

AngloGold Ashanti West Wits Operations

Social and Labour Plan 2015-2019

REPORT: 2015

Date of original submission: 29 March 2016

West Wits Mining Rights:

- **MPTRO REF: 10/2006, including Deed of Amendment 04/2012** (DMR Reference No.: GP30/5/1/2/2(01) MR) (“West Wits Operations: Mponeng, TauTona and Savuka mines”)
- **MPTRO REF: 30/2006, including Deed of Amendment 15/2011** (DMR Reference No.: GP30/5/1/2/2(11) MR) (“Block 1C11”)
- **MPTRO REF: 169/2012** (DMR Reference No.: GP30/5/1/2/2/248 MRC) in respect of the Farm Doornfontein 118 IQ (Remaining Extent 12 and Remaining Extent 13), also known as “Magnum Farm”



ANGLO**GOLD**ASHANTI



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29 March 2016

I, Chris Sheppard, Chief Operating Officer South Africa Region of AngloGold Ashanti Limited (Company), undersigned and duly authorised thereto by AngloGold Ashanti Limited, confirm that all information contained in this Social and Labour Plan Report for 2015 is a true reflection of the company's performance against the commitments as contained in the West Wits Operations 2015-2019 Social and Labour Plan which was submitted on 31 October 2014.



Signed at Carletonville on this 18 day of March 2016.

Signature:

Chief Operating Officer: South Africa Region

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Social and Labour Plan Glossary Of Terms And Acronyms / Abbreviations

Abbreviation	Full Word
ABET	Adult Basic Education and Training
AET	Adult Education and Training
AGA	AngloGold Ashanti
AGAH	AngloGold Ashanti Health
AIDS	Acquired Immune Deficiency Syndrome
AMCU	Association of Mineworkers and Construction Union
ATDS	AngloGold Ashanti's Training and Development Services
ATR	Annual Training Report
BBBEE	Broad Based Black Economic Empowerment
BEE	Black Economic Empowerment
BO	Black Owned
BWO	Black Women Owned
CBOs	Community Based Organisations
CSDC	Central Skills Development Committee
CSI	Corporate Social Investment
DMR	Department of Mineral Resources
DoL	Department of Labour
DTI	Department of Trade and Industry
EAP	Economically Active Population
EDP	Executive Development Programme
EE	Employment Equity
ENA	Enrolled Nursing Auxiliary
FET	Further Education & Training
FLC	Foundational Learning Competence
GETCA	General Education and Training Certificate for adults
HDSA	Historically disadvantaged South Africans
HIV	Human Immunodeficiency virus
HRD	Human Resources Development
IDP	Integrated Development Plan
IMDP	Intermediate Management Development Programme
LED	Local Economic Development
m	Million

Social and Labour Plan Glossary Of Terms And Acronyms / Abbreviations

Abbreviation	Full Word
Masakhisane	AGA financing and enterprise development vehicle whose main objective is to fund and support the creation and development of commercially viable enterprises in the host and labour sending areas.
MDP	Management Development Programme
MC / Mining Charter or the Charter	Broad-Based Socio-Economic Empowerment Charter for the South African mining industry
METF	Mineral Education Trust Fund
MMP	Managerial Mastery Programme
MoR	Manager-once-Removed
MPRDA	Mineral Petroleum Resources Development Act (Act No. 28 of 2002), as amended from time to time, which came into effect on the 11 May 2004
MPRDA Regulations	Mineral Petroleum Resources Development Regulations as Gazetted by the President on 23 April 2004
MQA	Mines Qualifications Authority
MWS	AGA entered into an agreement with First Uranium Limited, in terms of which it acquired ownership over First Uranium South Africa which holds 100% of Mine Waste Solutions (Pty) Ltd, which in turn holds 100% of Chemwes (Pty) Ltd (collectively, more commonly known as the "Mine Waste Solutions Operations (MWS)").
NGO	Non-Government Organisation
NPAT	Net Profit After Tax
NPO	Non-Profit Organisation
NQF	National Qualifications Framework
NUM	National Union of Mineworkers (South Africa)
NWP	North West Province
Paterson Grading System	Job Evaluation system generally used in the South African mining industry and AngloGold Ashanti SAR Operations
PEA /PER	Personal Effectiveness Appraisal /Personal Effectiveness Review
QCTO	Quality Council for Trades and Occupations
Rand (R)	South African Rand
RPL	Recognition of Prior Learning
SA	South Africa
SANC	South African Nursing Council
SAR	South Africa Region
SARS	South Africa Regional Services
SARTSC	South Africa Region Transformation Steering Committee
SDC	Skills Development Committee

Social and Labour Plan Glossary Of Terms And Acronyms / Abbreviations

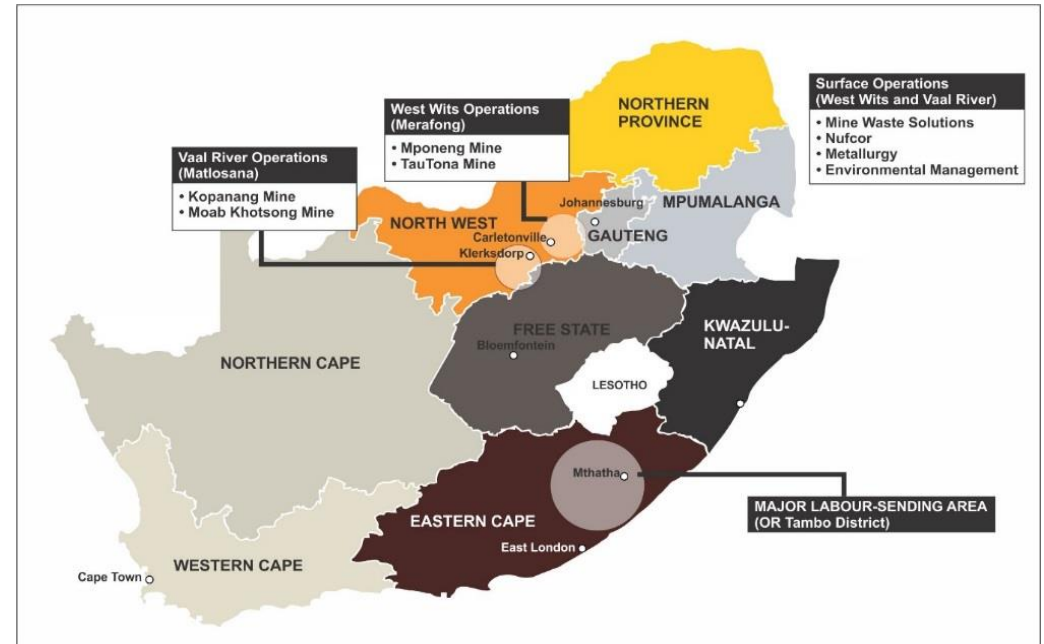
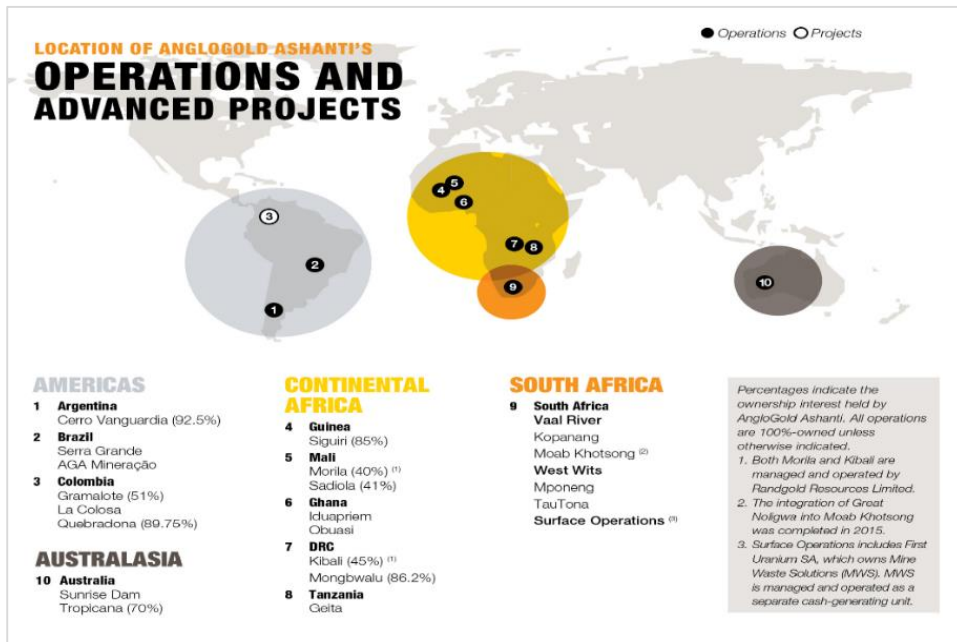
Abbreviation	Full Word
SEAP	Stakeholder Engagement Action Plans - plan to engage with stakeholders, formally and timeously in respect of issues that relate to the operation and may affect them
SETA	Sector Education Training Authority
SLP	Social and Labour Plan
SMME's	Small, Medium and Micro Enterprises
Solidarity	Solidarity Trade Union
SoR	Subordinate-once-Removed
SP	Systems for People
Teba	The Employment Bureau of Africa. An institution that has historically recruited labour for the Mining Industry but which now also fulfils a broader social role in addition to its recruitment function
UASA	United Association of South Africa
Umalusi	An education quality assurance body in South Africa
VR	Vaal River Operations
WSP /ATR	Workplace Skills Plan / Annual Training Report
WW	West Wits Operations

SECTION 1: PREAMBLE

In this section we address REGULATION 46 (a) of the Mineral Petroleum Resources Development Act (Act 28 of 2002) (MPRDA) which provides that the contents of a social and labour plan must include, *inter alia*, a preamble which provides the background information of the mine in question. The following is a break background of AngloGold Ashanti (AGA) South Africa Region (SAR):

A. INTRODUCTION

AngloGold Ashanti one of the world's foremost gold exploration, mining and marketing companies, has 19 operations in 9 countries and 2 new mines, Tropicana in Australia and Kibali in the Democratic Republic of Congo began production in late 2013. In South Africa, AngloGold Ashanti has five deep-level mines which are divided into two regions, Vaal River and West Wits and three surface operations. AGA is an autonomous entity from Anglo American following its unbundling of the Gold assets in 1997 and finally in 2007. Anglo American holds no share in AGA.



In terms of its Location, the West Wits Operations are situated approximately 75 Km (Kilometres) west of Johannesburg within the Gauteng Province. The site is approximately 7 Km south of Carletonville. Other neighbouring towns are Fochville and Potchefstroom, which are situated 12 Km and 50 Km respectively to the south and west of the mine. The land occupied by the West Wits Operations straddle the boundary between Gauteng and North West Provinces which can be seen in the map above and a more detailed map is contained in **Annexure 1.2**. The map below also reflects the company's major labour sending area.

The following is our West Wits Operations address and contact details:

West Wits Operations	
Name of the company/applicant:	AngloGold Ashanti Limited
Name of mine or production operations:	Mponeng, TauTona and Savuka mines/production operations, Block 1C11 and Magnum Farm
Physical address of the mining operations:	North-Western side of N12 and R501 (intersection near Carletonville)
SAR Operations offices physical address:	26 Jacaranda Drive, South Africa Regional Offices, Western Deep Village, Western Levels, Carletonville, 2501
Postal address	PO Box 8044, Western Levels, Carletonville,2501
Telephone number	018 700 3557
Fax number	086 644 2510
Location of mine or Production Operation:	Merafong Local Municipality
Commodity:	GP30/5/1/2/2(01)MR Gold, silver, nickel, uranium
	GP30/5/1/2/2(11)MR Gold, silver, nickel, uranium
	GP30/5/1/2/2(248)MR Sand
Financial year:	01 January to 31 December
Reporting Year:	Annually
Name of Contact Person at Regional Office:	<p>SM Moloko (Senior Vice President: Sustainability) Telephone No: 018 700 3557 SMoloko@anglogoldashanti.com</p> <p>LJ Nkadimeng (Governance Manager) Telephone No: 018 700 3569 JNkadimeng@anglogoldashanti.com</p>

AGA's approach to socio-economic development is guided by its vision, mission, business objectives and values.

AGA's Vision

AGA's vision is to be “**the leading mining company**” and is underpinned by the following mission, business objectives and values:

AGA's 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.

AGA's 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



Safety is our first value.

SAFETY



We treat each other with *dignity* and respect.

DIGNITY & RESPECT



We value *diversity*.

DIVERSITY



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

ACCOUNTABILITY



We want the *communities* and *societies* in which we operate to be better off for AngloGold Ashanti having been there.

COMMUNITIES



We respect the *environment*.

ENVIRONMENT

BREAKDOWN OF EMPLOYEES

AGA South Africa Region Operations has a total workforce of **33 268** employees (including around **7 000 contractors**), of which **16 079** at the **West Wits operations** and **17 189** are at the **Vaal River** operations. The detailed breakdown of the origins of the employees (including contractors) is as contained in **Annexure 1.1**. (Please note that the number of employees reflected in Annexure 1.1 differs from that contained in the Form Q, as the information is sourced at different times from AGA's system).

BREAKDOWN OF EMPLOYEES (including Mine + Contractor Type 1, 2 and 3): West Wits as at 6 January 2016		
Country of origin	Province	West Wits Total
SOUTH AFRICA	GAUTENG	5 086
	EASTERN CAPE	3 726
	FREE STATE	779
	NORTH WEST	1 673
	KWAZULU NATAL	790
	LIMPOPO	441
	MPUMALANGA	241
	NORTHERN CAPE	80
	WESTERN CAPE	8
	SUB TOTAL	12 824
AUSTRALIA		2
SWAZILAND		518
ZIMBABWE		8
BOTSWANA		43
LESOTHO		1 647
MOZAMBIQUE		1 037
	SUB TOTAL	3 255
<i>(Note: these figures include Contractors)</i>	TOTAL	16 079

From the previous table it can be seen that the company's major labour sending area is the Eastern Cape Province. In choosing the contributions planned into the company's major labour sending area, the company has taken into account the employee breakdown for the Eastern Cape Province as indicated below, and hence regards the OR Tambo as its major labour sending area with the biggest planned contribution in this particular area. It should be noted upfront that the company fully supports initiatives in all its labour sending areas with a focus on the OR Tambo as its largest labour sending area.

SAR Employees Originating from the Eastern Cape as at 6 January 2016 (incl Mine + Contractor Type 1, 2 and 3)				
DISTRICT MUNICIPALITY	VAAL RIVER OPERATIONS	WEST WITS OPERATIONS	TOTAL E/CAPE EMPLOYEES	AGA's ORDER OF PRIORITY
OR TAMBO	1 307	1746	3053	1
AMATOLE (EL)	867	802	1669	2
CHRIS HANI	435	579	1014	
ALFRED NZO	260	370	630	
JOE GQABI / UKHAHLAMBA	186	212	398	
NELSON MANDELA (PE)	5	5	10	
OTHER	4	12	16	
GRAND TOTALS	3 064	3 726	6 790	

The following are the Mining Rights covered in this West Wits Operations Social and Labour Plan Report for the period 2015:

1. MPTR0 REF: 10/2006, including Deed of Amendment 04/2012 (DMR Reference No.: GP30/5/1/2/2(01) MR) ("West Wits Operations: Mponeng, TauTona and Savuka mines")
2. MPTR0 REF: 30/2006, including Deed of Amendment 15/2011 (DMR Reference No.: GP30/5/1/2/2(11) MR) ("Block 1C11")
3. MPTR0 REF: 169/2012 (DMR Reference No.: GP30/5/1/2/2/248 MRC) in respect of the Farm Doornfontein 118 IQ (Remaining Extent 12 and Remaining Extent 13), also known as "Magnum Farm"

B. BACKGROUND AND CONTEXT ON THE 2010-2014 SLP

In this section of the Report we address Regulation 46 (a) of the Minerals Petroleum Resources Development Act (Act 28 of 2002 (hereafter the MPRDA), which outlines that the contents of a Social and Labour Plan must include, inter alia, a preamble which provides the background information of the mine in question as well as the context of the operating environment.

The following are the Mining Rights covered in this West Wits Operations Social and Labour Plan Report for the period 2015:

MPTRO REF: 10/2006, including Deed of Amendment 04/2012 (DMR Reference No.: GP30/5/1/2/2(01) MR) (“West Wits Operations: Mponeng, TauTona and Savuka mines”)

MPTRO REF: 30/2006, including Deed of Amendment 15/2011 (DMR Reference No.: GP30/5/1/2/2(11) MR) (“Block 1C11”)

MPTRO REF: 169/2012 (DMR Reference No.: GP30/5/1/2/2/248 MRC) in respect of the Farm Doornfontein 118 IQ (Remaining Extent 12 and Remaining Extent 13), also known as “Magnum Farm”

Section 102 (Regulation 44 Amendments) progress:

In accordance with the Mineral Resources Development Act (MRPDA), Section 102 and MPRDA Regulation 44, the West Wits operations lodged proposed amendments to the 2010 – 2014 SLP, pertaining to the LED section of the SLP as well as the Human Resources Development, on the 11 December 2013 and the 19 April 2014 respectively. This was following detailed consultation with stakeholders, namely the Merafong Local Municipality, the OR Tambo District Municipality and the internal Future Forum where labour is represented by the recognised unions. On the 19 September 2014, the Gauteng Regional DMR handed over to the company a letter from the Minister of Mineral Resources dated the 15th of September 2014, approving the company’s Sec 102/Regulation 44 application. This report will provide progress and achievements reached on these projects

2015 – 2019 SLP progress:

On the 31 of October 2014 the West Wits operations submitted its second generation SLP for the period 2015 – 2019, as well as its 2015 implementation plan on 3 November 2014. Subsequent to these submissions, in December 2014 the West Wits operations received provisional approval for the full 2015 – 2019 SLP from the Gauteng Regional DMR. The following report outlines the performance of the operation against the 2015 implementation plan.

Regulatory Developments and Governance:

This report comes at a time when there have been several developments in the legislative framework, namely:

- The amendment of the Broad Based Black Empowerment Act in October 2013 and the subsequent amendment of the Codes Of Good Practice which came into effect on the 1st of May 2015;
- In October 2015 the B-BBEE Act’s “trumping provision” came into effect and the Department of Trade and Industry (DTI) through its Minister, issued a Government Gazette exempting the Mining Industry from the BBBEE Codes for a period of 12 months to October 2016. During this period, the Mining Industry is expected to put in place a Mining Sector Charter/Code aligned, to the extent possible, to the Amended B-BBEE Act and Codes.
- In October 2016 the 12 months transitional period that was given to the various sectors of the economy to align their Sector Codes to the Amended BBBEE Codes comes to an end.

- The 2010 Mining Charter and its targets came to its conclusion in December 2014 and the new Mining Charter still has to be developed.
- The Chamber of Mines and DMR case with respect to the Ownership Element of the Mining Charter before the Courts and is to be heard from the 15 March 2016.
- The referral back to Parliament of the amended MPRDA Bill in early 2015 for further consultation has resulted in some regulatory uncertainty. In February 2016 during the Mining Indaba the Minister of Minerals Resources announced that the Amended MPRDA before Parliament will be attended to soon to bring about regulatory certainty.

As part of our response to these developments AGA has put in place the following initiatives and strategies:

- As advised by the DMR, the company continues to measure itself against the 2014 Mining Charter targets for compliance.
- We continue to participate in the Chamber of Mines Mining Charter Reference Group charged with developing the mining industry's position on the New Mining Charter.
- The company has submitted its 2015 -2019 Social and Labour Plan to the DMR in October 2014 and received "provisional approval" thereof from the DMR on the 19 November 2014.
- The 2015 SLP Implementation Plan as required by the MPRDA Regulations was submitted in November 2014.
- The company is currently undertaking a BBBEE verification exercise using the services of an accredited verification agency, Sizwe Ntsaluba and Gobodo. The exercise will be completed by the end March 2016. The aim of the exercise is to determine the gap between the Mining Charter and the BBBEE Codes and to identify gaps and the appropriate responses.

Challenges in 2015:

- The 2010-2014 Section 102 Agricultural Project in West Wits experienced severe setbacks with a spate of employees of the Implementing Agent, Fruit and Trees for Africa resigning, resulting in low production yields and underperformance. A full term agriculturalist has been employed by AGA to oversee the management of its agricultural projects.
- The high unemployment rates in our host and labour sending areas pose a serious challenge to the mining companies and support for the Enterprise Development Centres to create alternative job opportunities to mining is very critical.

Successes in 2015:

- The company successfully lodged all its Mining Charter Reports and SLP Reports to the DMR as per the MPRDA Regulations.
- The company was also actively involved in co-designing the Mining Charter Reporting Template in 2015 as was requested by the DMR.
- The stakeholder engagement strategy developed in 2012 has proved to be effective in getting the support and buy-in of all the stakeholders particularly on the approval of the 2015 – 2019 SLP, which were signed off by all the stakeholders, namely, recognised unions participating in the Future Forum, the Merafong Local Municipality and OR Tambo District Municipality as represented by their respective Executive Mayors.
- The company still awaits Ministerial approval of the West Wits 2015 -2019 SLP. The DMR Gauteng Region has however granted the provisional approval of the implementation of the 2015 to 2019 Social and Labour Plans for West Wits.
- West Wits has successfully implemented the 2015 SLP projects and has successfully completed 2 of the 4 2015 projects, and the last two are scheduled for completion by the second quarter of 2016. The West Wits region has successfully met all targets of the Mining Charter as outlines in the 2014 targets.
- The Preferential Procurement and Enterprise Development Strategies (which are but two of the eight SEDF strategies) were developed in consultation with the DMR and stakeholders are currently being executed to not only support black owned businesses in our host and labour sending communities but businesses that would relocate to these areas and create sustainable employment opportunities. The company has now signed an Agreement with the Jobs Fund to co-

fund the Enterprise development Centres in Merafong and OR Tambo District Municipalities to the tune of R25m to incubate SMMEs in these areas with the objective of reviving their economies and promoting sustainable employment opportunities and to eradicate poverty.

- The launch in 2015 of the MQA sponsored Youth Technical Skills Development Programme in the OR Tambo District Municipality in collaboration with the Department of Higher Education and Training, and AGA as an implementing agent. At the same event, Deputy Minister of Higher Education and Training, Mr. Mduzi Manana said the programme 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.

Way Forward

The following presents details of the organisations performance against the Mining Charter and the Commitments made in the 2015-2019 SLP.

C. PERFORMANCE AGAINST THE MINING CHARTER SCORECARD

The following table indicates West Wits scorecard achievements as at the end of December 2015, as per the Scorecard for the Broad-Based Socio-Economic Empowerment Charter for the South African Mining Industry:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015					
No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2015	PROGRESS ACHIEVED BY 31 DECEMBER 2015
1	Reporting	Has the company reported the level of compliance with the Mining Charter for the Calendar year	Documentary proof of receipt from the department	Annually by 31 March	100%
2	Ownership	Minimum target for effective HDSA ownership by April 2014	Meaningful economic participation	26%	26.8%
			Full shareholder rights	26%	26.8%
			Beneficiation off-sets	In case of any shortfall in Ownership, up to 11% of beneficiation could be used to offset such shortfall.	AngloGold Ashanti holds 42.5% shareholding at the Rand Refinery, situated in Springs near Johannesburg, which beneficiates gold for its operations and all other South African Mines.
3	Housing and living conditions	Conversion and upgrading of hostels to attain the occupancy rate of one person per room.	Percentage reduction of occupancy rate towards 2014 target.	Occupancy rate of one person per room	100%
		Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units.	Family units established	100%
		Note on West Wits Operations from AngloGold Ashanti	Implement initiatives to facilitate home ownership e.g. Preference surveys, advice on purchasing homes, training on benefits of home ownership	No target set	The company has signed a Memorandum of Understanding with all the organised labour stakeholders outlining the Home Ownership Scheme framework. The framework entails selling of the company designated housing stock and stands. Measures taken to enhance affordability include valuation of Property, discounts on selling prices, establishing a One Stop Shop and consultations with financial institutions and the Department of Human Settlements to unlock government subsidies for purchasers. AGA has developed home ownership training programme for interested employees.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2015	PROGRESS ACHIEVED BY 31 DECEMBER 2015
4	Procurement & Enterprise Development	Procurement spent from BEE entity	Capital goods	40%	54%
			Services	70%	69%
			Consumable goods	50%	67%
		Multinational suppliers contribution to the social fund	Annual spend on procurement from multinational suppliers	0.5% of procurement value	Awaiting DMR guidance
5	Employment Equity	Diversification of the workplace to reflect the country's demographics to attain competitiveness.	Board Level	40%	46%
			Top Management (F Band)	40%	50%
			Senior Management (E Band)	40%	40%
			Middle Management	40%	53%
			Junior Management	40%	62%
Note by AGA :Actuals adapted to correct any white female representation over 6%	Core Skills	40%	54%		
6	Human Resource Development	Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy)	5.00%	5.8%
7	Mine community development	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis.	Projects are listed and aligned with Host and Labour Sending Areas Communities IDPs and the National Development Plan and New Growth Path.	As per the Implementation Plan submitted to the DMR in September 2014.	All approved LED projects contained in the approved 2010-2014 SLP completed save for the Section 102/Regulation 44 projects.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2015	PROGRESS ACHIEVED BY 31 DECEMBER 2015
		<p>Note by AGA: The input in initiatives is embedded in the Integrated Development Plans of host communities which in turn is informed by community needs and subject to a regulatory framework which represent the full community</p>		Over 90% of projects completed with Section 102/Regulation 44 Approved projects on track.	<p>All LED 2010-2014 Section 102/Regulation 44 Approved LED projects on track as per the submitted Implementation Plan.</p> <p>SLP LED Projects for 2015 delayed due to delayed approvals from the Municipalities Town Planning Section. However, all these projects are now on track and due for completion in the second quarter of 2016.</p>
8	Sustainable Development & Growth	Improvement of the industry's environmental management. Captured in company EMP which is submitted to DMR	Implementation of approved EMPs.	100%	100%
		Improvement of the industry's mine health and safety performance.	Implementation of tripartite action plan on health and safety.	100%	97.5%
		Utilisation of South African based research facilities for analysis of samples across the mining value chain	Percentage of samples in South African facilities	100%	100%

SUMMARY – PERFORMANCE AGAINST THE MINING CHARTER TARGETS

The following constitutes the company's (AGA West Wits) performance against the Minerals and Petroleum Resources Development Act, 2002(MPRDA), Social and Labour Plan Commitments and the Mining Charter.

Reporting: The DMR has announced in October 2014 during the Parliamentary session that the 2014 Mining Charter targets shall, in the absence of the New Mining Charter, be used to assess the mining companies' compliance with the Mining Charter. The West Wits (WW) Operations shall submit its audited SLP Report for the year 2015 to the Department of Mineral Resources offices by the end of March 2016 as per the requirements of the MPRDA.

The Company has also submitted the WW Operations SLP Implementation Plan for 2016 in October 2015 as per the requirements of the MPRDA Regulations.

The company's COO has also reported to the host communities of Merafong Local municipality on the progress made on the SLP and other community challenges on the 17 July 2015 and the SVP: Sustainability to the OR Tambo District Municipality on the 24 June 2015.

