compliance with the provisions of Section 23 of the MPRDA, lodged its West Wits Social and Labour Plan for the period 2004-2009 on 29 October 2004, which was followed by the second SLP submission for the period 2010-2014 on 31 August 2010.

The 2010-2014 SLP submission had to be revised in line with the Directives of the DMR which necessitated further consultations with stakeholders with respect to certain aspects contained in the above-mentioned Directives. The company subsequently submitted a Revised SLP for the period 2010-2014 to the DMR on 19 October 2011, which was ultimately approved by the DMR 16 October 2012, and registered at Mining Titles Office on 6 December 2012. This subsequently resulted in the granting and execution of the Magnum Farm Mining Right.

In accordance with MPRDA Section102/Regulation 44 (Section 102), if changes are required to an approved SLP, an application must be made to the DMR for Ministerial consent. The following outlines the Section 102/Regulation 44 applications that were made by the Company to the approved West Wits 2010-2014 SLP:

- On 19 April 2014, the company submitted a further MPRDA Section 102/Regulation 44 application for Ministerial consent to amend the approved West Wits SLP with regards to proposed changes to three of the Human Resources Development Plans namely:
  - Adult Basic Education and Training (ABET)
  - National Certificate Vocational (NCV)
  - In-service Bursaries

  On 19 September 2014, the company was handed a letter of approval signed by the Minister dated 15 September 2014 by the DMR Regional Manager. The company subsequently submitted the Amendment to the 2010-2014 SLP to the DMR Office on 30 September 2014.

  The LED projects covered in the above-mentioned Amendment to the 2010-2014 SLP will therefore run parallel to those covered in this SLP until 2017, or as stipulated in the above-mentioned Amendment to the 2010-2014 SLP.

- Peanut Butter Factory which the budget will be deployed to the two Small Business Hub (Youth Multi Car Wash) projects in Merafong
- Cooking Oil Production Plant which the budget will be redeployed to the agriculture projects
- Community Development Programme and community parks, whose budgets will be transferred to the Community Multipurpose Centre in Lutshaya as contained in the Vaal River SLP
- The other projects to be extended to the 2015-2019 SLP cycle will be the Urban Planning and Formalisation of Non-Urban AGA Land & Property Holdings, Enterprise Development Centre and Housing Development (Fochville).

On 11 December 2013, the company submitted its Section 102/Regulation 44 application (Annexure 3) for Ministerial consent for the following projects (after consultation with the Merafong City Local Municipality and OR Tambo District Municipality):

- On 19 September 2014, the company was handed a letter of approval signed by the Minister dated 15 September 2014 by the DMR Regional Manager. The company subsequently submitted the Amendment to the 2010-2014 SLP to the DMR Office on 30 September 2014.

The LED projects covered in the above-mentioned Amendment to the 2010-2014 SLP will therefore run parallel to those covered in this SLP until 2017, or as stipulated in the above-mentioned Amendment to the 2010-2014 SLP.
West Wits Operations
2015-2019 Social and Labour Plan

Much as the company is still awaiting the promulgation of the new Mining Charter for the period 2015 and beyond, the company hereby undertakes to continue to transform the workplace in accordance with the objectives and provisions of the MPRDA (and its Regulations) and Mining Charter as outlined in the West Wits Operations 2015-2019 Social and Labour Plan.

The budget for the 2015-2019 SLP for the West Wits Operations is R57.4 million, based on the company’s SED Funding Model which requires it to base its Socio-economic Development Budget on the NPAT of around 3 - 4% as forecasted for the next five years. As a broad guideline, the host communities were allocated around 80% of the budget while approximately 20% of the budget was allocated to the communities in the company’s major labour sending areas.

As stipulated in the DMR SLP Guidelines, LED projects to be implemented by the mining companies should be classified into the following categories:

(i) Infrastructure projects
(ii) Poverty eradication projects
(iii) Community development
(iv) Income-generating

In line with our SEDF Model, the company has added two other components in terms of the Mine Community Development funding. namely, Enterprise and Supplier Development and the Social and Institutional Fund to cater for the social and economic development challenges in its host and labour sending areas. LED budget for 2015-2019 comprises R38.9m primarily for infrastructure developments, R6.5m for Poverty Eradication and Income Generating projects for Community Development projects and, R12.2m for SID programmes.

In addition to the aforementioned budget a total amount of R20.8m has been allocated to ED in terms of funds to be rolled over from 2010-2014 ED budget allocation. It should also be noted that a total amount of R30.5m arising from the Section 102/Regulation 44 will be rolled over into the 2015-2019 SLP cycle. Thus, the overall financial provision for the SLP period for the 2015-2019 amounts to R108.7m.

2015: Budget R7.9 million

LEDP1: Development of a community park in Kokosi - R1 million. Merafong City Local Municipality commits to contributing additional R1 million.
LEDP2 (WW SLP): Building of an administration block at Bholani Primary School in Port St Johns (R400 000).
LEDP3 (WW SLP): Refurbishment of a science laboratory at St John’s College in Mthatha (R500 000).
LEDP4 (WW SLP): Establishment of an agricultural project in OR Tambo District - AmaMpondo Kingdom (R6 million over 3 years).

2016: Budget R7.3 million

LEDP5: Refurbishment and equipping of a classroom into a ICT centre (physical science, chemistry, life science) at Reakgona Primary in Kokosi (R500 000).
LEDP6: Building of a physical and life science laboratory at Kamohelo Primary School in Khutsong (R1.9 million).
LEDP7: Building of a physical and life science laboratory at Phororong Primary School in Khutsong (R1.9 million).
LEDP8: Building of an indoor sports centre in Wedela (R2.5 million).
LEDP9: Supporting existing school social entrepreneurship initiatives (income-generating and poverty alleviation agricultural projects in Khutsong schools (R500 000).

2017: Budget R12.8 million

LEDP10: Building of a physical and life science laboratory at Wedela Primary School in Wedela (R1.9 million)
LEDP11: Building of a community care centre comprising a home-based care facility, orphanage, old age facility and disability facility in Khutsong (R3 million). To this end the municipality and company engaged Social Development to match this funding.
LEDP12: Building of a physical and life science laboratory at Hlangabeza Primary School in Khutsong (R1.9 million).
LEDP13: Building of four additional classrooms at Greenspark Primary School in Greenspark (R1.5 million).
LEDP14 (WW SLP): Building of a new school, six classrooms, an admin block and ablution facilities at St Peters Primary School in Flagstaff (R4.5 million).

2018: Budget R7.9 million

LEDP15: Building of three additional classrooms at Boiteko Special School in Khutsong (R1.5 million).
LEDP16: Upgrade of community sports facility (netball, athletic track and field, pavillion, soccer field) in Khutsong (R4.5 million).
LEDP17: Building of a physical and life science laboratory at Nayaboswa Primary School in Khutsong (R1.9 million).

2019: Budget R9.5 million

LEDP18: Building of a community health care clinic in Kokosi (R7.5 million).
LEDP19 (WW SLP): Building of physical science laboratory at Milton Mbekela Senior Secondary School in Qunu (R2 million).
LABOUR
SENDING AREA
Local Economic Development projects include the renovation and building of schools, additional classrooms, school libraries, science and computer laboratories, a step-down facility, community parks, enterprise development parks and income-generating projects like multiple-purpose car wash facilities, livestock and agri-projects aimed at benefiting the youth - and women in particular - in the company’s host and major labour sending areas. The labour sending areas, that have resourced us over the years, have unique challenges worsened by poverty levels experienced by these remotely placed communities. To address these, infrastructure projects were identified informed by the Integrated Development Plans and following consultations with community structures and the Municipalities.
Dudumayo Senior Secondary School

With the ocean just a stone’s throw away and in between hills dotted with pink and green houses, lies Dudumayo Senior Secondary School – a neat and clean school resembling the discipline instilled in the learners. A mere 20km away is one of the Wild Coast’s most famous landmarks – the “Hole in the Wall” – a rock formation that locals believe is the gateway to their ancestors. The school is located at the heart of a village called Ngcwanguba in the King Sabata Dalindyebo Local Municipality which forms part of the OR Tambo District Municipality in the Eastern Cape, one of the company’s major labour sending areas.

The former President of the Republic of South Africa, the late Tata Nelson Mandela, spearheaded the building of Dudumayo Senior Secondary School in 2002 by securing around R2 million from Denel; and since then the school has seen an influx of students seeking better access to better education.

On Wednesday, 22 April 2015 representatives from AngloGold Ashanti South Africa Region handed over a science laboratory to the more than 1000 learners and parents at Dudumayo, that will benefit them in science and life science studies.

AGA Senior Vice President Sustainability for the South Africa Region, Simeon Mighty Moloko and his team; the Regional Coordinator from AMCU, Tebogo Molale; MMC for Local Economic Development, Councillor Madodana Socikwa; Chief Director at the Eastern Cape Department of Education, Ntsikelelo Vasi; MMC for the Special Programmes Unit, Councillor Nomantombazana Dyule; National Union of Mineworkers, Lucky Meyi and the School Principal, the late Eric Petse were among the people who participated at the official handover ceremony.

According to the National Development Plan (NDP) and the New Growth Path (NGP) – two of government’s key policy frameworks aimed at driving the socio-economic development initiatives in the country over the next thirty years – education, training and innovation are central to South Africa’s long-term development. They are the key elements of government’s programmes aimed at reducing the levels of poverty, unemployment and inequality; and serve as foundations towards the achievement of an equal, democratic, non-racial and prosperous society as envisioned in the country’s Constitution.

In alignment with the NDP and as part of the company’s commitment to supporting government in meeting the standard and norms as set by the Minister of Basic Education, AngloGold Ashanti received proposals from the Eastern Cape Department of Education through the OR Tambo District Municipality to financially assist with the construction of schools build projects, including the science laboratory at Dudumayo Senior Secondary School for inclusion into its Social and Labour Plans.

Simeon Mighty Moloko said that he was extremely proud to follow in the footsteps of Madiba to, on behalf of AGA, deliver the science laboratory that will help improve results in the school and later on, the quality of lives of the people of Mqaduli Village. “This morning I had a talk with Principal Petse where I challenged him to improve your matric pass rate,” he said to the learners. “You are currently sitting at a 68% matric pass rate and AngloGold Ashanti is here to help you get to the top – to be one of the top performing schools in the district. The Eastern Cape is currently the worst performing province in the country when it comes to Grade 12 results and if this is to change, we all need to play our part. The parents must assist with schoolwork, teachers must be in class on time, learners must be disciplined, the principal and SGB must provide good leadership, and the Department of Education must also play its part. No matter the difficulties and the hardships, you have the potential to be what you want to be. Please use this facility – the country needs engineers and doctors and it cannot be done if you are not educated. Like Madiba said: ‘It always seems impossible until it is done’, said Moloko.

Ndleleni Nomzamo, a Grade 12 learner wants to be a doctor. She left her family in Queenstown to stay with her uncle in Ngcwanguba because of the good results the school produces, compared to surrounding schools in the area. Nomzamo said she is enthusiastic and confident that her performance – and that of her fellow learners – will improve immensely with the new science lab.

School Inspector, Jola Madasi agreed that many learners from Mthatha and Coffee Bay will benefit from the science laboratory. “I extend an invitation to all the school kids from the area to make use of the lab.” He asked for patience while the school improves on its results. We have great challenges
with our maths and science and we ask the learners here today to use this opportunity to improve on these subjects. “You are the mirror of our school. I plead with the Grade 12 pupils to give me a 100% pass rate this year. To the community, some of you have worked for AngloGold Ashanti. Do not forget that your contribution as an employee has opened opportunities for our children,” he said. Madasi further stated that learners and teachers attend classes on Saturdays and Sundays to improve their results.

Ntsikelelo Vasi, the Chief Director at the Eastern Cape Department of Education said that the community has been given a gift to make a difference in their lives. “We acknowledge with appreciation what AngloGold Ashanti has given us. This goes to show that there are still people who care; we have never received such assistance being invested in our children and for that, we thank you,” he said.

Lucky Meyi from the National Union of Mineworkers and Tebogo Molale from the Association of Mine and Construction Workers Union represented organised labour with Meyi delivering a message of support on behalf of the AGA Future Forum. “As organised labour, we are very happy to be part of the ceremony as part of the stakeholders who were involved in the development of the company’s Social and Labour Plans,” he said. He also thanked AGA for involving them in every step of the SLP development process, including being part of the delivery of the projects.

The new science laboratory has an interactive board installed to facilitate interactive learning, science experiments, science lessons and many other science related programmes. These will now be performed quicker and more effectively using the advanced technology that comes with the white interactive boards. Pre-installed exam papers, exercises and test papers will help learners track their learning pace and understanding of the work.

Teachers will undergo training on how to effectively use the interactive white boards and how to operate the programs and systems to ensure that the school meets its objectives in making science more fun and enjoyable for learners, improving their results and passion for science at an early age.

The school has recorded improved matric results for the past three years. In 2005 the school was awarded a Certificate of Achievement in recognition of outstanding performance by the Department of Education (Mthatha District). Hardships, geographic position and the remoteness of the school were also considered when awarding the certificate.
Unveiling the plaque at Dudumayo Senior Secondary School (from left to right) are Tebogo Molale, Regional Coordinator from Association of Mineworkers and Construction Union; Maxwell Bolani, Manager Local Economic Development; Councillor Madodana Socikwa, MMC for Local Economic Development; Ntsikelelo Vasi, Chief Director at the Eastern Cape Department of Education; Simeon Mighty Moloko, Senior Vice President Sustainability; Councillor Nomantombazana Dyule, MMC for the Special Programmes Unit; Lucky Meyi, National Union of Mineworkers; Eric Petse, School Principal and Dr Oupa Nkagisang, Manager Community Human Resource Development.
Bholani Junior Primary School

In one of the most remote and mountainous parts of the OR Tambo District Municipality in the Eastern Cape, where one has to go past three poorly constructed makeshift bridges to cross the rivers, lies a mud school called Bholani Primary School in Bholani Village in Lower Ntafu, located in the Port St Johns local municipality, that seems to have been forgotten by all except the villagers themselves.

To get to the school, one has to drive on a makeshift gravel road which at some points is precarious and dangerous to negotiate, drive over makeshift bridges that are easily flooded in the rainy season and up the steep, muddy hills. The daunting task to check on progress of the building was undertaken by the AngloGold Ashanti Sustainability team on numerous occasions and the contractor responsible for building the school had the unenviable task of transporting bricks and building material up and down on this challenging road. Through utmost determination and managing the many challenges associated with this project, the school was completed and officially handed over by AngloGold Ashanti to the beneficiaries on Thursday, 23 April 2015.

Councillor Nomakhosazana Meth, the Executive Mayor of OR Tambo District Municipality thanked AngloGold Ashanti for being a kind partner. “You took a very important step as OR Tambo is one of the poorest districts in the country. Thank you for working with government to give our kids a brighter future. This type of investment will change the lives of the community around Bholani to have educated people who will one day be doctors, vice presidents and lawyers. The classrooms will bring dignity and change to the area. The ORT municipality, government and AGA are working together to help learners who cannot afford to go to university by offering them bursaries. We encourage parents to bring their children to the Career Expo that will be held at the Mthatha Airport on 7 May 2015 to allow their kids to make informative choices for their futures and apply for bursaries in time,” she said.

Addressing learners and members of the community at the official launch and handover, Simeon Mighty Moloko said that we often forget who the real VIPs are. “Today is for the school children – they are the VIPs – and we are also blessed with rain which in the African culture indicates that the ancestors have blessed the occasion and are happy with what we are doing here today. The first time we came here we could not get up the hill. We had to get out of the car to enable the driver to negotiate his way up, as we walked to the apex of the hill to see the conditions under which the African child is still learning. We found it unacceptable and agreed with the municipality and the School Governing Body
MEC Mandla Makupula, Mrs Vikilahle, District Director Libode Mega, Lucky Meyi, Tebogo Molale and members of the School Governing Body can be seen inside of the dilapidated structures that were used as classrooms.

Mthuthuzeli Pitoyi, Senior Community and Sustainable Development Officer and Nosipho Xongo-Ntabati, Enterprise Development Manager.

(SGB) to do something about that," he said. “This is a very remote area where no one ever thought a school will be built. We are informed that no one has ever matriculated in the area. I hope that this newly built school will encourage the learners and parents to work hard and that they will be utilised fully to enable the kids to progress, to pass matric and then proceed to further their education at institutions of higher learning,” he said.

“When the Chairman of the AGA Board, Sipho Pityana; Executive Vice President for Sustainability, David Noko and Chief Operating Officer, Mike O’Hare visited the project on 29 July 2014, the SGB requested them to add an administration block to accommodate the teachers and Principal. I am happy to announce today that not only has the Chairman and COO approved of the SGB request, but we have also secured the approval of the project from the Gauteng DMR Regional Manager to start building the admin block in the next three to four weeks,” he said to cheers and ululation from the community members and dignitaries. Moloko said that the school would not have been delivered were it not for the women in the community. “When we arrived here with the municipality some months ago, we promised to provide water to be used in building the school, but we failed to do so. However, the women here today carried buckets of water on their heads, to and from the river and back, up and down many, many times to ensure that the new school could be completed on time. AngloGold Ashanti, in turn, rewarded them by giving them a stipend for their effort as additional income from the project,” he said.

Mandla Makupula, MEC for Education said that we are all here to rejoice with the community of Bholani. “Since I have been with the Department of Education, our people’s patience, determination and heroism has created a miracle. Your dedication to see your children educated made it possible for the community of Bholani to build a mud school to see your children learn against all odds. Today we celebrate our commitment as a community. We must treat this facility with respect. Let us respect our mothers who sell at the street corners to give us a better life and a quality education,” Makupula said.

Lucky Meyi from the National Union of Mineworkers and Tebogo Molale from the Association of Mine and Construction Workers Union represented organised labour at the event with Meyi delivering a message of support on behalf of the AGA Future Forum. “As organised labour, we are happy to be part of the ceremony as part of the stakeholders who were involved in the development of the company’s Social and Labour Plans;” he said. He also thanked AGA for involving them in every step of the SLP development process, including being part of the delivery of the projects.

The new school replaces the old mud school that serviced the local community for years. The school is the only primary school in the area and which will now address the historical problem of illiteracy in the area. This newly built school will improve on the teacher to learner ratio while also improving learner efficiency as there will be lesser learners per class.
Unveiling the plaque at Bholani Junior Primary School (from left to right) are Maxwell Bolani, Manager Local Economic Development; Tebogo Molale from AMCU; Ntomboxolo Gule, School Principal; Mandla Makupula, MEC for Education; Simeon Mighty Moloko, Senior Vice President Sustainability; Councillor Nomakhosazana Meth, Executive Mayor OR Tambo District Municipality and Mthuthuzeli Pitoyi, Senior Community and Social Development Officer.

Mandla Makupula, MEC for Education gives the keynote address.

Community members announce the arrival of the Chief at the handover ceremony.

The community harvested fruit and vegetables from the surrounding forest and presented baskets full of the produce to members of the AngloGold Ashanti delegation. Mhleli Mava, an educator at Bholani Primary School hands over a basket to Simeon Mighty Moloko.

Councillor Nomakhosazana Meth, Executive Mayor OR Tambo District Municipality.
Income-Generating Projects

The Enterprise Development Fund aims to assist Small-, Medium- and Micro Enterprises (SMMEs) through interest-free loans to deserving SMMEs with business plans that will assist in creating more jobs in the above-mentioned communities. This initiative will be linked to the Enterprise Development Centre aimed at incubating the SMMEs once operational in the OR Tambo District Municipality. AngloGold Ashanti aims to assist emerging entrepreneurs and start-up businesses to enter the formal sector of the economy where they can be incubated and supported in the creation and development of commercially viable enterprises.
AngloGold Ashanti established an SMME development programme in 1998 aimed at assisting emerging entrepreneurs and start-up businesses to enter the formal sector of the economy. Pursuant to the programme and advancing the development of these emerging enterprises, the Enterprise Development Centre (EDCs) proposal was mandated and the Centre is to be established as a development vehicle whose main objective is to incubate and support the creation and development of commercially viable enterprises in the labour sending area of ORTDM. The above-mentioned EDC is contained in the Amended Vaal River Operations 2010-2014 Social and Labour Plan. This initiative is also included in the ORTDM Integrated Development Plans and perfectly aligned to the municipality’s economic development needs.

The District is the second most populous, after Amatole, accounting for about 26% of the Provincial population. However, ORTDM occupies only 9.52% of Provincial land, making it the most densely populated district, at around 110 people per square kilometre.

ORTDM is a municipality classified as being largely rural and with low urbanisation rate. The municipality has five local municipalities, being Nyandeni, Ingquza Hills, King Sabata Dalindyebo, Port St Johns and Mhlontlo. All, but King Sabata Dalindyebo (KSD), local municipalities are classed as being highly rural reflecting limited institutional capacity and areas characterised by small Centres, limited SMMEs and market opportunities, dependence on public support and LED activities that are principally at the level of small project.

ORTDM contributes around one tenth (11%) to Provincial employment and A GDP of about 9.81%. In addition, the district is heavily reliant on the government and community services sector for formal employment. KSD, home to the district’s administrative and economic Centre of Mthatha, accounts for the greatest contribution to the district GDP (59%) and to formal employment opportunities (52%) within OR Tambo.

The above statistics demonstrates economic challenges faced by the District and the need for EDCs to work in collaboration with organized business, government, unions, chambers and communities in rolling out its programmes in a collaborative manner.