Ownership: AGA has maintained its **26.8%** of Historically Disadvantaged South African (HDSA) representation on "Ownership" against the Mining Charter target of 26% HDSA representation by the end of April 2014. 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.

According to the Mining Charter, "mining companies may offset the value of the level of beneficiation achieved by the company against a portion of its HDSA ownership requirements not exceeding 11 percent." AGA owns 42.4% of Rand Refinery situated at Springs Town, near Johannesburg, which beneficiates gold for all of South Africa's gold mines.

The court case between the Chamber of Mines and the DMR, with the parties seeking a Declaratory Order on the interpretation of the 'Once-Empowered – Always-Empowered' principle, is still before the Courts. The DMR, in its replying affidavit has conceded that the AGA transaction on ARM complies with its interpretation of the "continuing consequences" provisions of the Mining Charter, therefore limiting the risk in this case to the ESOPS and IZINGWE deals, constituting 6% of the AGA Ownership score. Thus should the case continue and go against the Chamber of Mines, AGA will be able to use its 42.4% shareholding in Rand Refinery to off-set the shortfall in this regard, putting its HDSA Ownership Score at 31.8% which would still be above the required Mining Charter target of 26%.

Housing and Living Conditions: The Company achieved **100%** compliance target with regard to the single room accommodation and hostel conversion programme as outlined in its 2010-2014 Social and Labour Plan.

The implementation of the home ownership undertakings is progressing well with the following milestones having been achieved:

- The company has finalized the home ownership scheme framework which includes the Memorandum of Understanding signed with all organised labour structures. The AGA Home Ownership Scheme aims to enable employees at AGA's operations in South Africa to purchase a home and step onto the home ownership ladder. The HOS aims to offer employees the opportunity to purchase the company owned houses. The HOS targets employees who want to buy a house or a vacant stand in the proclaimed areas of both the Matlosana and Merafong local municipalities.

- The company continues to engage with organised labour structures regarding promotion of home ownership. Employees have shown a high level of interest to buy the company owned houses. At the end of the reporting period, a total of 478 in WW having applied to buy their rented houses from the company, including employees who have opted for voluntary separation packages and/or medical exit. Employee ability to qualify for home loans has been hampered by high levels of indebtedness and poor credit records.

Preferential Procurement, Supplier and Enterprise Development: As at the end of December 2015, AGA SAR exceeded all the 2014 Mining Charter targets on the Preferential Procurement element. We achieved a **57%** BEE Spend on **Capital Goods**, against the Mining Charter target of 40%; and **76%** BEE Spend on **Services**, against the Mining Charter target of 70%; and **66%** BEE Spend on **Consumable Goods**, against the Mining Charter target of 50%.

In West Wits achieved a **54%** BEE Spend on **Capital Goods**, against the Mining Charter target of 40%; and **69%** BEE Spend on **Services**, against the Mining Charter target of 70%; and **67%** BEE Spend on **Consumable Goods**, against the Mining Charter target of 50%.

The company's overall performance of spend with qualifying BEE entities is at 69%, while the remaining non-compliant suppliers will be engaged with respect to their own BEE ownership compliance initiatives. We have also exceeded the DMR suggested target of 15% Host Community SMME Procurement Spend at 21% as at the end of December 2015; with 4% attributable to the Merafong Local Municipality.

The implementation of the of the Enterprise Development Centres(EDCs) in Merafong Local Municipality is progressing well, the evaluation process for the appointment of an implementing agent is at an advanced stage, while the renovations for the main hub at Carletonville Civic Centre is at the final stage.

The National Empowerment Fund, Industrial Development Corporation, Small Enterprise Development Agency and the Department of Small Business Development form part of the Enterprise Development Centers Steering Committee. Plans are in place to engage the district economic development agencies to be the custodians of the EDCs, on behalf of the local and district municipalities, who are the owners of the EDCs.

Employment Equity: As at the end of December 2015, against the 40% HDSA target at all management levels as set by the Mining Charter, the West Wits Operations have achieved **46%** HDSA representation at **Board level**, **50%** at **Top Management**, **40%** at Senior Management, **53%** at Middle Management and **62%** at Junior Management.

With respect to Core and Critical Skills, the company achieved **54%** HDSA representation(against the target of 40%), as well as **14%** Women in Mining against the baseline Mining Charter target of **10%**.

Despite the positive achievements against the Mining Charter targets, the company acknowledges the need for more effort and focus to increase the HDSA representation, particularly at Senior Management level. Initiatives are currently being undertaken to ensure effective processes are in place to monitor achievement and enhance the organisational culture that is conducive to the required transformation goals. There is a continued focus undertaken by the Discipline Heads on the development of people, identification of talent and development, selection and retention of talent, with a specific focus on HDSA employees. The HRD initiatives are linked to the company's EE plans with specific focus to the country's economically active population representation.

Community Human Resources Development (CHRD): The Mining Charter requires that the Human Resources Development expenditure as a percentage of total annual payroll be 5% for 2014. By the end of 2015, the HRD spend was 5.98% of payroll. Of this, 4.68% was on HDSA training and development programmes. WW operations achieved 5.8% spend of payroll in 2015.

We were also able to achieve all our targets as outlined in the 2015 SLP Implementation Plan as submitted to the DMR in November 2014.

Of the 5.98% spend on HRD in 2015, 1.29% was allocated to Community HRD programmes such as Bursaries, Internships, Learnerships, etc. This program, started in 2012, has proven to be highly appreciated by our host and labour sending areas' communities and organized labour, as it not only promotes education but also deals with the challenges of youth development and unemployment.

In collaboration with the MQA, the Department of Higher Education and the OR Tambo District Municipality, AGA trained additional 733 young people in the OR Tambo District Municipality in portable skills such as Carpentry, Bricklaying, Welding and Entrepreneurship Skills. This program was sponsored by the MQA to the amount of R18.7 million, with AGA as the implementing agent. The programme was aimed at providing the requisite skills to the Infrastructure Development project and municipal requirements of the OR Tambo District Municipality.

Mine Community Development:

All LED projects as outlined in the 2010 – 2014 SLP have been successfully completed and the 2015 project plan implemented.

The following education projects were launched and handed over to the Gauteng Department of Education on 2 June 2015 in Merafong attended by the DMR Regional Manager, Executive Mayor and her Mayoral Committee members, SVP Sustainability, representatives from the Gauteng Department of Education and the Future Forum.

- The building of a library at Xhobani Primary School in Wedela
- The Greenspark Primary School Science Laboratory in Fochville
- The Science Laboratory at Hlanganani Primary School in Khutsong

Expenditure through the 2015 was R1 499 884.98 in the West Wits and R1.6m in the Eastern Cape (major labour Sending area) against a budget of R1.5m and R1.6m respectively. Also, there was a Rand-for-Rand matching refund of R49 700.23 to the business units for their Hearts of Gold Employees community investment projects. Twenty five projects were supported by the SIDF in our host communities of Merafong and major labour sending Areas of OR Tambo District Municipality. The programmes and projects supported covered the sectors of education, welfare, health, poverty and hunger, environmental sustainability, sponsorship and youth education. In 2015 R11 482 411.49 was also spent by the Corporate Office Social Investment Fund.

For our traditional International Mandela Day projects, R1.5m was contributed by the AGA Corporate office to do the cover the costs of our projects in Merafong, Matlosana and OR Tambo Municipalities with each receiving R0.5m towards this initiative in which the all levels of management from the CEO, employees and their trade union representatives, Executive Mayors and the members of the mayoral committees and DMR officials participated.

Sustainable Development and Growth: The Mining Charter requires companies to implement the approved Environmental Management Plans (EMPs), the Tripartite Action Plan on Health and Safety and to utilise the SA based research facilities for analysis of their samples. With respect to Environment Management the company approved EMPs for both WW and VR Operations are been implemented. 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. Finally, all our sampling is done internally and therefore in SA as required by the Mining Charter.

Beneficiation: According to the Mining Charter, “mining companies may offset the value of the level of beneficiation achieved by the company against a portion of its HDSA ownership requirements not exceeding 11 percent.” AGA owns 42.4% of Rand Refinery situated at Springs Town, near Johannesburg, which beneficiates gold for all of South Africa’s gold mines.

Regulatory Framework and Governance: The MPRDA Amendment Bill, which has been referred by the President to Parliament, has still not gone through the public hearings and consultations on the new Mining Charter still have not begun. The BBBEE Act trumping provision came into effect in October 2015 and the DTI has given the DMR exemption until October 2016 to get the new Mining Charter in place. The Minister of Mineral Resources has indicated that New Mining Charter will be in place by end of April 2016. AGA is participating in the Chamber of Mines Mining Charter Reference Group tasked to develop the Industry position with respect to the New Mining Charter for the Chamber of Mines Council.

We have also begun a process of conducting an independent BBBEE evaluation exercise which will be finalised by the end of quarter one of 2016 to determine the gaps between the company’s compliance to the Mining Charter and the New BBBEE Codes.

Financial Provision: The MPRDA Regulation 46 (e) provides that the contents of the SLP must make financial provision for the implementation of the HRD programmes, Local Economic Development (LED) projects and for the processes to manage Downscaling and Retrenchment. All these have been provided for, after consultation with stakeholders, in the 2015-2019 SLPs submitted to the DMR in November 2014.

D. WAY FORWARD AND UNDERTAKINGS

Much as the company is still awaiting the promulgation of the new Mining Charter for the period 2015 and beyond, the company has submitted its 2015-2019 Social and Labour Plan to the DMR in October 2014 and received provisional approval to implement its SLP 2015-2019 from the DMR on the 19 November 2014.

The DMR SLP Acting Regional Manager has also required the company to first complete the MPRDA Section 102/Regulation 44 LED projects so that she can prepare a Closeout Report for the 2010-2014 SLP which is required before the Minister can grant a final approval for the 2015-2019 SLP. With respect to the MPRDA Section 102/Regulation 44 led projects, we have completed all the projects, save for the Enterprise Development Center which is scheduled to be operational in the second quarter of 2016. We intend submitting a Closeout Report for the 2010-2014 SLP to the DMR in April 2016.

We will also continue to submit the SLP Implementation Plans to the DMR before the end of September each year as required by the MPRDA Regulation 46 in order to achieve the objectives of the Mining Charter as per the **undertakings** as stipulated below:

1. The following are the objectives of the Broad Based Socio Economic Empowerment Charter for the South African industry (Mining Charter):
 - To promote equitable access to the nation's mineral resources to all the people of South Africa;
 - To substantially and meaningfully expand opportunities for Historically Disadvantaged South African's (HDSA) to enter the mining and minerals industry and to benefit from the exploitation of the nation's mineral resources;
 - To utilise and expand the existing skills base for the empowerment of HDSA and to serve the community;
 - To promote employment and advance the social and economic welfare of mine communities and major labour sending areas; and
 - To promote beneficiation of South Africa's mineral commodities.
2. AGA has consistently supported the intention behind the spirit of the Mining Charter and its "pursuit of a shared vision of a globally competitive mining industry that draws on the human and financial resources of all South Africa's people and offers real benefits to all South Africans". This SLP report details AGA's efforts to comply with the Mineral and Petroleum Resources Development Act, 28 of 2002 (MPRDA), particularly the transformational requirements as stipulated in the mining charter. In compliance to the mining charter the company's undertakings are herein detailed. The duration of the SLP is five years for the period of 2015 to 2019. The company shares and understands the **objectives of the Social and Labour Plan** as follows:
 - Promote employment and advance the social and economic welfare of all South Africans;
 - Contribute to the transformation of the mining industry; and
 - Ensure that AGA contributes towards the Socio-Economic development of the area in which they operate (including the major Labour Sending Communities).
3. In terms of the required **Preamble**, Regulation 46 of the MPRDA, the company has outlined the necessary information required in **Section 1, A and B** above.
4. In terms of **Human Resource Development (HRD)**, Regulation 46 (b) of the MPRDA, the company undertakes the following (details further explained in **Section2**).
 - a. **Skills Development**
 - Contribute towards Human Recourse Development initiatives for Employees (18.1) and Host and Labour Sending Communities (18.2),
 - Link the company's EE plans to the HRD initiatives.
 - Comply with the Skills Development Act,
 - Compile and Submit a Workplace Skills Plan (WSP) and Annual Training Report (ATR) to the MQA (Mining Qualifications Authority),
 - Consult organised labour on WSP and ATR,
 - Ensure that training is conducted and that our plan supports our business objectives,
 - Ensure that development needs of employees are identified and documented,

- Individual development plans are implemented,
- Ensure that company receives its mandatory grants,
- Provide for management development programmes,
- Forge partnerships with academic institutions and service providers,
- Encourage employees to their further studies (at AGA discretion), and
- Provide financial or other support to employees and community entering graduate or post graduate studies (at AGA discretion).
- b. Adult Basic Education and Training (ABET) / Adult Education and Training (AET)**
 - Provide every employee with the opportunity to become numerate literate,
 - Provide ABET & AET to employees and communities,
 - Provide NQF level training as further detailed in Section 2,
 - Provide foundational learning competence,
 - Provide facilities for provision of AET,
 - Undertake AET marketing initiatives, and
 - Set AET targets for the period 2015 to 2019.
- c. Portable Skills**
 - Provide community members with entry level skills training in mining.
 - Provide portable skills training to communities and employees in engineering related skills.
 - To make an effort to link the portable skills training programmes to the downscaling of the company where possible.
- d. Bursaries**
 - Develop skills to address the South African skills shortage, in particular in our host and major labour sending communities.
 - Implement measures to equip and enhance competencies of the talent pool.
 - Provide bursary programmes to employees and communities.
- e. Internships**
 - Develop skills to address the South African skills shortage.
 - Implement measures to equip and enhance competencies of the talent pool.
 - Provide internships programmes to communities.
 - Provide learnership programmes.
- f. Career Progression and Mentorship**
 - Implement the System for People (SP) Model which is an in-house model to develop and uplift employees.
 - Set targets and contribute to management development programmes for employees, especially HDSAs (Historically dis-advantaged South Africans).
 - Implement career path initiatives.
- g. Employment Equity**
 - Commit to comply with the Employment Equity Act, MPRDA and Mining Charter Requirements.
 - Implement the Employment Equity (EE) Plan aimed at transforming the company's workplace as per the objective of the MPRDA.
 - Achieve the set targets of HDSA representation at all management levels.
 - Draw plans to address visible areas and remove barriers to Employment Equity (EE).
 - Link the company's EE plans to the HRD initiatives.

5. In terms of the required **Community Development**, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 3**):

- Build successful and mutual beneficiary relations with stakeholders.
- Participate in local government forums.
- Conduct community briefing sessions.

- Implement management standards for community development.
 - Identify local economic development projects in consultation with community.
 - Implement Social Development Projects.
 - CHRDP programmes.
6. In terms of the required **Housing and Living Conditions** requirements for **Employees** , Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 3**):
- Provide Accommodation options to employees.
 - Implement a project to upgrade residences.
 - Implement projects to develop family units.
 - Promote home ownership.
 - Improve and manage nutrition
7. In terms of the required **Procurement and Enterprise Development** requirements, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 4**):
- Give HDSA's preferred supplier status.
 - Supply a database of BEE suppliers.
 - Set up targets for BEE procurement.
 - Implement a plan to measure and facilitate BEE procurement and Local Procurement.
 - Implement SMME development programmes.
8. In terms of the required **Measures to Ameliorate the Impact of Downscaling & Retrenchments** requirements, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 5**):
- The establishment of a Future Forum.
 - Steps that may be undertaken to avoid job losses.
 - Initiatives to address instances where job losses cannot be avoided.
 - Steps to ameliorate the impact job losses may have on employees, and the assistance provided to retrenched employees.
9. In terms of the required **Financial Provision requirements**, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 6**):
- Provide financially for the implementation of the social and labour plan in terms of:-
- The human resource development programme;
 - The local economic development programme; and
 - The processes to manage downscaling and retrenchment
10. In terms of the required **Monitoring , Evaluation & Reporting requirements**, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 7**):
- Submit an Implementation plan on an annual basis to the relevant DMR and
 - Submit annual SLP reports end March.

SECTION 2: HUMAN RESOURCE DEVELOPMENT (HRD) PROGRAMME

HRD GUIDING PRINCIPLES:

The following guiding principles have been taken into account in developing the HRD programme in terms of this Social and Labour Plan:

1. The data contained in Form Q was taken into account when planning the different programmes within the company's HRD 2015-2019 plans.
2. The data as contained in the National Economically Active Population (EAP) except where this is not relevant such as in the case of AET (Adult Education and Training), Portable Skills and Mining Skills.
3. Building on the 2010-2014 SLP achievements and lessons.
4. West Wits Business Units operational plans and skills development needs.
5. The new BBBEE Codes.
6. The 2014 HRD targets of 5% were used as a base.
7. The employee's Individual Development Plans (IDP) and the company's EE (Employment Equity) plans.
8. The current beneficiaries of the HRD programme who are likely to rollover into the 2015-2019 SLP period.
9. The need to contribute to the development of the youth in our host and major Labour Sending communities.

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 play an effective role in the politics and governance of their communities.

AGA's HRD strategy is aimed at empowering and giving employees opportunities to develop within the company and also offers the communities in our host and major Labour Sending areas opportunities to better their skills and knowledge in order to be absorbed easily into the economy.

Our HRD strategy is therefore driven by our operational needs and requirements, as well as the national imperative as contained in the MPRDA and Mining Charter.

The objectives of the company's HRD programme are outlined below:

- To contribute to the country's education initiatives and making a difference which supports government initiatives.
- Ensuring development of requisite skills in respect of learnerships, bursaries (of core and critical skills), artisans, AET (Adult Education and Training), and other training initiatives reflective of demographics as defined in the amended Mining Charter.
- To contribute towards the "Historically Disadvantaged" citizens' human resource development as a whole and align this with the company's mission, vision and values which also address Employment Equity objectives.
- Comply with the Skills development Legislation and all other relevant legislation.
- Contribute to upliftment and development of skill of employees (18.1) and, local and major labour sending communities (18.2).
- Contribute to the empowerment of employees (18.1) and of local and labour sending communities (18.2) through education training and development initiatives.
- Demonstrate visible support for our employees' and communities' interests in terms of education.
- Contribution to the social development of employees and host communities to promote and improve social contribution.
- Aid to improving the quality of life for our employees and host communities through education upliftment.
- Contribute to driving the Millennium Development Goals to "achieving universal primary education".

Mining Charter Requirement:

In terms of Human Resource Development the amended 2010 BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING and MINERALS INDUSTRY states as follows:

“The mining industry is knowledge based and thus hinges on human resource development, constituting an integral part of social transformation at workplace and sustainable growth. To achieve this objective, the mining industry must:

- Invest a percentage of annual payroll (as per relevant legislation) in essential skills development activities reflective of the demographics, but excluding the mandatory skills levy, including support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation; as follows:
 - Target for 2010 = 3%;
 - Target for 2011 = 3.5%;
 - Target for 2012 = 4%;
 - Target for 2013 = 4.5%;
 - Target for 2014 = 5%

AngloGold Ashanti’s (AGA) Response to the above was as follows:

The **Mining Charter scorecard** requirements are indicated below along with the AGA WW (West Wits) compliance to end December 2014.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS														
No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED BY									
					MC 2010	2010 Achieved	MC 2011	2011 Achieved	MC 2012	2012 Achieved	MC 2013	2013 Achieved	MC 2014	2014 Achieved
6	Human Resource Development	Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation.	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy).	5.00%	3.00%	5.10%	3.50%	4.63%	4.00%	5.25%	4.50%	6.30%	5.00%	6.17%

The MPRDA requirements are:

REGULATION 46 (b) (i) provides that the contents of a social and labour plan must include the following:

A human resources development programme which must include a skills development plan which identifies and reports on –

- (aa) the number and education levels of the employees which must be completed in the form of “Form Q” contained in Annexure II; and*
- (bb) the number of vacancies that the mining operation has been unable to fill for a period longer than 12 months despite concerted effort to recruit suitable candidates which must be completed in the form of “Form R” contained in Annexure II.*

REGULATION 46 (b) (iii) states that:

The contents of a social and labour plan must include a mentorship plan and its implementation in line with the skills development plan and the needs for the empowerment groups.

REGULATION 46 (b) (v) provides that:

The contents of a social and labour plan must include a human resources development programme which must include the employment equity statistics which must be completed in the form of “Form S” contained in Annexure II and the mines plan to achieve the 10% women participating in mining and 40% historically disadvantaged South Africans (HDSA) participation in management within 5 years from the granting of the right or the conversion of the old order right.

The **Mining Charter** requires the company to take affirmative action measures to uplift the skills of all employees, in particular literacy levels, mentorship and career development plans for HDSAs.

AngloGold Ashanti’s response to the above mentioned requirements of the Regulations is as outlined below:

The Human Resources Development (HRD) Strategy of the South African Region (SAR) supports the business strategy and objectives, as well as the South African legislative and regulatory framework that seeks to address the general skills shortage within the country, as well as ensuring equitable representation in the workplace. The company’s Social and Labour Plan (SLP) outlines a variety of HRD initiatives undertaken by AGA.

In this document we capture the 2015 AngloGold Ashanti (AGA) Social and Labour Plan (SLP) commitments and 2015 Actuals which includes the company’s Employees (18.1) and Host and major labour sending communities (18.2), which in AGA terms is known as community HRD.

The following constitute the 2015-2019 HRD Financial Provisions Targets as a percentage of Payroll:

- Target for 2015 = 5.6%;
- Target for 2016 = 5.7%;
- Target for 2017 = 5.8%;
- Target for 2018 = 5.9%;
- Target for 2019 = 6%”

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2015	PROGRESS ACHIEVED BY 31 DECEMBER 2015
6	Human Resource Development	Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy)	5.00%	5.8%

Note: For a more detailed Core and Critical Skills Plan refer to the EE (Employment Equity) Section, **Form Q** as required by the MPRDA is hereby presented as **Annexure 2.1**, **Form R** as required by the MPRDA is hereby presented as **Annexure 2.2**, and **Form S** is contained in **Annexure 2.3** and further explained in the **EE Section of this plan**.

A. EMPLOYEES (18.1) HUMAN RESOURCE DEVELOPMENT PROGRAMME

2.1 WORKPLACE SKILLS PLAN (WSP) AND ANNUAL TRAINING REPORT (ATR)

In compliance with the Skills Development Act, the company submits on an annual basis the Workplace Skills Plan (WSP) and the Annual Training Report (ATR), which is signed off annually in consultation with Organised Labour and aligned to the company HRD plan. This is then submitted to the Mine Qualification Authority (MQA), the industry SETA, before 30 June each year. The registration numbers of the company with the relevant SETAs are L520735715 and L120726379 for MQA and HWSETA respectively.

The AngloGold Ashanti's HRD Strategy will ensure that a platform for skills development is created. This Strategy addresses further skills enhancement of AngloGold Ashanti employees and by so doing supply competent and skilled employees. Furthermore this strategy will contribute to alleviating the growing shortage of critical skills in the mining industry in South Africa. It is also AngloGold Ashanti Strategic intent to comply with Section 101 of the MPRDA and ensure that all employees on the mines, have access to HRD Programmes, as outlined in this section, facilitated or managed by either the mines itself or by the contracting companies. As part of our contribution to the host communities, the company will create development opportunities for these communities through the Community HRD initiative. HRD will play a significant role and contribute to the Employment Equity and Gender Equity targets of the company through personnel development including HDSA development. AngloGold Ashanti's HRD plans are aligned to the Workplace Skills Plans (WSP) and are furthermore linked to the company's short, medium and long term business plans with focus on skills supply.

Each Business Unit in South Africa is required to draw up a WSP and ATR consisting of two core elements. The first element ensures that training conducted and planned complements the achievement of the business objectives and the second element ensures that the development needs of employees, as identified during the performance management processes and documented in the individual's development plan, are planned for and implemented. The business unit WSPs and ATRs are then consolidated by the company's Skills Development Facilitator (SDF) to form a consolidated WSP and ATR. Compliance to the WSP targets are monitored monthly at business unit level and reported on a quarterly basis at the Central Skills Development Meeting with all relevant stakeholders.

Furthermore, the Education and Training system makes provision for:

- The entering into partnerships with academic institutions and service providers in order to tailor the provided knowledge and skills to suit AngloGold Ashanti's needs.

The company's objectives of the talent pool system are as follows:

- To attract and retain successful and professional employees.
- To train and develop employees to their full potential.
- To develop employees in accordance with their specific needs and the needs of AngloGold Ashanti.
- To maximize the benefits of a comprehensive company-wide framework and approach.

The Company furthermore encourages employees to further their studies. These studies are to be undertaken with a recognized and accredited academic institution. Ongoing company support for the duration of the studies are reviewed annually based on the employee's work and study performance. Learnership and trainee programmes aim to create, develop and support a pool of suitably qualified and competent middle management employees to address the Regional and Divisional skill requirements. Such programmes include, but are not limited to, Management Trainees Programmes, Bursary Schemes, Engineering and Mining Learnerships. Where required these programmes will be registered and accredited through the appropriate qualification authorities.

2.2 THE EDUCATION AND TRAINING MANAGEMENT SYSTEM WITHIN ANGLOGOLD ASHANTI

The Education and Training Management System within AngloGold Ashanti (AGA) establishes a framework to guide the consistent development of all employees to maximise their full potential for both current and future roles which are aligned to the organisation's Employment Equity (EE) plans, Business unit plans and operational requirements.

The objectives of the Education and Training System are:

- To ensure assessment of the training needs of employees to increase their effectiveness in their current role;
- To ensure assessment of the development needs of employees to prepare them for potential future roles;
- To match training programmes with the specific needs of employees, and the needs of the organisation, to increase the skilled knowledge and competence of the workforce;
- To ensure that internal and external training programmes comply with AngloGold Ashanti's management systems;
- To ensure compliance with legislative requirements for minimum employee training and development; and
- To position the company as an attractive employer to the recruitment market which can position the company as an employer of choice.

The objects stated above are implemented through the company's Skills Development Committee (SDC) structures within each business unit. The SDC comprises the company's Senior HR Managers, Organised Labour and the Senior Management of the particular business unit concerned. The reason for the establishment of the SDC is to discuss and make decisions on all skills related matters.

AngloGold Ashanti is committed to providing all of its employees with the opportunity to participate in training that will improve the workplace competence and skills, and ultimately lead to improved organisational performance and increased employee satisfaction through better mastery of the employees' work and the ability to avail themselves for new opportunities. This includes the opportunity for employees to become numerate and literate, improve technical skills and develop leadership abilities.

Managers are accountable for determining and meeting the education and training needs of their subordinates, in line with organisational objectives as per the company's SP (System for People) model. The System for People is an in-house system which is dependent on a three-tier managerial structure of Manager-once-Removed (MoR), Manager and Subordinate-once-Removed (SoR) to ensure the ongoing coaching, mentorship, training and development of individuals' roles. The manager is accountable to manage the performance of subordinates and to apply managerial leadership practices such as selection, induction, context setting, task assignment, coaching, planning and actioning subordinates' development plans. Managers-once-Removed must assess an individual's current potential capability, mentor SoRs, determine succession plans and ultimately endeavour to match career aspirations with company requirements. Training may encompass both external and internal training, as it may be appropriate to provide internal technical or other development through specialists within the organisation for the current and future roles.