The establishment of the Enterprise Development Centre main hub and five satellites was committed subject to stakeholder support, identification and appointment of an appropriately skilled and capacitated implementing agent to successfully operate the EDC. An extensive stakeholder engagement processes was initiated, resulting in a common understanding of the EDC concept, supported by a scope of work unique to the needs of the ORTDM community being established and signed off by the project founding members, being ORTDM, AGA and NUM.

The principal objective of the EDC is to introduce new industries in ORTDM while identifying, developing, capacitating and mentoring entrepreneurs to establish sustainable Small, Medium, Micro Enterprises (SMME’s) in the region in alignment to the development of key sectors as reflected in the Industrial Policy Action Plan 2 (IPAP2). Stakeholder relationship and commitments were formalized in the signing of a Memorandum of Agreement, Terms of References and a Service Level Agreement. The stakeholder support is committed for a 3-year period after which the EDC is required to operate as a business in its own right, while ownership is transferred and vested in appropriate suitable structures.

The main Centre will be established in King Sabata Dalindyebo Local Municipality. The ORT municipality already availed a building in Mthatha, through a lease agreement to AngloGold Ashanti. The building is named Wonkumntu Art Centre and is suitably positioned for accessibility by business communities.

The other five Centres will each be located in the respective local municipalities, where the business community can easily access them. The Centres will be in Nyandeni, Ingquza Hills, King Sabata Dalindyebo, Port St Johns and Mhlontlo. All the Centres will be fully furnished with office equipment, communication networks and consultations units. The main Centre will have a training facility that can carry a sizeable group of entrepreneurs.

The main key deliverables as contained in the grant agreement with National Treasury’s Jobs Fund are summarised below:

1. Implementing Agent
The EDCs are to be managed by professional implementing agentsspecialising in this area to address the current shortcomings in both supplier and enterprise development in ORTDM communities. The appointed implementing agent for the ORTDM region is Entrepreneurial Survival Solution.

2. Preparation of Hubs and Satellites
The main hub and five satellites are to be prepared to ensure that they are suitably renovated and furnished and required ICT installations and bulk services, such as water and electricity are available. The premises layout and design is almost complete. As soon as the implementing agent is onsite, relevant equipment shall be acquired, installed, setup and commissioned. The preparation shall be done to the level whereby the Centres are operationally ready.

3. Marketing and Promotion
Extensive consultations with the business and local communities are crucial to the success of the EDCs. As a result sufficient community briefings and workshops will be held with business communities, organized businesses and business forums.

In addition to above, signage will be erected outside the
building where it will be highly visible. The signage will have the logos of the key stakeholders.

4. Alternate funding
In order to ensure the sustainability of developed enterprises and that of the Centre beyond the funding period, alternate funding shall be pursued. Funding institutions shall be approached for partnerships and collaborations on the programmes and projects of the EDCs. This will include funding for newly established enterprise for them to establish their businesses and funding for existing enterprises for them to expand their existing businesses. Other funding alternatives shall be explored as soon as the projects buy-in is elevated to the desired level, this will include big businesses for their contribution in terms of the BBBEE codes.

5. Identify and capacitate new enterprises
Successful community briefings shall be held to identify potential entrepreneurs, followed by a skill gap analysis to identify developmental needs. The recruitment of candidates shall be done through intensive assessment interviews to ensure recruitment of candidates who are entrepreneurial as oppose to job scouting. The candidates will go through an intensive training and mentorship programme. Candidates will go through a selective enrollment process to qualify for the New Venture Creation (NVC) Programme. New Venture Creation programme is a year cycle (i.e. fixed start and completion dates) with targeted enrollment of 40 assessed entrepreneurs/training cycle/hub. New Venture Creation programmes presented at the Satellite Centres targets an enrollment of 15 candidates/cycle as from Quarter 4. Parallel to the training programme, businesses shall be formalised and extensive funding applications pursued for funding the operational requirements of new businesses i.e. Equipment, Input Material, Logistics, Operational etc. and markets shall be pursued to ensure trade and sustainability post establishment.

6. Mentor and develop existing enterprises
Consultations with organised businesses and intensive community briefings shall be held in order to identify existing businesses development needs and eligibility for further support by the EDCs. The mentor programme shall include but not limited to expansions, joint venture initiatives, market development, access to procurement opportunities in private and public sector, business skills development and provision of professional services (i.e. accounting services, tender preparation, legal etc.)

7. Targets
The following are minimum targets set for ORTDM region:
- Identification and capacitation of new entrepreneurs - Capacitation of 248 for ORTDM.
- Mentoring and development of existing and established SMMEs - Assessment of developmental 50 for ORTDM.
- Creating a minimum of 554 sustainable jobs for ORTDM over a period of three years.

8. Monitoring and Evaluation
Extensive monitoring will be done in line with the agreed structures; this includes monitoring and evaluation of the key deliverables as per the Project Implementation and Monitoring Plan (PIMP) by AGA, the Jobs Fund, Implementing Agent and Steering Committees. Submission of compliant quarterly reports and meeting key performance targets, operational and financial, to secure match funding (Jobs Fund & NUM) release funding to the individual EDCs and verified by half and yearly external audits.

The AGA budget committed as per the SLP allocation for the ORT EDC is R10m over the 3-year period (initial period) while support funding was secured via a once off contribution by the National Union of Mineworkers R8m (1987 Strike Fund), however the feasibility study findings of this project indicated that to create the targeted number of entrepreneurs and job opportunities as reflected in the SLPS, the budgets would need to be almost doubled. It was therefore necessary to search for external funders to close the shortfalls which delayed the implementation of the EDC’s and match funding from the Jobs Fund to the amount of R18m over a 3-year period. The total project funding secured is therefore R36m. In pursuit of sustainability beyond the initial period and to maximise the impact and outreach of the EDC further support funding initiatives shall be pursued.

Thabo Monama, Manager Business Development said that there are a few priorities that the company needs to address in order for the EDCs to be a success and these include providing adequate and accessible infrastructure; promoting economic growth and creating sustainable livelihoods in the various communities. “We need to identify and nurture entrepreneurs from the local community,” he said. “If we can assist them in founding successful businesses and help to create places of employment for these communities, then we can foster sustainable and measurable growth as well as meaningful participation in the local economy.”
Livestock Development Programme

Livestock farming within the OR Tambo District Municipality (ORTDM) is by far the biggest farming practice of communal farming in the whole country. Currently livestock farmers in the district are constrained on accessing markets outside their reach. This is largely due to the uncoordinated farming practices within the shared environment and poor prices drawn for the livestock. To intervene and broaden the markets livestock improvement programme was launched by the district municipality to offset a viable and sustainable programme that would assist farmers to earn a living from their livestock. The programme was to help the livestock owners realize an optimum income from a readily valuable resource that is of low economic value at this stage. With the economy of the ORTDM, primarily relying on government grants and income from non-agricultural activities (salaries for the few who are employed) the programme is an effort to invest in itself and its own people.

Ngcengane Sheep Shearing Project

About 50 sheep farmers from Ngcengane have formed a co-operative for sheep shearing, however they had an unsecured structure which caused for their wool to be stolen. The ORTDM identified them as a co-operative that could benefit in their livestock programme and then AngloGold Ashanti was approached to fund the programme as it was in the IDP of the ORTDM.

The Ntinga OR Tambo Development Agency, also known as Ntinga was identified by AngloGold Ashanti to be the implementation agent of the whole livestock project. They renovated the structure and built new camps for the sheep. A dipping tank was also constructed together with ablution facilities for the coop members. A wool pressing machine and steel shelving were purchased.

The coop members are still using the old manual method of shearing sheep with scissors. The shearing process have started in November 2013, were AngloGold Ashanti was invited to witness the shearing of the sheep. An idea emerged that the cooperative should be presented with one automatic shearing machine and as they continue shearing and selling their wool in the factories in Port Elizabeth, they must save to buy more machines.

The AngloGold Ashanti Social Institutional Development Fund committee has approved a grant of R49 612.80 for the Ngcengane Shearing Project, towards the purchasing of an automatic shearing machine. The project is going to create jobs and formalize the cooperative. Women and youth are also benefiting from the project.
The Imbumba Yamahsikazi Akomkhulu (IYA) which translates to “Royal Wives Formation” has identified the most vulnerable individuals in the communities to form two food security projects, namely Siyabulela Women Project in Libode which is composed of 11 women and two men and Sakhisizwe Piggery in Ngqeleni which is composed of four women and four men.

Activities at the two projects include facilitating the improvement of existing piggery infrastructure for deserving farmers, the sourcing of stock and raw materials (boars, sows, feed and medication), training of farmers in basic husbandry and business management and to ensure that the cooperative is developed further.

There is no supply of pork to the abattoir in Mthatha and through two piggery projects AngloGold Ashanti’s intentions are to grow these women to be suppliers of pork to the abattoir and to making their project to be sustainable. This will take time but the company intends to walk the walk with them.

For a successful beef production business, sustainable infrastructure is required for animal handling, controlled grazing as well as marketing of livestock.

Commitment by the farmer and having the necessary skills also plays a major role in production and training in animal husbandry is important.

The Ifa Lethu Beef Cooperative is composed of four women and a man and they had no available infrastructure. These women are now bread winners at their homes, the children look upon them to put food on the table.

There is a dairy nearby the village which the municipality has promised to start operating and milk from the cows will be sold to ensure that they receive an income.

The Adam Kok farms already operating in the area serve as mentoring hubs to emerging livestock farmers. AngloGold Ashanti has constructed handling facilities, purchased fifteen Heifers and a bull and aim to train the project members on all aspects of agricultural farming.

Ifa Lethu Beef Cooperative

Piggeries
AngloGold Ashanti Chairman’s Agricultural Project

The Chairman’s Agricultural Project is an initiative of the Chairman of the Board of Directors of AngloGold Ashanti (AGA) and is aimed at contributing towards poverty alleviation and employment creation in Pondoland in the OR Tambo District, a major labour sending area of AGA.

The scope is limited to the establishment of a sustainable agricultural farm project over a three- to five-year period. This will include, but not limited to the establishment and support of the agricultural initiatives in the area, effectively transferring both technical and management skills in the agricultural sector of the economy.

Through this project, a sustainable, modular, agricultural farm will be established; this will encompass the design, build, operation and transfer of this modular agri-farm to the AmãMpondó community. The tribal authority have committed to donate land towards the implementation of the project and this project will assist in actively optimising the use of the land beyond subsistence farming.

The project which is contained in the AGA 2015-2019 Social and Labour Plan to the tune of R6 million will directly benefit members of the communities where the project will be implemented. The success of the project will be fully reliant on the correct selection of participants who will be selected based on their competency and willingness to contribute equally in the success of the project. The target groups for this project will be emerging farmers, subsistence farmers and youth with interest in the farming fraternity residing in Pondoland.

The project will be modelled as an income-generating project, so that it can continue to generate income from its operation and sustain beyond the life of mining. The proceeds from the project will be allocated to community development initiatives such as feeding schemes, NGO’s and old age homes in the surrounding communities.

The agricultural project will be directly managed by the South Africa Region with support from the Corporate Office as and when required.

In order to maximise on impact and obtain additional funding where necessary, AngloGold Ashanti is looking to partner with relevant government agents, AgriSETA and the University of Fort Hare.

As part of an agricultural initiative, the Chairman committed to awarding full bursaries, which entail tuition, text books, meals and accommodation fees, to two qualifying matriculants from the Amaphondo community.

The two identified matriculants, as selected by the King of Amaphondo, Lusanda Gibisela and Vuyani Sidakwa have enrolled at the University of Fort Hare to complete a four-year BSc Degree in Agriculture.

The Malangeni community which is situated in Lusikisiki in the OR Tambo District Municipality, requested financial assistance from AngloGold Ashanti, for agricultural support. The company granted the community with a donation of R200 000 and appointed Ntinga OR Tambo Development Agency as an implementing agent for the operations and management of the funds. The community is still underdeveloped and do not have running water or irrigation systems in place, and hence they had to be afforded with all essential gardening tools. Here a community member can be seen tending to the first vegetable crop.
Community Human Resources Development Programme - As part of our initiatives to address the challenges of youth unemployment in our host and labour sending areas, we in 2012, introduced additional internships, learnerships, further education bursaries for the students passing matric (in addition to the traditional vocational bursaries for second year and above university students in our core disciplines), nursing bursaries and portable skills such as plumbing and building skills.
AngloGold Ashanti has planned a total of 74 bursaries in 2015, of which 62 are Community Bursaries and 12 are Vocational Bursaries. These bursaries are awarded to deserving young people studying their junior degrees or diplomas. In 2015, 13 bursaries have been awarded for core fields of study which are mining related studies such as mining engineering, metallurgy and engineering; 49 in non-core fields of study - these are qualifications which will be beneficial to the individual or the broader community. To date, 8 Vocational Bursars have been awarded, which are full-time studies in specific fields critical to AngloGold Ashanti where there is a skills shortage. Of the total number of 62 Community Bursars, 27 hail from Merafong; 27 from Matlosana and the remaining 8 from the major Labour Sending Area.

First Year Bursars
The AngloGold Ashanti Chairman, through the AngloGold Ashanti Chairman’s Fund, awarded two learners with a full bursary to study towards a Degree in Agriculture at the University of Fort Hare. These bursaries are aimed at creating capacity within the Amampondo Kingdom in the agricultural field in support of the Agricultural project contained in the AGA 2015 - 2019 SLP to the tune of R6 million to be implemented in the Amampondo Kingdom over the next three to five years.

Vuyani Sidikwa matriculated at Mgezwa Senior Secondary School in 2014. He will be studying towards a Degree in Agriculture at the Fort Hare University.

Siyazamkela Maqungo matriculated at Nozuko Senior Secondary High School in Mthata. She obtained one distinction and three B’s in 2013. She is a first year student studying towards a Bachelor of Social Sciences Degree at the Walter Sisulu University.

Siphosihle Gwiliza matriculated at St John’s College in Mthata in 2012. He is a second year student studying towards a BSc Mining Engineering Degree at the University of the Witwatersrand.

Lunathi Vutula matriculated at Khanyisa High School in 2011. She is studying towards a BSc Mining Engineering Degree at the University of the Witwatersrand.

Third Year Bursars
Siphothile Qwiliza matriculated at St John’s College in Mthatha in 2012. He is a second year student studying towards a Degree in Electrical Engineering at the University of Pretoria.

Lunathi Vutula matriculated at Khanyisa High School in 2011. She is studying towards a BSc Mining Engineering Degree at the University of the Witwatersrand.

Unathi Sigqoza matriculated at St Patrick’s Secondary School in Mthatha in 2013. She is studying towards a Bachelor of Medicine and Bachelor of Surgery Degree at Walter Sisulu University.

Fourth Year Bursars
Sinazo Bilitane matriculated at Zingisa Comprehensive High School in Mthatha in 2011. She is a third year student studying towards a BSc Mining Engineering at the University of the Witwatersrand.

Sizwe Meyiko matriculated at St John’s College in Mthatha in 2012. He is a second year student studying towards a BSc Mining Engineering Degree at the University of the Witwatersrand.

Tutika Dlume matriculated at Phambili Senior Secondary School in Lusikisiki in 2013. She is studying towards a BSc Degree in General Science at the University of Fort Hare.

Zenande Sicolo matriculated at St Cuthbert Secondary School in Tsolo in 2013. She is studying towards a BSc Degree in Health Promotion at the Walter Sisulu University.

Tembelani Siganga, who resides in the OR Tambo District Municipality, matriculated at St Johns College and graduated at North West University, where he obtained a Bachelor of Commerce in Economics and Informatics. He was appointed as an intern in the AngloGold Ashanti Training and Development Learning Centre.

Sandilewe Tandi, who resides in the OR Tambo District Municipality, matriculated at Mthatha High School in Mthatha and graduated at Walter Sisulu University, where she obtained a National Diploma in Public Relations Management. She was appointed as an intern in the Sustainable Development Department.

Abulele Maxakana, who resides in the OR Tambo District Municipality, matriculated at Westbank High School in Nqobo and graduated at Walter Sisulu University, where she obtained a Bachelor of Commerce Degree in Public Relations Management. She was appointed as an intern in the Sustainable Development Department.

Onga Mandita, who resides in the OR Tambo District Municipality, matriculated at Khanyisa High School and graduated at Walter Sisulu University, where she obtained a National Diploma in Public Management. She was appointed as an intern in the Sustainable Development Department.

Athenkosi Mpondudlu, who resides in the OR Tambo District Municipality, matriculated at St Cuthbert’s Secondary School in Mthatha and graduated at Walter Sisulu University, where she obtained a National Diploma in Internal Auditing. She was appointed as an intern in the Sustainable Development Department.

Asekhona Gatatsa, who resides in the OR Tambo District Municipality, matriculated at Nyanga High School and graduated at Walter Sisulu University, where he obtained a Bachelor of Commerce Degree in Economics. He was appointed as an intern in the Finance Department.
Community Youth Technical Skills Development and Training Programme launched in OR Tambo District Municipality

On Friday, 24 April 2015, the Deputy Minister of Higher Education and Training, Mr Mduduzi Manana, in partnership with the Mining Qualifications Authority (MQA), OR Tambo District Municipality and AngloGold Ashanti (AGA), officially launched the Youth Technical Skills Development Programme at Mthatha.

The objective of the programme is to equip the unemployed youth in our major Labour Sending Areas in the Eastern Cape with skills that will assist them to obtain employment or start sustainable enterprises. Individuals were selected from each of the 143 wards in the OR Tambo District Municipality comprising youth, women and disabled structures to make up the 600 beneficiaries who are between 18 and 35 years old. After their four month training programme, most of them will be absorbed in the Public Works Programme due to start in OR Tambo District Municipality in the third quarter of the year; and some will be selected to continue to do full Learnerships at the local Technical Vocational Education Training Colleges until they qualify as Artisans in fields like Motor Mechanics and as Electricians.

The MQA appointed AGA to implement the programme in the Eastern Cape to equip the 600 beneficiaries with “portable skills” at a cost of R16 million. This is the same programme that was implemented by AGA in Mafikeng and Mafikeng in 2014, which also equipped 600 young people in these areas with the relevant skills required by the economy. The Community Youth and Technical Skills Development Programme includes skills like welding, brick-laying, carpentry and plumbing.

Sam Seipei, the Chief Executive Officer of the MQA said he is proud to be launching this programme in collaboration with AngloGold Ashanti, as they have a proven record of delivering quality training within the stipulated time frames and budget. “AngloGold Ashanti knows the dynamics in their host and labour sending areas and when they approached us on behalf of the OR Tambo District Municipality with a proposal to equip the young people with portable technical skills required by the economy; and in line with the District’s Public Works Programmes, we did not hesitate to support the initiative,” said Seipei.

Headman Mbiko, MQA Board Member, when speaking on the background and purpose of the programme said that since 2005 there has been a remarkable improvement in the quality of life and development of the youth. “Almost two million people between the ages of 24 and 35 are unemployed and the MQA responded with its portable skills development programme. On behalf of the MQA and the Board, we encourage all to think about our own roles, to take part for a better future and thereby improve the economy of our country.

Another member of the MQA Board, Amon Teteme wished the learners success as they begin to acquire more skills. “It is encouraging to see so many youths wanting to do something with their lives. I am glad that you have made this investment in your future. It should not stop here because excellence is a not a skill but an attitude. AngloGold Ashanti, the investment of your time, effort and resources will change the lives of these young people,” he said.

Speaking on the topic of “partnerships and collaboration” between the private and public sectors, AngloGold Ashanti, Senior Vice President, Simeon Mighty Moloko, said that the company’s approach to partnerships and collaboration is informed by the company’s purpose and the objective of South Africa Region’s Socio-economic Development Strategy, which is to create “healthy, safe, educated and economically active communities” in its host and labour sending areas. So far, AGA has, in addition to the MQA, entered into a partnership with the National Treasury’s Job Fund in November 2014 to develop 670 entrepreneurs and approximately 1 330 non-mining job opportunities through the establishment of Enterprise Development Centres in Mafikeng, Mafikeng and OR Tambo District Municipalities over a period of three years, beginning in the third quarter of this year. Both AGA and the National Treasury’s Jobs Fund will each contribute R48 million towards the establishment of these centres, whose main purpose is to incubate SMMEs.
This will enable them to sustain their businesses – and therefore job opportunities they create outside of mining – to enable the economies of these areas to begin to be less dependent on mining operations, in preparation for when mines close.

“Some of you who will graduate from this programme; and wish to become entrepreneurs; will be helped through the Enterprise Development Centre that will be established in Mthatha,” Moloko said. “I wish all 600 of you the best of luck. This is a defining moment for you. It is a golden opportunity that is now in your hands, grab it with both hands and run with it fast, with both feet,” he told the beneficiaries.

The Executive Mayor of the District, Ms Nomakhosazana Meth expressed her appreciation of the initiative by the MQA and AGA aimed at creating portable technical skills among the youth, so that when the Public Works Programmes in the District begins in earnest, the requisite skills should be readily available.

In his keynote address, Deputy Minister Manana said that it was an honour to address the beneficiaries and dignitaries in the small, but humble town of Mthatha, home to the late former President Nelson Mandela, former President Thabo Mbeki as well as Walter and Albertina Sisulu. “Some of the greatest minds that hatched from humble beginnings,” Manana said.