2.3 ADULT BASIC EDUCATION AND TRAINING FOR AGA EMPLOYEES (18.1)

Adult Basic Education and Training (ABET) is a key instrument towards transformation and development within the company and the employees' lives which is aligned to the company's Form Q. The aim is to address literacy and numeracy levels, respond to the labour market and provide individuals with knowledge and skills which ultimately adds value to the individuals and the company. It enables individual participation and improves employability and competences enabling the adult improved professional mobility and flexibility which will create access to career development. It supports individual development and personal satisfaction and is accessible to all categories of employees within the company. ABET is the general conceptual foundation towards lifelong learning and development, comprising of knowledge, skills and attitudes required for social, economic and political participation and transformation applicable to a range of contexts. ABET is flexible, developmental and targeted at the specific needs of particular audiences and, ideally, provides access to nationally recognised certificates.

ABET address employees who needs basic education in numeracy and literacy and from 2016 onwards, the GETCA (General Education and Training Certificate for Adults) will be a new inclusion for further development by the registered SETA, the MQA.

Adult Basic Education and Training includes:

- Adult Education & Training,
- Foundational Learning for Individuals to enter into vocational training programs (FLC), and
- Continuing or further education and training.

The system is designed to be flexible and dynamic allowing continuing education and training that is capable of responding quickly to the needs for knowledge and skills, that will allow each individual to acquire an initial vocational education and pre-qualification, in addition to further education and training, and which refreshes knowledge, skills, work and life competencies that are crucial for overall development.

Adult Basic Education and Training (ABET) and Foundational Learning (18.1)

It is the company's policy to provide Adult Basic Education and Training to its employees to ensure that all employees become literate and numerate. For example, being literate in a particular language means that, an employee must be able to use the language proficiently and effectively to think and acquire knowledge, express their own identity, feelings and ideas, and interact with colleagues. The company has made a step change in the sense that the focus is being enhanced from Adult **Basic** Education & Training (ABET) to that of Adult Education and Training (AET). ABET is the foundation for access to Further Education and Training (FET) and employment and this has now been broadened so as to respond to adults' on-going need for life-long learning even beyond Basic Education.

ABET Programme Objectives

ABET is the pathway for further development for many employees in addition to improving their literacy levels. It is therefore imperative that ABET provided by the company is of a high standard and can withstand external benchmarking in the form of external examinations. For this reason, the Adult Basic Education and Training within AngloGold Ashanti has undergone major changes in 2014, to ensure improved quality of ABET and to ensure that the learners receive education that is transferable and compatible outside of the mining industry.

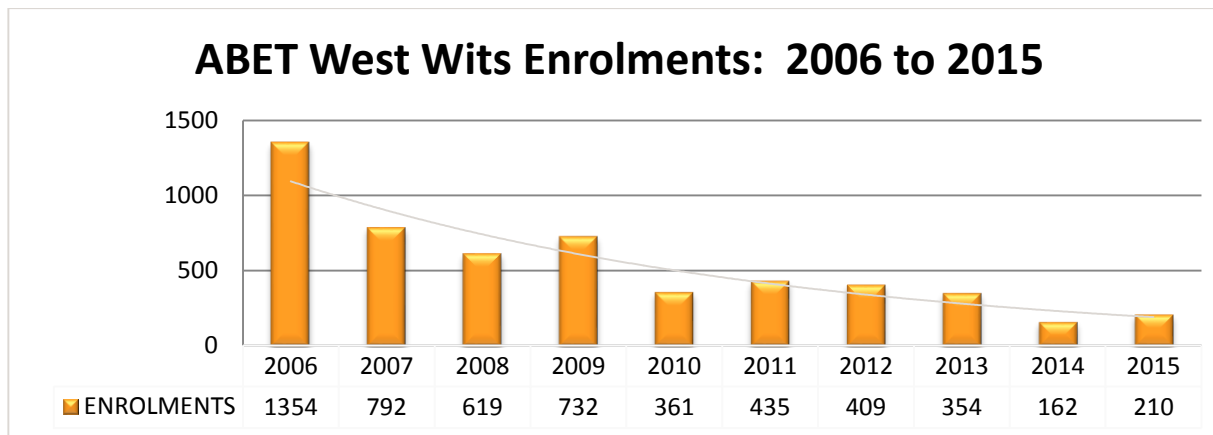
These changes included the following:

- An approved and recognised external service provider who is an expert in this field has been contracted in 2014 by AGA to provide ABET which includes placement of learners, ABET facilitation, assessments, moderation and external examinations. The service provider also provides educational material including: learner workbooks, facilitator guides, teaching aids and stationery which are required to successfully complete the ABET levels provided.
- The service provider is accountable to appoint qualified and trained ABET facilitators for the different ABET Centres and will also ensure the training and development of the facilitators to guarantee that the quality of the facilitation is of high and acceptable standard. All ABET Centres are the property of AGA and is also maintained by the company.

The company will provide ABET programmes (Pre-ABET, ABET 1, 2, 3 & 4) as well as the Foundational Learning Component (FLC) in the region at the various residences and Full Time Community Centres. To ensure accessibility to employees, ABET will be provided on a Part Time basis, at no cost to the learners who attend during non-working hours. Full Time ABET 4 Fundamentals and Foundational Learning (FLC) will be available to individuals identified by their line managers.

During the past years participation in ABET programmes decreased as a result of downscaling of the company’s South African Operations as well as improvements in literacy levels of our younger employees as illustrated in Form Q as annexured herein. For the 2010 – 2014 SLP period, AGA applied for a Section 102 to the DMR on the ABET targets as it could not be met. Of the 3082 planned for 2010 – 2014, only 1721 ABET learners enrolled. ABET targets for the next five (5) years have been determined by examining the company’s literacy levels, considering the ages of individuals eligible for ABET and following intensive consultation with the various business units. Targets for the ABET 4 fundamentals and Foundational Learning Competence (FLC) have been combined due to the introduction of the General Education and Training Certificate for Adults (GETCA) qualification in 2016 as well as the uncertainty of the implementation of FLC within Occupational Qualifications.

The following graph illustrates the trend in ABET enrolments over a 10 year period:



Learners attend classes where they will have contact time with ABET facilitators who provided facilitation to the learners in preparation for the external assessment. Learners complete a placement assessment for ABET 1, 2, 3, and 4 with the ABET service provider to ensure all learners are placed in the correct level from the onset. Learners who want to enrol for the FLC complete a readiness assessment with the ABET service provider.

ABET Programme Marketing

The company in collaboration with the ABET service provider will intensify marketing strategies for ABET programmes within AGA. Posters will be placed at strategic points across the company and promoted at the Business Unit Skills Development Meetings to ensure prospective learners have enough time to enrol for the programmes. On analysis the target population group for ABET programmes within AGA have been identified as the African population group, who will be targeted for such programmes on an individual basis to reinforce ABET training for employees.

ABET Programme and Transformation

There will be a strong focus on the female learners who have a career development plan in place but need educational qualifications to progress and the promotion of ABET 4 fundamentals and FLC training.

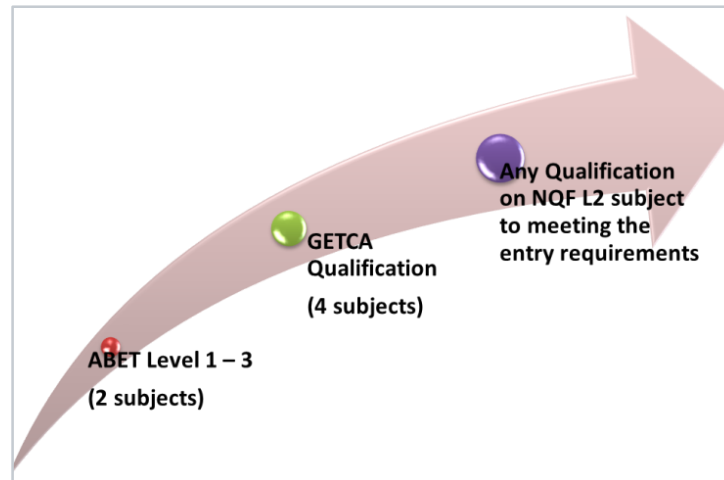
ABET Resource Allocation

The company will aim at all times to ensure a learner: facilitator ratio of 15:1 per level. Should there be more learners enrolled for a specific level the ABET service provider will provide another facilitator for that specific level. Each learner enrolled for ABET programmes will receive a learner workbook along with a stationery pack to complete the tasks assigned within the workbook. Every ABET level will be presented in a well-equipped classroom to optimise the learning experience for individuals.

General Education and Training Certificate for Adults (GETCA)

GETCA is a qualification with 120 credits, comprising four subjects that will be registered at NQF level 1 and will be reinforced by a curriculum and national external assessments. Umalusi will take the accountability for quality assurance as well as certification. ABET 1 to 3 will provide a pathway into the GETCA qualification if learners can prove to be found competent in terms of ABET 3 by means of a readiness test. The duration of the programme will be a minimum of one year and a maximum of 6 years. The figure below provides an illustrative explanation of the educational progression from ABET 1 onwards. Occupational Qualifications registered with the Quality Council for Trades and Occupations (QCTO) will require a learner to prove competence in FLC for further studies.

Educational Progression from ABET 1 Onwards



AngloGold Ashanti has planned 555 West Wits learners for the next 5 years to attend ABET 4 / FLC. Should the GETCA be introduced to the sector in 2016 there will be a phase out period of the current ABET 4 and in 2017 AGA will start with the GETCA using the same figures planned or the difference thereof.

The following progression is envisaged as follows:

- 2015: ABET level 4 Language and Communication, thereafter FLC.
- 2016: Learners can register on the current ABET level 4 up until the 30 June 2016 – two full-time intakes and one part-time intake.
- 2017 – 2019: Continue with the GETCA qualification in line with the MQA requirements.

The following table constitute the 2015 Employee ABET Plan (ABETP) vs the 2015 Actual:

WW ABET: EMPLOYEES 18.1 (ENROLMENTS ONLY) – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
Pre ABET	PLAN	41	0	1	0	0	42	0	0	0	0	0	0	42	42
	ACTUAL	12	11	0	0	0	23	0	0	0	0	0	0	23	12
ABET 1	PLAN	80	0	0	0	0	80	2	0	0	0	0	2	82	82
	ACTUAL	30	9	1	0	0	40	0	0	0	0	0	0	40	31
ABET 2	PLAN	60	0	1	0	0	61	6	0	0	0	0	6	67	67
	ACTUAL	29	13	0	0	0	42	0	0	0	0	0	0	42	29
ABET 3	PLAN	28	0	0	0	0	28	2	0	0	0	0	2	30	30
	ACTUAL	27	15	0	0	0	42	3	1	0	0	0	4	46	30
ABET 4 / NQF 1	PLAN	63	0	0	0	0	63	3	0	0	0	0	3	66	66
	ACTUAL	20	10	0	0	0	30	2	0	0	0	0	2	32	22
FLC	PLAN	62	0	0	0	0	62	3	0	0	0	0	3	65	65
	ACTUAL	18	8	0	0	0	26	0	1	0	0	0	1	27	18
TOTAL	PLAN	334	0	2	0	0	336	16	0	0	0	0	16	352	352
	ACTUAL	136	66	1	0	0	203	5	2	0	0	0	7	210	142

Note: 68 Africans are foreigners and do not form part of the total HDSAs.

2.4 PORTABLE SKILLS FOR EMPLOYEES (18.1)

The objective of this programme is to provide portable skills training to employees who show an interest in obtaining such training and with a special emphasis on employees who are incapacitated or retrenched in order to remain economically active, employable or self-sustaining within their communities. Employees will be entitled to a once off course at no cost to the participant. The individuals will complete specific modules and will be issued with a certificate of attendance on completion of the said course. The stated courses exclude the cost of transport and accommodation but include PPE (Personal Protective Equipment) and meals.

AGA provides voluntary skills training programmes to employees with skills which are valuable outside of the mining industry. The current communication channels to communicate the portable skills training, is through pamphlets, organised labour and the Skills Development Committee (SDC) structures at the business units.

Employees are trained in portable skills, as indicated in the table below. Entrepreneurial and Business Skills training forms part of all the offerings aimed at assisting individuals to become self-employed or to create opportunities for individuals to form SMMEs (Small, Medium, Micro Enterprises) and become self-employed in the event of retrenchment.

The following table constitute the 2015 Portable Skills Training Plan (PSTP) vs the 2015 Actual:

WW PORTABLE SKILLS TRAINING: ENGINEERING EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	27	0	1	0	2	30	20	0	0	0	0	20	50	48
	ACTUAL	36	10	1	0	0	47	21	0	0	0	0	21	68	58

Note: 10 African males are foreigners and do not form part of the total HDSAs.

2.5 TRAINEE PROGRAMMES AND LEARNERSHIPS FOR EMPLOYEES (18.1)

Learnership and trainee programmes are aimed to create, develop and support a pool of suitably qualified and competent first line and middle management employees to address the company's skills requirements, as well as potential pool for Employment Equity imperatives. Such programmes include, but are not limited to, Management Trainee and Learner Official Programmes, and Engineering and Mining Learnerships. Where required, these programmes will be registered and accredited through the appropriate qualification authorities

Although learners and trainees are allocated to geographical areas such as the West Wits, they remain a South African Regional resource in the pool covering both Vaal River and West Wits licenced areas. The restructuring and decline in the industry resulted in a lack of available positions to place trainees who have completed the programme however they continue to receive work exposure and are placed in the resource pool for potential appointment within the company. The representation of the economically active population, especially in terms of Whites, Coloureds and Indians, are under-represented in the industry and as such difficult to recruit.

2.5.1 Trainee Programmes: Management Trainees (Employees 18.1)

The Management Trainee (MT) Programme is approximately three years in duration, over four phases, which gives graduates and diplomats the skills needed for middle management positions within the company. Incumbents are given opportunities to qualify and obtain professional accreditation where appropriate. The MTs are appointed where opportunities are available in scarce and critical skills fields once they have completed the programme. Progress along the route of the MT programme is generally competency based. The training programme schedules and sequences are therefore individualised, flexible and dynamic which is paced according to the learner. This allows a MT to display initiative, innovation and to experiment with the principles learned. MTs have a Personal Training Programme and Schedule, and relevant experience is recognised. The MT's career progress is monitored and discussed with all relevant stakeholders. The MT's training and career development will follow a specific career path and promotional route, but can also be determined by the achievement of certificate of competency where applicable. Progress along the career route will largely depend on the individual MT proving his/her ability to perform competently in each substantive position as well as displaying the required potential for promotion to the next level. The company's Training Managers are accountable to provide each MT with a discipline specific training programme, as well as mentorship and/or coaching from subject matter experts, with timeframes and requirements to achieve ratification for each phase. Communication and involvement of senior line managers in MT meetings, inclusion in panels, quarterly multi-disciplinary meetings and monthly discipline meetings are encouraged, and additional technical coaching for MT's is provided by subject matter experts.

The MT Programme is structured around two objectives, namely:

1. Training

- To provide the MT with the necessary theoretical knowledge and practical experience required to render a quality service in his/her discipline.

2. Development

- To equip the MT with the necessary managerial and leadership skills and experience to perform responsibly at the senior management level within AGA.

The programme is structured in four phases:

- **Phase A:** On-boarding and Know the Business,
- **Phase B:** Technical Expertise,
- **Phase C:** Specialised Technical Expertise, and
- **Phase D:** Acting or on-the-job exposure in a substantive position to gain leadership experience.

Historically it has proven challenging to attract candidates from the Coloured and Indian populations to participate in the MT programme at our SAR Operations due to their geographical location and into the industry, hence efforts are being made to address this, such as the talent pool identification process and the SDC interventions, which are aligned to the company's EE plans.

The following table constitute the 2015 Trainee Programmes: Management Trainees Plan (MTP) vs the 2015 Actual:

WW MANAGEMENT TRAINEES: 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
MINING	PLAN	4	0	0	0	1	5	0	0	0	0	0	0	5	4
	ACTUAL	4	0	0	0	0	4	1	0	0	0	0	1	5	5
ROCK ENGINEERING	PLAN	2	0	0	0	2	4	2	0	0	0	0	2	6	4
	ACTUAL	0	0	0	0	1	1	2	0	0	0	0	2	3	2
ENGINEERING	PLAN	2	0	0	0	0	2	0	0	0	0	0	0	2	2
	ACTUAL	1	0	0	1	0	2	0	0	0	0	0	0	2	2
MRM	PLAN	3	0	0	0	2	5	1	0	0	0	3	4	9	7
	ACTUAL	5	0	0	0	2	7	1	0	0	0	2	3	10	8
METALLURGY	PLAN	0	0	0	0	0	0	1	0	0	0	0	1	1	1
	ACTUAL	1	0	0	0	0	1	0	0	0	0	0	0	1	1
TOTAL	PLAN	11	0	0	0	5	16	4	0	0	0	3	7	23	18
	ACTUAL	11	0	0	1	3	15	4	0	0	0	2	6	21	18

Note: 20 Management Trainees are roll-overs from 2014.

2.5.2 Trainee Programmes: Learner Officials (Employees 18.1):

The company endeavours to develop skills in line with the national skills shortage. Key national skills development priorities include developing supervisory skills. The Learner Official Programmes are internal company programmes. The Learner Official (LO) Programme of approximately three years in duration which gives non-graduates and non-diplomats the skills needed for supervisory positions such as Shift bosses. Learner Officials are appointed in critical skill areas once they have completed the programme.

The objectives of the Learner Official Trainee Programme are as follows:

a. Education and Training

- To provide all Learner Officials with the necessary theoretical knowledge, practical exposure and workplace experience required in order to obtain competency at an official level. The programme will include training courses, workplace coaching and other appropriate interventions.

b. Career development

- To equip all Learner Officials with the required skills to be considered eligible for appointment as an official into the in-house disciplines' entry level supervisory positions.

Progress along the route of the LO programme is generally competency based. The training programme schedules and sequences are therefore individualised, flexible, dynamic and learner paced. This allows a LO to display initiative, innovation and to experiment with principles learned. LOs have a Personal Training Programme and schedule and relevant experience is recognised. The LO's career progress is monitored and discussed with relevant stakeholders. The LO's training and career development follow a specific promotional route, and progress along the career route will largely depend on the individual LO proving his/her ability to perform competently in a substantive position, as well as displaying the required potential for promotion to the next level. A Learner Official participates in an accelerated learning programme that consists of both relevant courses and workplace experience in order to meet the requirements of this programme.

The programme is structured in three phases:

- **Phase A:** Entry requirements and Service departments,
- **Phase B:** Discipline specific, and
- **Phase C:** Supervisory development.

Training Managers are accountable to provide each LO with a discipline specific training programme with timeframes and requirements to achieve ratification for each phase. During their work integrated learning phase the LOs are also subjected to mentorship and/or coaching. Historically it has proven challenging to attract Coloured learners to participate in the LO programme, however AGA will do its best to attract such into the programme.

The following table constitutes the 2015 Trainee Programmes: Learner Officials Plan (LOP) vs the 2015 Actual:

WW LEARNER OFFICIALS: EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
MINING LEARNER OFFICIALS	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	2	0	0	0	0	2	0	0	0	0	0	0	2	2
MINING TRAINEE SHIFT BOSSES	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	1	0	0	0	0	1	0	0	0	0	0	0	1	1
ENGINEERING	PLAN	0	0	0	0	0	0	1	0	0	0	0	0	1	1
	ACTUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MRM	PLAN	1	0	0	0	0	1	1	0	0	0	0	0	1	2
	ACTUAL	1	0	0	0	0	1	0	0	0	0	0	0	1	1
OCCUPATIONAL ENVIRONMENT	PLAN	1	0	0	0	0	1	1	0	0	0	0	0	1	2
	ACTUAL	0	0	0	0	1	1	0	0	0	0	1	1	2	1
SAFETY	PLAN	1	0	0	0	0	1	0	0	0	0	0	0	1	1
	ACTUAL	1	0	0	0	0	1	0	0	0	0	0	0	1	1
TOTAL	PLAN	3	0	0	0	0	3	3	0	0	0	0	3	6	6
	ACTUAL	5	0	0	0	1	6	0	0	0	0	1	1	7	6

Note: 6 Learner Officials are roll-overs from 2014.

2.6 AGA LEARNERSHIP PROGRAMME FOR EMPLOYEES (18.1)

2.6.1 Learnerships in Mining (Employees)

2.6.1.1 Learnerships in Mining – Level 2 (Team Leader)

AngloGold Ashanti is committed to developing skills in line with the national SA skills shortage. Key national skills development priorities include developing high-level Mining skills. The company has also implemented measures that equip and enhance the competencies of its talent pool. In this regard, the company undertakes various interventions. Group 4 to 8 Employees are engaged in learnerships, of approximately one and a half years in duration, which are aligned with the national programmes registered with the MQA, allowing the learners to gain the skills needed to become competent in chosen fields.

The plan for 2015 – 2019 will reflect some demographics of the country but, from a Mining Skills and Learnership perspective Indians, Coloureds and Whites are not reflected in the plan as it has been identified that these race groups are generally not interested in an underground mining career. It is currently the company ideal to work at ensuring that its employee profile more closely resembles that of the country's EAP and as we begin to achieve this it will impact on the gender/ethnic breakdown of our Learnerships. Through TEBA that is assisting with the recruitment AGA will continue to make an effort to recruit from local communities factoring in the EAP.

AGA Learnership Programme supports the Mining Industry Sector Skills Plan as it is offered in fields where there is a skills shortage.

The following table constitutes the 2015 Learnerships in Mining Plan (LIMP) – Level 2 vs the 2015 Actual:

WW LEARNERSHIPS: LEVEL 2 MINERS - EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	14	0	0	0	0	14	1	0	0	0	0	1	15	15
	ACTUAL	16	3	0	0	0	19	2	0	0	0	0	2	21	18

Note: 3 African males are foreigners and do not form part of the total HDSAs.

2.6.1.2 Learnerships in Mining – Rock Breaker Level 3 (Miner)

Learner Miner Employees are engaged in learnerships, of approximately a two year duration, which is aligned with the national programmes registered with the MQA, allowing the learners to gain the skills needed to become competent as miners.

The plan for 2015 – 2019 will reflect some demographics of the country but, from a Mining Skills and Learnership perspective Indians, Coloureds and Whites are not reflected in the plan as it has been identified that these race groups are generally not interested in an underground mining career.

The following table constitutes the 2015 Learnerships in Mining Rock Breaker Plan (LIMRBP) – Level 3 vs the 2015 Actual:

WW LEARNERSHIPS: LEARNER MINERS - EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	16	0	0	0	1	17	2	0	0	0	0	2	19	18
	ACTUAL	15	7	0	0	2	24	3	0	0	0	0	3	27	18

Note: 7 African males are foreigners and do not form part of the total HDSAs.

Note: 16 Learner Miners are roll-overs from 2014.

2.6.2 Learnerships in Engineering (Employees 18.1)

The company will equip individuals with the necessary knowledge and skills to ultimately qualify as artisans. Learner artisans are engaged in learnerships, of approximately three years in duration, which are programmes registered with the MQA. The company offers the following learnerships: Rigger, Ropesman, Boilermaker, Fitter & Tuner, Electrical, Instrument Technician, Winding Engine Driver and Diesel Mechanic with a strong focus on addressing the critical and scarce skills as stated in the Form R annexured to this SLP, which covers Artisans such as Riggers, Ropesmen, Diesel Mechanics, Boilermakers and Fitters & Turners, etc. This training is done in the company's training centre which is accredited. The company offers programmes that are accredited with the MQA for specific trades in line with QCTO requirements. These programmes can be done on a modular or unit standard basis. The programmes are marketed through advertisements in newspapers, pamphlets, word of mouth, organised labour structures, business unit noticeboards, relevant Government departments and relevant Municipalities.

The following table constitutes the 2015 Learnerships in Engineering Plan (LIEP) vs the 2015 Actual:

WW ENGINEERING LEARNERSHIPS: EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	12	0	0	0	3	15	4	0	0	0	0	4	19	16
	ACTUAL	65	7	1	0	2	75	11	0	0	0	0	11	86	77

Note: 7 African males are foreigners and do not form part of the total HDSAs.

Note: 46 Engineering Learners are roll-overs from 2014.

2.7 STUDY ASSISTANCE AND BURSARIES FOR EMPLOYEES (18.1)

The company encourages employees to further their studies and at management's discretion may provide financial or other support to employees entering graduate or post graduate studies. For the SLP 2010 – 2014 AGA applied for a Section 102 to the DMR because the In-Service Bursary programme targets could not be met. Of the 24 planned for 2010 – 2014, only 15 bursaries were awarded. From 2015 onwards there will be two types of bursary programmes offered to employees within the company, viz. the “Employee Study Assistance” which offers employees to choose a field of study which they are interested in and which is aligned to the employees Individual Development Plan (IDP) and the second type of bursary program is the “Employee Bursaries”, which is a bursary offered to employees who are identified within the company's talent pool process, as well as the individuals IDP and the company's EE plan.

Ongoing company support for the duration of the studies will be reviewed annually based on the employee's work and study performance.

AngloGold Ashanti will consider providing financial support to employees who wish to further their studies on a part time basis. The support options available are:

- Bursaries to Employees who wish to undertake studies in core skills i.e. Mining, Engineering, Geosciences, Metallurgy and Managers wishing to pursue management development studies,
- Study loans with financial reimbursement of costs on successful completion contained within the Employee Bursary Scheme, and
- Financial reimbursement of costs on successful completion of study.

Employees participating in part time studies that have been approved by the company will be entitled to a maximum of twelve (12) days' study leave per annum.

The company will seek to award bursaries in line with the Form R as indicated below:

FORM R: HARD TO FILL VACANCIES TOTAL WEST WITS CRITICAL AND SCARCE SKILLS		
DISCIPLINE	POSITION	OCCUPATIONAL LEVEL
Mining	Production/General Managers	Senior Management
Mining	Mining Engineers	Middle Management
Mining	Section Managers	Middle Management
Mining	Mine Overseers	Middle Management
Engineering	Engineering Managers	Senior Management
Engineering	Engineers - Electrical, Mechanical, Rock Engineers, Section Engineers	Middle Management
Engineering	Senior/Rock Engineering Officers	Middle Management
Engineering	Artisans - Riggers, Ropesmen, Diesel Mechanics, Instrument technicians, etc.	Junior Management
Engineering	Winding Engine Drivers	Junior Management

FORM R: HARD TO FILL VACANCIES TOTAL WEST WITS CRITICAL AND SCARCE SKILLS

DISCIPLINE	POSITION	OCCUPATIONAL LEVEL
MRM	MRM Managers/Geosciences Managers	Senior Management
MRM	Senior/Geologists	Middle Management
MRM	Senior/Surveyor/Evaluators/Planners	Middle Management
MRM	Mine Planning Technician	Middle Management
MRM	Draughtsperson	Middle Management
Metallurgy	Metallurgical Engineers	Middle Management
Metallurgy	Metallurgical/Plant Managers	Middle Management
Metallurgy	Metallurgist	Middle Management

The following table constitutes the 2015 Employee Study Assistance Plan (ESAP) vs the 2015 Actual:

WW STUDY ASSISTANCE: EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	20	0	1	1	5	27	25	0	2	1	4	32	59	54
	ACTUAL	90	2	2	1	5	100	32	1	0	2	9	44	144	136

Note: 3 Africans are foreigners and do not form part of the total HDSAs.

The following table constitutes the 2015 Employee Bursary Plan (EBP) vs the 2015 Actual:

WW BURSARIES: EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	1	0	0	0	0	1	1	0	1	1	1	4	5	5
	ACTUAL	1	0	0	0	0	1	1	0	0	1	1	3	4	4

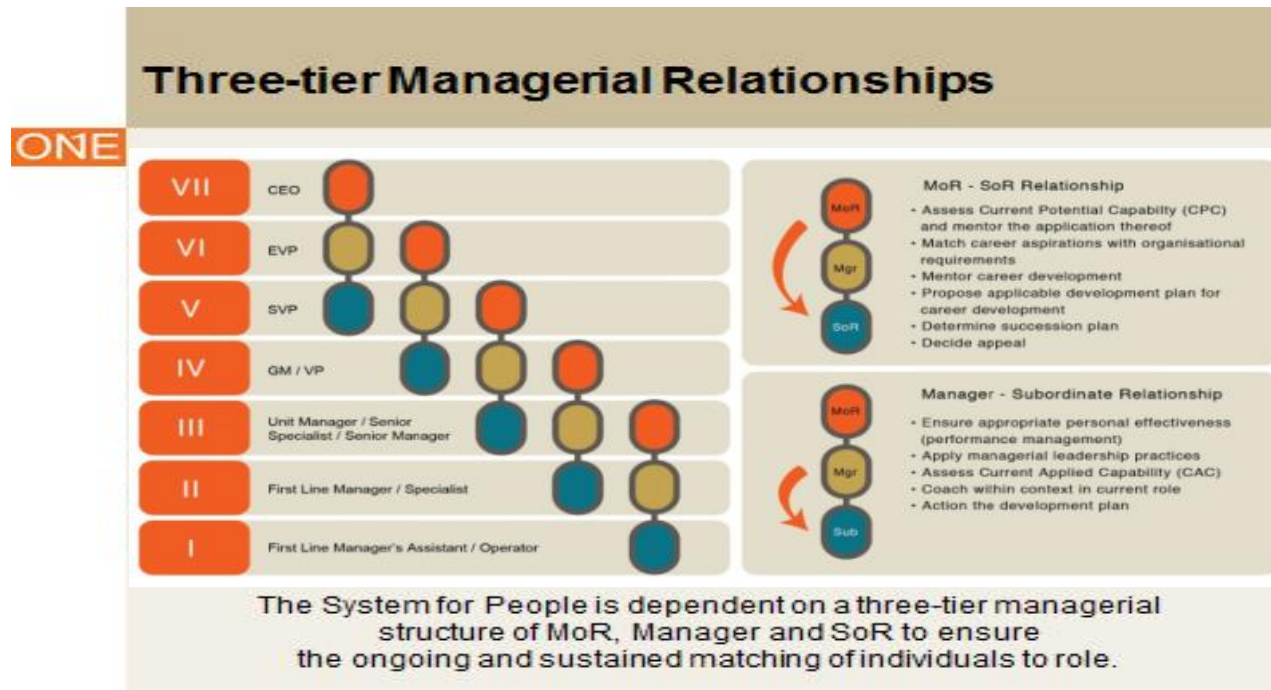
2.8 CAREER PROGRESSION PLAN FOR EMPLOYEES (18.1)

The System for People and Managerial Accountabilities

In terms of Career Progression of Employees, AGA has investigated and conducted much research on the System for People (SP) model to address the career progression for individuals within the company. This process commenced during 2010 with inputs and contributions from high level individuals and is aligned to the company's business plan and strategy. The SP model is based on Jacques Elliot model which is a well-known international model. Since its inception, the company has made great stride towards the career progression of its employees. The company has also aligned this career progression plan with its EE plans for developing HDSAs into higher roles within the company. This model seeks to cover mentorship and coaching in line with individuals' IDP as well.

The System for People model is the basis of AGA's organisational culture of accountability and trust, consistent with the company's values, which establishes the environment necessary for the achievement of business objectives and enables employees to deliver on their full potential.

The System for People is dependent on a three-tier managerial structure of Manager-once-Removed (MoR), Manager (M) and Subordinate-once-Removed (SoR), to ensure the ongoing and sustained matching of individuals to roles. The Manager is accountable to manage the performance of Subordinates and to apply managerial leadership practices such as selection, induction, context setting, task assignment, coaching, planning and contribute towards subordinates' development plans. Managers-once-Removed must assess an individual's current potential capability, mentor SoRs, determine succession plans and ultimately endeavour to match career aspirations with organisational requirements. The following figure illustrates the three tier managerial structure.

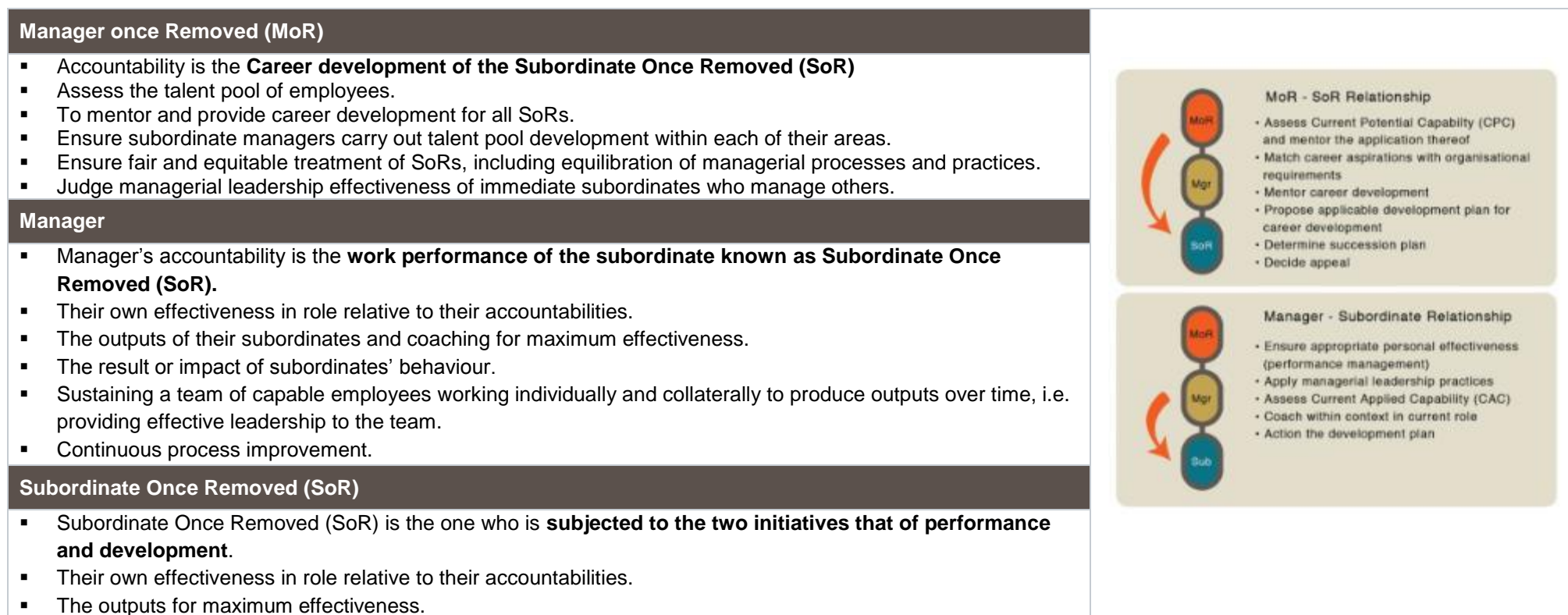


2.9 MENTORSHIP PLAN FOR EMPLOYEES (18.1)

In terms of the SP as explained in section 2.8, the MoR is accountable to mentor their SoRs which is per Systems for People's Three Tier Management System. Establishing and maintaining a trusting relationship with each of his/her SoRs in order to maximise the value of the mentoring process for both the SoR and the company is essential. It is crucial that the MoR remains abreast of the evolving career interests and aspirations of the SoR in order to appropriately mentor the SoR, and ensure realistic career plans. MoRs must have regular contact sessions with their SoRs and these sessions are captured in terms of the company's Human Resources Information System. This system has been implemented for all management level employees and ensures that all employees receive mentoring.

Further to the mentorship system above, all learners who are on a structured development or training programme are allocated a mentor or a coach to guide them in their developmental journey.

The system has a built in Mentorship and coaching scheme, which is depicted by a Three-Tier System above in Section 2.8. The relationship is as follows:



AngloGold Ashanti has success in implementing this process and will continuously improve the system were required. The purpose of this process is to ensure that every individual within the company is mentored by their manager two levels up. Every bursar and intern is allocated a mentor as part of their structured development programme as well.

The following constitutes the 2015 Contract Session Actuals:

WW MENTORSHIP PLAN: EMPLOYEES 18.1 – CONTRACT SESSIONS – ACTUAL 2015 (Coaching)															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
MPONENG	ACTUAL	16	0	2	4	56	78	2	0	0	0	4	6	84	28
TAUTONA &SAVUKA	ACTUAL	16	1	2	2	32	53	5	0	0	0	9	14	67	34
WW SARS	ACTUAL	18	0	5	5	59	87	7	0	2	2	18	29	116	57
WW METALLURGY	ACTUAL	11	0	0	0	3	14	5	0	0	0	0	5	19	16
	ACTUAL	61	1	9	11	150	232	19	0	2	2	31	54	286	135

Note: 1 African male is a foreigner and do not form part of the total HDSAs.

2.10 MANAGEMENT DEVELOPMENT FOR EMPLOYEES (18.1)

Managerial/leadership training and development is generally based on the career development plans of the employees as identified through the talent pool and succession planning processes which also links into the Employment Equity imperatives and drivers of AGA. Management training is an essential part of ensuring that the company will run as productively and efficiently as possible now, and into the future with further emphasis on creating a skilled leadership base to sustain the organisation. There are several aspects of management that need to be addressed in order to ensure that Managers will be able to do the best they can in their roles. One of the most important aspects of effective management is how to engage employees to get the best outcomes from the team. Managers need to know the best way to communicate with their subordinates, to involve them in work planning and execution, and to give appropriate feedback on performance. They must know how to properly assign tasks to employees so that team productivity can be maximised. Importantly, effective leaders need to understand how to lead change, optimising processes, creating systems, and generating enthusiastic commitment among subordinates for new ways of working.

The company enters into partnerships with academic institutions and service providers in order to tailor education and training programmes to suit AngloGold Ashanti's and individual needs and also to promote transformation within the organisation. The Management Development plan has been derived from the region's Employment Equity plan, as obtained from the AGA EE Manager. The demographic split therefore does not align with the SA national EAP ratios as it is reflective of the AGA management population.

Management Development Programmes are annually reviewed according to the AGA management population's need; these programmes are presented by a registered business school.

The following constitutes the 2015 Management Development Plan (MDP) vs the 2015 Actual:

WW MANAGEMENT DEVELOPMENT: EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
Senior Management (ALDP)	PLAN	1	0	0	1	0	2	1	0	0	0	0	1	3	3
	ACTUAL	5	0	0	1	9	15	2	0	0	0	4	6	21	12
Professionally qualified and experienced specialists and mid-management (MLDP)	PLAN	3	0	1	1	1	6	3	0	1	0	0	4	10	9
	ACTUAL	7	0	0	1	3	11	0	0	0	0	2	2	13	10
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (FMP)	PLAN	4	0	1	1	1	7	1	0	0	1	1	3	10	9
	ACTUAL	5	0	0	0	2	7	4	0	0	0	0	4	11	9
TOTAL	PLAN	8	0	2	3	2	15	5	0	1	1	1	8	23	21
	ACTUAL	17	0	0	2	14	33	6	0	0	0	6	12	45	31

Note: 8 Employees (ALDP) are roll-overs from 2014.

2.11 TALENT POOL DEVELOPMENT

The purpose of the Talent Pool Development Subsystem is to provide **all** employees with the opportunity to develop to their maximum potential to meet current and future business needs. The objectives of the Talent Pool Subsystem are:

- To match individuals to appropriate roles based on current and future capability;
- To identify employee development needs in line with likely career progression and company objectives;
- To identify companywide development needs; and
- To support our individual employees in their aspirations to become the best they can be, within the scope of what is viable in the company.

The Talent Pool Development Subsystem allows the organisation to determine whether it has the talent necessary to deliver on its current and future strategic objectives. This enables the organisation to develop a pipeline of talent through which candidates can be sourced for current and future role vacancies. This will increase the effectiveness of role appointments as such decisions are more accurate when candidates are from within the organisation.

Growth of talent is facilitated, thereby providing opportunities for all employees to contribute to their full potential. Identification of potential capability, and a projection of its maturation, will enable career development programmes to be created for all employees matched to the rate at which their capability matures.

Staff Development Panels are furthermore used as an additional medium to facilitate the career development of employees through the identification of appropriate candidates and the career developmental plans, resulting therefrom is the accountability of the MoR to implement.

The following constitutes the 2015 Staff Development Panel Actual:

WW DEVELOPMENT PANELS: EMPLOYEES 18.1 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
ENGINEERING	ACTUAL	2	0	0	1	5	8	0	0	0	0	1	1	9	4
FINANCE / SUPPLY CHAIN	ACTUAL	0	0	0	0	1	1	1	0	0	0	4	5	6	5
HUMAN RESOURCES	ACTUAL	1	1	0	0	1	3	1	0	0	0	1	2	5	3
METALLURGY	ACTUAL	2	0	0	0	0	2	2	0	0	0	0	2	4	4
MINING	ACTUAL	3	0	0	0	1	4	0	0	0	0	0	0	4	3
SECURITY	ACTUAL	44	1	0	0	2	47	11	0	0	0	3	14	61	58
TOTAL	ACTUAL	52	2	0	1	10	65	15	0	0	0	9	24	89	77

Note: 2 African males are foreigners and do not form part of the total HDSAs

B. COMMUNITY (18.2) HUMAN RESOURCE DEVELOPMENT PROGRAMME (CHRDP)

The objectives of our CHRDP are outlined below:

- Contributing to the country's education initiatives and making a difference which supports government initiatives.
- Ensure development of requisite skills in respect of learnerships, bursaries (of core and critical skills), internships and other training.
- Contribute towards the upliftment of the HDSAs in line with the objectives of the Empowerment Legislative framework, and the company's value with respect to the promotion of diversity in the workplace.
- Contribute to upliftment and development of skills in the host and major Labour Sending communities.
- Contribute to empowerment of local and major labour sending communities through Education training and development initiatives.
- Demonstrate visible support for our host communities' interests in terms of Education.
- Contribution to the social development of host communities to promote and improve social contribution.
- Aid to improving the quality of life for our host communities through education upliftment.
- Contribute to driving the Millennium Development Goals to "achieving universal primary education."
- To promote employment and advance the social and economic welfare of mine communities.

2.12 PORTABLE SKILLS FOR THE COMMUNITY (18.2)

The objective for providing portable skills training to the community, which may include the unemployed within close proximity of the AGA operations, is to equip community members with a skill that will assist them to become economically active within their community and become self-sustainable.

Community members will be entitled to a once-off course at no cost to the participant. The individuals will complete specific modules and will be issued with a certificate of attendance on completion of the course due to the fact that this is a Basic Skills course. The cost of transport and accommodation is excluded and is not part of the agreement, whereas the cost of PPE (Personal Protective Equipment) and a meal is included. Portable skills training are available during and after working hours for volunteers.

The current communication channels to communicate the portable skills programme provided, is through word of mouth which includes AGA (AngloGold Ashanti) community briefings, Mandating and Implementing committee structures as established with relevant Municipalities, pamphlets, organised labour and other relevant structures.

Community members are trained in portable skills such as basic plumbing, basic computer, basic house wiring, basic bricklaying and other. In addition the community members are equipped with entrepreneurial / business skills to assist them in becoming self-employed and ultimately create more job opportunities for other community members.

The following constitutes the 2015 Community Portable Skills Training Plan (CPSTP) vs the 2015 Actual:

WW PORTABLE SKILLS TRAINING: ENGINEERING EMPLOYEES 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	35	0	0	0	2	37	28	0	0	0	0	28	65	63
	ACTUAL	27	0	0	0	0	27	37	0	0	0	0	37	64	64

2.13 MINING SKILLS FOR THE COMMUNITY (18.2)

The objective of the Mining skills project is to provide community members the opportunity to educate themselves by obtaining entry level knowledge and skills which will enable them to apply for a position within the mining industry and to become part of the TEBA Ltd database. TEBA Ltd is an institution who has been helping mining industry for many years in terms of sourcing labour among many other functions. Beneficiaries are given the opportunity to be trained as a member on the Stope- and Development team's category of learners. The training is done after hours at no cost to the members of the community who are enrolled on this programme. Mining community skills are marketed through the official AGA communication channels.

Recruitment for the training is done via TEBA Ltd. who is required to advertise and screen candidates. AGA will partner with TEBA to assist in attracting more Coloured, Indian and even White female learners to participate in this training program, which has proven to be a challenge and hence it is not planned for in the 2015 to 2019 plan.

The following table constitutes the 2015 Community Mining Skills Plan (CMSP) vs the 2015 Actual:

WW MINING SKILLS TRAINING: COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	65	0	0	0	3	68	12	0	0	0	0	12	80	77
	ACTUAL	54	0	0	0	5	59	30	0	0	0	0	30	89	84

2.14 INTERNSHIPS FOR THE COMMUNITY (18.2)

2.14.1 Community Internship Programme

The company commits to provide supervised work experience which can lead to future employment opportunities for community members who are in the possession of recognised degrees or diplomas to extend the theoretical knowledge acquired through their studies in a practical job exposure. Internships are awarded on an annual basis and will not extend beyond the calendar year in which interns are appointed. During the time of internship, the intern receives a stipend as set out per budget allocation and approval by the company.

Training programmes are overseen by training specialists but are supervised by operational staff. Where appropriate, training programmes are linked to obtaining industry accreditation such as the Rock Breaker qualification or Government Certificate of Competence for Mines and Works. The initiative is marketed within communities through local newspapers and through internal communication channels, as well as the Mandating and Implementing committees established with the relevant Councils. The company will attempt to align intern demographics with the national EAP (Economically Active Population) ratios and, where this proves challenging due to unavailability of certain demographic groups, alternative HDSA groups will be prioritised. Existing technical subject matter experts within the company provide the necessary on-the-job coaching to interns. The interns are also mentored in the time served at the company.

The following tables constitute the 2015 Community Internships Plans (CIP) vs the 2015 Actuals:

WW INTERNSHIP (CORE): COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	2	0	1	1	1	5	2	0	0	0	1	3	8	7
	ACTUAL	3	0	0	0	0	3	1	0	0	0	0	1	4	4

WW INTERNSHIP (NON-CORE): COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	5	0	1	0	1	7	5	0	1	2	2	10	17	16
	ACTUAL	20	0	0	0	1	21	17	0	1	0	0	18	39	38

Note: 18 Interns are roll-overs from 2014.

2.14.2 Graduate Development Scheme – MQA Learnership / Internship Programme

The company continues to work in partnership with the MQA, industry SETA, to provide work-integrated learning for external students. Candidates must comply with the MQA criteria and fields of study are also determined by the MQA. **The programme is managed at the discretion of the MQA and the five year plan is based on the assumption that the MQA scheme will run on the current basis. Internships will run for two years, as stipulated by the MQA.**

Training programmes are overseen by training specialists but are supervised by operational staff. Training programmes are linked to the MQA guidelines and industry accreditation is obtained where appropriate. The project is managed by the MQA and therefore no marketing is done by AGA. The company has aligned the intern demographics with the national EAP ratios as planned below. Where this proves challenging due to unavailability of certain demographic groups, alternative HDSA groups will be prioritised. Given that most candidates are selected from the MQA database and must comply with MQA selection criteria, these considerations take precedence.

Existing technical subject matter experts within the company will provide the necessary on-the-job coaching and mentoring of interns.

The following table constitutes the 2015 MQA Learnership / Internship Plan (MQAL/IP) vs the 2015 Actual:

WW INTERNSHIP: COMMUNITY 18.2 – MQA STUDENTS – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	12	0	1	1	1	15	10	0	0	0	2	12	27	26
	ACTUAL	54	2	1	0	5	62	43	0	1	0	0	44	106	99

Note: 2 African males are foreigners and do not form part of the total HDSAs.

Note: 40 MQA students are roll-overs from 2014.

WW INTERNSHIPS : OE MQA LEARNERS (SIMS) 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA (Excl Foreigners)
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	1	0	0	0	0	1	6	0	0	0	0	6	7	7

Note: All 7 Interns are roll-overs from 2014.

2.15 LEARNERSHIPS FOR THE COMMUNITY (18.2)

2.15.1 Community Learnerships in Engineering

Engineering skills training will be provided to community members in our host communities to provide them with the opportunity to obtain formal qualifications, which they will then be able to apply within the mining sector. In the event that the company is unable to source community members from the host community for this program, the company would only then source individuals first from the surrounding areas. The learners will 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 MQA (Mining Qualification Authority) as well as simulated practical tasks as required by the programme. The learners must meet the criteria as set out by AGA and also meet the MQA requirements to enter the community learnership programme.

Learners will be recruited from the host community where AGA operates via the company's recruitment processes. The programmes are marketed through advertisements in newspapers, pamphlets, word of mouth, labour structures, business unit noticeboards, relevant Government departments and relevant Municipalities.

The company offers programmes that are accredited with the industry SETA, the MQA for specific trades in line with QCTO (Quality Council for Trades and Occupations) requirements. These programmes can be done on a modular or unit standard basis.

The company offers the following learnerships: Rigger, Ropesman, Boilermaker, Fitter & Tuner, Electrical, Instrument Technician, Winding Engine Driver and Diesel Mechanic with a strong focus on addressing the critical and scarce skills as stated in the Form R, Annexure 4 which covers Artisans such as Rigger, Ropesman, Diesel Mechanic, Boilermaker and Fitter & Turner, etc. This training is done at the company's training centre which is accredited.

The following table constitutes the 2015 Community Learnerships in Engineering Plan (CLIEP) vs the 2015 2015 Actual:

WW LEARNERSHIPS: ENGINEERING 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	24	0	0	0	1	25	9	0	0	0	1	10	35	34
	ACTUAL	18	0	0	0	0	18	9	0	0	0	1	10	28	28

Note: 1 Learner is a roll-over from 2014.

2.15.2 Community Learnerships in Mining (Team Leader) – Level 2

The Learnerships in Mining programme will be provided to community members in our host communities to provide them with the opportunity to gain skills, which they will then be able to apply within the mining industry. The learners will acquire skills and knowledge to the level where they have been found capable to perform the work. The learners must meet the criteria as set out by AGA and also meet the MQA requirements to enter this programme. These learners will be engaged in learnerships, for approximately one and a half years' duration, on national programmes registered with the Mining Qualifications Authority (MQA) allowing the learners to gain the skills

needed to become competent at level two mining. AGA learnerships support the sector skills plan as it is offered in fields where there is a skills shortage within our country as a whole.

The plan for 2015 – 2019 does not reflect the economically active population of the country as it has proven challenging to recruit Coloured, Indian and White female learners on this programme, however the company endeavours to implement measures to align with the national EAP as far possible.

The following table constitutes the 2015 Community Learnerships in Mining (Team Leaders) Plan - Level 2 (CLIMTLP) vs the 2015 Actual:

WW LEARNERSHIPS: MINING LEVEL 2 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	16	0	0	0	1	17	3	0	0	0	0	3	20	19
	ACTUAL	15	0	0	0	0	15	13	0	0	0	0	13	28	28

Note: All 28 Learners are roll-overs from 2014.

2.16 BURSARIES FOR THE COMMUNITY (18.2)

The company commits to provide bursaries to community members in our host and major labour sending areas, who are admitted for full-time recognised degree or diploma studies at approved tertiary institutions. Individuals will not be guaranteed employment within the company but the bursary does not carry any obligation towards the company. Bursaries are awarded on an annual basis and are renewed conditionally upon reviewing of the candidates' exam results, until the qualification has been obtained.

The initiative will be marketed within communities through local newspapers and through internal communication channels, as well as the Mandating and Implementing committees which have been established with the relevant Municipalities. The company will attempt to align bursar demographics with national EAP ratios and its Form R where possible. Where this proves challenging due to unavailability of certain demographic groups, alternative HDSA groups will be prioritised.

The following tables constitute the 2015 Community Bursary Plans (CBP) vs the 2015 Actuals:

WW COMMUNITY BURSARS (CORE): 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	3	0	1	1	1	6	4	0	0	1	1	6	12	11
	ACTUAL	3	0	0	0	1	4	2	0	0	0	0	2	6	5

Note: 4 Bursars are roll-overs from 2014.

WW COMMUNITY BURSARS (NON-CORE): 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA (Excl Foreigners)
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	5	0	1	2	1	9	6	0	1	1	2	10	19	18
	ACTUAL	10	0	1	1	1	13	8	0	0	1	3	12	25	24

Note: 9 Bursars are roll-overs from 2014.

2.17 VOCATIONAL BURSARIES FOR THE COMMUNITY (18.2)

Vocational bursaries are offered to South Africans and are industry related with consideration being given to the company's Form R and the national EAP. The main focuses on these bursaries are on learners who are engaged in recognised full-time tertiary studies in specific fields which are critical to AGA. The intention of the company's Vocational Bursary scheme is to create a consistent pipeline of professionals into the company in areas where there is a skills shortage. Once awarded the vocational bursary, a candidate is considered for vac work within the company which gives the candidate exposure to his/ her specific field of study.

The following table constitutes the 2015 Community Vocational Bursary Plan (CVBP) vs the 2015 Actual:

WW BURSARIES: VOCATIONAL COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	2	0	0	1	0	3	2	0	0	0	1	3	6	6
	ACTUAL	4	0	0	1	0	5	1	0	0	0	0	1	6	6

Note: 1 Bursar is a roll-over from 2014.

2.18 TRAINING FOR ENROLLED NURSING AUXILIARIES AND ENROLLED NURSES FOR THE COMMUNITY (18.2)

The Learner Nursing Programme is a one year full-time course at NQF level 4. After successful completion of the course the learner is registered as an Enrolled Nursing Auxiliary (ENA) which is an entry level position. At the entry level, the Enrolled Nursing Auxiliaries clean patients beds, assist in bathing patients, etc. AGA also provides a learning opportunity to a few top learners to continue their training to the level of Enrolled Nursing, which is at NQF level 5 and this takes the individual to a level where he/she is allowed to administer medication. Prospective learners need to meet the entry level requirements as prescribed by SANC (South African Nursing Council) and the Goldfields Nursing College. The Goldfields Nursing College is the institution at which the individuals are trained on this programme. The training is done in accordance with regulations as set out by the SANC. Practical training takes place at the West Vaal Hospital, Klerksdorp Tshepong Complex and the surrounding clinics.