“YOUTH development is important and therefore rolling out this programme in our ailing communities so that they can overcome the disadvantages before them, is an honour for me. The National Development Plan, endorsed by all South Africans, notes that by 2020 we should be producing 30 000 Artisans per annum. Currently we produced 13 000. This is not enough. The President announced that government will be embarking on a massive infrastructure programme, building schools, dams, universities and power utilities. We have placed education as an Apex priority so that young people can be skilled to make them more eligible for employment. There is a difference between unemployed youth and unemployable youth,” he said.

“Two years ago, I was approached by the MQA with a proposal to partner with a reliable company like AngloGold Ashanti, in extending the company’s Technical Skills Development Programmes to the youth in its host communities of Merafong and Matlosana and in its major Labour Sending Areas of the Eastern Cape. I was very supportive of this initiative as it is in line with the Government’s objective to develop technical skills required by the economy and aimed at reducing youth unemployment in the country. U Baba Moloko was correct when he said that since 2012 I have made it my business to visit all corners of the country to galvanise the youth and encourage them to take up technical careers and artisanal skills to help stimulate the economy,” said Deputy Minister Manana.

He concluded by saying that this is an intervention of huge proportions and that it is only through the efforts of a caring government working together with caring and responsive partners like the MQA and AngloGold Ashanti, that we can deliver on this project. “People must become self-sufficient and self-reliant – that is the culture we are trying to create,” he said.
Learners in the OR Tambo District Municipality recently took part in the Annual AngloGold Ashanti Career Expo. The company has elected to make this an annual event, based on the feedback and interest that the previous years’ Expo generated and the value that these added to the learners.

This year’s Career Expo was preceded by Career Guidance sessions that were facilitated at high schools in the OR Tambo District Municipality during May. The main aim of this project is to give guidance and the necessary information to Grade 12 learners, as they are about to take the first step that could determine their future.

These well attended events afford matriculants to make well informed career choices that will equip them to participate meaningfully in the economy of the country. Learners are given a chance to interact with various tertiary institutions with regards to different courses offered. Various corporate businesses availed themselves and provided the learners with information regarding different methods of funding available, such as bursaries and loans.

The Career Expo took place in Mthatha on 7 May 2015, where over 2 500 Grade 12 learners from twelve secondary schools in the OR Tambo District Municipality gathered to make informed decisions before entering the world of higher education.

Before visiting the stalls to engage with the exhibitors, learners got the chance to listen and be encouraged to be the best class of 2015 and improve the pass rate of the province. “I encourage you to use every resource out there that will assist you in choosing a career path,” said Sheena Mangaroo-Pillay, Project Manager from AngloGold Ashanti. “Not every one of you will go to varsity or college, but there are other options such as joining the Army that offers a variety of careers that you can follow,” she added.

Mawethu Ncombo from Phambili Senior Secondary School said he is very grateful for what AngloGold Ashanti is doing for the underprivileged learners in the community. “Gone are the days when the only careers we can follow are teaching, nursing and being a police officer,” he said, “now I can become a welder or carpenter and still live a happy life.”

Learners from St Johns College said that they can reproduce the same results that were produced by top student Afika Hloma last year and become the best school in the district. “Not only did I get the chance to ask about the career I want to follow, but I applied online and now I am waiting for a confirmation letter from the University of Johannesburg where I want to study towards a Bachelor Degree in Accounting,” said Andiswa Tshamela from St Johns College.
AngloGold Ashanti partnered with its host municipalities of Matlosana and Merafong as well as Labour Sending District Municipality of OR Tambo, at the Annual Mayoral Matric Excellence Awards Functions aimed at giving recognition to the top matriculants and best performing schools for the 2014 academic year.

These are annual events held by the above-mentioned municipalities that AGA has elected to support as part of its Community Human Resources Development Programme (CHRDP). The programme is aimed at assisting the youth in the areas in which we are operating, in the major labour sending areas and for the children of our employees, to further their education and gain experiential learning so as to be gainfully absorbed into the economy.

‘AngloGold Ashanti, as part of its Social and Labour Plans’ (SLP) commitments, has set aside 0.5% (about R32 million per year) of the average of 6% of Annual Payroll committed to Skills Development, for the next five years to 2019 to be spent in its CHRDP. The programme is aimed at redressing the imbalances of the past through education and includes Bursaries, Internships, Learnerships, Nursing Qualifications and Portable Skills in line with the requirements of the Mining Charter. AGA SA Region has committed - through its SLPS for the Vaal River Operations in Matlosana and the West Wits Operations in Merafong – a budget for 62 Community Bursaries and 12 vocational ones per year, from 2015 to 2019. The Vocational bursaries are open to all South Africans who pass matric and have registered for Mining Engineering with any of the SA universities. We also have an additional 20 Community Bursaries per year which we award in partnership with the Mining Qualifications Authority,” said Simeon Mighty Moloko, Senior Vice President Sustainability for the South Africa Region.

On Thursday 29 January, the Executive Mayor of the OR Tambo District Municipality hosted the Mayoral Awards function in Mthatha. AGA awarded St Patrick’s Senior Secondary School R60 000 for being the top performing school in OR Tambo District Municipality (ORT) for 2014; to Joubert Ludidi Senior Secondary School for being the top performing school from a historically disadvantaged background and to St John’s College for producing the top learner, Afika Hloma, who also received a full bursary from AngloGold Ashanti. Afrika is a product of the Star Schools programme, which is sponsored by AGA in Merafong, Matlosana and ORT covering 140 Grade 12 learners in 2014 who received extra classes in mathematics, physical science and English over weekends and during the holidays. In 2014 the Star Schools programme achieved a pass rate of 99%. Of this pass rate, 77% were Bachelor passes and the remaining 21% were a Diploma pass. A total of 98% of our Grade 12 Incubator sponsored learners achieved the entry requirements to apply for access to tertiary institutions. Afika will study towards a BSc Degree in Mining Engineering at Wits University and is planning to adopt the same strategy they used at school: Each One, Teach One during his studies, “I am very grateful for the bursary I received from AngloGold Ashanti as this proves that my hard work really paid off. I devoted all my time to my studies last year and I would like to thank my grandparents for their support, my teachers and friends who always believed in me. My background has been my major contributor to my achievements and going forward that is what I intend to use as motivation,” said Afika.

In addition, two learners were each awarded with a full bursary to study towards a Degree in Agriculture at the University of Fort Hare. Vuyani Sidakwa, from Mgema Senior Secondary School and Lusanda Gibisela from Phambili Senior Secondary School were awarded with the bursaries that are funded by the AGA Chairman through the AngloGold Ashanti Chairman’s Fund. These bursaries are aimed at creating capacity within the Amampondo Kingdom in the agricultural field in support of the Agricultural project contained in the AGA 2015 -2019 SLP to the tune of R6 million to be implemented in the Amampondo Kingdom over the next three to five years.

“AngloGold Ashanti Chairman’s Fund. These bursaries are aimed at creating capacity within the Amampondo Kingdom in the agricultural field in support of the Agricultural project contained in the AGA 2015 -2019 SLP to the tune of R6 million to be implemented in the Amampondo Kingdom over the next three to five years.

“In partnership with our Host and Labour Sending Municipalities, AGA is committed to rewarding the excellent achievements by schools and learners who hail from these areas. This initiative is not only in line with one of the company’s value - to add value to the communities and societies in which we operate - but it is also in line with the Government’s Apex Priorities as outlined in the National Development Plan and the New Growth Path, that place education as a top priority,” said Moloko.
AGA funded a project in its host communities for schools who really needed intervention to be enriched. The initiative involved a Leadership and Performance Enhancement Programme that was introduced to schools in the Merafong and Matlosana areas and from 2015 in the OR Tambo District Municipality.

AGA’s aim is to enhance the leadership and improve the managerial skills of principals, school governing bodies (SGBs) and learner representative councils. This will assist in schools becoming effectively managed and therefore yield good as well as sustainable results.

Thaping Management Consulting is a fully trained and experienced facilitator organisation who presents this programme and has been sourced by AGA. A plan was drawn up to empower teachers to help learners with fundamental skills such as teaching learners to recognise their learning styles; improving their listening skills and adapting their time management skills. Principals, their school management teams, schools’ governing bodies, learner representative councils, student organisations, educator unions, local municipalities and any other stakeholders in education benefitted from this project.

Key performance areas:

- Performance Management Systems, this targeted the school management teams.
- Educator Methodology enhancement, targeting the Grade 12 educators.
- Learner Study Management, targeting the Grade 12 learners.
- Executive Coaching, targeting the principals.

Learners are made to understand how the brain functions and how memory retention happens. Learners were made aware of how and why information is stored in the Long Term Memory. They were given an opportunity to identify their own learning styles and how they affect their memory retention. The was a session on practical guide based on Learner Study Management skills. Learner responsiveness was outstanding as there was a subtle positive competition among participating schools.

The Performance Management Tool session dealt with the re-entrenchment of line functions and reporting authorities. The principals and their senior management teams were introduced to Performance Management System and the session included the Daily Performance Worksheets for middle managers and Weekly Performance Scorecards for deputy principals. They were trained to “drift away from traditional management approaches” and replace it with the “scientific approach to management.”

In terms of Executive Coaching, all schools did not really have institutional vision statements that reflected the reality of schools life. Vision statements that were written were far from resembling the central purposes of these schools. With the permission of the school governing bodies, schools were allowed to collectively create vision statements that would depict new directions that they would then follow. Challenges were tackled with some resulting in solutions and some becoming opportunities.

At the end of the programme, senior learners understood that good memory retentions punctuate their success in education, principals became aware of a dangerous performance gap that exists between HODs and their immediate subordinates and principals now understand Situational Leadership and can effectively diagnose their subordinates’ job maturity levels. Further achievements out of this project included, all appreciated having to keep records of performance on a daily basis, principals and chairpersons of school governing bodies understood the significant role played by effective vision statements and educators agreed that their teaching methods had not been aligned to learning styles from their students.

The following schools benefited from this project in OR Tambo District Municipality:
The Eastern Cape has been identified as one of the four poverty nodal areas. There remain quite a number of legacy issues that are manifesting themselves through poverty and also poor education infrastructure. While AngloGold Ashanti has Social and Labour Plan Projects in place to address some of the social needs, these alone are not adequate. The Social and Institutional Development Fund is aimed at assisting primarily non-governmental institutions (NGOs) in addressing the critical social and institutional challenges as identified in the Millennium Development Goals and the government’s priority areas like education, health and poverty alleviation in our host and major labour sending areas. In the period 2012-2014, R15 million was expended in the OR Tambo District Municipality. The said amount is exclusive of our Corporate Office CSI initiatives.
Thembeni Pre-School

Thembeni Pre-School was established in March 2006 and is situated at Fama location under Sipaqeni Administrative Area near the main road to Flagstaff in the Eastern Cape.

The pre-school has an enrolment of about 70 children between the ages of four to six years. This establishment was started as a response to the cries of the community after identifying a need for an early childhood training facility in the area. The community had a problem as their children were forced to start schooling very late. Working parents and those that are running small businesses decided to come together and ask for a piece of land that used to house an old satellite police station during the Homeland's era from a local chief. It had a building on it, which was dilapidated because it was a mud structure.

During extreme weather conditions, the children stay at home because they could not stand the harshness of the weather in the building. For the children to receive tuition and be protected from abuse, while their parents are at work, they need to be in a secure environment; given love and be looked after by caring adults who have a responsibility to nurture them to become good citizens of our country. This cannot happen if there is no functional ECD Centre in the area. Children need to get a good learning foundation through these centres.

Seeing that education is in the heart of AngloGold Ashanti the company donated a grant of R200 000 towards the Early Child Development Centre’s programmes and the purchase of a mobile home that will serve as a class for these children. The grant will help the centre to buy a park home, furniture, fencing, first aid equipment and paint.

“As the teachers and community members we are grateful to AngloGold Ashanti, we feel that we have been given a new lease of life, our children will be safe in many ways, with fencing and a shelter to protect them,” said Nosiphelelo Nqeto, Principal of the pre-school.

According to government statistics, the Eastern Cape is the poorest province in South Africa and it is always a humbling experience for AngloGold Ashanti to involve the company in as many poverty alleviation projects as it can.

In 2009, a group of women, youth and men from Lahlangubo village in Tsolo came together to establish an agricultural project. Their main objective is to promote the utilisation of land for agricultural purpose using organic farming methodologies.

AngloGold Ashanti donated R75 000 to help the group fence the ten hectares of land they are using to produce their quality vegetables. The project is promising better results as they are able to produce enough to feed their families as well as sell some of the vegetables for profit.

Sinakho Ntseke, a member, said it they were struggling before AGA came along. “The funding has helped us with a lot of things – besides the fencing we have added chickens that will provide us with eggs. We continue to learn as the project grows and are lucky to have mixed age groups involved in the project,” he said.

“Young people bring energy, while the older generation have the experience. We are grateful to AngloGold Ashanti for thinking about our rural areas when they decided to invest in the development of communities.”
In 2014, after being approached for funding by Rhodes University Mathematics Education Project (RUMEP), AngloGold Ashanti donated an amount of R200 000. They are operating in our labour sending areas where some of the schools have had the worst results due to some educators not being able to teach maths properly.

This project was established in 1993 by the university to assist mathematics teachers to understand the subject while learning to have confidence in teaching maths; also having the necessary competence to create suitable learning opportunities that require flexible use of mathematics. The course is based on the national New Curriculum Statement and it concentrates on investigations and problem solving; incorporating discussion and communication; which are learner centred.

For most of teachers, managing a classroom is not easy and the course assists them in designing and planning of effective classroom learning through a process of experiential learning and material presentation.

Schools approach RUMEP to become part of the Collegial Cluster Programme. The course clusters teachers together from nearby schools so that there is support and professional development and mathematical development in their schools. The course is built on three distinct programmes, which interconnect to ensure advancement and sustainability.

The programmes offered are:

**Advanced Certificate in Education focusing on maths:** This programme focuses on developing confidence and improvement of quality of mathematics teaching and learning.

**Collegial Cluster Project:** This programme focuses on improving professional practice focusing on active involvement so that the teachers are agents of change and development in their communities. There are a number of activities on this programme that include: Benchmark tests for the teachers, maths workshops, school support visits, Interschool visits to ensure the teacher is transferring what they learned, Open maths day as part of the National Mathematics Week.

**Maths Net Internet Communication Project:** In keeping with the government’s call for technological literacy, the programme uses technology through computer skills to enhance teachers’ skills. Teachers are taught how to use a computer as a powerful tool for their teaching practice. Teachers are encouraged to look at teaching trends from other countries using the internet and also download material suitable for them and their learners. The computer skills allow teachers throughout the Eastern Cape to communicate with each other and support each other.

Furthermore, RUMEP has used methods to select key teachers from the same community who are able to stimulate mathematical development among their communities. These teachers are encouraged to be a resource to all teachers teaching maths, assist in teaching methodologies, classroom management, material selection and learner assessment. Where necessary the key teacher should be able to call upon specific expertise when required.

Seeing the magnitude of work that is involved in this project and heeding the call from Government to private companies to come on board in investing in scarce skills like maths and science, AngloGold Ashanti donated a further R300 000 into the project.

The programme has had a positive impact on both the teachers and learners since teachers come from the rural areas, eg. Mthatha, Lusikisiki, Libode, Qumbu and Tsolo. The course is accredited by Rhodes and recognised nationally with some teachers furthering their studies to obtain a Bachelor Degree in Education. The Department of Education in the Eastern Cape has been working with the university since 2000 to ensure that rural teachers are well equipped to teach maths and have endorsed the programme as the most successful in dealing with the OBE approach. Some of the highlights of great things they did since they received the donation from AGA are:

- A sixth cluster is going to be formed by ex-RUMEP teachers in Cofimvaba.
- Pre- and post benchmark tests are administered (similar to the Department of Basic Education’s Annual National Assessment (ANA) tests each year.
- Facilitators conduct classroom support visits to the schools on a regular basis to monitor what teaching is actually taking place in the class.
- Ex-RUMEP teachers attend workshops and computer literacy classes to empower themselves and also capacitate the clusters with knowledge gained in these classes.
- Fun days are conducted for both teachers and learners.
- Grade 9 learners also write a RUMEP Mathematics Olympiad test over three rounds and the best learners win prizes such as calculators and mathematical sets.
Malangeni is an area situated in the Inguza Hills Local Municipality in the heart of Hombe, Mgezwa, Lambasi, Msikaba and Mateko villages. Malangeni is about 21 kilometres from Lusikisiki with a population of about 5,400 people in 860 households.

Malangeni is under the AmaKhwetshube clan, with its leader Chief Phathisiwe Artwell “Zanoxolo” Mjoji, the son of the late Nkosi Tom Mzulelw “Zamukulungisa” Mjoji, who succeeded Nkosi Mdaniiswa Mjoji, during whose time Malangeni was hit by tribal wars. It was during this time that most of the males moved to the gold mining areas in and around Johannesburg and the Orange Free State to put ‘bread on the table’. When these men left to find work, Nkosi Zamukulungisa started rebuilding Malangeni and formed good relations with the neighbouring villages. The chief started building schools and clinics that also served the neighbouring villages. He was so passionate about agricultural projects that the community fondly gave him the name Tracor, the name of a development agency of the then Transkei Government. Chief Mjoji senior brought it to the village to plant mielies, hence the name, Tracor.

When Chief Zanoxolo Mjoji took over, he continued from where his father left off by focusing on infrastructure development, basic service delivery and forging good partnerships with public and private sectors as well as NGOs. He has established a programme called the Malangeni Education Platform, where he helps the community to enable them to move away from a grant dependency syndrome. Each and every household in the area has a food garden and some people have started breeding in cattle, sheep and goats.

Most of the people are not employed and resort to sand mining in the nearby river which puts their lives in danger. Malangeni is home to many ex-mineworkers, returning after many mining companies have closed down, or having being retrenched due to the decrease in production of ore at the mines.

AngloGold Ashanti donated an amount of R70 000 to Themba Community Development Service for them to purchase much-needed food parcels for the ex-mineworkers in the Lusikisiki area.

“We are very grateful to AngloGold Ashanti for everything they did for us. Malangeni is not a very big village and about 100 families benefited from the food parcels,” said Chief Mjoji. In the village we found about 49 families whose breadwinner was an ex-miner. The great thing is that when we were preparing the food parcels, some of the products were sourced from the community such as cabbage and other vegetables. They were not bought from the shops and were freshly grown in our own backyard.

“We had appealed to AngloGold Ashanti to help the community to establish an agricultural project which will be more sustainable than a food parcel. Through the AGA Chairman’s Fund the company pledged R6 000 000 for the SLP for 2015-2019, for which we are grateful.

“There is so much the company has done and we are very grateful. Not only did they uplift us but they have strengthened the relationship and faith that the community have in us as the traditional leadership,” said Chief Mjoji.
Child abuse and rape is still prevalent in areas, especially where communities still struggle to access basic services, resulting in a high rate of teenage pregnancies. According to Thuthuzela Care Centre, there were 318 cases of sexual abuse reported between December 2013 and January 2014 in the OR Tambo District. This means that there is still a lot of work to be done to create awareness in our communities.

The Children’s Institute Research of 2003 revealed that high rates of alcohol and drug abuse renders children vulnerable to every form of abuse and neglect, especially where traditional community structures have broken down. Violence against children and sexual exploitation were the most common forms of abuse cited.

AngloGold Ashanti being a company where ‘people are our business’, and ORT being a major area from where we source labour, donated R200 000 to help the centre reach a wider area with the programmes they provide.

Based on its mission statement, Umtata Child Abuse Resource Centre’s (UCARC) purpose is to promote and advocate for the rights of the child and to prevent and address child abuse in all its forms. The organisation works in collaboration with government officials to take responsibility for ensuring that children’s rights are fulfilled.

The centre initiates the bringing together of government officials, community leaders (traditional, religious and political), educators and community members, as independent and sustainable Community Children’s Rights Steering Committees. It also delivers programmes in communities and schools together with government departments and with like-minded NGOs; to promote and capacitate on child rights advocacy, child participation, psychosocial support, parenting skills and positive discipline.

The aim is to ensure that children grow and develop into their full adult potential in a secure, stable and loving environment, which is free from violence of any kind. This will be achieved through capacitation of communities to become self-sustainable and independent children’s rights structures that will look into promotion, protection and prevention of violence against children.

“We were in a crisis and on the brink of closing down,” said Priscilla Sipuka, Director at the centre. “As you can see, this area is very poor and most of our people are unemployed, but when the news came that AngloGold Ashanti will fund us, we thanked God. Our hopes were renewed because even our workers were not getting paid and were just doing the work as they were passionate. We are and we will always be grateful,” she said.

Ncisininde Junior Secondary School

Ncisininde Junior Secondary School is situated in Nqamakhwe, one of the poorest rural communities in the Eastern Cape. Ncisininde JSS was built in 1973 by the government and the only five classrooms built then are now in a very bad condition.

Two of the five classrooms were blown away by a tornado in 2007. The school caters for 370 learners of which some travel about 5km to and from school.

Ncisininde JSS starts from Grade R up to Grade 9; there are nine full-time teachers and a part-time teacher who is paid by the School Governing Body. Some of the grades share one classroom which makes educating more difficult. The Grade R class is attending school under a tree due to there being insufficient classrooms and during rainy days or very cold weather they have to share one of the classrooms with other grades.

Nqamakhwe has a high rate of unemployment and parents cannot afford to pay school fees, hence the school cannot even afford to build a shelter for the Grade R class.

In 2001, the community built a mud classroom which has now become unsafe for the Grade 2 class to attend. The intention is to bulldoze this classroom as soon as the school has proper classrooms to cater for all the grades. The Department of Education provided the school with a pit latrine block; however, much as this has impacted positively on the school it is still far too little to deliver the school from their crisis.

Ncisininde JSS approached AngloGold Ashanti for a four-class roomed block that was constructed in 2009, but the roof was damaged by a strong storm that occurred in the area on 19 September 2013.

Based on an estimate by a quantity surveyor, the Social and Institutional Fund approved R525,024 for the repairs to the damaged roof.
Soul Buddyz

Soul Buddyz is an edutainment project and co-production between Soul City Institute (SCI) and SABC Education. The project includes a television series as well as print material for Grade 7 school learners and their parents. The Soul Buddyz project targets youngsters between 8- to 14-year-olds and stemmed from the urgent need to address the health challenges facing society – especially the children and youth of our country to prepare them for adulthood in a harsh environment. Soul Buddyz aims to highlight the realities of children who face health and social ills that undermine their well-being and potential.

The Soul Buddyz Club members identified projects that they believe will help improve their schools and communities. They plan and cost the project and submit the ideas to the SCI, The SCI team then assesses the feasibility of the project ideas and actual plans, including how they intend to raise the necessary money. Once projects are given the go ahead by the SCI, the children begin their local fundraising. Once successful, Act for Children (an international partner) will match the money raised by the children through their community, in support of their chosen project. This matching money comes in equal share from both SCI and WG. The Soul Buddyz project is then implemented.

AngloGold Ashanti donated R100 000 to support the Soul Buddyz clubs, specifically in the Eastern Cape, Gauteng and the North West provinces.

Vusisizwe Aids Awareness and Human Rights Training

Vusisizwe targets orphans and vulnerable children, foster parents, child-headed families and the youth. Due to the high rate of women and children abuse cases, the organisation decided to introduce a women rights programme to protect them and their children.

In 2009 the organisation introduced the Self-help Group Programme to the communities in order to fight poverty and abuse. This programme is aimed at the poorest women and foster care parents from the rural areas.

Some of the programmes the organisation provides is

- **Facilitating access to government departments:** assist communities on how to access social services according to their needs. For example more than 1 000 children had been assisted in getting documents like birth certificates, identity documents, foster care grants and child support grants.
- **HIV awareness campaigns:** Managed to reach more than 1 500 children through these awareness campaigns
- **Youth Service:** Empower youth especially in schools, by assisting learners with tertiary application forms and career guidance as some are not informed in rural areas which career to choose at tertiary level. Assist with accessing bursaries, scholarships and bursary loans.
- **Home-based care:** Door-to-door visits where sick people are identified, vulnerable children and orphans are referred to the relevant government departments.
- **Self-help group:** A group of women are trained in communication skills, business skills, conflict resolution and how to fight poverty.

"We used to receive funding from the Nelson Mandela Children’s Fund, but for a year we did not receive any funds or a sponsor. We went looking for funding and came across the AngloGold Ashanti Community Report at Lusikisiki Paralegal and saw the work they were doing in the communities.

"After applying for funding, AngloGold Ashanti saw that the work we are doing is making an impact and they donated R100 000 to enable us able to continue with our programmes and also pay staff members," said Bomikazi Mathandabuzo, Programme Manager.

AngloGold Ashanti donates R100 000 to support the Soul Buddyz clubs, specifically in the Eastern Cape, Gauteng and the North West provinces.

"As AngloGold Ashanti, we strive to add value to the communities and societies in which we operate, and the project was promising the very same thing. As the company that passionately believes in youth empowerment, we are honoured to be associated with such a beautiful initiative," said Xola Bashman, Stakeholder Engagement Manager.

"Participating children will gain a greater sense of self and collective efficacy, have greater sense of self-esteem, confidence and ability. It will also increase school retention and reduced school drop-out rates, enhance school performance and hopefully reduce poverty," he said.
Zamukulungisa Senior Secondary School

Situated in one of the poorest communities in the Eastern Cape province is Zamukulungisa Senior Secondary School in Qweqwe Location, about 16km away from Mthatha.

The school is a Quintile 3 school which is a no fee paying school under the leadership of Principal Samkelo Dawedi, who was born and bred in the same area. The school caters for 1241 learners from Grade 10 to 12.

The school has 23 classrooms, 16 of them were built by the community and seven by government. The community had a dream of converting one of the classrooms into a computer lab, going from one door to the other trying to solicit sponsorships. A local businessman came forward and offered to donate computers. The school sent about ten teachers for training but the computers were never delivered and that is when they came knocking on AngloGold Ashanti’s door. Without hesitation, the company donated R560 000 for the installation of computers, an interactive board and cubicles for learners, turning a dream into reality.

On 24 June 2015, representatives from AngloGold Ashanti and the OR Tambo District Municipality officially handed over the computer centre to the principal and school governing body. Zamukulungisa will serve as a hub for computer training to the community of Qweqwe village. The SGB said the school must appoint a qualified person who must give computer lessons to community members after hours. Teachers from nearby primary schools will also be able to come to the school to sharpen their computer skills, do their mark schedules and other preparations on the computers,” said Dawedi.
Izimvo Rural Development Institute (IRDI) is a non-profit organisation established after individuals from different rural villages in the Eastern Cape Province realised that poverty is increasing in the country. Confronted by the underdevelopment of the rural areas, they came together wishing, and determined, to contribute to a better life for all.

In their attempt to build and improve their communities, Izimvo Rural Development Institute works towards:

- Promoting the utilisation of land for agricultural purposes using organic farming methodologies;
- Facilitating community participation in local economy through encouraging entrepreneurial ideas and skills, promoting small business and facilitating start-up capital;
- Facilitating the strengthening of community institutions by providing technical advice, monitoring and evaluating small projects; and
- Promoting and facilitating the empowerment of youth.

Currently Izimvo works in the OR Tambo District Municipality and has been requested to assist the communities of Upper Mjika Tribal Authority with the facilitation of a rural development programme. In these communities they have facilitated the establishment and registration of a Community Trust and are currently empowering the Trust to run its affairs. They have provided training to some 500 families on organic farming skills, including the provision of potato seeds. Finally they are constructing a community multi-purpose centre which will provide offices and a meeting venue for the community.

IRDI works with young people who have demonstrated hand skills that can create an income for themselves, working with three young people led by Babalwa Ludidi. These three youngsters have received training in leather work and have been assisted to start their own project on leather works where they design and sew leather bags. They would like to take the leather works projects to new heights and launch it as an income-generating project.

The project will create jobs for the youth and if the business improves, they will be able to market their products and in turn, more youth will be employed in the project.

In 2012 AngloGold Ashanti gave Izimvo Rural Development Institute a grant of R73 040 towards the purchasing of material for their leather works.

**Christmas gifts**

The festive season and Christmas are regarded as a time of giving and sharing gifts. As in the past, AngloGold Ashanti was again caught up in the festive spirit of giving to the most vulnerable.

In 2014, AGA identified ten NGOs in the OR Tambo District Municipality to be the beneficiaries of the company’s Christmas drive.

The NGOs that were identified were those that look after disabled people, orphans and vulnerable children, the elderly, HIV/AIDS patients, a hospice and those from child-headed homes.

The funds donated to these organisations was used to buy grocery hampers, toys, learning materials, school uniforms and food supplements for those people that are terminally ill.

“This has really helped in alleviating the pressure on our side, because we have lots of other issues that we have to deal with and they all require money. One of our goals is to make sure that our beneficiaries also enjoy Christmas. Everybody was excited to be receiving these gifts in these tough economic times,” said Khaya Magadla, from the Hospice Association of Transkei, who managed the project.

“Thanks to the overwhelming support and generosity of AngloGold Ashanti, we have been able to give away these food parcels and daily essentials to help the local people in need over the Christmas period,” said Xola Bashman, Stakeholder Engagement Manager.

**The beneficiaries of the 2014 Christmas drive were:**

- Hospice Association of Transkei – R15 000
- Bethany Home – R12 000
- Nomlancu Rural Women Support Group – R14 000
- Umtata Women Support Centre – R12 000
- Ibandla Lase Mthini Evangelical Movement – R12 000
- Sihlangene Project Association – R12 000
- Lusikisiki Paralegal Resource Centre – R12 000
- Malangeni Family Resource Centre – R12 000
- Flagstaff Community Advice Centre – R12 000
- Port St Johns Legal Advice Centre – R12 000
- Masisebenze Youth Empowerment – R13 000
- Zwelethemba Youth in Distress – R12 000
Siyakhathala Caring Network is a member of the Eastern Cape Provincial Council of Churches (EPPCC), a faith based organisation formed in 2005 by the youth of Ethiopian Churches of Southern Africa to respond to challenges facing the youth. Some of these challenges include HIV/AIDS, crime, unemployment, circumcision awareness programmes, poverty, the low level of literacy, immorality, lack of facilities, information dissemination on how to access government services, as well as domestic violence and suicide.

As an organisation, Siyakhathala’s mission is to strive for a better life for all by advocating for the access of service delivery and enhancing the lives of young women and most disadvantaged communities of Ingquza Hill Local Municipality and one ward under Port St Johns Local Municipality.

Siyakhathala has the following programmes running under its watchful eye:

**Sinithemba Programme (Giving Hope):** This programme looks at addressing issues related to the well-being of children which includes advocacy activities such as awareness campaigns, workshops and dialogues. The programme also facilitates access to social and health services for Orphaned and Vulnerable Children (OVC).

Peer educators identify these children from their schools and villages and put them in the Sinikithemba intervention programme that provides them with food parcels, school uniforms and hire transport to fetch them from home to school every day because in some areas and villages the scholar transport is not available and these young kids travel long distances between home and school.

Sinikithemba is also instrumental in circumcision awareness campaigns that seek to address and equip young boys with knowledge before they go to the mountain during the “coming of age” seasons.

These campaigns are conducted by peer educators who received training and pamphlets from the Provincial Department of Health under the HOD Clinical Services, Dr Maduna. The peer educators, together with local chiefs, travel around 80 villages in Lusikisiki, Flagstaff and Port St Johns and more than 120 schools to speak to these boys and distribute informative pamphlets.

**Nceduluntu Programme:** This programme aims to support and facilitate the information of income-generating activities. It address the challenges of unemployment and poverty within the target group. In 2007, the organisation formed a partnership with the Nelson Mandela Children’s Fund (NMCF) for implementation of both of the above-mentioned programmes. These programmes are in line with the NMCF Goelama Programme that aims to improve the well-being of children.

**Self-Help Programme:** This programme empowers women on how to stand up for themselves to make a living out of nothing and not to be dependent on handouts. Groups of 15 to 20 women make one group with each saving R2 on a weekly basis; loans are also given to members to start small businesses and to buy perishable goods. These group members also help the sick within their communities and they start income-generating activities.

**Achievements:**

Since the partnership with Nelson Mandela Children Fund, six full-time staff members have been employed, eighteen care givers were recruited, trained and are receiving monthly stipends; a further three supervisors were employed.

Various capacity building initiatives have successfully been conducted and stakeholders such as government departments, non-governmental organisations, and community-based organisations, chiefs, ward councilors, school and ward committees were mobilized to address issues relating to improving the livelihood of children.

The organisation is a well-established NGO and supported by the Department of Health. They have previously been funded by AngloGold Ashanti when the company donated R75 000 in 2013.
“...Honourable Speaker, leveraging funding through partnership is a way to go. Our partnership with AngloGold Ashanti, a mining company, has secured a R30 million investment to institute an Enterprise Development Centre which will serve as an information dissemination and capacity provisioning centre for SMMEs, among businesses and cooperatives. This partnership also witnessed two waste management trucks donated to assist in the establishment of the Regional Recycling Facility and Waste Management programme.

We are enjoying the fruits of the implementation of the Star Schools programme. All the schools that are part of this programme have achieved a 100% pass rate with 84% as Bachelor passes. The project will be sustained as its fruits are tastier!

As the District Municipality, we are proud to say, after adopting St Patricks, it has registered a 100% pass rate. We have further adopted Sandi which has significantly improved in its matric results. We challenge all leaders present here to heed the call and adopt a school in a community they reside.

We have moved to institutionalise career exhibitions and guidance in order to create a seamless transition from school to tertiary institutions. On the 7th of May we will hold a district career exhibition at the Mthatha Airport.

OR Tambo, in partnership with AngloGold Ashanti, awarded the top achieving schools of the matric class of 2014 with significant amounts of money to improve the infrastructure in their schools. This event will be held annually to motivate, encourage and reward.

Touching was a student from St Johns who was awarded a full bursary by AngloGold Ashanti. Our partnership with AngloGold Ashanti further witnessed two young men from the Amapondo Kingdom awarded full bursaries to study Agricultural Science. The beneficiaries are coming from families that are living in abject poverty.

Through our partnership with AngloGold Ashanti, we have placed six young people for experiential training. For the next five years, AngloGold Ashanti will allocate the district with interns for experiential learning.

OR Tambo District Municipality with AngloGold Ashanti

• At Goso Forest in Lusikisiki, our partnership benefited the school with a science lab worth R1.5 million. The school was further renovated with R700 000.
• In Sonata at Nyandeni, six classes, an administration block, toilets and soup kitchen were constructed at a cost of R1.6 million. Further, a computer centre with grade R was built to a cost of R2.6 million.
• In Port St Johns, Bolani SSS, six classrooms with an administration block was built to a cost of R3.2 million.
• We will call you soon to the launch of the R1.5 million science laboratory in Mqanduli (Dudumayo).
• Refurbished St Johns science lab for R500 000.
• Zamukulingisa High School has been donated a lab with 30 computers.

Sinebali ellife nakwezokuhlala nophuhliso loqoqosho entsenbenziwena yo AGA:

• R1.4 million is shared between Ngcengane Sheep Shearing in KSD, Siya Piggery in Nyandeni, Ifalethu in Ingquza and Sakhisizwe.
• We will soon launch a R4 million agricultural project in Tsolo Bele location.
• We further will launch a R6 million agricultural project in the Amapondo Kingdom.
• Lutshaya Community Hall worth R5.5 million in Mhlonlilo.
• We will train 600 young people. They will be trained in new venture creations, plumbing, carpentry, bricklaying and welding. The programme will be launched on the 7th of April and start on the 13th April 2015.
Letters of Appreciation

Dear Sir/Madam,

On behalf of Rhodes University faculty and students, I’d like to thank you for your donation towards the Rhodes University TIFMER Project.

Donations such as this enable Rhodes University to maintain our high standards in teaching, learning, research and community engagement. In addition, without generous donors such as you, we would not be able to sustain our assistance to economically deprived students, allowing them the quality tertiary education for which Rhodes is renowned and setting them on the path to becoming tomorrow’s leaders.

Again, my special thanks for your continued support of Rhodes.

Yours sincerely,

[Signature]

Dr. Siviwe Mpofu-Walsh
Vice Chancellor
BEYOND OUR BORDERS
AND NATIONAL AREAS OF OPERATION
The United Cerebral Palsy Association (UCPA) is a registered non-profit organisation caring for children and young adults affected by cerebral palsy (CP).

It currently provides a safe haven for 45 children for who it is a ‘home away from home’ and in most cases an improved environment than they would experience elsewhere.

Some are orphans, thus UCPA are their legal guardians. The organisation's concern is that in many communities, children with cerebral palsy are not receiving adequate care, causing parents or guardians tremendous hardship, mainly due to the lack of knowledge of the disorder. This directly impacts families already burdened by poverty and unemployment.

For many decades, UCPA has been engaged in providing treatment, care, guidance and recreation of persons with cerebral palsy and supportive services for their families.

The recent past has been difficult as corporate and private sector donors have been affected by the downturn in some economic circles. To develop self-sustainability, the organisation has embarked on a project to complete an unfinished building that would serve as the Healthcare Training Centre, notably in the Mental Healthcare Sector.

Due to cost escalations and the lack of donor funds the project has been delayed and it has been under construction for almost six years. AGA funded the organisation with R200 000 in 2011 and 2012 towards construction of the building. After spending R1 500 000, the building is almost complete. Other donors have committed to assisting with office furniture and equipment once the building is complete.

When completed, income generated from the various training programmes offered will contribute to UCPAs financial stability. This is vital as donor funds and government grants are not sufficient to meet escalating costs.

The Barbara Kessler Training Centre’s primary focus will be towards the training of health care workers from NGO’s and community based organisations working in partnership with NetCare who will provide the training as well as study material. The centre will be an extension to what NetCare Education is already offering.

The organisation, through research and assessments, have created a database of ‘students’ to be trained and currently have 600 students on the database.

The education programme is wholly reliant on investments made by corporate funding for the first year. Thereafter, though corporate sponsors will still be important contributors, grants from SETAs and funds raised through marketing initiatives would sustain the project.

Training will be concentrated on students from Gauteng. Students referred by the AngloGold Ashanti Head Office will be included, irrespective of province or locale. Once implemented, and success is achieved, satellite training centres will be an option.

The Centre for Language and Hearing Impaired Children was established in the early 1970s by the Department of Speech Pathology and Audiology, at the University of the Witwatersrand.

At the time, an increasing need for therapy and appropriate placement for pre-school children with severe language, speech and hearing difficulties was recognised. More than thirty years on, the need for appropriate services for these children continues, as there are an increasing number of children showing difficulty integrating into regular pre-primary school programmes.

The organisation strives to be a superior resource for the assessment and intervention of childhood language and hearing disorders, through multi-disciplinary therapies and a language-rich pre-primary school programme. This is achieved through:

- Facilitatory, small group, pre-school environment, which is clinically driven;
- Individualised, intensive therapy;
- Early intervention programmes;
- Outreach initiatives; and
- Being a resource for research, education and training.

AngloGold Ashanti assisted the organisation in purchasing new diagnostic equipment, which is used to detect hearing problems at an early stage. When dealing with young hearing impaired children, accurate diagnostic testing is imperative to ensure effective, efficient and appropriate amplification, which is critical for acquiring language skills. Technology ensures better amplification and therefore better intervention results.

Without appropriate equipment the organisation would have to refer the children for additional testing elsewhere, which has emotional ramifications for both the child and family, as well as severe implications in terms of delayed and inappropriate fitting of hearing devices during at such a critical stage of development.
Nazareth House

The young, terminally ill residents in the care of Nazareth House are sadly abandoned by the local community and immediate family, because of the huge HIV/AIDS stigmatisation.

The majority of the children come from settlements in Yeoville, Bellevue, Berea, City Centre, and neighbouring suburbs, which today are regarded very much as a deprived communities.

Nazareth House is a non-profit organisation which cares for 35 orphaned/abandoned HIV positive babies and children, over and above that, the organisation cares for the destitute, terminally ill aids adults, the financially burdened and destitute, frail aged and mentally challenged. The national and provincial Social Welfare Departments, the Children’s Court and the South African Police refer abandoned babies and children to Nazareth House.

A full-time social worker assists with holistic and comprehensive care of these children who are infected and affected by HIV and Aids. They also receive psycho-social support and receive personal counselling from the social worker.

Wherever possible, the social worker will reunite the children with their families. Activities to also enhance their quality of life include attending nursery school, playing in the gardens, riding bikes, sports activities, going on outings, baking cakes, reading, television, listening to music and some even receive horse-riding lessons.

In 2012, AGA granted an amount of R60 000 to the organisation that was used towards the operational costs and assisted in offering services to 40 abandoned/orphaned HIV positive babies and children, 22 terminally ill patients in the house, and 90 older persons, most of who are financially burdened or destitute, including some mentally challenged women.

In 2014, AGA donated R150 000 towards winter clothes for the children; educational material for the 19 learners who are attending school; medical expenses and towards admin costs. Nazareth House provides the children with improved health, nutritional and psychosocial support. The children are provided with education opportunities and support in their development and are able to grow up as healthy, contributing members of society.

Charles Duna Primary School

Charles Duna Primary School, situated in Msimka near Port Elizabeth, services about 1 063 learners coming from the neighbouring informal settlements. Some 80% of the learners’ parents are unemployed and as a result, they are unable to pay school fees. The school is currently facing numerous difficulties relating to infrastructure, capacity as well as insufficient learning equipment.

It is for this reason that the school requested funding from AngloGold Ashanti, for the Mathematics and Literacy Improvement Programme. Discussions were held with the AGA Chairman, Sipho Pityana and it was recommended that AngloGold Ashanti approve a grant of R178 101 towards the schools’ improvement programme which entails purchasing computers and the necessary equipment to implement the project.
An integrated approach to education

First place team that represented the North West Province at the Cape Town Conference. From left to right are Gaone Dixon, United Nation Information Centre Pretoria; Carin Roux, Educator at Potchefstroom Secondary School; Tsholofelo Thema, Education Africa; Victor Asiwe, Ferdinand Postma High School; Francois Crewe, Ferdinand Postma High School; Dineo Marumo, Potchefstroom Secondary School; Kamogelo Morake, Potchefstroom Secondary School; Hilary de Villiers, Educator at Ferdinand Postma High School; Shakirah Madhi, Education Africa Alumna and Anele Nzimande, Education Africa Alumna.

AngloGold Ashanti’s support for an integrated approach to education can be seen through our support of Education Africa's debate programme.

The programme aims to assist disadvantaged South African school children to obtain quality and relevant education to become competitive global citizens and productive participants in the job market.