The opportunities for learnership is advertised in local newspapers before each intake and the selection of learners are from the Merafong and Matlosana districts. The purpose of the programme is to transform the skills in the communities in which AGA operates. In this process AGA has the opportunity to provide qualifications to 36 learners per year, 18 in each district. Internal nursing experts are responsible to accompany the learners and manage their learning programmes and progress.

SANC has announced a change in the Nursing qualification structure that will be effective from 2016 which will not affect the intakes of Enrolled Nursing Auxiliaries, but will force AGA to discontinue the Enrolled Nursing intakes as from 2016. This will not affect the company's SLP.

The following tables constitute the 2015 Community ENA & EN Plans (CENAP) vs the 2015 Actuals:

WW ENROLLED NURSING AUXILIARIES: COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	6	0	1	1	1	9	6	0	1	1	1	9	18	17
	ACTUAL	4	0	0	0	0	4	19	0	0	0	0	19	23	23

Note: 13 Learners are roll-overs from 2014.

WW ENROLLED NURSING: COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	8	0	0	0	0	8	12	0	0	0	0	12	20	20

Note: 10 Learners are roll-overs from 2014.

PROGRAMMES THAT ARE NOT IN THE SLP 2015 – 2019, BUT HAVE ACTUALS:

WW ABET: COMMUNITY 18.2 (ENROLMENTS ONLY) – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
Pre ABET	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ABET 1	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	9	0	0	0	0	9	12	1	0	0	0	13	22	21
ABET 2	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	11	0	0	0	0	11	12	0	0	0	0	12	23	23
ABET 3	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	8	0	0	0	0	8	10	0	0	0	0	10	18	18
ABET 4 / NQF 1	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	14	0	0	0	0	14	10	1	0	0	0	11	25	24
FLC	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	17	3	0	0	0	20	16	1	0	0	0	17	37	33
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	59	3	0	0	0	62	60	3	0	0	0	63	125	119

Note: 6 Africans are foreigners and do not form part of the total HDSAs.

WW MINING ENGINEERING ASSISTANT COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	24	0	0	0	0	24	7	0	0	0	0	7	31	31

WW NATIONAL CERTIFICATE (VOCATIONAL): ADDITIONAL COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	24	1	0	0	0	25	6	0	0	0	0	6	31	30

Note: 1 African male is a foreigner and do not form part of the total HDSAs.

Note: All 31 Learners are roll-overs from 2014.

WW ENGINEERING LEARNERSHIPS & APPRENTICES: ADDITIONAL COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA (Excl Foreigners)
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	43	0	0	0	0	43	14	0	0	0	0	14	57	57

Note: All 57 Learners are roll-overs from 2014.

WW ENGINEERING FET COLLEGE PROJECT: ADDITIONAL COMMUNITY 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	0	0	0	0	1	1	2	0	0	0	0	2	3	2

Note: All 3 Learners are roll-overs from 2014.

WW LEARNERSHIPS: MINING LEVEL 3 (LEARNER MINER) 18.2 – ACTUAL 2015															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	11	0	0	0	0	11	2	0	0	0	0	2	13	13

Note: All 13 Learners are roll-overs from 2014.

C. EMPLOYMENT EQUITY PLAN

PREAMBLE:

Guiding Principles

The following guiding principles were applied when developing the Employment Equity (EE) Plans for the 2015 – 2019 period.

1. The 2015 - 2017 EE numerical targets as submitted to the DoL (Department of Labour) were converted into percentages and transferred into this 2015-2019 for the 2015-2017 period.
2. Lives of Mine (LOM) Plans have been considered with respect to the workplace profile at all levels including the Skills required, which will be supported by the Human Resources Development (HRD) Plans.
3. For Senior Management level, the targets were set from the pool of employees from West Wits, Vaal River and Corporate office.
4. Employment Equity Principles have been applied with respect to EAP guidelines, and the workforce analysis of all our operations.
5. Our approach is to align to the extent possible, the EE Plans required in terms of the EEA and the MPRDA.
6. Top Management Plans have been planned to remain stable at 43% due to the small population at this level and low attrition rate. However, in an event where there is a termination, the company commits to replace any vacancy with a suitably qualified HDSA candidate.

Preamble

In this section we address the Mining Charter and MPRDA requirements as detailed below.

In terms of the MPRDA, REGULATION 46 (b) (v) states:

“The contents of a Social and Labour Plan must include a human resources development programme which must include the employment equity statistics which must be completed in the form of “Form S” contained in Annexure II and the mines plan to achieve the 10 percent women participating in mining and 40 percent historically disadvantaged South Africans (HDSA) participation in management within 5 years from the granting of the right or the conversion of the old order right”.

In terms of the Mining Charter the requirements are as stated below:

The original Mining Charter scorecard which was designed to measure compliance requires the company to put in place measures to answer the following questions:

- Has the company published its employment equity plan, and reported on its annual progress in meeting that plan?
- Has the company published a plan to achieve a target for HDSA participation in management of 40% within five years, and is implementing this plan?
- Has the company identified a talent pool and is it fast tracking it?

The 2010 BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING and MINERALS INDUSTRY requirements with regards to Employment Equity is as stated below:

“Workplace diversity and equitable representation at all levels are catalysts for social cohesion, transformation and competitiveness of the mining industry. In order to create a conducive environment to ensure diversity as well as participation of HDSA at all decision-making positions and core occupational categories in the mining industry, every mining company must achieve a minimum of 40% HDSA demographic representation at:

- Executive Management (Board) level by 2014;
- Senior Management (EXCO) level by 2014;
- Core and Critical skills by 2014;
- Middle Management level by 2014; and
- Junior Management level by 2014;

As at the end of December 2015, the company's performance against the Mining Charter is as follows:

- Board - 46%
- Top Management - 50%
- Senior Management: Vaal River – 37 %, West Wits – 40%, & SAR – 39%
- Middle Management: Vaal River – 47%, West Wits – 53% & SAR - 49%
- Junior Management: Vaal River – 56%, West Wits – 62%, & SAR – 59%
- Core Skills: Vaal River – 52%, West Wits- 54%, & SAR – 54%
- Women in Mining: Vaal River – 16%, West Wits -14% & SAR – 15%

Based on the above, it is clear that the company has exceeded its targets as was set in the 2010 Revised Mining Charter at Board Level, Top Management, Senior Management, Middle Management, and Junior Management. With respect to Core and Critical skills, 54% was achieved and 10% was achieved Women in Mining against a baseline target of 10%.

In developing this 2015 - 2019 EE Plan, we have taken into account the principles as outlined in the Amended EE Act and its Regulations, the 2013 BBBEE Act and Codes, as well as the 2013 MPRDA currently before the office of the President for signature, in particular the definition of HDSA.

In order to consistently advance the objectives of EE Transformation principles within the company, the approach adopted in this SLP is mainly in terms of the guidelines and principles as contained in the Amended EE Act and its Regulations, in particular the adoption of the Economically Active Population (EAP), both National and Regional as a guide in developing the targets per demographics.

To this end the Employment Equity Plans have been prepared in accordance with Section 20 (2) (a-h) of the Employment Equity Act 55 of 1998 and its amended Act, the MPRDA Act 2002 and in accordance with the AngloGold Ashanti business principles and strategy.

The plans were prepared in consultation with all relevant stakeholders, including Trade Unions operating within our company. The objectives of employment equity program at AngloGold Ashanti are to ensure that the company's workforce is in the long run representative of the demographics of the country and to promote diversity at the workplace. The Company re-affirms its commitment to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment.

To this end, appropriate Affirmative Action measures to advance the above objectives will be taken.

The following affirmative action measures have been undertaken by the company in order to achieve the above stated objectives:

- Initiatives to eliminate unfair discrimination in employment;
- Recruit and select suitably qualified individuals from the designated groups;
- Advance employees from designated groups who have been identified in the talent pool and to fast track them through focused training and development programmes.
- Remove the barriers identified in accordance with Section 19 of the EE Act Audit report.
- Ensure that the objectives of the employment equity plan would not establish an absolute barrier to the prospective or continued employment or advancement of people who are not from designated groups.

The following Mining Charter definitions have been customised in line with the company's reporting in terms of the EE Act and the South Africa Region Management structure:

“Executive Management (Board)” has been divided into two categories that is, Executive Management and Board. **Executive Management** shall mean **“Top Management”** and **“Board”** shall mean the company's **Board of Directors** in terms of its Articles of Association. *The Board comprises of South African and non- South African based members and will be so reported as the company is a global organisation. It should be noted that Top Management refers to the South African based managers reporting directly to the Chief Executive Officer and who are part of the company's Executive Committee, i.e. the key decision makers of the company).*

“Senior Management (EXCO)” shall mean **Senior Management employees** who are employed at Paterson Grade E- Band.

“South Africa Region MANCOM” means the **Management Committee (MANCOM)** comprising the Chief Operating Officer's direct reports.

“Middle Management” shall mean employees who are categorised as “Professionally Qualified” and are employed at Paterson Grade D-Band.

“Junior Management” shall mean employees who are categorised as “Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents”.

“Core and Critical Skills” are defined as all occupations stipulated in Form S, in particular the Mining, Engineering, Mineral Resources Management and Metallurgy disciplines.

“Corporate Office” employees are contributors to the SAR Operations, i.e., West Wits and Vaal River Operations' Talent Pool, therefore, the employees based in Corporate Office are proportionately split between the Vaal River and West Wits license areas.

The West Wits operation comprises the following business units: Mponeng Mine, TauTona Mine, Savuka Mine, West Wits Metallurgy, West Wits AGA Health, West Wits SA Regional Services, the South Africa Region Operations (SARO) in West Wits and the West Wits Corporate Office portion which is proportionately divided between the West Wits and Vaal River Operations.

The first three (3) years of the employment equity targets of the West Wits Region are aligned to the company's Successive Employment Equity Plan submitted to the Department of Labour in accordance with Section 23 of EE Act.

The **Mining Charter scorecard** requirements are indicated below along with the AGA WW (inclusive of Corporate Office) compliance as at end December 2015:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2015	PROGRESS ACHIEVED BY 31 DECEMBER 2015
5	Employment Equity	Diversification of the workplace to reflect the country's demographics to attain competitiveness.	Board Level	40%	46%
			Top Management (F Band)	40%	50%
			Senior Management (E Band)	40%	40%.
			Middle Management	40%	53%
			Junior Management	40%	62%
		Note by AGA :Actuals adapted to correct any white female representation over 6%	Core Skills	40%	54%

The following tables shall constitute the percentage actuals based on the workforce strength as at 31 December 2015 for the West Wits Operations, followed by the EE Plan for the West Wits Operation and the Business Units Plans marked as Annexure 2.3.

The following three (3) tables depict the AGA Board of Directors, AGA Top Management level (EXCO) based at Corporate Office in Johannesburg, and the SA Region Management Committee (MANCOM) consisting of Senior Vice Presidents and Vice Presidents based mainly at South Africa Region Operations (SARO) in West Wits.

TABLE 2.17 A:- ANGLOGOLD ASHANTI BOARD OF DIRECTORS AS AT 31 DECEMBER 2015

Occupational Levels	Males			Females				Male	Foreign National		Total	2015 MC % HDSA Targets	2015 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
AGA BOARD	2	1	0	1	0	1	0	1	4	1	11	40%	45.5%
GRAND TOTAL	18%	9%	0.0%	9%	0%	9%	0%	9%	36%	9%	100%	40%	45.5%

Note: If the non-South African Directors are excluded on the total actual figure, the HDSA representation stands at 83.3%.

TABLE 2.17 B:- ANGLOGOLD ASHANTI TOP MANAGEMENT LEVEL (EXCO) AS AT 31 DECEMBER 2015

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2015 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
Top Management	1	0	0	0	0	1	1	1	1	1	6	40%	50%
GRAND TOTAL	16.6%	0%	0%	0%	0%	16.6%	16.6%	16.6%	16.6%	16.6%	100%	40%	50%

TABLE 2.17 C:- SA REGION MANAGEMENT COMMITTEE LEVEL AS AT 31 DECEMBER 2015

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2015 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
SAR Mancom	3	1	0	0	0	0	0	8	0	0	12	40%	33.3%
GRAND TOTAL	25%	8.3%	0%	0%	0%	0%	0%	66.7%	0%	0%	100%	40%	33.3%

The following reflect the EE Plan for the West Wits operations for the year 2015, which is the first year of the 2015 – 2019 SLP Plans.

Year 1												
EE PLAN : 2015												
TABLE 2.17.D: TOTAL WEST WITS EE PLAN												

WEST WITS PLAN - 2015												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Planned % HDSA
	Male			Female				Male	Foreign National			
	A	C	I	A	C	I	W		Male	Female		
Top Management	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	22.2%	33.3%	11.1%	11.1%	100%	44.4%
Senior Management	14.1%	2.9%	5.3%	4.1%	1.2%	2.4%	10.6%	51.8%	5.9%	1.8%	100%	40.6%
Middle Management	20.3%	2.2%	3.0%	7.8%	1.3%	2.1%	13.5%	46.4%	2.6%	0.7%	100%	50.3%
Junior Management	40.8%	1.2%	0.1%	9.7%	0.6%	0.3%	9.1%	31.3%	6.8%	0.1%	100%	61.8%
Semi-skilled	54.4%	0.2%	0.0%	10.0%	0.3%	0.0%	2.1%	2.1%	30.8%	0.1%	100%	67.1%
Unskilled & Def. dec. making	60.8%	0.3%	0.0%	13.9%	0.0%	0.0%	0.1%	0.7%	23.8%	0.4%	100%	75.1%
Total Permanent	53.9%	0.5%	0.1%	11.8%	0.2%	0.1%	2.7%	8.1%	22.2%	0.3%	100%	69.4%
Non-Permanent Employees	25.0%	0.0%	0.0%	40.0%	0.0%	0.0%	20.0%	15.0%	0.0%	0.0%	100%	85.0%
GRAND TOTAL	53.9%	0.5%	0.1%	11.8%	0.2%	0.1%	2.7%	8.1%	22.1%	0.3%	100%	69.4%

The following tables reflect the status report with respect to West Wits operations percentage of HDSA as at 31 December 2015 against the targets as set in the 2015 Mining Charter. The status report also highlights West Wits Operations including and excluding Corporate West Wits operations.

WEST WITS: WORKFORCE PROFILE AS AT 31 December 2015												
EE ACTUAL												
TABLE 2.17E: TOTAL WEST WITS INCLUDING CORPORATE OFFICE - 2015 ACTUAL AGAINST TARGETS AS PER TABLE 2.17H IN THE SLP												
Occupational Levels	Male			Female				Male	Foreign National		Total	Actual % HDSA
	A	C	I	A	C	I	W	W	Male	Female		
Top Management	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%	100%	50.0%
Senior Management	14.1%	3.3%	8.7%	3.3%	2.2%	2.2%	6.5%	56.5%	3.3%	0.0%	100%	40.2%
Prof.qual. - Mid Mgmt.	19.8%	2.4%	2.4%	7.1%	1.8%	1.8%	17.4%	45.4%	1.2%	0.9%	100%	52.5%
Skilled Technical	41.1%	0.9%	0.2%	10.8%	0.6%	0.2%	8.4%	30.0%	7.7%	0.0%	100%	62.2%
Semi-skilled	54.6%	0.1%	0.0%	9.8%	0.1%	0.0%	1.5%	1.1%	32.7%	0.0%	100%	66.2%
U/skilled & Def. Dec. making	61.5%	0.1%	0.0%	12.2%	0.0%	0.0%	0.0%	0.3%	25.3%	0.5%	100%	73.9%
Total Permanent	54.9%	0.3%	0.2%	11.1%	0.2%	0.1%	2.3%	6.9%	23.8%	0.3%	100%	69.0%
Non-Permanent Employees	25.3%	0.0%	1.3%	40.0%	1.3%	1.3%	10.7%	17.3%	2.7%	0.0%	100%	80.0%
GRAND TOTAL	54.7%	0.3%	0.2%	11.2%	0.2%	0.1%	2.3%	7.0%	23.7%	0.3%	100%	69.1%

TABLE 2.17F: TOTAL WEST WITS EXCLUDING CORPORATE OFFICE - 2015 ACTUAL AGAINST TARGETS AS PER TABLE 2.17H IN THE SLP

Occupational Levels	Male			Female				Male	Foreign National		Total	Actual % HDSA
	A	C	I	A	C	I	W	W	Male	Female		
Senior Management	22.0%	4.0%	10.0%	2.0%	0.0%	0.0%	4.0%	58.0%	0.0%	0.0%	100%	42.0%
Prof.qual. - Mid Mgmt.	21.1%	3.1%	2.7%	8.8%	1.5%	0.8%	13.8%	47.9%	0.4%	0.0%	100%	51.7%
Skilled Technical	42.1%	0.8%	0.2%	10.4%	0.4%	0.1%	7.2%	30.9%	7.9%	0.0%	100%	61.2%
Semi-skilled	54.6%	0.1%	0.0%	9.7%	0.1%	0.0%	1.4%	1.1%	32.9%	0.1%	100%	65.9%
U/skilled & Def. Dec. making	61.5%	0.1%	0.0%	12.2%	0.0%	0.0%	0.0%	0.3%	25.3%	0.5%	100%	73.9%
Total Permanent	55.5%	0.3%	0.1%	11.1%	0.1%	0.0%	1.9%	6.6%	24.1%	0.3%	100%	69.0%
Non-Permanent Employees	28.8%	0.0%	0.0%	45.5%	1.5%	0.0%	12.1%	10.6%	1.5%	0.0%	100%	87.9%
GRAND TOTAL	55.3%	0.3%	0.1%	11.2%	0.1%	0.0%	1.9%	6.6%	24.0%	0.3%	100%	69.1%

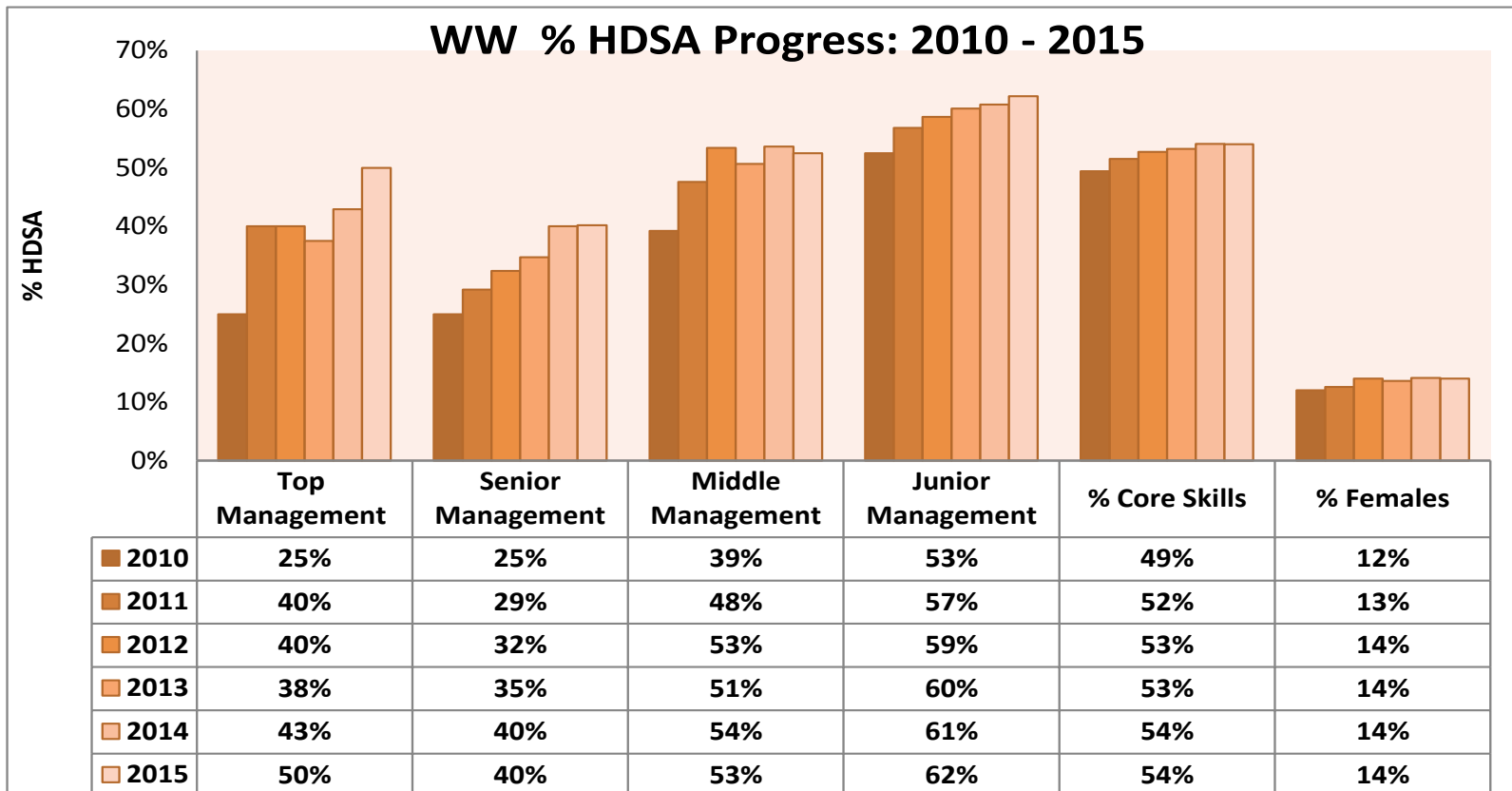
The following table reflects the numerical status report with respect to West Wits as at **31 December 2015**, including West Wits Corporate Office against the 2015 targets as set in the Revised Amended Mining Charter of 2010.

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	2015 Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Top Management	1	0	0	0	0	1	1	1	1	1	6	50.0%
Senior management	13	3	8	3	2	2	6	52	3	0	92	40.2%
Professionally qualified...management	67	8	8	24	6	6	59	154	4	3	339	52.5%
Skilled technical...superintendents	852	18	5	223	13	4	173	622	160	1	2071	62.2%
Semi-skilled... decision making	2017	3	0	360	4	1	57	42	1206	1	3691	66.2%
Unskilled & defined dec. making	4122	8	0	817	1	0	1	18	1697	33	6697	73.9%
Total Permanent	7071	40	21	1427	26	13	296	888	3070	38	12890	69.0%
Non-permanent employees	19	0	1	30	1	1	8	13	2	0	75	80%
GRAND TOTAL	7090	40	22	1457	27	14	304	901	3072	38	12965	69.1%

The SA Region workforce profile has been on a declining workforce trend since the last quarter of 2014 into 2015. The SA Region has lost some traction in the Senior Management level due to a number of changes to the organisation structure, as well as loss of staff. Voluntary Severance Package process was initiated and a restructuring process which affected mainly management level was also initiated as an operational requirement. However, the Region has taken cognisance of the transformation

commitments during this process, and progressed positively in meeting the Mining Charter targets. The Region has achieved the annual Mining Charter targets and plans are in place to maintain and improve the positive status beyond 2015. The company acknowledges the need for constant positive HDSA movements at Senior Management and Middle Management levels. The Region continues to explore opportunities internally and externally to advance HDSA representation at all levels taking into consideration the national EAP demographics of the country. Business Units in the West Wits operations have accordingly put in place EE Plans with set targets which aim to address the obligations as contained in the Amended Mining Charter. Business Units' actual achievements are enclosed in this report.

The West Wits operations have been able to achieve positive trends in advancing equitable representation in the management structures as well as gender representation as can be seen in the graph below with respect to progression of **HDSA in management occupational levels, core and critical skills, and female representation** since the year 2010 - 2015.

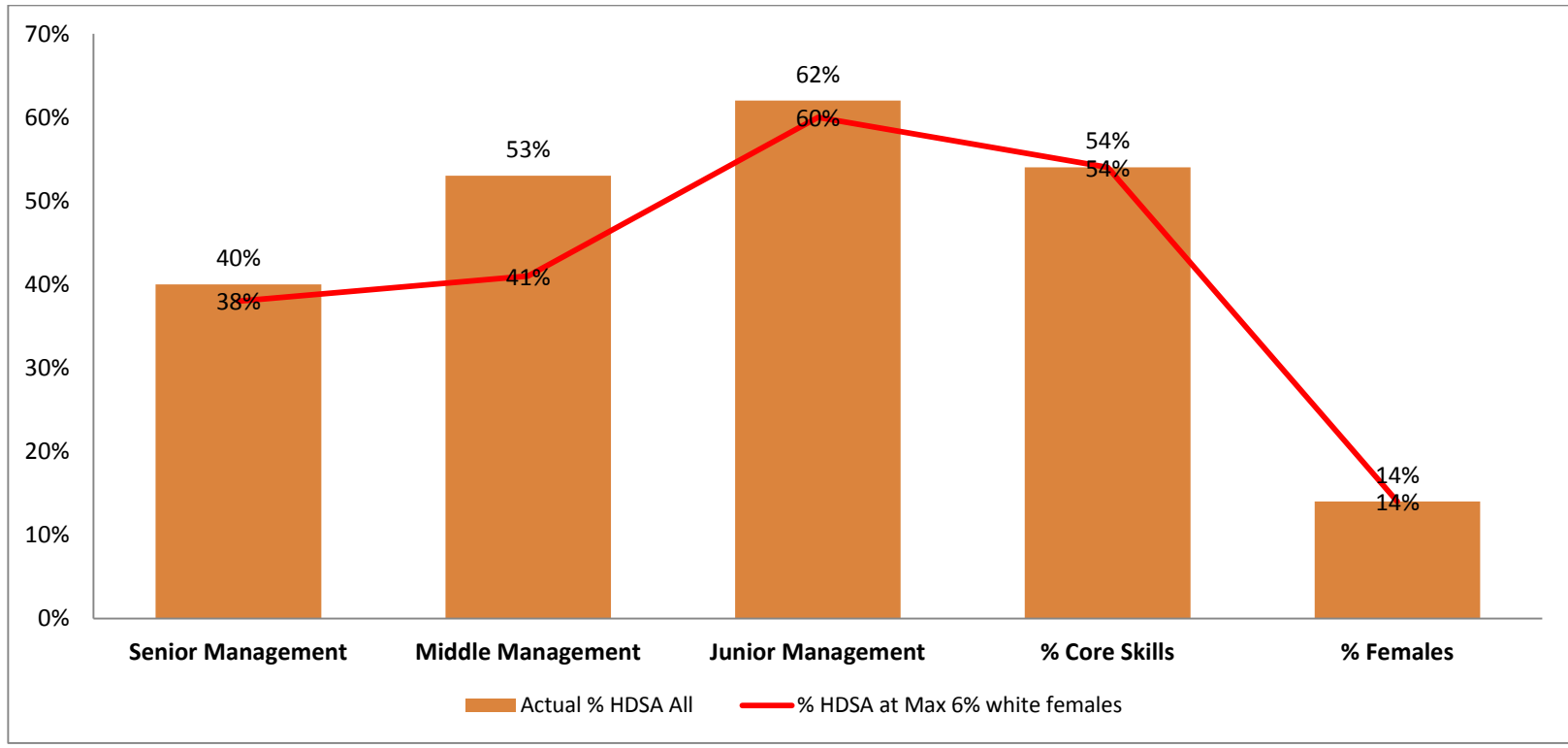


Graph 1: Progress HDSA representation from 2010 –2015

The above graph gives an indication that West Wits operations are making positive progress towards achievements of its transformation commitments. The West Wits operations have achieved the 40% HDSA annual Mining Charter targets at all Management levels and in some areas exceeded the target of 40% at Top Management, Middle Management, Junior Management and Core and critical skills. With respect to Women in Mining, 14% was achieved against the target baseline of 10% as set by the Mining

Charter. Even though these achievements have been positive and significant in compliance with the Mining Charter obligations, the area in which there is more focus is at Senior Management level. The company realises that there is a need to increase HDSA percentage achievements at this level and further maintain the positive achievements already in place in other areas in order to positively progress towards equitable representation in accordance with the EAP demographics of the country.

West Wits operations adheres to the Chamber of Mines (COM) guidelines, which advises that, to comply with “representative of demographics” white women should only be accounted for a maximum of 6% contribution to the HDSA population. Applying this guideline, the following graph depicts a comparison between the total percentage of HDSA representation per occupational level for West Wits operation and the percentage HDSA representation when white females are calculated at maximum 6%.



2.17.1 WEST WITS: CORE AND CRITICAL SKILLS

The targets as set in the Amended Mining Charter of 2010 for Core and Critical skills are as follows:

- 15% by end of 2010
- 20% by end 2011
- 30% by end 2012
- 35% by end 2013; and
- 40% by end 2014.

The following table reflects the numerical and percentage status with respect to Core function as at 31 December 2015 in the West Wits operations.

TABLE 2.17.F: 2014 TOTAL WEST WITS CORE FUNCTION													
Occ. Levels	Male			Female				Male	Foreign National		Total	MC % Core & Critical Skills Target	WW Total Core % Actuals
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
Senior Management	6	1	0	0	0	0	1	16	0	0	24	40%	33.3%
Prof.qual. - Mid Mngmnt.	35	2	2	8	0	1	11	79	1	0	139		42.4%
Skilled Technical	640	14	2	77	1	0	27	567	141	1	1470		51.8%
Semi-skilled	1620	2	0	68	0	0	1	29	1140	0	2860		59.1%
U/skilled & Def. dec. making	3934	6	0	699	1	0	1	14	1599	27	6281		73.9%
Total Permanent	6235	25	4	852	2	1	41	705	2881	28	10774		66.5%
Non-Permanent Employees	0	0	0	0	0	0	0	0	0	0	0	0.0%	
GRAND TOTAL	6235	25	4	852	2	1	41	705	2881	28	10774	66.5%	

TABLE. H: TOTAL WEST WITS CORE FUNCTION AS AT DECEMBER 2015													
Occupational Levels	Male			Female				Male	Foreign National		Total	Actual % HDSA	2015 MC % HDSA target
	A	C	I	A	C	I	W	W	Male	Female			
Senior Management	25.0%	4.2%	0.0%	0.0%	0.0%	0.0%	4.2%	66.7%	0.0%	0.0%	100.0%	33.3%	40%
Prof.qual. - Mid Mngmnt.	25.2%	1.4%	1.4%	5.8%	0.0%	0.7%	7.9%	56.8%	0.7%	0.0%	100.0%	42.4%	
Skilled Technical	43.5%	1.0%	0.1%	5.2%	0.1%	0.0%	1.8%	38.6%	9.6%	0.1%	100.0%	51.8%	
Semi-skilled	56.6%	0.1%	0.0%	2.4%	0.0%	0.0%	0.0%	1.0%	39.8%	0.0%	100.0%	59.1%	
U/skilled & Def. dec. making	62.6%	0.1%	0.0%	11.1%	0.0%	0.0%	0.0%	0.2%	25.5%	0.4%	100.0%	73.9%	
Total Permanent	57.9%	0.2%	0.0%	7.9%	0.0%	0.0%	0.4%	6.5%	26.7%	0.3%	100.0%	66.5%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GRAND TOTAL	57.9%	0.2%	0.0%	7.9%	0.0%	0.0%	0.4%	6.5%	26.7%	0.3%	100.0%	66.5%	

2.17.2. WEST WITS: WOMEN IN MINING

The West Wits Operation adheres to the guidelines with respect to Women in Mining as set in the Mining Charter by committing to 10% women representation in the total workforce.

The company's employment equity plan for the West Wits Operations includes women representation in the total workforce. The integration of women into the entire workforce and initiatives which are aimed at creating a conducive environment for women is firmly embedded in the West Wits Operations.

The West Wits Operation has progressed significantly towards achieving the 10% target women in mining as set by the Mining Charter by exceeding the target in achieving 14%. Notwithstanding the fact that the mining environment remains challenging for women, the West Wits Operation has adopted a variety of initiatives to support the integration of women such as (i) change houses for women, (ii) promoting an environment free from sexual harassment, (iii) private and secure ablution facilities underground, (iv) working with industry to address issues of protective clothing for women, (v) Skills Development initiatives within the core and critical skills for women and (vi) ensuring security of women underground.

The following table reflects the total numbers with respect to Women in Mining in the West Wits Region as at 31 December 2015:

TABLE I: WEST WITS: WOMEN IN MINING								
Occ. Levels	Female				Total Local	Foreign National	Grand Total	% WIM incl. Conventional functions
	A	C	I	W		Female		
Senior Management	3	2	2	6	13	0	13	14% of women against the total permanent workforce of 12890
Prof.qual. - Mid Mngmnt.	24	6	6	59	95	3	98	
Skilled Technical	223	13	4	173	413	1	414	
Semi-skilled	360	4	1	57	422	1	423	
U/skilled & Def. dec. making	817	1	0	1	819	33	852	
Total Permanent	1427	26	13	296	1762	38	1800	
Non-Permanent Employees	30	1	1	8	40	0	40	
GRAND TOTAL	1457	27	14	304	1802	38	1840	

The following table reflects the total numbers with respect to Women in mining in the core function at West Wits Region as at 31 December 2015.

TABLE J: WEST WITS: WOMEN IN MINING - CORE FUNCTION								
Occ. Levels	Female				Total Local	Foreign National	Grand Total	% WIM core function only
	A	C	I	W		Female		
Senior Management	0	0	0	1	1	0	1	7.2% of women in core function against the total workforce of 12890
Prof.qual. - Mid Mngmnt.	8	0	1	11	20	0	20	
Skilled Technical	77	1	0	27	105	1	106	
Semi-skilled	68	0	0	1	69	0	69	
U/skilled & Def. dec. making	699	1	0	1	701	27	728	
Total Permanent	852	2	1	41	896	28	924	
Non-Permanent Employees	0	0	0	0	0	0	0	
GRAND TOTAL	852	2	1	41	896	28	924	

The following table reflects the total numbers with respect to Women in mining in the support function at West Wits Region as at 31 December 2015.

TABLE K: WEST WITS: WOMEN IN MINING - SUPPORT FUNCTION								
Occ. Levels	Female				Total Local	Foreign National	Grand Total	% WIM Support function only
	A	C	I	W		Female		
Senior Management	3	2	2	5	12	0	12	7.1% of women in core function against the total workforce of 12890
Prof.qual. - Mid Mngmnt.	16	6	5	48	75	3	78	
Skilled Technical	146	12	4	146	308	0	308	
Semi-skilled	292	4	1	56	353	1	354	
U/skilled & Def. dec. making	118	0	0	0	118	6	124	
Total Permanent	575	24	12	255	866	10	876	
Non-Permanent Employees	30	1	1	8	40	0	40	
GRAND TOTAL	605	25	13	263	906	10	916	

A composite part of the company's Employment Equity strategy is to accord women an equal opportunity to be employed in all occupations, depending on their ability to meet the inherent requirements of the job as per the Employment Equity guidelines. Further steps have been put in place to further support integrating women in the workplace.

Going forward the company will from time to time carry out Section 19 Audits as required by the Employment Equity Act. These audits are an important barometer to ascertain and identify barriers to employment equity and supports robust implementation of affirmative action measures.

To achieve the broad objectives of the Employment Equity Plan, the company will continue with the following:

- The recruitment, selection and appointment strategy will continue to apply a 60/40 short listing split in favour of HDSA's to increase the chances of HDSA appointments and enhance the achievement of EE targets.
- The commitments contained in the Mining Charter and underpinned by the Employment Equity Plan will be monitored by the South Africa Region Transformation Steering Committee which includes General Managers and Organised Labour.
- Training and Development initiatives will be intensified with the purpose of strengthening HDSA representation in the talent pool.
- Heightened awareness of Bursary Schemes and Development Programmes in order to promote the development and progression of designated groups.
- Line manager accountability for the implementation of the employment equity plan and Business Unit action plans to address affirmative action measures will be intensified, and will be monitored on a quarterly basis.
- Management capacity to manage diversity in the workplace will be strengthened.
- The role and functioning of Business Unit Skills Development and Employment Equity committees will be strengthened, and capacity building interventions will continue for persons serving on these committees.
- Company publications will be optimally utilised to communicate issues pertaining to Employment Equity, and
- Targets contained in the EE Plan will be continuously monitored and reported on a monthly, quarterly and annual basis.

2.17.3. WEST WITS: SCARCE SKILLS (SS)

The company's skills development and employment equity strategies are aimed at achieving a demographically representative workforce. To this end, the company's strategy in this regard is guided by the provisions of the Skills Development and Employment Equity Acts in terms of both planning and reporting, including with respect to "Core and Critical skills". Through the company's participation and collaboration with (i) the Mining Qualification Authority, (ii) compliance with its obligations pertaining to the Workplace Skills Plan and the Annual Training Report, (iii) conducting of skills audits and (iv) initiatives to identify scarce and critical skills (through participation in the Sector Skills Plan and Scarce Skills initiatives) intensive attempts are made to improve the HDSA representivity in all core and critical skills occupations which is still lagging due to the skills challenges faced by the industry in this respect.

The Human Resources Development interventions to address the abovementioned challenges include a variety of initiatives such as (i) Management Trainee Programmes, (ii) Bursary Schemes, (iii) Trainee Programmes, and (iv) Learnerships which is contained in the HRD section of this SLP.

The following table reflects a list of positions identified as scarce skills and as reported in **the 2015 WSP-ATR** to the MQA.

EE SS Summary: TOTAL WEST WITS CRITICAL AND SCARCE SKILLS		
DISCIPLINE	POSITION	OCCUPATIONAL LEVEL
Mining	Production/General Managers	Senior Management
Mining	Mining Engineers	Middle Management
Mining	Section Managers	Middle Management
Mining	Mine Overseers	Middle Management
Engineering	Engineering Managers	Senior Management
Engineering	Engineers - Electrical, Mechanical, Rock Engineers, Section Engineers	Middle Management
Engineering	Senior/Rock Engineering Officers	Middle Management
Engineering	Artisans - Riggers, Ropesman, Diesel Mechanics, Instrument technicians, etc.	Junior Management
Engineering	Winding Engine Drivers	Junior Management
MRM	MRM Managers/Geosciences Managers	Senior Management
MRM	Senior/Geologists	Middle Management
MRM	Senior/Surveyor/Evaluators/Planners	Middle Management
MRM	Mine Planning Technician	Middle Management
MRM	Draughtsperson	Middle Management
Metallurgy	Metallurgical Engineers	Middle Management
Metallurgy	Metallurgical/Plant Managers	Middle Management
Metallurgy	Metallurgist	Middle Management

2.17.4 West Wits Business Units' Progress (BUP)

Business Units in the West Wits Operation have accordingly put in place EE Plans with set targets aimed to address the obligations as contained in the Amended Mining Charter. The tables below reflect the percentage achievements of the Business Units within West Wits Operation as at the end of 31 December 2015. The status report herein, forms part of the Form S as required to be reported in the Mining Charter.

3.1 Number of employees (NOTE: Place an employee in the category that best resembles his/her job. Do not double count)

Category	African		Coloured		Indian		White	Subtotals (A)	White	Grand totals (B)
	Male	Female	Male	Female	Male	Female	Female		Male	
Top management	1	0	0	0	0	1	1	3	1	4
Senior management	13	3	3	2	8	2	6	37	52	89
Middle Management	67	24	8	6	8	6	59	178	154	332
Junior Management	852	223	18	13	5	4	173	1288	622	1910
Core & Critical Skills (1)	5554	767	8	1	0	0	2	6332	43	6375
Total of the above	6487	1017	37	22	21	13	241	7838	872	8710

(1) These are skills necessary and inextricably linked to day-to-day operations OR skills that enhance the performance of an operation and are in scarce supply. This could include artisans, engineers incl rock engineers, professionals (i.e. recognized by a professional body), specialists (e.g. surveyor, safety, geologist, metallurgist, winding engine driver, environmental, etc.), technologists, technicians, and persons with mining specific qualifications or licenses.

3.2 Percentage HDSAs at different levels

	Subtotals as in table above (A)	Grand totals as in table above (B)	A as percentage of B	TARGET					Points (office use only)	
				2010	2011	2012	2013	2014	Maximum	Awarded (2)
Top management	3	4	75.00	20%	25%	30%	35%	40%	3	
Senior management	37	89	41.57	20%	25%	30%	35%	40%	4	
Middle Management	178	332	53.61	30%	35%	40%	40%	40%	3	
Junior Management	1288	1910	67.43	40%	40%	40%	40%	40%	1	
Core and Critical Skills	6332	6375	99.33	15%	20%	30%	35%	40%	5	
TOTAL	7838	8710	89.99						16	0

2) Note: One point will be deducted for every full 0.5% below target

SECTION 3: COMMUNITY DEVELOPMENT

In this section we address Mine Community Development in terms of the Mining Charter and MPRDA as detailed below:

Mining Charter:

Section 2.6 of the amended BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING AND MINERALS INDUSTRY which states:

Mine communities form an integral part of mining development, there has to be meaningful contribution towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate. Stakeholders must adhere to the following:

- Consistent with international best practices in terms of rules of engagement and guidelines, mining companies must invest in ethnographic community consultative and collaborative processes prior to the implementation/development of mining projects;
- Mining companies must conduct an assessment to determine the developmental needs in collaboration with mining communities and identify projects within the needs analysis for their contribution to community development in line with Integrated Development Plans (IDPs), the cost of which should be proportionate to the size of investment.
-

The following table reflects the performance of the West Wits operations against the Mining Charter targets as at end December 2015:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED BY 31 DECEMBER 2015
7	Mine community development	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis.	Implement approved community projects in line with Integrated Development Plans of local and major labour sending municipalities, the National Development Plan and New Growth Path.	As per the Implementation Plans submitted to the DMR in 2014 and 2015.	All approved LED projects contained in the approved 2010-2014 SLP completed save for the Section 102/Regulation 44 projects. All LED 2010-2014 Section 102/Regulation 44 Approved LED projects on track as per the submitted Implementation Plan.
		Note by AGA: The input in initiatives is embedded in the Integrated Development Plans of host communities which in turn is informed by community needs and subject to a regulatory framework which represent the full community	Projects are listed and aligned with Host and Labour Sending Areas Communities IDPs and the National Development Plan and New Growth Path.	Over 90% of projects completed with Section 102/Regulation 44 Approved projects on track.	SLP LED Projects for 2015 delayed due to delayed approvals from the Municipalities Town Planning Section. However, all these projects are now on track and due for completion in the second quarter of 2016.

REGULATION 46 (c) (iii) of the MPRDA requires that the contents of a social and labour plan must include:

c) A local economic development programme which must include:

- i. The social and economic background of the area in which the mine operates;
- ii. The key economic activities of the area in which the mine operates;
- iii. The impact that the mine would have in the local and sending communities;
- iv. The infrastructure and poverty eradication projects that the mine would support in line with the Integrated Development Plan of the area in which the mine operates and the major sending areas; and
- v. The measures to address the housing and living conditions of the mine employees

A. SOCIO-ECONOMIC DEVELOPMENT

3.1 Context and Background:

In 2011, AGA SA Region 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 over-all 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, a bottom up approach was adopted, beginning with a workshop on the 26-27 July 2011, attended by the CEO and members of the SAR Management Committee (Mancom), respected experts, and academics in the industry, peers from other leading companies in the area of socio-economic development, and opinion makers in the field of policy development 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 the above-mentioned three municipalities.

The above-mentioned 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 above-mentioned Framework and Funding Model aim to assist the company to put in place practical step 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 SA Region's **Socio-economic Development Framework (SEDF)** has as its objective the creation of a "**healthy, safe, educated and economically active communities**". The SEDF comprises the following five focus areas whose strategies are now in the process of been developed and implemented:

3.1.1 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 the 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 SVP: Sustainability, meet on a quarterly basis to evaluate progress by the Implementing Committees, led by the Municipal Managers and /or LED Managers, in the delivery of SLP projects and other agreed to programmes agreed to by the parties. This approach has also been adopted in dealings with the provincial and National; Government Departments on 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 system as we implement the 2015 -2019 SLP and related developmental objectives.

3.1.2 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 remains economically viable and does not turn into a liability for the host communities. Much as the Land and Environment Strategy classifying the Mine owned land into various categories such as, for example, arable, residential and industrial is been developed and has not yet been completed, we have already begun implementing some of its findings like having the Solar Park Project in the Vaal River in a piece of land that has been classified as suitable for industrial usage and the Matlosana Agricultural Project as provided for in the Amended 2010-2014 SLP now been carried out at a piece of land on the banks of the Vaal River 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.

3.1.3 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 infrastructures no longer been used. To avoid and prevent such infrastructure lying idle, an Infrastructure Utilisation Strategy going beyond the Life of Mine is being developed in tandem with the Land and Environment Strategy. Amongst the decision already been taken has been to begin the process of been implemented is the sale of company houses in a phased manner to the employees to promote Home Ownership and revitalize 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 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 to achieving the objective of our SEDF.

3.1.4 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 allocated 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 in the 2010-2014 SLP period, out of a budget of R418m, an amount of R45m was set aside for Social and Institutional Development focus areas in addition to the R111m that was set aside for Community Human Resources Development Programme (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.

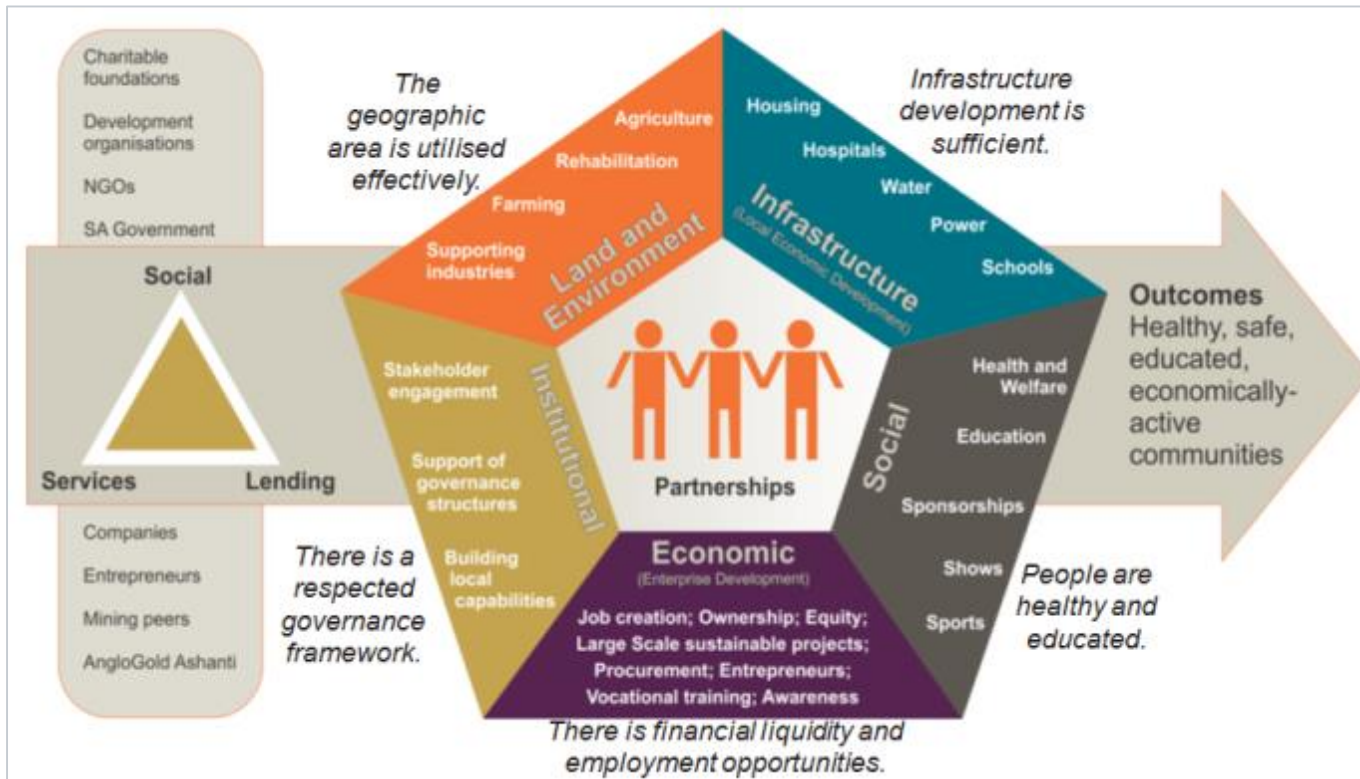
As it will be observed, the lessons and leading practices learned from 2010 to date have been incorporated into the SLP for the period 2015-2019. For instance, of the total AGA (proportionately allocated between WW and VR Operations) LED financial provision of around R119.5m for the period 2015-2019, R24m has been set aside to address the Social and Institutional Development challenges as outlined above. This investment, together with the CHRDP financial provision of around R170.2m for the period 2015-2019, has been highly appreciated by all the stakeholders and has indeed not only served as our “Social Licence to operate” but has made a meaningful impact on the social, educational and youth development areas in our host communities of Merafong and Matlosana and our Major Labour sending communities in the Eastern Cape Province.

3.1.5 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, 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 Merafong, 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, at the time of submission of the 2015-2019 SLP, reached an agreement in principle with the National Treasury's Jobs Fund as administered by the Development Bank of SA to co-fund the above mentioned three Enterprise Development Centres in Merafong, Matlosana and OR Tambo District Municipality to the tune of R96 million rand. The main objective of this funding is to revive the local economies of the host and Labour Sending areas so as to create sustainable job opportunities through the creation of and support for SMMEs over a period of five years.

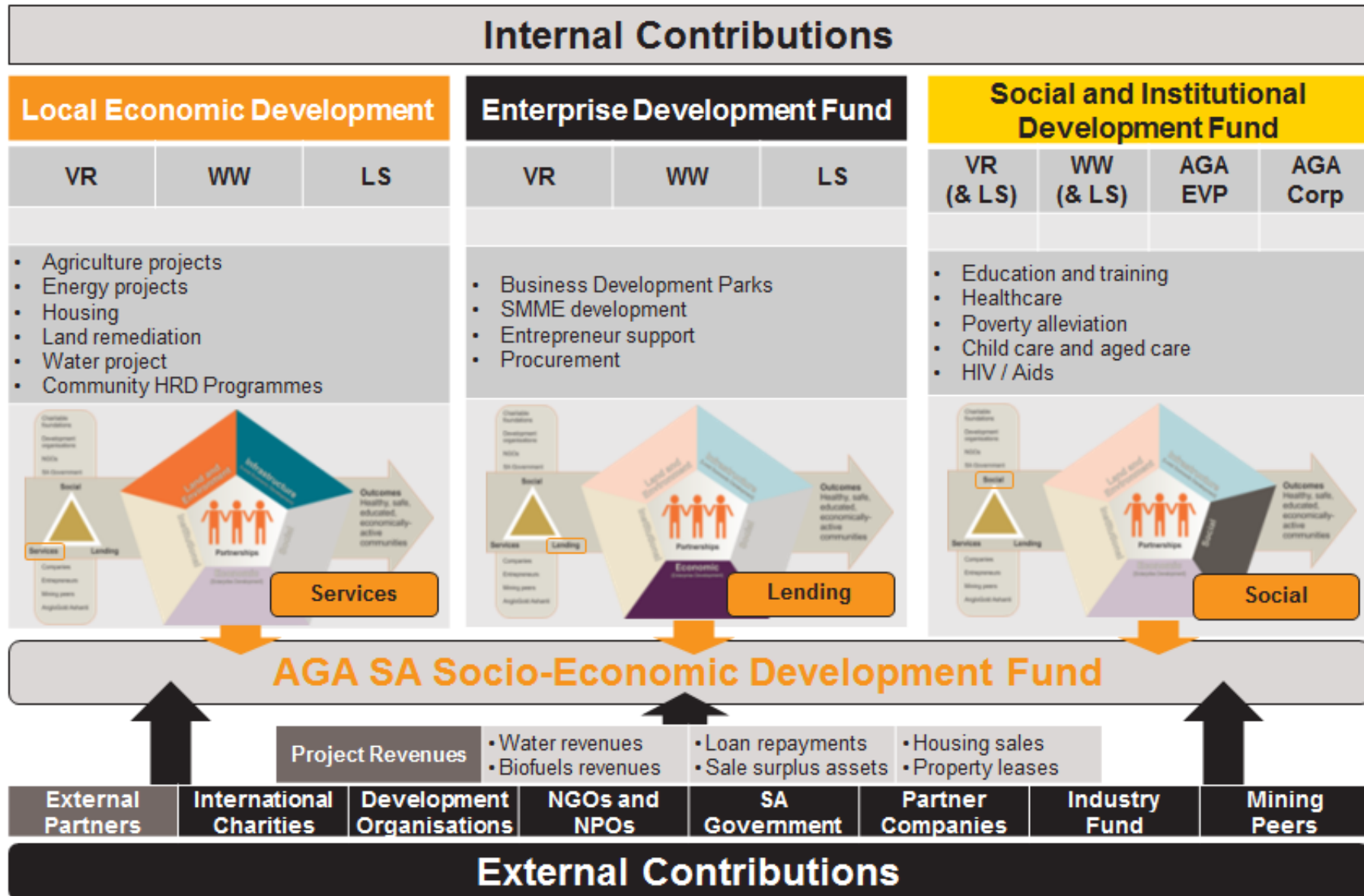
Moving into the next four years to 2019, the main challenge remains that of partnering with government and other businesses in increasing the local procurement spend and content as per the BBBEE Codes, in particular, the HDSA SMMEs, and developing the suppliers and entrepreneurs in line with the objectives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

Figure 3.A Socio-Economic Development Framework:



Every community is different, but each has structures around the five elements

Figure 3.B Socio-Economic Development Funding Model:



3.2 Aligning to the Legislative Framework:

The above-mentioned Socio-economic Development Framework and Funding Model have thus informed the approach adopted in developing the 2015 - 2019 SLP as outlined below, following the dictates of the MPRDA regulations and Mining Charter.

Mine Community Development is covered as per the provisions of the BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING AND MINERALS INDUSTRY (Mining Charter) and the MPRDA Regulations as detailed below:

Clause 2.6 of the 2010 Mining Charter states as follows:

“Mine communities form an integral part of mining development, there has to be meaningful contribution towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate. Stakeholders must adhere to the following:

- Consistent with international best practices in terms of rules of engagement and guidelines, mining companies must invest in ethnographic community consultative and collaborative processes prior to the implementation/development of mining projects;
- Mining companies must conduct an assessment to determine the developmental needs in collaboration with mining communities and identify projects within the needs analysis for their contribution to community development in line with Integrated Development Plans (IDPs), the cost of which should be proportionate to the size of investment.”