The South African Model United Nations (SAMUN) is part of a globally recognised programme in existence since 1994. The programme provides a unique vehicle to build awareness and confidence among young people at both high school and university level through debate conferences.

The organisation pairs resourced and under-resourced schools to form a debating team through which they learn about international relations while engaging on topics that are discussed at the United Nations. The 2014 provincial topic was: The Humanitarian Crisis in Syria – what can be done?

AngloGold Ashanti supported the implementation of the programme within its host and labour sending communities. The company’s contribution to SAMUN assisted 150 learners from the North West, Gauteng and Eastern Cape provinces to develop skills that will help equip them to take up leadership roles and prepare for the working world.

“"The learners entered the programme with limited knowledge of the United Nations and were largely unaware of how international issues can have an impact on South Africans and what our role should be as individuals and government. Heading into the Provincial phase, we have seen an improvement in their knowledge, as well as their articulation and representation on the topic at hand - the crisis in Syria," said Operations Director, Linda Gould.

Lesotho Food Security project

By supporting Thembalethu Development, AngloGold Ashanti supports sustainable food security in Lesotho in the villages of Mohales Hoek and Quthing.

The Mohales’ Hoek Food Security project began in 2009 in partnership with the Government of Lesotho and the Ministry of Agriculture and Food Security who donated office space.

The objective of the project is to ensure that the community has sustainable access to food. The project initially targeted 1 200 households and provided financial assistance for families to plant their own vegetable gardens and breed livestock. To date, the project has benefitted 1 599 households. The project beneficiaries have added value to the project by passing on their knowledge and skills to an additional 422 households in the area.

Based on the success of our involvement at Mohale’s Hoek, AngloGold Ashanti extended the project at the beginning of 2014 to the village of Quthing and new areas within Mohale’s Hoek. This part of the project targeted 600 households, over a period of one year, in two adjacent villages in Senqu river Valley in Mohale’s Hoek. To date, approximately 18 hectares of land has been planted with crops such as maize, beans and potatoes; and 39 piglets were donated to 37 villages as breeding stock.

Since 2009 the Lesotho Food Security project, with the financial support from the mining industry, has made a notable impact on food security to approximately 2 034 households in the region. Not only are the beneficiaries able to ensure food security for their own requirements they are also able to generate a sustainable income from the sale of vegetables and livestock. Farmers also contribute to the long-term sustainability of the project by sharing crops to create pollinated varieties that can be used for the following season. Participants have taken full ownership of the project and are actively participating by suggesting new initiatives such as Village Savings and Loans Associations (VSLA) to sustainably improve their livelihoods.
Diepsloot Youth Projects

Diepsloot Youth Projects is a non-profit organisation situated in Diepsloot, Johannesburg. Founded in 2005 by Neftaly Malatjie, the organisation aims to address the issues faced by young people residing in townships and disadvantaged areas by providing skills development opportunities and other activities that allow to them to become responsible citizens. Currently, the organisation caters to roughly 22 500 youth who are referred by other community centres such as the drugs rehabilitation centres, police stations, clinics, schools and other civil organisations.

Diepsloot is an area faced with a high crime rate, xenophobic attacks, gender-based and domestic violence, substance abuse, school dropouts and a high unemployment rate. For these reasons, the organisation saw the need to provide the following programmes on Gender Based Violence Campaigns which has 1 500 beneficiaries and addresses issues such as skills development with 220 beneficiaries and their Life Skills Programme which has 300 beneficiaries as well as the Advice and Referral Programme which has 1 000 beneficiaries.

AngloGold Ashanti granted R416 680 towards the support of their Skills Development Programme in the Diepsloot area.

Afrika Leadership Development Institute (LeadAfrika)

The Afrika Leadership Development Institute (LeadAfrika) is a non-profit organisation which originated as a leadership centre in a major university during 2002.

LeadAfrika is both a Development Process Facilitation and Leadership Training Organisation. It ensures that all programme participants develop the necessary skills to become independent. The Institute project manages training and development programmes as well as provides training/capacity building. Their key focus is on effective integration of all training and developmental efforts, in context, to ensure continuous learning, sustainable development and service delivery.

The Institute has wide-ranging experience working on socio-economic development programmes in various provinces in South Africa and in five of the neighbouring countries. They have conducted a number of projects such as the Leadership Development Programme for Parliamentarians. This had an oversight and developmental focus. They are also involved in the training of Women in Leadership within several organisations, as well as strategic leadership in other parts of Africa.

Considering the learning experiences from a range of women-specific and gender-responsive development programmes, LeadAfrika has commenced a gender-responsive programme on “Energising Local Economic Development and Sustainable Livelihoods” in selected marginalised communities in four countries. This initiative aims to stimulate local economic development and sustainable livelihoods for women in the Xai Xai District of Mozambique.

The Xai Xai District lies 200 kilometres north of Maputo, Mozambique. For more than a century, men have been migrating from this district to work at the mines of neighbouring South Africa. Xai Xai is one of the most important labour sending areas in Mozambique. Because of the migrant labour system, men leave their families to go work at the mines; women are left to take care of their children as single parents, causing many challenges.

Xai Xai Empowerment Project is a women empowerment project that is aimed at energising local economic development and environmental protection and rehabilitation towards sustainable livelihoods in Mozambique. The need to empower women who constitute the bigger component of the population to build on interaction and cooperation between the various stakeholders is a given. This is done through a workshop that develops their enterprise skills and by creating forms of networks among the enterprise development sector.

AGA funded a grant of R355 000 to implement the first year of the programme.
Afrika Tikkun

Afrika Tikkun was formed to respond to poverty, HIV/AIDS and skills development within the Johannesburg community in 1994 by the Jewish community initiative which provides care and support for the previously disadvantaged. It runs a holistic approach programme called “Cradle to Career”; the model is implemented through a combination of programmes for the education and development of a child.

This commences with an inclusive early childhood education programme and progressing to after-school programmes for primary and high school children by providing learning libraries, computer centres, learning support, arts and cultural as well as sports and recreational activities - all of which ensure the child's optimal development.

The model completes its investment in the development of the child into adulthood with skills training which includes job readiness training, job placement and entrepreneurial development. Thus young people are trained and placed in jobs or skilled to establish their own enterprises - possibly leading to further job creation.

In 2013, the Cradle to Career Programme assisted over 17 000 people through programmes such as; the family support services (1 545 beneficiaries), early childhood development (1 057 beneficiaries), child and youth development (5 751 beneficiaries) and through two supporting programmes, primary health care (5 782 beneficiaries) and nutrition, food security and support services programme (3 254 beneficiaries).

The organisation saw an increase in beneficiaries in comparison to 2012 where they reached 15 681 beneficiaries and highlight that over 100 young people have been employed to date.

The organisation, over the years, has extended to cater and care for orphaned and vulnerable children and provide early childhood development (ECD) education. The ECD programme has been launched in Hillbrow, Alexandra, Diepsloot and Orange Farm with the objective of addressing educational needs for vulnerable children in townships who are between the ages of 0 and 6 years.

AngloGold Ashanti granted R451 200 towards the organisation’s Child and Youth Development Programme at the Uthando Centre in Hillbrow. Some 100 children will receive skills on numeracy, literacy, motor skills development, early life skills development, food (minimum of three meals a day) and foundational sports and recreational activities. Included as well are family and primary healthcare support.
African Unity Foundation

In 2014, the AngloGold Ashanti CSI Fund Committee approved support for the African Unity Foundation (AUF) on their Early Inspiration Programme which provides Early Childhood Development (ECD) intervention programmes across South Africa.

The AUF was announced as the recipient of the 2014 Best ECD Training and Intervention Programme in South Africa by the National Development Agency through its South African Early Childhood Development Awards. The event was held at Montecasino in Johannesburg on 29 March 2015.

AGA granted AUF with an amount of R1 420 800 to implement its ECD programme in Butterworth and Flagstaff in the Eastern Cape. The programmes respectively provide training to ECD practitioners, giving them an opportunity to obtain required qualifications that enable them to receive an income from the Department of Basic Education. Furthermore, children are provided with educational development opportunities, their parents are also coached through this programme. The ultimate aim of this programme is to prepare learners for readiness for primary school.

The organisation reported that it is honoured to receive the award and highlighted that they are committed to continuing to provide ongoing quality interventions in the underprivileged communities of South Africa. AngloGold Ashanti’s support went a long way towards enabling AUF to continue with the work they are doing.

AUF believes that all children should have the same opportunity to pre-school stimulation and development. They work with carefully selected, credible partners in non-governmental organisations (NGOs) and education institutions in order to develop programmes and promote the development of students in all phases of education segments, from early childhood development to tertiary learning. AUF put great emphasis on a good foundation in maths, languages and student’s self-development, equipping the youth with knowledge and a lifelong desire to achieve. AUF believes that education is about much more than just sitting in the classroom acquiring the tested skills. Education encompasses the student as a whole, from developing the individual into becoming the social leaders of tomorrow.

AUF implemented strategies for empowering inexperienced and unskilled youth teachers in the Butterworth and Flagstaff areas of the Eastern Cape. This is done by means of operating ECD centres and implementing interventions which include training, expanding knowledge and providing support through the organisation’s ECD project called Early Inspiration Training Programme.

The key outcome of the one-year intervention is to reduce the school drop-out rates and improve the pass rate and learning outcomes in the targeted areas.

Early Inspiration wins at the South African Early Childhood Development Awards

The South African Early Childhood Development Awards, announced that the Early Inspiration Programme has won Best Early Childhood Development Programme.

Championed by the National Development Agency in partnership with UNICEF, the South African Congress for Early Childhood Development, the Departments of Basic Education and Social Development, it recognises and celebrates best practice and outstanding participation in early childhood development (ECD).

Dr Lauren Stretch, who founded Early Inspiration in 2010 said of the win: “Early childhood development is vital for the success of our country. The programme was created specifically to empower those who are unskilled and working in the underprivileged sector of South Africa, and provide them with knowledge and understanding of how children develop. By understanding this they can enhance growth and provide a stimulating environment, unleashing young children’s potential.”

Dr Stretch’s recent research for her PhD into the effectiveness of practitioner training in underprivileged early childhood development, uncovered that a deep practitioner understanding of childhood growth and development results in effective stimulation and development which in-turn sets them up for a successful progression in their education.

She adds: “It is from my experience, and findings in my PhD studies that the Early Inspiration Programme came to life. This win cements for me the work the team and I have put into it, and what we have managed to achieve for thousands of child care practitioners and the children they work with.”

Chantal Barnard, a training facilitator who accepted the award on behalf of the organisation.

Written and distributed for Early Inspiration by Sapphire Street.
The Lesotho College

The Lesotho College of Education (LCE) is a legal entity established under the LCE Act of Parliament of 1997. It is the main provider of teachers for the education system in Lesotho, offering diplomas in programmes for primary and for secondary teacher education.

The secondary diploma prepares teachers in all secondary school subjects such as Sesotho, English, development studies, history, geography, business education and all science-related subjects.

The college library was built in 1975 to accommodate 150 users at a time. The library was renovated in 1997 and has since been accommodating 200 users at a time. With the growth of student numbers from nearly 500 in 1997 to 5 000 in 2012, the reconstruction and extension of the library became imperative.

It has put together four important sections for the provision of information: the library, information and communication technology (ICT) centre, an audiovisual room and a micro teaching room. In the field of education, ICT seeks to enhance the efficiency and productivity of both teaching and learning of any particular subject, ICT has become a core part of this process.

The Government of Lesotho (Ministry of Education and Training) funded R14 million to the reconstruction and extension of the library. In January 2013, the project was completed, however, there was a shortfall for the procurement, supply and installation of furniture and equipment for the library and ICT centre. The government could not provide any further assistance, resulting in an underutilised centre.

AngloGold Ashanti approved a grant of R748 400 to the College towards developing their Information and Communication Technology Centre and this includes the library furniture and fittings.

Biblioneef

Biblioneef was established in 1998 and originates in the Western Cape. The core function of the organisation is to donate books that contain stories and pictures that South African children can relate to – those stories are locally written, illustrated and produced.

Biblioneef’s target groups comprise of children and young people living in disadvantaged communities who have no access to books. These beneficiaries are identified through requests from different organisations; rural and farm schools, pre-schools, early childhood development centres, aftercare centres, children’s homes for orphaned and abused children; drop-in centres for orphans and vulnerable children (OVC); street children’s centres; refugee camps; hospitals, reading clubs and any other children’s organisation with an educational focus.

Biblioneef is in the fortunate position of having been able to purchase titles from publishers and booksellers at a discounted price, receive book donations from publishers, booksellers and individuals. Through this, the organisation has been able to create the largest stock of children’s titles in South Africa in all eleven official languages.

As part of the organisation’s sustainability efforts and using the opportunity of trading within certain limits as a non-profit company, Biblioneef has been very successful in selling some of its books to individuals and companies. They also sell their expertise in library skills and assist organisations in sourcing appropriate library books and setting up their library.

In 2012, Biblioneef traded books to the value of R2.3 million which is approximately 44% of their total income. With this income, they have been able to cover their operating costs, build a reserve fund and extend their donation programme to a further 370 beneficiary organisations that otherwise would not have received books.

To date, the organisation has donated more than 1.2 million storybooks to over 7 000 children’s organisations with an educational focus and have reached at least 3.4 million children.

In 2014, AngloGold Ashanti funded R150 000 towards the supply of reading books benefiting 5 000 school children at seven schools in Soweto, Johannesburg.
Roundabout Water Solutions

Playing on a roundabout or merry-go-round has always been fun for children, so there is never a shortage of ‘volunteers’. The PlayPump is a specifically designed and patented roundabout that drives a conventional borehole pump while entertaining children.

Roundabout Water Solutions is a South African registered non-profit organisation which brings water to rural schools by means of a PlayPump; a roundabout pumphead installed on top of boreholes and is capable of pumping up to 1400 liters per hour at 16 rpm from a depth of 40m, and is effective up to a depth of 100m.

The first PlayPumps were installed in 1996, and to date there are over 1 800 PlayPumps installed across South Africa, Lesotho, Mozambique, Malawi, Swaziland and Zambia. During 2000 the Department of Water Affairs, through the then Minister Ronnie Kasrils, entered into a Public Private partnership to allow for the installation of PlayPumps across South Africa. In the same year, the PlayPump also won a World Bank Award for a sustainable water solution.

As the children spin, water is pumped from underground into a tank standing seven metres above the ground. A simple tap provides easy access for the mothers and children drawing water. Excess water (overflow) is directed from the storage tank back down to the borehole.

For sustainability purposes, the site has four landscape billboards that screen the tanks to create a unique advertising site. Two sides are used for community awareness messages and the other two sides for commercial advertising messages. The advertising revenue generated by these billboards ensures ongoing maintenance and the sustainability of each project.

Advertising agencies began to move away from the more rural areas as they looked for larger outdoor advertising opportunities in urban areas. Advertising campaign duration began to shorten. It used to be common practice to secure a campaign for 12 months or longer, but over time campaign lengths have reduced to as short as two months. Over this period of time, the number of PlayPumps in the field also increased considerably.

While the organisation found that they could attract advertisers for 200-300 PlayPump sites at a time, they now have over 950 sites in South Africa.

Some Play Pump donors do take advertising as well, a couple of examples are DSTV who donated 16 Play Pumps, each with eight years advertising, and Life Healthcare who have donated six sites and takes three years advertising at a time.

AngloGold Ashanti donated R561 000 towards the maintenance of PlayPumps in Kwa-Zulu Natal, Eastern Cape and Lesotho.
New Hope School

New Hope School is a non-profit organisation and one of the largest schools for special needs education in the country. The school focuses on the education and training of learners from diverse cultural backgrounds with cerebral palsy, physical disabilities and traumatic brain injuries, as well as learners with specific barriers to learning.

The school has a strong focus on developing learners to the best of their unique ability from the nursery school up to grade twelve. For the past five years, the school has received a 100% matric pass rate.

The teachers, psychologists, physiotherapists, occupational therapists, speech therapists, general assistants and class facilitators all work together as a team to improve the lives of the learners with disabilities. This holistic, multi-disciplinary teamwork is one of their greatest strengths at the school. It also forms the foundation for the educational approach that has been effectively used for more than four decades to help the children achieve their maximum potential.

The logistical and operational requirements of a school such as New Hope are significant. As the support received from the Gauteng Department of Education is not sufficient and funding therefore needs to be generated from fund-raising events organised by the learners, teachers and parents, and donors exclusively.

The committee approved a grant of R292 281 towards the purchase of five motorised wheelchairs, head pointers, wheelchair seat belts, cushions, covers and switches for existing wheelchairs. This project was identified by the Chairman of the AngloGold Ashanti Board, Sipho Pityana, and the funding came directly from the Chairman's Fund.

Other than government assistance and donations from corporates, the school acquires extra funds from the products created and sold by the learners.
Mould-Empower-Serve (MES) started in 1986 as a street work and people-centred outreach programme from the Johannesburg East Dutch Reformed Church.

The organisation was started to address the physical, emotional, mental and spiritual needs of the homeless in the inner city of Johannesburg while challenging individuals to take responsibility for their lives and become sustainable.

Since 1986, it has developed into a holistic service model addressing all aspects of poverty alleviation and has become a national organisation with branches in Port Elizabeth and Cape Town - now also a satellite branch in Kempton Park. Over the past 24 years, MES has changed its mandate to focusing on a sustainable development model with interventions that will provide a holistic service to the community.

Services fall within the categories of poverty alleviation; spiritual and community enrichment; education and skills development; and professional health and social work services. All activities and services have been structured in three service units, namely, Joshua Youth Enrichment and After-school Centres; Spiritual Enrichment; and Social Relief and Community Outreach.

The aim of MES Othandweni is to empower the street children and youth living and working on the streets to become healthy, independent citizens. This is achieved through the provision of the key services in accordance with the MES model of service delivery, i.e. basic care, healthcare and social relief, residential care, sport and recreation, education, training and job placement. Othandweni focuses on approximately 300 street children and youth who come from dysfunctional, impoverished families and who have a low level of education. They are mostly the victims of abuse, sexual exploitation and syndicate crimes.

MES has created a model that addresses the needs for skills development amongst homeless youth and adults. The model has key elements that are embedded into it to ensure that the graduating youth is reintegrated back into society.

AngloGold Ashanti has been a partner of MES Othandweni for over a decade. The relationship started in late 1998 and has been growing ever since. In 2013, the organisation received a grant of R120 000 towards their skills development programme from AngloGold Ashanti and other funders. Again in 2014, AngloGold Ashanti recommended a fund of R120 000 towards the student’s residential care that contributes to their Skills Development programme.
CARING FOR THE ENVIRONMENT
International Organisation for Standardisation (ISO) is a global network that identifies, develops and adopts relevant international standards for business, government and society. ISO is a non-governmental organisation composed of a network of the national standards bodies of some 160 countries across the globe, including developed, developing and transitional economies.

ISO14001 is the ISO standard that specifically sets out the criteria for an environmental management system. It provides a framework that a company or organisation can follow to set up an effective environmental management system. Using ISO14001 provides assurance to a company’s management and its employees as well as external stakeholders that environmental impacts are being measured and improved. There are more than 300 000 certifications to ISO14001 in 171 countries around the world; with AngloGold Ashanti SA Region Surface Operations proudly being one of these.

In 2005, the AngloGold Ashanti Executive Committee made the strategic decision to pursue ISO14001 Certification for all its operating business units across the globe. The main drive behind this decision was a belief that it would enable a systematic way of managing environmental aspects and liabilities within the company. The SA Region operation accordingly achieved its first ISO14001 certifications in 2006 and has since maintained certification, specifically in operating units where the most significant environmental impacts are encountered.

The ISO14001 approach to establishing an effective Environmental Management System (EMS) follows the well-known approach of “Plan, Do, Check and Act”:

- Plan: Plan activities according to priorities and define policies, goals, targets and rules;
- Do: Implement the planning under chosen rules;
- Check: Verify the results; and
- Act: Review priorities, goals, targets, policies and rules.

Jozua Ellis, Senior Environmental Manager said that the ISO14001 based Environmental Management System certification enables management teams to focus on environmental performance and the motivation to continually improve on performance.

“ISO are internationally in the process of revising and updating its ISO14001 Standard and has indicated that even more emphasis will, in future, be placed on strategic environmental management, leadership, protecting the environment, environmental performance and life-cycle thinking.”

“AngloGold Ashanti SA Region remains proudly committed to retaining and expanding its current ISO14001 certification in years to come,” Ellis said.
The management of cyanide and waste generated during the gold production process remains an important consideration for AngloGold Ashanti. It is also a critical issue for NGOs and other stakeholders.

Like other mining companies, we generate waste rock and tailings as a result of our mining and processing operations. The impact of failure of a tailings storage facility (TSF) can be significant. We, therefore, monitor these facilities closely and ensure their management is in accordance with our permits, national regulating requirements, our internal tailings management framework and agreements we may have with communities. This has given rise to the Kareerand Tailing Storage Facility. AngloGold Ashanti acknowledged the risk of dust emissions from the construction of this tailings dam and followed a pro-active approach in mitigating dust from this facility.

A custom dust suppression water cannon system – first in its class and application in South Africa – was designed and implemented to mitigate dust generation on a daily basis. The system uses approximately 1 250 kilolitres of return daily from the tailings facility, to keep the slope and crest areas consistently and adequately wet.