Regulation 46 (c) (iii) of the MPRDA requires that the contents of a social and labour plan must include a local economic development programme which must include:

- i. **The social and economic background of the area in which the mine operates;**
- ii. **The key economic activities of the area in which the mine operates;**
- iii. **The impact that the mine would have in the local and sending communities;**
- iv. **The infrastructure and poverty eradication projects that the mine would support in line with the Integrated Development Plan of the area in which the mine operates and the major sending areas;**
- v. **The measures to address the housing and living conditions of the mine employees**

3.3 Other Policy Considerations

The DMR Policy Guidelines on the development of the Social and Labour Plan requires the Mining Company to, in developing its SLP, take into account other economic development frameworks like PGDS, NSDP, National Priorities and any other proposals from the relevant stakeholders.”

In selecting the 2015-2019 SLP LED projects the company took into consideration the following policies and development frameworks:

- DMR SLP Guidelines
- Local/District Municipality Integrated Development Plans (IDPs) of the Host and Major Labour Sending Areas
- Provincial developmental needs
- National Development Plan 2030
- The five National Government Priorities

- Millennium Development Goals
- AGA SAR Socio-Economic Development Framework and Funding Model

3.4 Key Guiding Principles

In consultation with the relevant stakeholders, the following guiding principles were agreed to in selecting the LED Projects:

- Impactful and Sustainable.
- Meaningful and responsive to the prevailing socio-economic conditions.
- Addresses the challenges of poverty, unemployment and inequality.
- The allocation of the Municipal budget per area/township, size of its population and socio-economic conditions in its jurisdiction.
- Budget provisions are for both Host and Labour Sending Areas.
- The budget allocated to each area/township in the previous SLP.
- Will complement government priorities and obligations.
- Encourages the involvement and self-reliance of communities.
- Realistic, feasible and deliverable within the SLP time period.
- Developed in consultation with the relevant stakeholders.
- The area is in close proximity of the mine in its Host Local Municipality and is a major Labour Sending Area at the time of the development of the SLP.
- Co-funding should be for big projects with distinct components which AGA would be able to deliver one of the components in full.

3.5 Classification of Local Economic Development (LED) Projects

According to the DMR SLP Guidelines, LED projects to be implemented by the mining companies should be classified into the following four categories:

- Infrastructure projects
- Poverty eradication projects/ Enterprise development
- Community development
- Income generating

3.6 Consultations with the Stakeholders

As required by Regulation 46 of the MPRDA and according to the 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 host and Labour Sending Areas communities takes place

AGA continues to be committed to building mutually beneficial relation with its key stakeholders both internally and externally. **External stakeholders** are structured as follows:

- Host communities and Labour sending areas
- Government at Local, Provincial and National

The engagements are supported by a 3 tier structure namely:

- The Mandating committee chaired by the Executive Mayor of Merafong, attended by members of the Mayoral Council and AngloGold Ashanti Senior Management
- The Implementing Committee that focuses on project implementation as approved in the SLP 2010-2014 as well as the Section 102 (Regulation 44) projects.
- The Mining Forum which includes AGA, Local Municipality representatives, the DMR and other Mines, where progress on SLP and Mining Right issues are discussed.

In addition the company engages with communities through:

- Quarterly NGO briefing by the Stakeholder Engagement Managers and the Vice President Sustainability
- Senior Vice President Community briefing
- COO briefing with host communities as well as
- SMME briefings conducted through the procurement department to deal with local procurement opportunities

Written communication is also conducted through the Annual Community Report which outlines key achievement and interventions for the year.

Internal Stakeholder have been engaged through the Future Forum which comprises of Organised Labour (National Union of Mine Workers, the Association of Mineworkers and Construction Union, Solidarity and the United Association of South Africa).

The following is a brief outline of the company's consultation process with regards to issues pertaining to the implementation of this SLP and the Mining Charter Performance:

3.6.1 Consultations and engagement with the Merafong City Local Municipality (MCLM)

- The high unemployment rates in our host and labour sending areas pose a serious challenge to the mining companies and support for the EDCs to create alternative job opportunities to mining is very critical. In Merafong the Executive Mayor invited the mines HRD departments to accompany her to address the youth and explain to them the recruitment procedures of the respective mines.
- Quarterly Mandating Committees were held through the year, chaired by the Executive Mayor of Merafong to discuss progress made in project implementation for 2015 as well as iron out any challenges.

3.6.2 Consultation with OR Tambo District Municipality

- The OR Tambo Mandating Committee meeting co-chaired by both the Senior Vice President and the Executive Mayor of OR Tambo Municipality took place in February to consider and approve the 2015 SLP Implementation Plans in the District which were subsequently agreed to.

- The Senior Vice President for Sustainability and his team met with the Kingdom of the AmaMpondo, King Sigcau. The meeting was held for AGA to present the company's Socio-economic Development Framework, in particular, the Governance Structures and Procedures that will be applied in the implementation of the SLP Agricultural Project once the 2015-2019 SPLs have been approved by the DMR and to agree on protocols and structures to be established.
- The Senior Vice President also met with the stakeholders at the OR Tambo Community Briefing which was attended by Non-Governmental Organisations and Businesses in OR Tambo District Municipality. This was Briefing Session with an objective to give the stakeholder's feedback on the 2014 SLP projects and the 2015 to 2019 SLP projects as submitted to the DMR in November 2014 well as the implementation plan of the 2016 projects.

3.6.3 Consultations with DMR Gauteng Regional offices

- In September 2015 submission were made to the Gauteng Regional DMR for the 2016 SLP implementation plan.

3.6.4 Consultation with Government Department of SLP projects

Throughout the year several consultation were held with the:

- Gauteng Department of basic education to discuss progress made in the implementation of Schools projects in the province
- OR Tambo department of Basic Education regarding implementation and progress in the implementation of schools in the province

3.6.5 Consultation with the Future Forum (**internal Stakeholders**)

- The Future Forums for the West Wits, comprised of representatives from Organised Labour met with management. These are quarterly Senior Vice President Sustainability engagements with Future Forum members at which the Region presents progress with respect to the 2014 SLPs and Mining Charter targets as well as the 2015-2019 SLP Implementation Plan for 2016.

3.7 Social and Economic Background Information of Host and Labour Sending Communities

The company operations in the West Wits are located within Merafong Local Municipality and our largest labour sending area is OR Tambo district municipality. The socio-economic information of Merafong and OR Tambo municipalities are summarised below respectively.

We entered into Memoranda of Agreement with all the municipalities in which we committed to deliver Local Economic Development Projects, namely, Merafong, Matlosana and OR Tambo District Municipality. We subsequently established Mandating Committees (led by the Executive Mayors and myself) and Implementing Committees (comprising senior management from the company and municipalities) which committed to meet at least once in a quarter. I am happy to report that in all areas, these Leadership and Management structures operated very well and as intended, this is evident in the projects delivered over the reporting period.

We are also grateful to the partnership fostered with recognised unions, namely, the National Union of Mineworkers (NUM), Association of Mineworkers and Construction Union (AMCU), 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.

As you will notice in this report, many of the local economic development projects delivered during the reporting period were in the area of education, which is the number one on the list of the five priority areas outlined by government. This was made possible by the positive working relationships established between the company, the Department of Mineral Resources, the National Department of Basic Education as well as the provincial ones, that is, Gauteng, North West and Eastern Cape, 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 NGOs in our Host Communities and in OR Tambo, a workshop was held 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.

We are also happy to report that we have entered into strategic partnerships with several like-minded organisations to deliver on our strategic objectives as per our Socio-economic Development Framework and Funding Model. The first partnership we have entered into is with the Development Bank of South Africa's (DBSA) Jobs Fund with respect to the establishment of the 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 over-all 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 from the date of signature, beginning with the OR Tambo EDC to be launched during the third quarter of this year followed by Merafong and Matlosana in the coming two quarters.

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 and we hope that it had indeed positively impacted on those who benefitted from it.

3.7.1 Merafong Municipality

Merafong City Local Municipality (MCLM) is situated in the South Western part of Gauteng Province and form a part of West Rand District Municipality which consists of four local municipalities namely: Mogale City, Randfontein, Westonaria and Merafong City. MCLM incorporates the following areas:

<ul style="list-style-type: none"> • Carletonville • Fochville • Welverdiend • Wedela • Khutsong 	<ul style="list-style-type: none"> • Khutsong • Kokosi • Greenspark • Blybank 	<ul style="list-style-type: none"> • Mining Towns Inc.: • Blyvoor • Doornfontein • Deelkraal 	<ul style="list-style-type: none"> • Elandsrand • Bentley Park • East & West Driefontein • Western Deep Levels
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The West Rand District Municipality has an estimated population of **820 995**. The estimation population of Merafong City Local Municipality is **197 520**. (Source: Statistics S.A. 2011). Merafong City Local Municipality is a **Category B** municipality with an Executive Mayor Governance system. The **Executive Mayor** is supported by 10 full time Mayoral committee members who are responsible for heading their respective portfolios. The Mayoral Committee members chair their respective Section 80 Committees to which specific departments report.

The Merafong Local Municipality has been identified as one of the distressed mining towns in South Africa and the President of the Republic of South Africa has included it into the Special Presidential Package.

The population of any geographical area is the cornerstone of the development process, as it affects economic growth through the provision of labour and entrepreneurial skills, and determines the demand for production output. Examining population dynamics is essential to gaining an accurate perspective of those who are likely to be affected by any prospective development or project.

According to the Census 2011, Merafong's population was 197 520, 24.1% of the district municipality's population and 1.6% of the provincial total. The population has declined by 6.2% from 210 483 in 2001 to 197 520 in 2011. The municipality has a population density of 121.1 people per km².

In terms of education levels 6.1% of the population had no education at all, while 30.9% have primary education and 57.5% have secondary education. Those with a higher educational qualification accounted for 5.4% of the population. These figures indicate an increase in all categories since 2001, except for the no schooling category which decreased by 6.7% indicating a higher percentage of people attending school.

The size of the Merafong Local Municipality economy was estimated at R14.9 billion in 2012 prices, approximately a third of the West Rand District's total GDP of R44.8 billion and 1.6% of the Gauteng economy.

In terms of economic growth Merafong Local Municipality has a negative average annual growth rate of 1.1%. This is lower than the growth rate of Gauteng, the West Rand and national growth rate. The low growth rate can be attributed to a continuous decline in the mining sector and Merafong's dependence on this sector. It is evident that the 2008 Global Recession also had a negative impact which caused a sharp decline in economic growth, for all economies. From 2010, the economy experienced an upturn and has been in steady recovery for all economies except the MCLM.

The Merafong local municipality has a labour force of 91 521, of which 66 635 are employed. Official unemployment data as per Census 2011 estimates unemployment rate at 27.2%. This rate excludes those people who are classified as "not economically active". Taking this into account, it is suspected that real unemployment rate is much higher. The labor force participation rate is the percentage of working-age persons and for the local municipality it was 63.9% in 2011.

3.7.2 OR Tambo District Municipality

The Eastern Cape represents one of AGA's major labour Sending areas and to a lesser degree, with countries such as Lesotho and Mozambique. For the purpose of this SLP and the Mining Charter requirements, focus is on the Eastern Cape and in particular the OR Tambo District Municipality. This does not mean that the

AGA only focuses in OR Tambo. The company supports/contributes to projects in many other parts of the Eastern Cape and Kwa Zulu Natal including labour sending areas in Lesotho, Mozambique and Swaziland. The socio-economic information of OR Tambo Municipalities are summarised below. For the South African operations the OR Tambo District municipality is the largest labour sending communities. The OR Tambo district is located in the Eastern Cape; it covers 80 per cent of what used to be known as Transkei, and comprises five local municipalities as follows:

- King Sabatha Dalinyebo Local Municipality;
- Nyadeni Local Municipality;
- Port St John's Local Municipality;
- Ngquza Hill Local Municipality;
- Mhlontlo Local Municipality

The municipality is largely rural in character with 68 per cent unemployment of economically active persons. It is estimated that 72 per cent of the population live in poverty. Community services, wholesale and retail trade sector and financial services are key economic drivers in the district. As in Merafong area the company contracted external consultants viz. Bigen Africa to conduct Economic scans on the OR Tambo Municipality as well. The findings which are in line with the priorities set out in the municipalities IDP reflecting that Agriculture is an important sector to anchor Economic Development.

The following table shows the results of the economic scan which was conducted by consultants Bigen Africa and the project rating of possible projects.

Table 3.7.2 - Economic Scan as conducted by consultants Bigen Africa in OR Tambo		
Economic Sector	Project	Score
Agriculture (Including Fishing)	Processing of essential oils	73.75%
	Development of fishing industry in the Wild Coast (includes Mari culture, Aquaculture and Fisheries)	61.75%
Forestry	Establishment of forestry development nodes throughout the district	73.25%
	Extensive forestation throughout the district	65.75%
Tourism	Integrated development of Port St John's as a tourism node	80%
	Upgrading of Mthatha airport	70.25%
	Development of Bizana heritage route	66%
Mining	Clay mining at Malungeni	72.75%
	Sand mining and quarrying in Ntabankulu	68.25%
Manufacturing	Umkikantu red meat abattoir and meat processing plant	73.75%
	Processing of agricultural produce through packaging, canning, juice extraction, jam making and other methods	69.25%
	Dairy processing	69.25%
	Tannery and leather goods related to beef abattoirs	66%

3.8 Local Economic Development (LED) Projects

The budget for 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 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.m 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 (Annexure 3). Thus the overall financial provision for the SLP period for the 2015-2019 amounts to R108.7m.

The following is a summary of the 2015-2019 LED projects followed by detailed plans of each project:

Year	2015	2016	2017	2018	2019
Budget	R7.9m	R7.3m	R12.8m	R7.9m	R9.5m
Merafong LED Projects 2015-2019	LEDP1: Development of a Community Park in Kokosi (to partner with MCLM R1m)-R1m -Municipality commits to contributing additional R1m -MOU to be signed -Council Resolution to be sought	LEDP5: Refurbishment and equipping of a classroom into a Multi-purpose ICT Centre (Physical Science, Chemistry, Life Science) at Reakgona Primary in Kokosi R0.5m	LEDP10: Building of a Physical and Life Science Laboratory at Wedela Primary School in Wedela-R1.9m	LEDP15: Building of 3 additional Classrooms at Boiteko Special School in Khutsong- R1.5m	LEDP18: Building of a Community Health Care Clinic in Kokosi - R7.5m
	LEDP2 (WW SLP): Building of an administration block at Bholani Primary School in Port St Johns- R0.4m	LEDP6: Building of a Physical and Life Science Laboratory at Kamohelo Primary School in Khutsong-R1.9m	LEDP11: Community development-Building of a Community Care Centre in Khutsong - R3m. (The intention is to establish a Community Care Centre comprising Home-based Care facility, orphanage, old age facility and disability facility. To this end the Municipality and company engaged Social Development to match this funding so as to add the remaining facilities' into the Centre. The centre will form part of the Carletonville Home Based care.	LEDP16: Upgrade of Community Sports Facility (Netball, Athletic Track and Field, Pavillion, Soccer field) in Khutsong -R4.5m. Establish a multi-purpose sports centre that would include other sport codes. The Municipality would pursue this with other stakeholders for additional funding.	LEDP19 (WW SLP): Building of Physical Science Laboratory at Milton Mbekela Senior Secondary School in Qunu – R2m
	LEDP3 (WW SLP): Refurbishment of a Science Laboratory at St John's College in Mthatha - R0.5m	LEDP7: Building of a Physical and Life Science Laboratory – Phororong Primary School in Khutsong-R1.9m	LEDP12: Building of a Physical and Life Science Laboratory at Hlangabeza Primary School in Khutsong -R1.9m	LEDP17: Building of a Physical and Life Science Laboratory at Nayaboswa Primary School in Khutsong-R1.9m	
	LEDP4 (WW SLP): Establishment of an Agricultural Project in OR Tambo District/AmaMpondo Kingdom - R6.0m (over 3 years)	LEDP8: Building of an Indoor Sports Centre in Wedela - R2.5m LEDP9: Supporting the existing School Social Entrepreneurship Initiatives e.g. small scale income generating and poverty alleviation Agricultural projects- in Khutsong Schools- R0.5m	LEDP13: Building of 4 additional Classrooms at Greens Park Primary School in Greenspark - R1.5m LEDP 14 (WW SLP): Building of a new School. Building of 6 Classrooms, admin block and ablution facilities, at St Peters Primary School in Flagstaff-R4.5m		

The following is a summary of the Local Economic Development projects' progress as committed in the 2015-2019 SLP:

Project Name:	Project Objectives	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2015
LEDP1: DEVELOPMENT OF A COMMUNITY PARK IN KOKOSI (TO PARTNER WITH MCLM)	Through the Mandating Committee, AGA received a proposal from Merafong City to match their funding of R1M into developing this Community Park. AGA has since agreed to partner with MCLM in this regard by committing an amount of R1M towards the construction of this Park in Kokosi. This Recreation Facility will be a modern Community Park with play equipment and recreational facilities for the whole family similar to the one AGA developed in Khutsong in 2013. The objective of the project is to develop a community park in Kokosi for environmental, sports, health and social purposes and to enhance various life skills programmes. The project will also contribute to the envisaged greening concept driven by the West Rand District Municipality.	Approximately 25 000 local residents will use the Community Park for recreation, weddings and functions. . Furthermore, in the short term job opportunities will be created during the building phase.	15	Community of Kokosi	Feasibility study and business plan has been completed. A Memorandum of Understanding and Terms of Reference was signed by the project founding members – Merafong Local Municipality and AngloGold Ashanti. Construction work is 80% complete.
LEDP2: ADMINISTRATIO N BLOCK AT BHOLANI PRIMARY SCHOOL IN ORTDM	In partnership with the Department of Basic Education, AGA has committed to building 6 classrooms and Ablution Facilities at Bholani Primary School by the end of 2014. The Department of Basic Education will supply the furniture and additional personnel once the building has been completed. The SGB and Leadership of the school have since approached AGA with the request to add an Administration Block to the school.	The population of. Converting a mud structure into a proper brick and mortar structure would in addition to contributing towards the improvement in the quality of education also promote the learners' rights to human dignity and equality into the long term.	18	The project will benefit the communities of Bholani and surrounding areas in Port St Johns	Feasibility study and project plan have been completed. A Memorandum of Understanding and Terms of Reference was signed by the project founding members – OR Tambo District Municipality and AngloGold Ashanti. Currently investigating alternative technology for the construction of Administration block and ablution facilities.

Project Name:	Project Objectives	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2015
LEDP3 (ORT): REFURBISHMENT OF A PHYSICAL AND LIFE SCIENCES LABORATORY AT ST JOHN'S COLLEGE IN MTHATHA	In partnership with the Department of Basic Education and ORTDM, AGA has committed to the refurbishment of a Science Laboratory at St John's College in Mthatha at King Sabatha Dalindyebo Local Municipality. The objective is to improve the quality of teaching and learning in maths and science subjects thereby increasing the pass rate in this regard over the years.	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project. The project will also be delivered by a local Entrepreneur.	8	The project will benefit the communities OR Tambo District.	Feasibility study and project drawings and plans have been completed. A Memorandum of Understanding and Terms of Reference was signed by the project founding members – OR Tambo District Municipality and AngloGold Ashanti. Construction work is 95 % complete.
LEDP 4: (ORT) ESTABLISHMENT OF AN AGRICULTURAL PROJECT	This project will encompass the design, build, operation and transfer of this modular Agri-farm to the AmaMpondo community in Lusikisiki. The tribal authority will 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 targeted products are horticulture and the specific selection of crops will be informed by soil tests, climatic conditions, water bed and other suitability factors. The objective is to implement a sustainable agricultural infrastructure to provide an income-generation (IG) support to mitigate the impact of poverty and unemployment. The outcome will be sustainable, multi-sector infrastructure for the delivery of IG support to these communities.	To implement a sustainable agricultural infrastructure to provide an income-generation (IG) support to mitigate the impact of poverty and unemployment. The outcome will be sustainable, multi-sector infrastructure for the delivery of IG support to these communities.		The project will benefit the communities OR Tambo District Municipality	Feasibility study is underway. A Memorandum of Understanding and Terms of Reference was signed by the project founding members – OR Tambo District Municipality and AngloGold Ashanti. A Project Steering Committee has been formally constituted, mandated to manage and monitor the implementation milestones and operational deliverables supporting the sustainability of the project.

SECTION 102/REGULATION 44 PROJECTS

Listed below is a summary table of the amended projects followed by a detailed project progress:

Original SLP project (s)	Proposed replacement project (s)	Initial Budget	New Budget	Comment
LED 1: Urban Planning & Formalisation of Non-Urban AGA Land and Property Holdings	Roll over of project to the 2015-2019 SLP period	R7 million	R7 million	The feasibility study is under way. The final report is due to be submitted in Quarter 1 2016
LED 4: Business Development Park (Enterprise Development Centre)	Roll over of project to the 2015-2019 SLP period	R15 million	R15 million	The project is completed and ready to be launched
LED 5: Community Park (ORT) R1M and LED 10: Community Development Programme (ORT) R2.5M	Lutshaya Community Centre (VR - ORT) R2M	R3.5M	R5.5M	The stakeholders involved have agreed to allocate the funds to the Community hall at Lutshaya as the Park and the Community Development Programme (ORT) were no longer feasible. The project has moved to Vaal River SLP Reporting
LED 11: Housing Development (Fochville / Egoli)	Roll over of project to the 2015-2019 SLP period	R0	R0	The project is in planning. The plans for the development of 19 stands in Fochville belonging to AGA into Community Rental Units have been completed and will be discussed further with the Organised Labour and Municipality at this quarterly meetings.
WW ED 1: Peanut Butter Factory	Youth Business Hubs	R1.2 million	R1.2 million	The agreement with Merafong Municipality is to reallocate the Peanut Butter Factory (ED 1) funds towards the Youth Car Wash projects. Youth Business Hubs were completed in 2014 and reported under 2014 SLP Annual Report.
WW ED 2: Cooking Oil Production Plant	Agricultural Project	R4 million	R8 million (R4m from ED 2)	The agreement with Merafong Municipality is to reallocate the Cooking Oil Production Plant (ED 2) funds towards the Agricultural Project. Agricultural project is completed and ready to be launched.

Progress report for 2015 reporting period:

Project Name	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2015
LED 1: Urban Planning & Formalization of Non-Urban AGA Land and Property Holdings	The objective is to formalize and incorporate these areas as formal township areas so to normalise host community and enable holistic planning within local authorities. The objective is also to support the Presidential Housing Project and Fochville Housing Development project.	R7 m 2010 - 2014 R1,90 m 2014	R0	AGA mine villages are on un-proclaimed land outside of the urban areas of adjacent local authority due to historical land use necessities in the mining industry		West Wits mining area within the Merafong municipal area	Engineering services status Quo assessments required to determine level of services acceptance by the Merafong Council.
LEDP2 : Enterprise Development Centre (Business Development Park) – Merafong	Develop SMMEs by establishing the Enterprise Development Centre to identify, train, support and mentor entrepreneurs / enterprise development and link procurement profiles of stakeholders with the relevant regions' demand profile	R15 M	R0.03m	Creation of 155 enterprises (comprising 128 new and 27 existing enterprises) over a 3 year period which has the potential to deliver jobs at an estimated rate of 2.5 jobs per enterprise (388 jobs).	None for 2015	The project will benefit the communities of Merafong	The following have been concluded: <ul style="list-style-type: none"> - A Project Steering Committee has been formally constituted, mandated to manage and monitor the implementation milestones and operational deliverables supporting the sustainability of the Enterprise Development Centre. - The main hub has been identified at the Civic Centre in the CBD, where visibility and accessibility is very high. - Renovations are complete - The advert for the Implementing Agency was distributed and bid documents were submitted on 02 June 2015 - Bid assessment committees (Evaluation and Adjudication Committees) have been established - Appointment of implementing agent concluded in December 2015. Project is completed and ready to be launched

Project Name	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2015
LED 4 : Housing Development (Fochville / Egoli)	To facilitate the development of delivery of affordable housing units and presidential projects by donating 19 stands. To contribute towards the development and home ownership in Merafong	Fully serviced land being transferred to the development @ zero value		Job creation, economic development and empowerment of building consortium.			The plans for the conversion of 19 stands into Community Rental Units were completed and await approval by Management and the Municipality at the Mandating Committee in 2015.
Establishment Of An Agricultural Project	AGA together with Merafong Local Municipality identified suitable land for the project near Wedela Township. The land that was identified is an 18 hectares owned by Merafong Local Municipality. The project is divided into the following phases: 1. Built Phase 2. Operational Phase 3. Handover phase. The following has been concluded: 1. The appointment of qualified implementing agent. 2. Preparation of the 1 hectares portion of land 3. Planting on ½ hectares of the land 4. Erection of shade nets for the 1 hectares portion 5. Procurement of equipment and machinery	R 8 Million	R0.03M	To implement a sustainable agricultural infrastructure to provide an income-generation (IG) support to mitigate the impact of poverty and unemployment. The outcome will be sustainable, multi-sector infrastructure for the delivery of IG support to communities and NGO's.	20	The project will benefit the communities and NGO's in Matlosana	The following has been concluded: The following has been concluded: - The appointment of qualified implementing agent. - Identification of beneficiaries - Project Construction Phase - Procurement of equipment and machinery - Planted vegetables on 2 Hectare land - Markets developed - Project completed and ready to be launched The year to date expenditure from 2014 to 2015 is R1.5m

3.9 Social Leases

As part of AGA's initiatives to go beyond compliance, AGA assists organisations and individuals in the community with the requisite infrastructure for service delivery by providing premises at nominal rental rates. Deserving organisations and individuals benefit from the social leases scheme. In West Wits there are currently 11 social type leases. The table below shows a list of such entities with their nominal rentals charged vs. Market related rates applicable as at the end of 2015.

3.5: NON COMMERCIAL PROPERTIES - SOCIAL LEASES WEST WITS

NAME OF ENTITY	SQM	PROPERTY LEASE RENTALS			TOTAL SOCIAL SPENDING PER ANNUM
		NOMINAL RENTAL CHARGED PER ANNUM	MARKET RELATED RENTAL FOR PREMISES	MARKET RELATED RENTAL FOR PREMISES PER ANNUM	
CANCER ASSOCIATION OF SA	Unit	1,122	2,500	30,000	28,878
NG WELSYN CARLETONVILLE	Unit	752	2,500	30,000	29,248
MALOPE (AIDS CENTRE NUFCOR)	1,955	1	23,460	281,520	281,519
TIMBERTWIG PRE PRIMARY	480	6,477	5,760	69,120	62,643
FOCHVILLE SPEEL EN LEER	Unit/s	10,818	8,820	105,840	95,022
WEDELA PRE PRIMARY	982	10,992	11,784	141,408	130,416
JUBILEE BIBLE CHURCH	380	4,456	4,560	54,720	50,264
DEPT. PUBLIC WORKS (WEDELA POLICE STATION)	500	66,024	6,000	72,000	5,976
MERAFONG CITY LOCAL MUNICIPALITY (LIBRARY)	150	-	1,800	21,600	21,600
MERAFONG CITY LOCAL MUNICIPALITY (OFFICE)	48	100	576	6,912	6,812
AKE AZUME DAY CARE CENTRE	470	4,620	5,640	67,680	63,060
TOTALS		R105 362	R73 400	R880 800	R 775 438

3.10 Social Investment Spending Beyond Compliance

In 2011 the company reviewed its approach and response to socio-economic needs in our hosts and labour sending communities. In order to respond well and holistically to these needs the company developed socio-economic development framework that looked at identifying areas to be funded and supported by a clearly outlined funding model. The company resolved to adopt a two-pronged approach premised on a compliance requirement and the fulfilment of that and a going beyond compliance model. The latter resulted in the development and resourcing of a Social and Institutional Development Fund dedicated to financially supporting NGO and community operated social projects that respond to and are aligned to the Millennium Development Goals. The Fund also supports the strengthening and capacitation of community based organisations and developmental agencies and institutions.