Once the system moves along with the construction plan of the tailings facility, the concurrent rehabilitation mitigation measures will be implemented, consisting of covers that will deal with dust suppression on a permanent basis. The water cannon system will also be applied to kick-start vegetative growth on the slopes after concurrent rehabilitation measures have been implemented.

The Mine Environmental Forum was established in 2010 and Umsizi Social Sustainable Solutions was appointed to facilitate the Forum.

The objective of the forum is to communicate the company’s environmental performance and to discuss environmental topics such as rehabilitation activities on tailings dams; air quality, dust mitigation and dust monitoring as well as water quality as undertaken by MWS.

The forum currently consists of five special stakeholder groupings namely: the land owners; local authorities; environmental organisations; community residents; and business groups. These members are nominated by their fellow stakeholder constituencies to represent them at the forum.

The forum members have certain roles and responsibilities, which include:

- To attend the forum quarterly meetings, events and site visits;
- To proactively participate when discussing environmental issues and solutions;
- To represent their stakeholder constituencies; and
- To give feedback according to the forum mandate.

Since the forum was established it has embarked on several activities (i.e. information sessions on important environmental topics such as dust and water management, site visits to operational tailings dams and reclamation sites, as well as a visit to Midvaal Water Company).

In 2015 the forum will be expanded to include areas of the Vaal River Operations, which includes Vaal Reefs, Orkney, Kanana, Klerksdorp and Ellaton.
One of the impacts of more than a century of mining, is the contamination of soil and groundwater in some areas close to tailings storage facilities and metallurgical plants. In compliance to AngloGold Ashanti’s Environmental Management Programmes (EMPs), approved by the Department of Mineral Resources, AGA is obliged to develop strategies and plans to remediate these impacted areas to ensure a viable and safe land use into the future.

Conventional approaches to remediating land and water – polluted by contaminants such as sulphates, chlorides, naturally-occurring radioactive materials (NORM) and other complex substances – are very expensive and not always considered as technically viable and sustainable.

One complementary strategy, known as phytoremediation, involves using green plants to remediate polluted land and water. Although it is generally accepted that phytoremediation is slower to implement, it is certainly perceived by many leading experts as a lower risk and less costly approach to remediation, with successful examples from a wide variety of site types already established in the U.S.A. and north western Europe over the past fifty years.

The AngloGold Ashanti Mine Woodlands Project was initiated back in 2002 to test the feasibility of trees on selected sites by the University of the Witwatersrand, Johannesburg and the AGA Environmental Management team, with support from the National Research Foundation and the Department of Trade and Industry of South Africa.

A few hundred useful plant species had been identified over the preceding decade; based on their proven tolerance to growth in contaminated areas at Vaal River, West Wits and Welkom; and over 60 of these tree species were selected for woodland trials. Most of the trees are indigenous species, although a small number of approved exotic species were also selected in order to test the possibility of rapid economic returns due to their high rates of growth.

The establishment of plots of trees and shrubs is able to reduce the outflow of seepage and contaminants from tailings and footprints into adjacent soils and groundwater. Another beneficial effect of woodlands and reedbeds lies in their large biomass and ability to immobilise contaminants, either absorbed and sequestered in their biomass, or complexed to soil organic matter in the rooting zone. A series of technical studies, to directly measure seepage and contaminant uptake by vegetation, was undertaken over a decade. Vegetation types measured included riparian grasslands, riparian woodland, reed-beds, and the various young woodlands planted around tailings facilities on different soil types.

Over half a million indigenous tree seedlings have already been planted by AGA SA Operations on polluted land. In the next five years, these woodlands will be extended in order to remediate footprints and control emissions from tailings storage facilities in the West Wits and Vaal River operations. AGA remains committed to continuing its research and development in partnership with Wits University to ensure that the benefits of phytoremediation are optimised fully incorporated into the company’s long-term remediation obligations.
The National Water Act (Act 36 of 1998), Regulation 704 requires mining operations to contain all dirty water within a dirty water system and all clean water within a clean water system. The Regulations continue to state that the dirty water system must be designed, constructed and maintained; and not spill more than once in 50 years.

To address these requirements, water containment paddocks were constructed on top of the Harties 1&2 Tailing Storage Facility (TSF) in order to reduce the volume of water reporting to the pump station during rain storm events. The paddocks were designed to allow water to flow from the one paddock to the next without failing.

The Harties 1&2 TSF is one of Mine Waste Solution’s active reclamation sites. The risk of an uncontrolled overflow of slurry and contaminated water from this site is high due to the nature and method used for reclamation. The slurry is liquefied through high pressure water guns and then flows to the lowest point, the pump station, from where the material is screened and then pumped to the Mine Waste Gold Plant for processing.

Unplanned stoppages, power failures or heavy rainstorm events may result in the slurry and water exceeding the pump station’s pumping capacity, resulting in the release of process material into the surrounding environment.

To control the slurry contained on site, a flopper gate system was installed on the footprint of the Harties 1&2 TSF to contain the slurry and dirty water on the footprint before it reached the pump station. The flopper gate is an automated valve system installed in the narrowest part of the slurry conveyance trench to the Harties 1&2 pump station. Once the pumping capacity of the pump station is exceeded during a rain event or unplanned stoppage the flopper gate closes automatically, cutting off all slurry and water flowing to the pump station and contains the slurry and water on the footprint upstream of the containment wall and flopper gate.

Once the pump station is operational again the flopper gate is opened and the operation continues as normal. The cost for installing a flopper gate system is minimal as the containment capacity provided forms part of the normally re-mining and as operations continues the available capacity increases.

Since the installation of the flopper gate system at Harties 1&2, MWS had zero environmental spillages, even during heavy rain events.
Mponeng Mine took part in the Arbor campaign by donating and planting trees at three schools in the Merafong area, namely Greenspark Primary School, Losberg Primary School and Thuto Kitso Comprehensive School. “We planted twelve trees at each school,” said Richard Reinecke, Human Resources Manager at the mine. “Ten of these are fruit trees and the remaining two are evergreens.” He explained that the purpose of Arbor Week is to raise awareness and to encourage all communities and businesses to participate in various greening activities. He also highlighted the essential role trees play in sustainable development and the livelihoods of people and their environment, now and into the future. “By donating and planting these trees, the company wants to demonstrate to the community what we mean by saying that we do respect the environment and that we want the community to be better off for AngloGold Ashanti having been here,” he added.

Greening the community

A team of TauTona Mine employees also showed that they care for the environment by planting fruit trees at organisations in the Merafong area. Photographed at SAVF Halfway House in Carletonville (from left to right) is Wendall Naidoo, Senior Human Resources Manager; Judy Swanepoel, a representative from SAVF; Andre van Jaarsveld, General Manager at TauTona Mine; Joey Modise, Senior Mineral Resources Manager; Werner Grobbelaar, Engineering Manager; Andre Swanepoel, Financial Manager; Michelle Plenaar, Geoscience Manager and Frank Pholagane from the Transport Department.

Andre van Jaarsveld plants a tree while Werner Grobbelaar gives the tree its first drink of water in its new home.

The team also visited SAVF Legae in Khutsong to plant more trees. With the TauTona team is Anne Marie Ackerman, Project Leader at SAVF (second from right). The theme for the 2014 Arbor Week Campaign was *Forests and People: Investing in a sustainable future.* This annual campaign promotes awareness for the need to plant and maintain indigenous trees throughout South Africa, especially for the many disadvantaged communities.
SARO participates in Arbor Month

September is Arbor Month and an annual observance that celebrates the role of trees in our lives and promotes tree planting and care. The trees we plant clean the air; beatify our neighbourhood; provide homes for wildlife; conserve energy and topsoil; and help the atmosphere to balance. On 25 September 2014 employees in the South Africa Region Offices (SARO) planted three indigenous trees that will rehabilitate the ground water and soil contaminated by mining activities. The best season for planting trees is from September to February to curb and remediate the soil. The indigenous trees planted are the Wild Olive, False Olive and Black Karee trees because they are evergreen and are well adapted to the climate. They grow about 800mm a year and have a non-aggressive root system and also have good properties for cleaning pollutants.

Personal Assistants Lisa Ann van Zyl and Ronell Blom and Judith Lethea, Office Cleaner plant an indigenous tree outside the South Africa Region Offices.

Morne Beukes, Manager Occupational Environment, planted a False Olive tree.

Wimpie von Abo, Human Resources Manager during the Arbor Day celebration in September 2014.

Chris Boshoff, Senior Statistician, does his part for the environment.

Gift Maikhosho, Assistant Human Resources Officer - Labour Relations plants a tree.

Zakharia Tshehle, Office Cleaner and Jacques van der Merwe, Human Resources Manager - Labour Relations.
HOUSING AND LIVING CONDITIONS
In terms of Housing and Living Conditions, the 2010 Amended Broad-Based Socio Economic Empowerment Charter of the South African Mining and Minerals Industry states as follows:

“Human dignity and privacy for mineworkers are the hallmarks to enhance productivity and expedite transformation in the mining industry in terms of housing and living conditions. In this regard mining companies must implement measures to improve the standards of housing and living conditions for mineworkers as follows:

- Convert or upgrade hostels into family units by 2014;
- Attain the occupancy rate of one person per room by 2014;
- Facilitate home ownership options for all mine employees in consultation with organised labour by 2014.”

High Density residences and the need to improve the standard of accommodation within the mining industry have long been recognised as an issue requiring prioritisation and significant attention. Improving housing and living conditions is a fundamental aspect of transforming the mining industry. It is underpinned by the need to establish and maintain a sense of human dignity and respect within the workforce.

From 2005, the company has spent approximately R349.32 million in the conversion of residences into family units (534 units) and for the privacy of residents, attaining one person per room (10 163 rooms). This total can be further broken down into the specific areas of Vaal River and the West Wits operations. To date in Vaal River a total of R141.27 million has been spent on creating 5 070 single rooms with a further R37.74 million spent on 170 family unit redevelopments. In West Wits, 5 093 single rooms were created at a cost of R124.57 and a further 364 family units at a cost of R45.74 million.

AngloGold Ashanti’s West Wits and Vaal River Operations have achieved 100% completion in terms of single room conversion targets as per the approved 2010 to 2014 Social and Labour Plans.

Significant progress in improving High Density accommodation has been demonstrated and Mining Charter and MPRDA requirements have been met. Despite this, challenges remain and are recognised, as the region seeks to continuously improve and aspires for social normalisation in and around its operations.

As part of our efforts to facilitate home ownership for the SAR employees, a memorandum of understanding was agreed with organised labour stakeholders for the sale of non-strategic holding housing stock. In order to enhance affordability, consultations were held with financial institutions and the Department of Human Settlements to unlock government subsidies for purchasers.

In addition, AngloGold Ashanti aims to gainfully utilise the land owned by the company for the benefit of its employees and the community. The company intends ensuring that at the point of closure of the mines, the community remains economically viable.
AngloGold Ashanti has opened opportunities to afford employees a chance to own their own homes in Wedela near Carletonville. A show day for the Wedela houses was attended by organised labour and management on 28 February 2015. Employees were invited to inspect the premises and engage with staff from the Properties Department on how to apply for a home loan. Sindi Buthelezi (top, right), a Plant Attendant at Savuka Plant, is one of the many potential home buyers who came to view the houses with the intention to buy. “I am newly engaged to be married and the idea of owning our own house is exciting for my family and I,” she said. She has two young girls and a newborn baby and she would love to provide a safe and comfortable home for them. Sindi says she feels valuable in the company because opportunities like these for lower grade employees are extremely scarce. Jeff Mphahlele, AMCU National Secretary says he appreciates the concept of home ownership houses: “At least their people can have their own homes,” he said.
Social Leases

As part of AngloGold Ashanti’s initiatives to go beyond compliance, it assists organisations and individuals in the community with the requisite infrastructure for service delivery by providing redundant premises at nominal rental rates. Deserving organisations and individuals benefit from the social leases scheme. In the Vaal River Operations (Matlosana) there are currently 20 social type leases and in West Wits Operations (Merafong) there are currently 12 social type leases. It is the intention of the company to continue to utilise its infrastructure to assist its communities in meeting their socio-economic needs at a minimal cost.

Ekhaya Accommodation

AngloGold Ashanti has outsourced the management of the Westcol Training Centre complex located in Carletonville to a local businesswoman, Vuyiswa Ratladi.

Ekhaya Accommodation is a black woman-owned company currently running a successful laundry services company. In addition to this she is renting boarding facilities to AngloGold Ashanti trainees as well as rentals to private clients using company-owned accommodation facilities located within the precinct of the complex.

To expand her business, she has converted part of the complex into a conference centre and rents out boardrooms for use by the community and local business.

The laundry business model success lies in the fact that the student population residing in the residences use these facilities on a regular basis and she also provides a service to private clients. This presented her with further opportunities to expand her business which now also includes a canteen and a transport business.

Ekhaya Accommodation employs a total of 27 local HDSAs. To benefit the community at large even further, Vuyiswa conducts an entrepreneurship and mentorship programme which has seen five entrepreneurs establishing their own businesses.

Timber Twig Pre-Primary School

Timber Twig opened its doors 25 years ago as a small play group with ten children by Grace Kennedy and Anne Osbourn as their children had to attend a school.

Eight years later parents negotiated with the mine and decided to open up a nursery school. Louise de Kock was appointed as Principal and the number of children grew to 38. The school went from strength to strength and many children from AngloGold Ashanti employees, who live on the mine property attended.

In 2008, Mrs Mallett, who had 35 years of experience in Early Childhood Development training, was appointed as the new Principal. Mrs Mallett started phoning and asking for assistance with the maintenance of the school as there were many repairs to be done and Clay Bronkhorst, Senior Properties Administrator was keen to assist.

“Clay has helped with many school projects over the years, such as helping with old trees that had to be cut down, with upgrading of our playground. He also granted us permission to have our school painted on the exterior section last year which really made our school look so much neater. It is a very old prefab building, we had problems with the water pipes and again the mine assisted us with new pipes, now we pay for far less water consumption,” she said.

“We assure you all of these improvements and assistance brightens up every little face of every little child varying in age from 3 to 6 years.

“Our numbers have grown in the last five years and we have an average of 54 to 60 children,” said Mallett. “Of these children, 90% of them have parents that are employed at AngloGold Ashanti. We rent the building from the mine and pay our own water and lights, which is a big chunk of our income.”
Amohelang Bible Church

Amohelang Bible Church is situated on the Wedela Single Quarters premises where they offer skills development tuition to learners in the Wedela community.

Some of the programmes are extended to benefit the community.

Sewing Learnership Programme: The programme is offered on week days with 22 learners from Wedela currently registered. The programme started operating from 2013, however, the learners that attended in 2013 did not get accreditation from the Gauteng Department of Education GDE nor Aranda Learnership College in Randfontein.

In 2014, fifteen learners that did the learnership programme were accredited by Aranda after completing the 12 months programme. In 2015 an agreement was reached with the Gauteng Department of Education to accredit the Sewing Learnership Programme.

Computer Learnership Programme: This programme is also offered on weekdays and currently caters for 24 learners. The learners must have a minimum qualification of Grade 10.

Dressmaking Learnership Programme: The programme currently caters for 20 learners and is provided by the Aranda Learnership College on Fridays. On completion of the programme, the learners receive accreditation from Aranda Learnership College.

"All our programmes are offered in conjunction with the Gauteng Department of Education," said Max Mopeloa, Office Administrator.

Molale Security Services

In 2012, Molale Security Services was awarded an after-hours call centre contract by the Properties Department at AngloGold Ashanti in support of small business development.

The company offered Molale a mine house for them to use as an office and control centre. All control centre officers were sent on a course by AngloGold Ashanti.

Molale Security provides a security service for the Vaal River village as well as vacant company houses in Orkney, the government and private sector throughout the North West Province.

The owner, John Molale, started the company in 2006 with only one security guard and has now created an enterprise that employs over 100 people. John started his career at AngloGold Ashanti in the 80s and was determined to start his own business, Molale Security Services. The company started off by providing security services to AngloGold Ashanti, but soon it expanded and he could provide a service to more clients.

This 100% black-owned company also offers a 24-hour call centre and armed response and also does security installations such as alarms, electrical fencing and VIP protection.

The company is registered with PSIRA and employees are continuously trained in accordance to relevant requirements.
North West Emergency Medical Rescue Services College

Khayalethu Residence is situated on the remaining extent of Portion 31 of the farm Witkop 438IP, which is centrally located in Orkney. AngloGold Ashanti used this facility as a mining training centre that included a sports field and residential quarters, as well as an acclimatisation centre in one secured complex. The residence was previously exclusively used to accommodate employees providing them with sleeping, catering, ablution and recreational facilities within and around the secured residence premises.

In 2007, AngloGold Ashanti availed the building for alternative utilisation, the Department of Health presented a concept to redevelop the complex into an emergency training institution. The complex was ideal in providing accommodation, training facilities and associated services.

Formal negotiations took place between the North West Province Department of Health, North West Province Emergency Medical Rescue Service College and the Matlosana Local Municipality, and the transfer was completed with significant redevelopment of the complex as well as revitalisation of the surrounding urban area of Orkney.

In February 2008, the North West Emergency Medical Rescue Service (EMRS) College relocated to Khayalethu Residence. Not only did the college now have a big facility, but the staff has increased from four members in 2004 to 33 members in 2010. Due to the amount of staff and facilities the college can now present all the necessary Emergency Medical Services (EMS) courses, all rescue courses and many other courses as needed by health professionals in the province.

The training centre has, to date, trained students from across South Africa with some of the students who successfully completed their training having been deployed on international rescue missions. In January 2010, the EMRS College was able to send a ten-man team to assist earthquake victims in Haiti. The college team was able to rescue a lady who was trapped under rubble for more than seven days and received international media coverage while doing this.

Currently the EMRS College is the only college in South Africa that is accredited to present all 12 rescue courses. In 2014, two teams from the EMRS College won the title for the best high angle team in the country and also for the third best vehicle rescue team, at a national competition.

Currently the EMRS College is seen as one of the best in our country. It has grown in the last five years – from being the smallest EMS College to now being the biggest. This achievement was reached due to the dedication of the current college management and some very dedicated staff members.

James Motlatsi Stadium

The donation of the Motlatsi Stadium was initiated in 2004, when the Fédération Internationale de Football Association (FIFA) awarded South Africa the hosting rights for the 2010 FIFA Football World Cup. FIFA had earmarked ten stadiums throughout South Africa and the Oppenheimer Stadium (as it was previously known) was one of them. AngloGold Ashanti participated in a proposal for the upgrade and structures of the stadium and this was sent to the FIFA. Owing to a FIFA decision to reduce the number of stadiums, the stadium was transferred to the Matlosana Local Municipality. The transfer of the stadium to the community enabled the council to manage the complex to attract major sports events, and access state funding for upgrading. The stadium management staff was appointed by the Council and mentored and trained by AngloGold Ashanti.
CREATING HEALTHY COMMUNITIES
Implementing a health strategy in the company’s South Africa Region

Over the last ten years, AngloGold Ashanti has invested significant resources into healthcare in the South Africa Region (SAR). The efforts have largely been internally focused and geared toward mitigating the occupational health risks facing its employees and contractors. In this regard, AGA has attained encouraging and notable improvements in numerous leading and lagging indicators of health. In contrast, the approach toward health in its communities has been somewhat haphazard, with ad-hoc interventions focusing on palliative care for the AIDS-ill, and selected health-screening projects.

In 2000, the United Nations set the Millennium Development Goals (MDG), now called the Sustainable Development Goals and at least three of the eight MDGs target healthcare directly, namely to reduce child mortality (MDG 4), to improve maternal health (MDG 5) and to combat HIV/AIDS, malaria, tuberculosis and other diseases.

The remaining five MDGs all draw focus to the importance of other social determinants of health, which either directly or indirectly impact the health of communities:

- MDG 1 – To eradicate extreme poverty and hunger;
- MDG 2 – To achieve universal primary education;
- MDG 3 – To promote gender equality and empower women;
- MDG 7 – To ensure environmental sustainability; and
- MDG 8 – To develop a global partnership for development.

In 2009, the South African National Government prioritised four key health areas for accelerated delivery within the Medium Term Strategic Framework (2009 - 2014) including:

- Increasing life expectancy;
- Combating HIV and AIDS;
- Decreasing the burden of Tuberculosis; and
- Improving health systems’ effectiveness.

The Department of Health then published an implementation plan called “The 10 Point Plan” to deliver on the medium-term strategy of government to achieve the above-mentioned MDGs, namely:

1. Strategic leadership and social compact for better health outcomes.
2. Implement National Health Insurance (NHI).
3. Improve the quality of health services.
4. Overhaul the healthcare system and improve its management.
5. Improve human resource management, planning and development.
6. Revitalise health infrastructure.
7. National Strategic Plan for TB and HIV/AIDS.
8. Mobilisation for better health for the population.
9. Review the drug policy.
10. Strengthen health research and development.

In August 2011, the first policy document on National Health Insurance (the Green Paper) was issued for public comment. Access to quality healthcare is a constitutional right for all who live in South Africa, but unfortunately for many this is a constitutional right never known. The current dual system of public and private healthcare in South Africa is not sustainable – the public health service is over-burdened and under-resourced, while the private sector delivers quality care but is increasingly unaffordable to the majority.

The Green Paper proposes the implementation of NHI over fifteen years starting in 2013. The estimated cost for year one is some R125 billion which increases to R256 billion by 2025 and will be funded by revenue from general taxation and from payroll taxes. The next policy document on NHI (The White Paper) was released in April 2014.

Healthcare outcomes in the SAR have been impressive with an encouraging 60% reduction in new TB cases and a 40% reduction in new HIV cases over an eight-year period. Numerous other health indicators show significant improvement (including hospital admission rates, death rates, ill health retirement rates, aids defining illness rates, and many others).

Health in AngloGold Ashanti’s South Africa Region

The health and safety risks facing the people of AngloGold Ashanti are varied, and the key drivers can be grouped into three broad categories related to:

- The mining method used – deep level, hard rock, and labour intensive gold mining in South Africa;
- The endemic health risks facing sub-Saharan Africa and the Southern African Development Community (SADC) – both communicable and increasingly non-communicable diseases; and
- The integrity and operational efficiency of current health systems in AngloGold Ashanti.

The South Africa Region has adopted a three-pronged strategy to address the occupational and non-occupational health risks facing our people:

- Optimise health systems in SAR through occupational health, primary healthcare, hospital care, emergency response, and preferred provider arrangements for external referrals.
- Integrate health systems with non-health systems including human resources, housing and accommodation, training and development, safety, occupational hygiene, environment, and sustainability.
- Contribute to sustainable systems in mining communities.

Healthcare outcomes in the SAR have been impressive with an encouraging 60% reduction in new TB cases and a 40% reduction in new HIV cases over an eight-year period. Numerous other health indicators show significant improvement (including hospital admission rates, death rates, ill health retirement rates, aids defining illness rates, and many others).

Six focus areas for community health involvement

1. Improve the social determinants of health (SDHs) in host communities

It is vital to recognise that improving public health does not, in the first instance, come from an additional doctor or nurse, hospital or clinic. Sustainable development and improved service delivery in communities form the bedrock and foundation of improving community health – gainful employment, good education and training, clean water and sanitation, adequate food and nutrition; and decent housing.
all impact community health far more than the direct impact of health systems like clinics and hospitals.


AngloGold Ashanti will spent some R700 million in health services and medical insurance in 2014. Roughly half of this amount is spent on direct service provision through AGA Health; and the other half is spent on indirect medical insurance for occupational injury and illness; and the company contributions toward medical aid. These operational costs go a long way to improving the health and welfare of our people in the region and as such form a fundamental pillar within the broader sustainability strategy for AngloGold Ashanti.

3. Investing in Community Human Resources Development (for nursing)

Nursing training formed part of the 2010-2014 Social and Labour Plans; and given the focus on the National Health Insurance going forward, similar efforts will be repeated in the 2015-2019 Social and Labour Plans. Previously, we focused on a one-year basic nursing course for enrolled nurse auxiliaries (ENAs), and we are considering amending the programme to be geared toward a more marketable two year programme, albeit for fewer enrolled nurses (ENs).

Nursing training in South Africa faces more uncertainty and may once again be changed to focus on a three-year diploma for staff nurses. Our training programmes may be negatively affected by the possible closure or sale of the Gold Fields Nursing College, the uncertain future of our own hospitals, and a lack of clarity from the South African Nursing Council (SANC). Despite these uncertainties we believe we should continue with community nursing training in some shape or form.

4. Investing in primary healthcare (PHC) and maternal and child healthcare (MCH)

The last decade has seen a warranted but disproportionate focus on MDG 6 (to combat HIV/AIDS, malaria and other diseases including TB). Further funding is needed to improve maternal and child mortality in our communities. The revitalisation of primary healthcare through efficient community health clinics and primary healthcare clinics is a fundamental part of National Health Insurance going forward.

Health resources in the 2015-2019 Social and Labour Plan will be channelled toward selected infrastructure projects aimed at delivering community health clinics in the Matlosana, Merafong and OR Tambo District municipalities. These community health clinics offer both primary healthcare as well as maternity and child care in local communities. We have been in talks with the Provincial Department of Health in Gauteng and the North West Province and a number of potential infrastructure projects have been prioritised, including the Thusanang Community Health Clinic in Kokosi, the Bothasabelo Community Health Clinic in Khuma, and primary healthcare clinics in Khuma and Kanana are also possibilities.

5. Maintaining a focus on health screening for communicable (TB, HIV, and malaria) and non-communicable disease (hypertension, diabetes, cholesterol, and obesity)

TB in the mines has been a topical and emotive subject on numerous platforms in South Africa and within the South African Development Community (SADC) region. Ongoing TB and HIV screening activities, such as Aurum’s TB Reach programme should be continued and broadened to include basic screening such as blood pressure monitoring, height, weight and glucose monitoring.

A 100 years of deep-level gold mining has unfortunately left a legacy of occupational lung disease in current and former miners. Resources should be earmarked for the strengthening of the Medical Bureau of Occupational Disease (MBOD) and the establishment of one-stop-shop services as promoted by the Deputy President of South Africa. These facilities will be managed by the Department of Health and aim to provide two-yearly medical benefit examinations and compensations services for all occupational lung diseases including TB and silicosis.

Collective efforts through the Chamber of Mines need to be recognised in our Social and Labour Plans.

6. Rationalise clinical services in a downsizing gold-mining industry

Proportional downsizing of AGAs internal health facilities has been an effective approach to contain unit costs in the SAR, however, given dwindling economies of scale and an increasing proportion of fixed costs, together with increasing medico-legal risk, this strategy is not sustainable.

The SAR will continue to explore alternative models of health service delivery. Outsourcing of clinical care (which includes both primary healthcare and hospital care) remains an option, albeit with some risk. Company run hospitals could potentially partner with other health providers whose core business is health, and then these hospitals can be opened up to for the benefit of all in the broader community under NHI.

In conclusion, historically the SA Region health strategy has been inwardly focused, and immensely effective. Going forward, however, a sustainable community health strategy needs to be aligned to Government policy, appropriately resourced, and implementation accelerated in the SLP (2015-2019).

Public health in our communities will invariably improve with improvements in employment opportunities; education and training; clean water and effective sanitation; and adequate nutrition, housing and accommodation.

Direct health interventions must be geared toward promoting wellbeing, and preventing injury and illness, rather than adopting a ‘curative’ approach in expensive hospitals. Selected infrastructure projects should be prioritised to deliver primary healthcare as well as maternity and child healthcare in our communities. Nurse training and health screening interventions should continue.
Largest ever TB screening campaign launched in Kanana

AngloGold Ashanti has for the past few years supported the Presidency, the Department of Health and the Department of Mineral Resources' collective campaigns to curb Tuberculosis.

The Chief Executive Officer of AngloGold Ashanti (AGA), Srinivasan Venkatakrishnan, Senior Vice President Sustainability, Simeon Mighty Moloko; Vaal River District General Manager, Moses Madondo; Manager of AGA Health, James Steele and senior managers from AngloGold Ashanti joined Deputy President Cyril Ramaphosa on Tuesday, 24 March to commemorate World TB Day in Kanana, near Orkney.

The commemoration, which was attended by over 5 000 people, saw government’s launch of the biggest screening campaign to date. Also leading from the front were the Minister of Health, Dr Aaron Motsoaledi, the Deputy Minister of Mineral Resources, Godfrey Oliphant; the Deputy Minister of Health, Dr Joe Phaahla, the Premier of the North West Province, Supra Mahumapelo, the MEC for Health in the North West Province, Dr Magome Masike; members of the Global Fund; members of the South African National AIDS Council (SANAC) and representatives from organised labour.

In addressing attendees at the briefing hosted by AGA, the Deputy President announced that World TB Day is a significant day to South Africa and the world over which accords countries the opportunity to address challenges related to TB and the management of incidences of TB. This is done as part of government, civil society and the private sector’s contribution to building a healthier nation.

“I am here to report and commit that government and all its social partners will continue to focus on strengthening the treatment of TB. Our focus is in periphery mining communities and correctional facilities, where there are high incidences of TB cases and where people who reside there are more at risk of contracting the disease,” he said. He appreciated the collaborations between government, the mining industry and the private sector; and in particular AGA and Aspen.
The Minister of Health, Dr Aaron Motsoaledi reported that government has identified six top priority and high risk districts in the country which need TB treatment interventions. “The Dr Kenneth Kaunda District Municipality has been identified as one of the districts which should be prioritised for TB screening and treatment, hence we are launching the campaign and commemorating World TB Day in this district,” he said. The Minister further announced that through the campaign, they aim to screen 135,000 inmates in correctional facilities and up to half a million miners.

AngloGold Ashanti CEO, Srinivasan Venkatakrishnan (Venkat) offered a statement of support on behalf of the Chamber of Mines where he said that both AngloGold Ashanti and the Chamber recognise the gravity of the Tuberculosis epidemic in South Africa and in the gold-mining industry in particular.

In sharing some of the internal successes and treatment of TB and HIV/AIDS, the CEO reported that AGA has, over the past decade, intensified efforts to support government’s initiatives to address the challenges that TB and HIV/AIDS present. “We do so by way of focusing on, among others, prevention and the management of both TB and HIV/AIDS, monitoring and evaluation and other interventions through our Social and Labour Plan initiatives which strengthen the health system.

“We support government through infrastructure development, to this end, AngloGold Ashanti has in the past three years refurbished the Medical Step-Down Facility and Paediatric Care Wards at the Carletonville Hospital and the Roman Buzile Nzima Healthcare Clinic in UMuzimuhle.

“We will be building a state-of-the-art maternity and child section at the Botshabelo Community Healthcare Centre in Khuma to the tune of R6 million. This centre will be complete by the fourth quarter of this year.

AngloGold Ashanti is, through the CSI Fund, supporting NGOs focusing on home-based care for those affected by TB and HIV/AIDS in our host and labour sending areas. Through our Community Human Resource Development Fund we have since 2012 sponsored the training of host community members as Enrolled Nursing Auxiliaries (ENAs) and Professional Nurses to complement and increase the much needed health human resources in the National Department of Health. After successful completion of the course candidates register as Enrolled Nursing Auxiliary and Enrolled Nurses. In 2014, a total of 42 Learnerships (22 ENAs and 20 ENs) were sponsored by AngloGold Ashanti.

The CEO said that much as the mining industry has drastically reduced the TB infection rate in the past ten years, he acknowledges that more still has to be done.
AGA CEO, Venkat, gives a message of support to 5 000 attendees at the Kanana Stadium on World TB Day. Listening intently is the Deputy President of South Africa and Chairperson of SANAC, Cyril Ramaphosa and the Deputy Chairperson of SANAC Ms Steve Letsike.

“We commit ourselves to closely work with government to achieve its objectives in terms of the National Health Plan. As the Premier of the North West, Mr Mahumapelo always says: “saam werk, saam trek” (work together, pull together),” he said in closing.

The Deputy President said that government is grateful to AngloGold Ashanti for sponsoring the maternity and child care ward at Botshabelo Community Healthcare Centre. “This project underscores the need for the private sector to play a prominent role in tackling this disease and supporting public health and development initiatives. We look in particular to mining companies, whose assistance is critical in responding decisively to TB,” he said. A cheque for R6 million for the building of this facility was presented to the Deputy President, the Premier of North West, the Minister of Health, the Deputy Minister of Mineral Resources and the MEC for Health by the CEO as part of AGA’s Social and Labour Plan Projects in Matlosana.

Pinkie Mafika from Extension 6 in Kanana said she wishes that the government would do this on a regular basis because most people are afraid to go the clinic to get tested. Pinkie and other community members were grateful for the fully equipped mobile clinics, which will make it easier for people to be screened for TB.

Dr Thato Mosidi, a medical doctor who contracted drug resistant TB, was on hand to encourage and share her testimony that TB can be treated. “I am a TB survivor and can share with you that if one commits to the strict treatment regime and gets tested early, one can be cured. Rather be safe than sorry. This is an epidemic that is with us and the good news is that it can be cured if detected, managed and treated.”

James Steele, Manager of AGA Health stressed that it is vital for all South Africa Region employees to get tested on a regular basis, pointing out that TB is preventable and curable even if someone is HIV positive and that early diagnosis is not a death sentence. “I urge all employees to visit one of the company’s primary healthcare clinics for free counselling and testing for TB, HIV, STDs, Diabetes and Hypertension.”

Simeon Mighty Moloko, Venkat and Moses Madondo put on their How Will I Know? TB bibs. South Africa is the third worst affected country in the world. The disease remains the number one killer in the country despite being both curable and preventable.

MINISTER AARON MOTSOALEDI EXPLAINS TO DEPUTY PRESIDENT CYRIL RAMAPHOSA how screening for TB is done using the GeneXpert machines. The test is very quick and only takes about two hours – much faster than the other TB tests, which usually take at least a few days.

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Deputy President Cyril Ramaphosa among some of the children at Retswelapele Day Care Pre-School in Kanana. This Early Childhood Development Centre will be upgraded by Aspen to the tune of R1 million.

Children play soccer as part of the official anti-TB and HIV programme of the National Department of Health. KICK TB&HIV has already educated thousands of primary school learners throughout South Africa. “Let’s Play; Let’s Learn; Let’s Save Lives! It is simple: by Playing, our children are Learning, and Lives are Saved…”

Staff from AGA Health test a community member during the World TB Day commemoration in Kanana on Tuesday, 24 March.

Members of the community wait to be tested by AGA Health staff.
Health outreach programmes in the Matlosana community

On 18 September 2014, AGA Health employees participated in the HIV, AIDS, STIs and TB (HAST) Anti-Illegal Abortion Campaign in Klerksdorp. Participants removed the posters advertising illegal abortions and distributed condoms to those they passed. The North West MEC for Health, Dr Magome Masike led the march from Klerksdorp Hospital and proceeded across town, down to the main taxi rank. The following services were offered: HCT blood tests, family planning, pregnancy screening, cervical screening, mental and oral health, eye care and TB testing.

One of the community outreach programmes that members of AGA Health participate in, is to raise awareness on health issues such as teenage pregnancy, sexually transmitted illnesses (STIs), substance abuse and HIV/AIDS. They visit schools in the Matlosana area and engage with learners on health issues that affect the youth in particular.

Health care workers visit the surrounding areas of our mines to raise awareness and test and screen community members for various illnesses. On 12 and 13 August 2014, peer educators held a HIV/TB campaign at Kopanang and the surrounding areas such as Stokkiesdraai, Black Huis and Welkom Mining in partnership with the Aurum Institute and Department of Health. Some 65 community members were screened for HIV, blood sugar, blood pressure, TB.

AngloGold Ashanti Health employees marched from the Westvaal Hospital to the Dr Kenneth Kaunda District Municipal Offices in Orkney on World Aids Day to commemorate those that have succumbed to the disease. A candle-lighting ceremony was performed in honour of those who had lost their lives due to the virus. Peer educators went from door-to-door and handed our pamphlets to home and shop owners to raise awareness on this debilitating disease.
Health outreach programmes in the Merafong community

A team of employees from AGA Health were based outside a well-known supermarket in Fochville to create awareness for Tuberculosis (TB) in the mining community. Members of the public were informed on how TB is contracted, the signs and symptoms to look out for and where to seek treatment.

A team of health workers decided to spoil those that were in hospital on Valentine’s Day in 2014. They handed out chocolates to patients and spent some time with each of them to show that they too deserve to celebrate the day of love - albeit in a hospital bed.

The surgical ward employees won a cash prize for selling the most food Heritage Day 2014 and had to support a charity of their choice with the winnings. Employees of AGA Health are seen delivering groceries and appliances worth R5 000 to Senkangakhona Orphanage Home in Khutsong.
As part of the 2014 Nelson Mandela Day activities on 18 July, a group of employees from AngloGold Ashanti spent the day in the collective quest to help change the lives of those in need. Volunteers rolled up their sleeves for 67 minutes of community service where the company spent over R1.8 million on projects in its host and major labour sending areas. AngloGold Ashanti is able to respond positively in pursuit of realising some of the ideals that defined Madiba on what is now a universally significant day. Our departed Madiba was a proponent of social equality; he dedicated his life to advancing and changing the lives of the less fortunate, the vulnerable and the underprivileged. It is therefore befitting that the 2014 Nelson Mandela International Day has been elevated to an international event that should be used to effect the much needed social change across the world. The 2014 Nelson Mandela International Day is indeed in resonance with what Madiba stood for and advocated for: education and literacy, shelter and food security and participation through volunteerism.
In South Africa, the schooling system in farming communities is often under-resourced, which negatively impacts academic progress of the learners. Not only is learner performance dependant on the level of educator performance in the classroom, but research also indicates that children from low-income households develop academic skills at a slower rate when compared with children from higher income groups. AngloGold Ashanti is passionate about contributing to the creation of holistic centres of learning. The aim is to enable learning by capacitating the system with competent, dedicated educators, and to work with the management teams of schools to ensure they fulfil leadership roles.

Letlhasedi Combined School is a farm school at Mahemsvlei Farm, situated 25 kilometres from Klerksdorp in the Matlosana municipal area. This public school opened its doors in 1972; it operates on a private farm property and currently has 535 learners who hail from neighbouring farms. The Grade 12 learners, who need to travel long distances to reach the school, were previously accommodated in a single-room dilapidated mud structure, sleeping and studying on the floor over weekends.

Due to the fact that the farm school is situated on privately owned land, it seemed unlikely at the time that private companies or development agencies would invest in permanent infrastructure development. However, AngloGold Ashanti, through the District Department of Education, heeded to a call to assist with boarding facilities at the school. As part of honouring Nelson Mandela International Day 2014, the company spent R855 000 to erect three prefabricated structures. One structure is used as an additional classroom while the other two structures are used as boarding facilities for matric boys and girls. The new boarding houses were fitted with beds, mattresses, bedding, curtains and kitchen utensils. Neither the school, nor their parents could afford toiletries and sanitary items, so AngloGold Ashanti also offered to supply the school with toiletries and groceries for the remainder of the year.

“This project was motivated by the gloom brought about by the impoverished conditions these children had to endure. However, it’s incredible to notice that these children still manage to achieve a remarkable matric pass rate, given the conditions,” said Simeon Mighty Moloko, Senior Vice President Sustainable Development. Despite the conditions, the school consistently achieves an exemplary Grade 12 pass rate, sometimes at 100%, reinforcing the notion that learning can still be achieved in difficult conditions.

Facing a cold Monday morning on 21 July, representatives from AngloGold Ashanti and the Matlosana Local Municipality were on site to reveal the newly-fabricated boarding houses to the unsuspecting learners. The Grade 12 boys and girls were duly impressed with their new sleeping quarters and expressed their commitment to achieve good results in the final exams. Feeling the bitter cold on this day, Moloko also offered to donate extra blankets and heaters to further ensure the comfort of the learners.

“We will continue to build on our relationship with Letlhasedi Combined School,” said Moloko. “We need to be involved in schools like Letlhasedi that need social interventions. These Grade 12 learners now have a safe, comfortable and healthy environment in which to study. I believe that this will increase their chances of obtaining better results at the end of the year. We wish them the best of luck with their exams. What AngloGold Ashanti did on Mandela Day was a small gift, but nonetheless a gift that can make a huge impact on their lives. One that can produce fine, young citizens that can contribute to the future of not only Matlosana or South Africa but even the world,” he concluded.

In addition to this initiative sponsored by the company, South Africa Region Sustainable Development staff members also contributed in their private capacity by donating money to enable the Grade 12 learners to enjoy a Matric Dance, customary at the end of the Grade 12 and graduating year. 
Monica Madondo helps to deliver beds for each of the learners.

The vegetable garden was established on Mandela Day and has since developed into a healthy crop.

Mr Simon Mogotsi from the District Department of Education and organised labour representatives light a candle in memory of Tata Madiba.

Wayne Niemack giving of his time.

The newly-built porta-camps.

The girls and boys in their brightly decorated rooms.
Mark Till and volunteers with the beds that were constructed on site. All the children each have their own bed and bedding.

Bokang Sekheo, Kegomoditswe Mojela and Kate Dlamini (right), delivered extra blankets and heaters to the learners in the boarding houses that were funded by the SI Fund.
Theo Qabaka, Senior Vice President Surface Operations, employees, organised labour and members of the local municipality donated books to twelve libraries in and around the Matlosana area. One of the books that was donated is the life story of Nelson Mandela. This project was aligned to the 2014 Nelson Mandela International Day theme of education and literacy.

The Properties Department in Vaal River helped the environment by cleaning up around the Main Offices. Mark Wilkinson, Business Control Manager, encouraged all employees: “Put yourself in the shoes of the people around you and help them by picking up trash when you see it lying around. It doesn’t matter who left it there, just pick it up,” he said.

Matlosana Libraries

Liz Lovick, Senior Community and Social Development Officer; Sheena Pillay, Project Manager; Harry Rex, Vice President Safety and Risk, Monica Madondo, Vice President COO’s Office; Clive van der Westhuizen, Engineering Manager and Kevin Craigen, Senior Human Resources Manager at the Matlosana Library.

Rethabile Children’s Home

In the redesign of the graduate development programmes, social responsibility is a key component in teaching young people how to be good corporate citizens. On Mandela Day, graduates and Learner Officials in the Vaal River and West Wits operations reached out to help those in need.

At Rethabile Children's Home in Klerksdorp, volunteers painted the interior of House No 5, installed shelves and donated sport and gym equipment.

“It was a day filled with inspiring change, where we engaged the children in painting, playing soccer and painting a colourful mural on one of the walls,” said the project leader Aldi van der Westhuizen, Senior Training and Development Officer. “The children were so eager to help. It felt as if we were on the receiving end, rather than being the ‘givers,’” she said.

The Properties Department in Vaal River helped the environment by cleaning up around the Main Offices. Mark Wilkinson, Project Manager (second from right) said that what they did does not cost money – just a small amount of effort. “Be kind to the environment and those around you by picking up trash when you see it lying around. It doesn’t matter who left it there, just pick it up,” he said.
Triest Training Centre

While the one team of employees and organised labour attended to the needs at the Lethasedi Combined School, the Vaal River District General Manager, Moses Madondo led a team at Triest Training Centre. The centre has had a long-standing relationship with AngloGold Ashanti and during Mandela Day in 2014 employees gave of their time to repair a worn out section of the centre with some renovation and painting.

Triest Training Centre focuses on the occupational rehabilitation and stimulation of people with moderate intellectual abilities. The centre is based in Klerksdorp with an intake of students from all areas around Matlosana. Students are taught active livelihoods by participating in activities such as sewing, baking, cooking and manufacturing footwear.

Since Triest’s inception in 1997 it has managed to place approximately 200 clients through various skills’ based programmes including ABET and academics and have managed to secure jobs for at least 30 people. However, the demand kept escalating and so did operational costs which resulted into the day-to-day operations demanding the client to pay R2600 per month in the day care centre. AngloGold Ashanti then intervened and committed to donating funds to the centre annually to help to cover operational costs.

In 2012, AngloGold Ashanti donated R750 000 to the centre to help cover these operational costs. This enabled the organisation to reach more than 60 beneficiaries. Triest relies on fund-raising for survival as they do not have a long-term, multi-year funder.

On 18 July 2014, employees from different business units within AngloGold Ashanti and volunteers from the centre converged to renovate and paint a worn-out section of the residences, as part of its Nelson Mandela International Day activities.

“We are extremely grateful for the relationship that we have established with AngloGold Ashanti,” said Janis Reichhardt, a Director at the centre. “The company has always been there for us and we really appreciate the good work they have done, not only for us but the community at large.”

“Moses Madondo, Vaal River District General Manager and Kobus van Heerden handing out T-Shirts to the staff at Triest Training Centre.”

“A group of volunteers from Moab Khotsong Mine and Services Departments ready the interior for a fresh coat of paint.”

Moses Madondo (second from left) led a team of volunteers at Triest Training Centre. Employees helped establish a vegetable garden, paved an area around the braai at Triest House and painted the interior of two of the houses. All the volunteers went home tired, but happy and positive that they contributed more than 67 minutes for Madiba. With him is Dr Oupa Nkagisang, Manager Community Human Resources Development; Mabo Phokanoka, Employment Equity and Transformation Manager with employees and organised labour representatives.
Preparations for the brick paving commences. The team of volunteers at Triest Training Centre in Klerksdorp.

Abraham Leeuw, Denise McAuley and Barbara Muller. A candle was lit in memory of Tata Madiba while volunteers give selflessly of their time.

The group of employees made sure the hundreds of bricks were in place. Francois van der Walt, Occupational Environmental Manager ensures that the paving is secure.

Danny Davies, Mine Manager for Moab Khotsong Mine lays the brick paving around the braai area.
A time for giving as we remember Tata Madiba in Merafong

The Chairman of the AngloGold Ashanti Board, Sipho Pityana said that today is an important day. Nelson Mandela, the father of the nation, left us important values such as caring, sharing and ensuring that the weak and poor are lifted by those who are stronger.

“I am proud to be at the sod-turning of the Wedela Old Age Day Care Centre. This project says something important about the elderly and I hope and believe that the project will make a big difference in the lives of the community. When I come back in a year, I expect to see you more youthful. I am pleased that our partners such as the Department of Mineral Resources, the Merafong City Local Municipality and organised labour are here today.”

The centre will serve as a safe haven and recreational facility for our elders in Wedela, some of whom are our retired employees who have diligently resourced us over the years, “We are thanking you, in part, for having contributed to AngloGold Ashanti. We hope that this day care centre will enable you to improve your health through activities that will strengthen your physical well-being. I urge you all, my respected elders, to capitalise on the benefits that this centre will offer you such as companionship, health through regular exercises and from the income-generating projects you plan to launch here,” he said.

Mike O’Hare, Chief Operating Officer said that on 5 December last year we cried; and on 5 December the heavens cried - the day our beloved Madiba passed on. “We must make sure that once a year we come together to remind ourselves where we come from, what we want to achieve and what we can achieve,” he said. “I want to thank the men and women who are working 3km directly below us. They are producing the gold that will be sold to enable us to do the kind of activities we are doing today. Let us remember them and thank them for doing what they are doing.”

Executive Mayor Maphefo Mogale-Letsie said that AngloGold Ashanti is a shining star. “You can see the work that AngloGold Ashanti has done throughout Merafong. They are everywhere having contributed something and we recognise and acknowledge the work it is doing and today, on Mandela Day, we are going to touch the lives of Wedela.

Just before lighting a candle in remembrance of the fallen leader, Pityana said that anybody that says it can not be done can not stop someone else from doing it. We are proud to be a part of this and are honoured to realise this dream. 
Randel Rademann, Vice President Mining and Richard Brokken, Vice President Planning with Sipho Pityana.

The gogo’s at Wedela Old Age Luncheon Club.

Nkululeko Pityana heeds to the call to action to make an imprint and help change the world around her.

Executive Mayor, Maphefo Mogale-Letsie and Sipho Pityana admire the South Africa Region's Community Report for 2013/2014.

Tebogo Molale from AMCU and Joel Modisenyane from AMCU.

Members of the Wedela Old Age Luncheon Club welcomed guests in song.

Executive Mayor, Maphefo Mogale-Letsie and Sipho Pityana admire the South Africa Region's Community Report for 2013/2014.

MacDonald Lion, Project Leader at Wedela Old Age Home with a giant cheque.

The Chairman, Sipho Pityana and his wife, Nkululeko meet representatives from organised labour. Pictured here with the couple are Joel Modisenyane from AMCU and Wally Kramer from Solidarity.
Sipho Pityana lights a candle in memory of Nelson Mandela. To light a candle for someone indicates one's intention to say a prayer for another person, and the candle symbolises that prayer.

Kuben Reddy, Project Leader at AngloGold Ashanti, discusses the plans for the building with the Chairman.

The SI Fund also donated three electric wheelchairs, blankets and food parcels to the elderly. Here one of the beneficiaries receives her wheelchair.

Volunteers from AngloGold Ashanti, Merafong City Local Municipality and the surrounding community were on hand to help clear the piece of land.
Marius Steenkamp, Senior Human Resources Manager at Mponeng Mine and other volunteers preparing the piece of land to enable them to lay the foundations.

Scores of employees and community members offered their services on the day to help make a difference. Wally Kramer from Solidarity paints the fence.

Zakharia Tshehle, Gift Maikhosho, Judith Lethea and Bella Goapele from the South Africa Region Offices (SARO). Food parcels and blankets being handed out.
Goitsi Modimo Centre for Disabled

Mpho Elizabeth Modisalife (Mama Lizzy), the owner of the centre explained that when she started the centre, she took care of six disabled children. “Members of the community approached me and said that they leave their elderly at home when they go to work. They came to ask for help and for me to open a centre to look after them. The Lord sent AngloGold Ashanti to me. Until today we trust in AGA and that is where we go if we want things done,” she said.

After planting vegetable seeds in the newly established food garden, Mike O’Hare warmly welcomed everyone to the proceedings and made special mention of Advocate Susan Malebe, former Regional Director at the Department of Mineral Resources for being at our Mandela Day projects year after year. “It is good that we can get together on Mandela Day and have fun and help some people,” he said.

Pityana added that today is the first celebration of Mandela Day since his passing. “It is very important to remember the Nelson Mandela legacy; as he was committed to the poor and the vulnerable and those that can not make ends meet on their own. I am pleased that this project was started by the community and that AngloGold Ashanti could help. It is a story of a nation and community that cares for and loves one another.”

“It is one thing to see these pictures in the boardroom but better to see the impact we make for ourselves. AngloGold Ashanti is a company that cares and that is part of the community. The vegetable garden that we have established today is an important statement about self-sufficiency. The projects we are involved in today are spread in our host and major labour sending areas and it is about giving in a real way,” he said. Pityana added that he appreciates what is being done – especially for the children as they can grow up to be responsible citizens as Nelson Mandela intended. “Some children that grow up in difficult situations eventually occupy important positions, so we need to look after them.”

In 2014, AngloGold Ashanti sponsored the centre with R93 566 to purchase wheelchairs for those whose wheelchairs were in a bad state; pediatric standing frames; sewing machines, therapy balls and mats. The centre is a permanent home to 16 disabled children, two orphans and 19 elderly disabled people; and provides day care facilities to 51 people. They are collected with a kombi that was sponsored by AngloGold Ashanti in 2013.

The organisation sustains itself by doing food gardening, knitting and making chairs. Mama Lizzy says: “God gave me the heart and passion to take care of people with special needs. With AngloGold Ashanti making such an impact, the centre has become a comfortable home for the disabled people living there. If it was not for AngloGold Ashanti, there would be no Goitsi Modimo as the needs increase on a daily basis.” She added that the company’s help keeps her going every day and she is forever grateful for AGA making a difference in the lives of those who need help the most.

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Chairman of the AGA Board, Sipho Pityana assist in preparing the vegetable garden.

Lulama Zeka entertains the children while a volunteer prepares the food garden.

Butiki Loliwe, Manager Properties applies varnish to the exterior of the building.

Ben Matela, Stakeholder Engagement Manager informs Sipho Pityana on AngloGold Ashanti’s involvement at Goitsi Modimo.

Sipho and Nkuli Pitayana, Mike O’Hare and Jacques Wessels hand over blankets to the community.

Advocate Susan Malebe, former Gauteng Region Manager at the Department of Mineral Resources.

Ben Matela and Advocate Susan Malebe with some of the recipients.

Mike O’Hare addresses the recipients who all received blankets and food parcels as part of the Mandela Day initiative.
As part of the Mandela Day projects in the Merafong municipal area, volunteers from the company also gave of their selfless service at SAVF Legae: Ikhaya for the Aged in Khutsong. Almost R192 000 was spent on the renovation and improvements at the facility. Volunteers painted buildings, started a vegetable garden and distributed food parcels and blankets at the centre.

Shaun Newberry, Senior Vice President Technology and Projects said that it is important to note that today is not about AngloGold Ashanti or the SAVF but about honouring an honourable man whose mission it was to give back to humanity. "He brought people together from different organisations, groups and races and put a focus on two areas, namely, respecting and looking after the elderly and his other great passion: children – their education as well as uplifting facilities for their future. Today we also honour the old ones, the gogos, that raised our young generation to lead this country to be a better place," he said.

As the group started with their work, Jan Holtshauzen the chairperson for the SAVF looked at the transformation from barren ground to that of a new vegetable garden: "We would have been nothing without the assistance from AngloGold Ashanti and other organisations like you and we appreciate this more than what words can express – thank you," he said.

The day ended on a high note as the gogos sang "AngloGold Ashanti, thank you" as the group of volunteers handed out food parcels and blankets.

Newberry also issued a challenge to all the AngloGold Ashanti representatives to make a connection with one of the gogos and exchange their contact details. "You never know where this new friendship can lead you," he said.

The organisation supports 50 elderly people from Khutsong and provides them with daily meals (Meals on Wheels). The elderly visit the centre on a regular basis to participate in activities that help them to stay healthy.
Neels Jansen, Production Manager Rock Boring with two of the beneficiaries.

Charlotte van Alphen, Senior Financial Manager, takes down the contact details of one of the gogo

Volunteers painted the exterior in a colourful shade of blue.

Shaun Newberry and Ronell Blom painting the exterior.

Wendall Naidoo, Senior Human Resources Manager at TauTona Mine

Wendall Naidoo, Senior Human Resources Manager at TauTona Mine.

Shaun Newberry and Ronell Blom painting the exterior.

Mervyn Gillespie, Production Manager and Werner Grobbelaar, Engineering Manager at TauTona Mine.

Volunteers painted the exterior in a colourful shade of blue.

Neels Jansen, Production Manager Rock Boring with two of the beneficiaries.

Charlotte van Alphen, Senior Financial Manager, takes down the contact details of one of the gogos.
Employees from TauTona and Savuka Mines as well as members from the AngloGold Ashanti Technology and Innovation (ATIC) team helped paint the building.

The group of volunteers also created a vegetable garden that will supplement the food the centre has to purchase.

The Executive Mayor, Maphefo Mogale-Letsie visited the centre, much to the delight of the elderly gogos.

Kate Dlamini hands over a blanket to one of the community members.
Employees from AngloGold Ashanti Health visited the Paediatrics Ward at Carletonville Hospital to play with and to give health education to the children in celebration of Nelson Mandela International Day. A special word of gratitude was given to the staff who have that special touch in looking after these little people. The children each received boxes filled with sweets and toys. The group then went to the Fire Department and EMS services to thank them for their dedication and hard work that sometimes goes unrecognised by the general public. The Mandela Day experience always changes lives for the better. Not only for the beneficiaries, but also for the volunteers who witnessed that there is a sense of joy to be gained from serving people.
Addicted to Life

Charl Pretorius, the Project Manager of Addicted to Life in Fochville, shared some insight to their vision of helping people in need. Genade Huis was established in April 2013 with its first two occupants. Fifteen months later the project has grown stronger with them now occupying a new home. A total of 27 occupants have gone through the uplifting and encouraging programme Addicted to Life. Genade Huis also attends to the basic needs of occupants and assist to reintroduce them into society.

“Thank you to management from the bottom of my heart. Thank God that He worked in your hearts to see what we do and for opening your hearts so that we can be the beneficiaries,” Charl said.

Shawn Snell, Vice President of Finance, Supply Chain and IT expressed a word of gratitude for the opportunity to celebrate Nelson Mandela International Day with the people from Genade Huis and that everyone should remember what this day is all about. Shawn and Vuyo Bangani, a member of the Future Forum, lit a candle in remembrance of the life of Nelson Mandela.

By the end of the day the volunteers had given more than their 67 minutes. The surrounding wall of the facility was painted. The garden received tender loving care and the facility now boasts with a new vegetable garden. An amount of R75 000 was spent on renovations and maintenance.

Jan Norval, Vice President Human Resources handing out tasks to his “Dream Team”.

The home before AngloGold Ashanti volunteers started to transform it.

Jan Norval, Vice President Human Resources and Shawn Snell, Vice President, Finance, Supply Chain and IT with the owner and management team at Genade Huis. In front is Cecillia Qoba, Personal Assistant, Sandile Myeke, Accountant and James Steele, Manager Health Services.
Employees from AngloGold Ashanti Health and South Africa Region Offices at Genade Huis (Addicted to Life) in Fochville.

Lisa Ann van Zyl, Kabelo Mahlangu and Chantelle Vermeulen give a helping hand at the project.

The beneficiaries at Addicted to Life thanked AngloGold Ashanti in prayer.

The garden was cleaned of all weeds and a new food garden was planted for the home to be able to help feed those in need.
Confronted by the harsh reality of HIV/AIDS, and the continuous plea made by the community to be assisted in this regard, a decision was taken by Temba Community Development Services to divert its efforts and focus on assisting those infected and affected by HIV/AIDS, and other social ills.

The centre is situated at Mayden Farm in Ncambedlana, on the outskirts of Mthatha in the Eastern Cape. This initiative started out at King Sabata Dalindyebo Local Municipality which forms part of the OR Tambo District Municipality back in 1999. Temba was initially involved in poverty alleviation programmes, e.g. Tender Advisory Services.

The centre is now home to 30 patients who occupy three wards. It had no dedicated professional nurse and patients were transported to the clinic to fetch their medication and the staff at the shelter saw to it that the medication was taken regularly. Touching by this whole situation, the dedication of the group and looking at the impact the project had in the society AngloGold Ashanti donated R60 000 to help them buy items like bed linen, blankets and disposable gloves.

Temba provides a curriculum developed (training to communities) largely from its experience in care and support of more than seven hundred clients a year. Since its focus on HIV/AIDS, Temba has managed to capacitate more than 5 000 community members, people who are continuously making a difference within their own families, broader communities and at their workplaces. Temba has assisted and continues to assist various institutions with HIV/AIDS Policy and Programme development, including HIV/AIDS Awareness-raising Programme and implementation, for example some of their clients include Amatola Water Board, Meeg Bank and Mister Bread, and training of their personnel. Their programmes are gaining popularity working with organisations as far as Gauteng.

“Temba has recently started a children's feeding scheme where orphaned and vulnerable children come to the centre to receive a meal a day, some are helped to do their homework and get a chance to play on the equipped grounds of the shelter. Our dream is to see the Temba grow and reaching and touching more people” said Lulu Boxoza who is the founder of Temba.

During Mandela Day 2014, AngloGold Ashanti made some improvements in the kitchen area by purchasing a stove, fridge, microwave oven, washing machine and a washing dryer while some of the broken cupboards were fixed.

In the male and female wards, 30 waterproof mattresses were purchased and ceramic floor tiles were installed in the wards and reception area. For the Kids Club, additional jungle gym equipment was sourced to have a larger playing area for the children. The project also included six months groceries and seedlings for the vegetable garden. The estimated budget for all this including labour is R500 000.

We remember Tata Madiba in the major labour sending area

Temba Community Development Services

Mthuthuzeli Pitoyi, Senior Community and Social Development Officer and Desmond Sangoni, Communication Officer at the OR Tambo District Municipality.

Nosipho Mphakathi and Khanyisa Bele, two Community Interns who hail from the Eastern Cape.
Tafa Moya, Regional Secretary of the National Union of Mineworkers.

Chief Mkhanyiseli Dudumayo, Member of Council at ORTDM, Maria Mabona and Maxwell Bolani.

Community members help to establish a food garden that will greatly assist the centre in providing fresh vegetables to the patients on a daily basis.

Rupert Mthemba, DMR Officer - Mthatha was on hand to help paint the exterior.

Maxwell Bolani, Maria Mabona, Lulu Boxoza and Mike Sodaba, Financial Manager at Temba.

Deputy Minister Enver Surty and the Eastern Cape MEC for Education, Mandla Makupula.

Tshokolo Motsumi from UASA and Jeffrey Mgago from AMCU present a cheque to the Manager of Temba Community Development Services, Lulu Boxoza.

Tafa Moya, Regional Secretary of the National Union of Mineworkers.

Chief Mkhanyiseli Dudumayo, Member of Council at ORTDM, Maria Mabona and Maxwell Bolani.
International Mandela Day takes place on 18 July each year. It is a global movement inspired by the iconic former statesman, Nelson Mandela, to take up the challenge and follow in the footsteps of the great leader. The message is simple: each individual has the ability and the responsibility to change the world for the better.

In responding to the call to action, AngloGold Ashanti Corporate Office employees joined the United Cerebral Palsy Association (UCPA), a non-profit organisation caring for children and young adults affected by cerebral palsy on Mandela Day in 2014. The UCPA currently provides a safe haven for 45 children for whom it is a home away from home. Some are orphans, and in such instances, the UCPA also act as legal guardians.

The home was started in 1951 by Harry Kessler. When Kessler's daughter was diagnosed with cerebral palsy, little was known about the disease or how to care for individuals affected. As a result, Kessler decided to build a home where his daughter, as well as other patients, could be treated. In an effort to sustain the organisation while advancing the legacy of Kessler, UCPA embarked on a project to complete an unfinished building that would serve as a health care training centre. Under AngloGold Ashanti's Hearts of Gold CSI banner, the company got involved to fund the completion of the building.

The new building – to be named the Barbara Kessler Training Centre – will be used to train caregivers and care workers. NetCare Education will offer the training and study material, and once training is complete, care workers will not only be working with individuals who have cerebral palsy, but will also be able to assist with other conditions and diseases in the immediate community.

Of our involvement, Thando Njoko, Community Affairs Manager said the following: ‘AngloGold Ashanti supports the promotion of the health of individuals and communities in our host and labour sending areas. We strongly believe that the best way to leave communities better off is to support sustainable initiatives that make an impact. UCPA is one such organisation, and we are proud to be associated with it.’ It was a physically challenging day for the 30 corporate office employees who joined the initiative, with tasks including hard labour on the construction site. While some employees ferried sand and other building materials to build a wheelchair ramp, others took to the jack hammer to break rock in a true mining fashion. Other activities included the painting of a laundry room and pantry and visiting the residents at the home.

Dr Matthew Chadwick, Senior Specialist Sustainability Programme Design and Management: “A great man once said that we must use our time wisely, and forever realise that the time is always ripe to do right. I felt privileged to do work on Mandela Day in the name of a great man and for a good cause. It was also satisfying to spend time away from a desk, and working for a community project. Giving money is easy, but providing the precious resource of time felt more valuable,” he said.
Volunteers from the AngloGold Ashanti Corporate Office in Johannesburg giving more than 67 minutes of their time during Nelson Mandela International Day in 2014.

Rea Maribe, Community Investment Coordinator, prepares the window frames before being painted.

Tanya Joseph looks on as a volunteer scrapes the old paint off the windows.

Martie Steyn, Senior Specialist: Marketing and Communication helps break some of the rocks.

Lebogang Nkadimeng, Governance Manager engaging with one of the homes’ recipients.

Clement Thaba, Facilities Assistant preparing the doors.

Corporate Office employees help build the wheelchair ramp.

Rea Maribe, Community Investment Coordinator, prepares the window frames before being painted.