The SI Fund is largely informed by and responds to the following Sustainable Development Goals:

- 1. No Poverty
- 2. Zero Hunger
- 3. Good Health and Well-being
- 4. Quality Education
- 13. Climate Action
- 14. Life below Water
- 15. Life on Land

In 2015 an amount of R1 499 884.98 in the West Wits and R1 600 000.00 in the OR Tambo areas was spent by the Social and Institutional Development Fund.

The following figures show a breakdown of the 2015 community investment by the company on social projects:

Name of Beneficiary	Sector	West Wits	Labour Sending
Thuto Kitso School	Education	R24 170.00	
Matric Excellence Awards – Carleton Jones High School	Education	R60 000.00	
Matric Excellence Awards – Wedela Technical High School	Education	R60 000.00	
Matric Excellence Awards – Hoerskool Fochville	Education	R60 000.00	
Avondgloor Support Trust Frail Care Centre	Welfare	R150 000.00	
Tshepo Themba Development Centre	Welfare	R149 312.00	
Boiteko School	Education	R163 927.00	
Xhobani Primary School	Education	R146 424.45	
Mandela Day - Kokosi Community Park	Sponsorship	R10 000.00	
Wheelchair ramps	Welfare	R14 016.40	
Christmas Drive	Poverty & Hunger	R162 150.15	
Disabled Elderly Citizen	Welfare	R28 147.74	
Greenspark and Hlanganani Primary School	Education	R26 128.10	
Vukani Home Based Care	Welfare	R60 000.00	
Zanele Mtshali Disability Home	Welfare	R55 504.14	
Sezangakhona Place of Safety	Welfare	R75 000.00	
Wedela Disability Forum	Welfare	R68 105.00	
Mandela Day - Kokosi Taxi Rank	Sponsorship	R18 000.00	
Youth World Chess Championships	Sponsorship	R65 000.00	
Tshirangwana Community Health Project	Health	R4 000.00	
Matric Excellence Awards – St Patrick's Senior Secondary School	Education		R60 000.00
Matric Excellence Awards – Joubert Ludidi CHS	Education		R60 000.00
Matric Excellence Awards – St Johns College	Education		R60 000.00
Thembile Trust Organisation	Health		R125 000.00
Ezizweni Senior Secondary	Education		R199 728.00
Hospice Association of Transkei	Welfare		R200 000.00
Vukuzenzele Project	Welfare		R150 000.00
Zamukulungisa Senior Secondary School	Education		R39 960.00
Freemantle Boys High School	Education		R35 161.48
Christmas Drive	Health		R170 150.52
Dudumayo Senior Secondary	Education		R59 359.00

Name of Beneficiary	Sector	West Wits	Labour Sending
Goso Primary School	Education		R59 359.00
Zamukulungisa Senior Secondary School	Education		R59 814.00
Lusikisiki Paralegal Advice Centre	Welfare		R75 000.00
Nompumelelo Disabled Children Action Group Centre	Welfare		R60 000.00
Teletubbies Community Pre-School	Education		R50 000.00
Sompa Senior Primary School	Education		R50 000.00
Qunu Community Advice Office	Welfare		R75 000.00
Malangeni Family Resource Centre	Environmental Sustainability		R11 468.00
GRAND TOTAL SOCIAL FUND EXPENDITURE		R1 399 884.98	R1 600 000.00

The following figures show a breakdown of the 2015 community investment by the company's Local Area Committee on social projects:

Name of Beneficiary	Sector	West Wits	
Goitsi Modimo	Welfare		R15 000.00
Rooipoort primary school	Education		R12 545.62
Blanket drive	Welfare		R15 000.00
Laerskool Blyvooruitsig	Education		R15 000.00
Huis van vrede	Welfare		R15 000.00
Christmas Drive	Poverty & Hunger		R15 000.00
Mashigo Disable centre	Welfare		R12 454.38
GRAND TOTAL LOCAL AREA COMMITTEE EXPENDITURE			R100 000.00

Monies spent during 2015 on philanthropy projects by the West Wits business units are detailed as follows:

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
AGA Health	Goitsi Modimo Centre for the Disabled Kokosi, Fochville	Donations of double bed base + mattress, 107cm base + mattress, base + mattresses x 2		
	Senzangakhona, Khutsong centre	Donations of 10 hospital beds + mattresses		
	SPCA	Donation of redundant medical equipment		
	Timbertwig Pre-Primary School, Western Deep Levels Village	Pre-primary school: Donated Sweet parcels (60) to the school for their annual Mr. and Mrs Timbertwig Project		R1 085.03
	SAVF	Sold R10 Tekkie Tax day stickers, as well as shoe laces to the value of R30.00 for the SAVF	R2 370.00	
	Blanket Drive	Donated towards the annual AGA WW Blanket drive		R2 500.00
	Casual Day 15 September 2015	Employees bought casual day stickers and proceeds went to Rotara School in Carletonville	R2 100.00	
	Goitsi Modimo Handicapped Centre - Kokosi, Fochville	Used clothing donated by employees was given to Goitsi Modimo Handicapped Centre in Kokosi		
	Carletonville Hospital - Crisis Centre	Used ladies clothing and handbags was donated by employees for the 16th day of Activism against Women and Child abuse		
TOTAL PHILANTHROPIC EXPENDITURE BY AGA HEALTH			R4 470.00	R3 585.03

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
Surface Operations	Boiteko School in Khutsong	Mandela Day Projects: Donating food and cleaning materials.		R7 335.90
TOTAL PHILANTHROPIC EXPENDITURE BY SURFACE OPERATIONS				R7 335.90

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
Mponeng	Blanket drive	Donation towards blankets in Merafong community	R2 000.00	
TOTAL PHILANTHROPIC EXPENDITURE BY MPONENG MINE			R2 000.00	

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
SARS	Blanket Drive - WW	Purchase of blankets for distribution to the needy		R5 000.00
TOTAL PHILANTHROPIC EXPENDITURE BY SOUTH AFRICAN REGION SERVICES				R5 000.00

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
TauTona	Laerskool Fochville	They are planning a tour in April and 4 of the parents good not afford the funds to send their children	R1 960.00	
	CANSA	World Cancer Day - stickers were sold to the employees at the business unit and the funds raised was handed over to CANSA	R325.00	
	CANSA	Cancer Shavathon fundraiser	R2 125.00	
	Timber Twig Pre-primary School	Educational items were given, and items repaired for the safety of the children		R12 500.00
	Easter Champaign	Easter eggs and bunnies	R489.95	
	Paving	Installation of paving at pre-primary school	R7 560.00	
	AGA Blanket Drive	Blankets were distributed within the community	R500.00	
	Disabled people	Donation for function	R1 724.00	
	Zanele Mtshali Disable people centre	Matrasses for the disabled and air purifiers for the TV room	R7 574.28	
	Carletonville Old Age Home - Food	Carletonville Old Age Home - Food	R6 900.00	
Rotara School	Casual Day 2015 fundraiser		R4 115.00	
TOTAL PHILANTHROPIC EXPENDITURE BY TAUTONA MINE			R 29 158.23	R16 615.00

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
Savuka	CANSA	Cancer Shavathon fund raiser	R510.00	
TOTAL PHILANTHROPIC EXPENDITURE BY SAVUKA			R510.00	

Corporate Social Investment Expenditure for 2015 is as follows:

Name Of Beneficiary	Geographical Area	Rand Value
Charities Aid Foundation Southern	Johannesburg	R66 240
The Tomorrow Trust	Johannesburg	R321 675
Bongani Community Development	Johannesburg	R279 520
Kick	Eastern Cape	R614 790
Roundabout Water Solutions Npc	Eastern Cape And Lesotho	R399 600
Rural Education Access Program	Eastern Cape And Kwa Zulu Natal	R417 000
Phenduka Literacy Project	Johannesburg	R292 400
Ikageng Itireleng Aids Ministry	Johannesburg	R972 409.40
Nkosi's Haven Vugani Project	Johannesburg	R160 000
Afrika Tikkun	Johannesburg	R572 450
Lesedi Day Care	Johannesburg	R62 366
National Education Collabration Trust	National	R633 305
SOS Children's Village	Johannesburg	R6 600
SAR Mandela Day	Eastern Cape, Merafong And Matlosana	R1 470 000
Ikhohwa Childrens Home (Melrose Motor Investments (Pty)Ltd)	Johannesburg	R282 456.14
University Of Johannesburg (Brian Chicksen)	Johannesburg	R10 000
Gift Of The Givers	Kwa Zulu Natal And Johannesburg	R200 000
Wits University Foundation	Johannesburg	R500 000
Reach For A Dream	Johannesburg	R70 000
Biblioneef Sa	Kwa Zulu Natal	R166 150

Name Of Beneficiary	Geographical Area	Rand Value
Themba lethu Development Npc	Mozambique	R541 000
Themba lethu Development Npc	Lesotho	R456 563
Total AGA Fund		R8 494 524.54
Chairman's Fund		
Seriti Sa Sechaba	National	R35 780
Seriti Sa Sechaba	National	R177 980
Tumelong Mission	Johannesburg	R250 000
Ntinga OR Tambo Development Agency	Eastern Cape	R300 000
Penguin Publishers	National	R50 000
Nelson Mandela Foundation	Johannesburg	R1 500 000
Ilitha Educational Enhancement Cent	Eastern Cape	R20 000
Mapungubwe Institute	Johannesburg	R300 000
Inclusive Solutions Cc	Johannesburg	R2 268
Cowan High School	Eastern Cape	R20 000
Charles Duna Primary School	Eastern Cape	R35 436
Elsie Igbinador (Kefiloe Siwisa Accommodation)	Eastern Cape	R49 082.95
University Of Fort Hare	Eastern Cape	R148 603
Afroes Edutainment And Investment	Johannesburg	R93 737
Pretoria Diocesantrust	Johannesburg	R5 000
Total Chairman's Fund		R2 987 886.95
Total Corporate Office Expenditure		R11 482 411.49

B. HOUSING AND LIVING CONDITIONS

In this section we address the Mining Charter and the MPRDA:

Mining Charter Requirement:

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.”
-

The following table reflects the performance of the West Wits operations against the Mining Charter targets as at end December 2015:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015					
No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED BY 31 DECEMBER 2015
3	Housing and living conditions	Conversion and upgrading of hostels to attain the occupancy rate of one person per room.	Percentage reduction of occupancy rate towards 2014 target.	Occupancy rate of one person per room	100%
		Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units.	Family units established	100%
		Note on West Wits Operations from AngloGold Ashanti	Implement initiatives to facilitate home ownership e.g. Preference surveys, advice on purchasing homes, training on benefits of home ownership	No target set	The company has signed a Memorandum of Understanding with all the organised labour stakeholders outlining the Home Ownership Scheme framework. The framework entails selling of the company designated housing stock and stands. Measures taken to enhance affordability include valuation of Property, discounts on selling prices, establishing a One Stop Shop and consultations with financial institutions and the Department of Human Settlements to unlock government subsidies for purchasers. AGA has developed home ownership training programme for interested employees.

REGULATION 46 (c) (iv) of the MPRDA stipulates that the contents of a social and labour plan must include measures to address the housing and living conditions of the mine employees.

The MC scorecard states as follows with regards to Housing and Living conditions:

- “For company provided housing, has the mine, on consultation with stakeholders, established measures for improving the standard of housing, including the upgrading of the hostels, conversion of hostels to family units and promoted home ownership options for mine employees? Companies will be required to indicate what they have done to improve housing and show a plan to progress the issue over time, and is implementing the plan?”
- “For company provided nutrition, has the mine established measures for improving the nutrition of mine employees? Companies will be required to indicate what they have done to improve nutrition and show a plan to progress the issue over time and is implementing the plan?”

The company’s response to the above is detailed as follows:

1 Upgrading of Residences into Single Room Accommodation

The following has been agreed in the various consultation forums, as the strategic basis for residence upgrading.

- Increased levels of privacy are pursued through the redevelopment of communal accommodation units into single rooms. Redevelopment work started in 2005. At the end of the 2014 reporting period 5070 single rooms were created at a cost of R141.27 million.
- AngloGold Ashanti has completed all single room redevelopments in 2013 in order to comply with the Mining Charter requirements.
- The above constitutes an achievement of 100% against the 100% MC target required for 2014. However as a consequence of an unplanned event the reinstatement and transfer of ex Moab Khotsong residents to Tau Tona and Mponeng, resulted in 24 employees temporarily sharing rooms at Ntshonalanga residence. In order to address this situation unused residence blocks are being renovated to accommodate these employees. The project will be completed by the end of the second quarter resulting in all of the 24 employees being accommodated in single rooms.

2 Redevelopment of residences to family units

As part of AngloGold’s Ashanti’s residence redevelopment for sustainable development, redundant residences have already been converted into family units. This approach has also been incorporated into the company’s future planning. A total of 170 family units have been redeveloped at a total cost of R37.74 million. This constitutes an achievement of 100% against the 100% MC target required for 2014.

3 Promotion of Home Ownership

In pursuance of the home ownership requirement the company has finalized the home ownership scheme framework which includes the Memorandum of Understanding signed with all organised labour structures. The AGA Home Ownership Scheme aims to enable employees at AGA’s operations in South Africa to purchase a home and step onto the home ownership ladder. The HOS aims to offer employees the opportunity to purchase the company owned houses. The HOS targets employees who want to buy a house or a vacant stand in the proclaimed areas of both the Matlosana and Merafong local municipalities.

The Scheme has been designed to be equitable to all employees who choose, and are able to participate in it, and to be sustainable over the long-term, with the intention to offer one home per family through the Scheme. It has also been structured to improve affordability levels on participating employees.

The AGA Home Ownership Scheme aims to enable employees at AGA's operations in South Africa to purchase a home and step onto the home ownership ladder. The scheme has also been structured to improve affordability levels on participating employees.

AGA has conducted surveys to establish employees housing preferences and a detailed affordability review to understand employee's disposable income, a key driver in determining what employees can afford. AGA consulted with the major banks and put processes to assist employees who are interested in purchasing houses to apply for mortgage bonds. In order to enhance affordability potential purchasers are assisted to apply for government subsidies (FLISP) which ranges from R10 000 – R87 000 depending on the salary income of the applicant. We have established that there will be no fringe benefit tax payable on the purchase price if the property is sold at market value irrespective of the value of the property. If the property is sold at less than market value and the total remuneration of the employee does not exceed R250, 000 in the year of the sale\ transfer and the market value of the property does not exceed R450, 000 then no fringe benefit tax will be payable.

AGA has established consultative forums on housing and living conditions. Monthly and quarterly forum meetings are held to discuss housing related matters. One of the outcomes of the consultative forums is a Memorandum of Understanding signed with organized labour stakeholders on 5 November 2014. The MOU stipulates the "Guidelines" for the sale of residential units to employees and to the broader communities in the event that employees are not interested.

The company is currently implementing the home ownership undertakings and the progress for this quarter is as follows:

- The company has finalized the home ownership scheme framework which includes the Memorandum of Understanding signed with all organised labour structures. The AGA Home Ownership Scheme aims to enable employees at AGA's operations in South Africa to purchase a home and step onto the home ownership ladder. The HOS aims to offer employees the opportunity to purchase the company owned houses. The HOS targets employees who want to buy a house or a vacant stand in the proclaimed areas of both the Matlosana and Merafong local municipalities.
- The Scheme has been designed to be equitable to all employees who choose, and are able to participate in it, and to be sustainable over the long-term, with the intention to offer one home per family through the Scheme. It has also been structured to improve affordability levels on participating employees.
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- AGA has established consultative forums on housing and living conditions. Monthly and quarterly forum meetings are held to discuss housing related matters. One of the outcomes of the consultative forums is a Memorandum of Understanding signed with organized labour stakeholders on 5 November 2014. The MOU stipulates the "Guidelines" for the sale of residential units to employees and to the broader communities in the event that employees are not interested.
- As part of the commitment to facilitate home ownership for employees, support is extended to purchasers in the following manner:
- The company has established a one stop shop that will assist employees with the process of purchasing company houses by facilitating loan application, property registration and transfer and training on home ownership
- AGA will sell the properties at market value to avoid Purchasers being lured into immediately on-selling them at a profit to make a "windfall" gain. It is important to note that the house values are based on professional valuation less refurbishment costs (dependant on the condition of the house). The prices are further discounted by 10% to enhance affordability. The discount will assist in AGA to meet the objective to enable home ownership for employees, and purchasers to reap the long-term benefits of homeownership. By selling properties below market value, AGA would further run the risk of undermining the housing market in the area, which would affect the long-term growth in property prices and any future housing projects that AGA may decide to roll out.

- As per the 2011 – 2013 Wage Agreement, first-time buyers who earn less than R10 000 per month, are paid a monthly Homeownership Allowance (“HOA”) equal to the monthly Living-Out Allowance (“LOA”) plus a premium calculated as 10 (ten) per cent of the LOA.
- Potential purchasers will be required to attend the home ownership training prior to signing the deed of sale
- AGA initiated a tender process in search for conveyancing services providers that were local and affordable to the employees. An independent tender process was initiated to obtain suitable candidates via the normal Commercial and Supply Chain Process.
- Corporate Legal Department will ensure that there are adequate controls in place for all legal documents including all relevant documentation for transfer and registration of the property.
- The company owned stands in Wedela were identified for a project to build affordable housing and during 2012, AGA commenced and completed a project to build 56 houses in Wedela Township as part of the broader AGA home ownership scheme. The plan is to sell the 56 houses to employees in what is known as the Wedela Development project. It is noteworthy that the building project created some local employment opportunities for Wedela residents.
- The company has engaged and consulted with Merafong Municipality regarding the proposal for the construction of community rental project in Fochville Town. The project aims to develop 18 large vacant stands measuring 1.9 ha and yielding 76 residential units. AGA will fund the project feasibility studies and apply for the project funding from the Gauteng Provincial Government. The project plans were also shared with the organized labour structures during the West Wits Future Forum and the Department of Mineral Resources SLP Unit. Feedback will be given to the Merafong Municipality at the 2016 quarter one Mandating Committee meeting where-after the CRU projects will be initiated.
- It is worth noting that employees have shown a high level of interest to buy the company owned houses. A total of 478 employees in the WW have applied to buy their rented houses from the company, including employees who have opted for voluntary separation packages and/or medical exit.
- In terms of incorporation of mine village, AngloGold Ashanti appointed consultants to assess and quantify the services upgrading required in order to meet the municipal and SANS 1936 standards for incorporation of mine villages into the local municipalities. The incorporation of the villages will not yield any benefits to the company at this time and alternative use (such as industrial parks) of village infrastructure is currently being assessed.

4 Incorporation of Mine Villages:

AngloGold Ashanti appointed consultants to assess and quantify the services upgrading required in order to meet the municipal and SANS 1936 standards for incorporation of mine villages into the local municipalities. The incorporation of the villages will not yield any benefits to the company at this time and alternative use (such as industrial parks) of village infrastructure is currently being assessed.

C. NUTRITION

Regulation 46 (v) of the MPRDA requires that the contents of the social and labour plan must include measures to address the nutrition of mine employees. Since 2004 AGA has strived to improve Nutrition within the Residences:

- AngloGold Ashanti exceeds minimum nutritional intake requirements as stated in the Chamber of Mines Research Organisation reference report no 11/91 that was used to establish the energy requirements of underground workers.
- AGA regularly carries out dietary analysis of menus to ascertain that it adequately caters for the energy and nutritional requirements of workers.
- Meal participation trends and waste are also monitored on a monthly basis to determine wastage and unpopular menu items.
- AngloGold Ashanti have established forums where employee representatives form part of menu planning and meet with Residences management on weekly basis to discuss menu and meal issues.

AngloGold Ashanti has for several years been active in this field and the current status is 18000 kilojoules per person per day which exceeds the Chamber of Mines benchmark of 13,000 kilojoules per person per day. The implementation of a new menu is being introduced together with kitchen access control measures. Benchmarking and internal and external reviews are conducted on a scheduled basis.

SECTION 4: PROCUREMENT AND ENTERPRISE DEVELOPMENT

4.1 Context and Background

The Mining Charter requirements are as indicated below:

In terms of Procurement and Enterprise Development, the Amended 2010 Mining Charter states as follows:

“Local procurement is attributable to competitiveness and transformation, captures economic value, presents opportunities to expand economic growth that allows for creation of decent jobs and widens scope for market access of South African capital goods and services. In order to achieve this, the mining industry must procure services of BEE entities in accordance with the following criteria:

- Procure a minimum of *40% of capital goods* from BEE entities by 2014;
- Ensure that *multinational suppliers of capital goods annually contribute a minimum of 0.5% of annual income* generated from local mining companies towards socio-economic development of local communities into a social development fund from 2010;
- Procure *70% of services and 50% of consumer goods* from BEE entities by 2014.

The targets above are exclusive of non-discretionary procurement expenditure.”

Furthermore, *Regulation 46 (c) of the MPRDA* requires that the contents of a Social and Labour Plan must include a local economic development programme which must include:

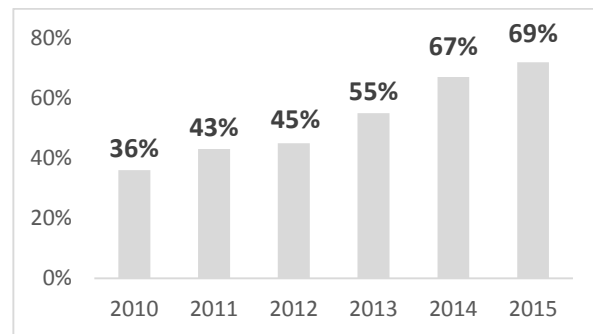
“The procurement progression plan and its implementation for the HDSA companies in terms of capital goods, services and consumables and the breakdown of the procurement which must be completed in the form of Form T contained in Annexure 4.

4.2 Our Approach to Procurement

The operating model for the Procurement function of AGA SA Region, comprising West Wits Operations, Vaal River Operations and the Corporate Office is centralised at the Regional level. The following table reflect the overall performance of the Company against the Mining Charter targets:

Table 4.1 – AGA’s Overall Performance against the Mining Charter Scorecard Procurement Targets:

Categories	DMR BEE Compliance Targets											
	Section 2.2 of the Mining Charter											
	2010		2011		2012		2013		2014		2015	
	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL
Capital	5%	39%	10%	36%	20%	39%	30%	46%	40%	53%	Not Available	57%
Consumables	10%	40%	15%	48%	25%	51%	40%	56%	50%	67%		66%
Services	30%	29%	40%	41%	50%	43%	60%	57%	70%	73%		76%
Multinational Contribution	0.50%	Pending	0.50%	Pending	0.50%	Pending	0.50%	Pending	0.50%	Pending		Pending



The Table above shows that as at end of December 2015, the WW Region achieved the Mining Charter targets with respect to BEE Capital Spend (**54%** against the target of 40%) and Consumable Goods Spend (**67%** against the target of 50%). Whilst the Services Spend was not achieved at (**69%** against the target of 70%).”

The overall performance of spend with qualifying BEE entities is at 69%, while the remaining non-compliant suppliers will be engaged with respect to their own BEE ownership compliance initiatives.

The following table reflects the performance of the West Wits operations against the Mining Charter Procurement targets as at end December 2015:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015					
No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED BY 31 DECEMBER 2015
4	Procurement & Enterprise Development	Procurement spent from BEE entity	Capital goods	40%	54%
			Services	70%	69%
			Consumable goods	50%	67%
		Multinational suppliers contribution to the social fund	Annual spend on procurement from multinational suppliers	0.5% of procurement value	Awaiting DMR guidance

The Table above shows that as at end of December 2015, the WW Region achieved the Mining Charter targets with respect to BEE Capital Spend (**54%** against the target of 40%) and Consumable Goods Spend (**67%** against the target of 50%). Whilst the Services Spend was not achieved at (**69%** against the target of 70%).

4.2.1 Localisation Strategy

As much as we have achieved and exceeded the 2014 Mining Charter targets, extending procurement opportunities to enterprises in and around the communities where we operate was a challenge that needed to be addressed. This was achieved by developing and putting in place a comprehensive and coherent Procurement Strategy addressing both the need to empower local suppliers and entrepreneurs.

The localisation strategy for the host community SMMEs has started to deliver some results with about 280 local suppliers from Merafong registered on the AGA Procurement Portal. 30 opportunities have been advertised on the portal since May 2014, of which 21 have already been awarded to local SMME's. It is envisaged that once the EDCs are operational, the participation of local enterprises would increase as the technical competencies of the SMMEs are improved through assistance by the EDC's.

4.2.2 Procurement - Key Focus Areas for 2015-2019

In an effort to continually create opportunities for suppliers in our host communities, AngloGold Ashanti is in the process of establishing Enterprise Development Centres in its Host municipalities and the Labour Sending Areas. This will be used to drive a more focused local Supplier and Enterprise Development Programme which will assist in developing Black and local suppliers, SMMEs and entrepreneurs to enable them to meet the Company's procurement requirements.

The following are the key initiatives that we will continue to implement in the next five years to assist local suppliers to access procurement opportunities in AGA. Furthermore, these initiatives will assist entrepreneurs in Host Communities and Labour Sending Areas to establish their businesses in a sustainable manner:

- a) Advertising LED Projects on the portal and in the local newspapers, where applicable
- b) Advertising selected AGA Tender Opportunities on the Local Procurement Portal aimed at creating visibility of the opportunities and tenders that are open and available at AGA

- c) Targeted Procurement – this involves setting aside certain categories of spend for local suppliers and will ensure that local communities get a fair chance to win tender opportunities without having to compete with large and established suppliers
- d) Facilitating Joint Ventures between Established Suppliers and some Local Entities – this will give small suppliers an opportunity to participate in large projects whilst being mentored by the larger company and assisted with transfer of skills.
- e) Incubation – Establish Enterprise Development Centres that will help in the development of new entrants from our host communities

4.2.3 2015-2019 BEE Procurement Targets and Approach

- a) Overall Target for BEE Entities (> 25% Black Ownership)
AngloGold Ashanti will retain and improve on the 2014 Mining Charter targets achieved by the end of 2014 in all the categories of spend (i.e. Consumables, Services, Capital Spend)
- b) Procurement in Host Communities (New Entrants)
The main focus will be on the SMMEs from Host Communities to ensure that the majority of the SMMEs who register on our Procurement Portal are fully integrated into our Supply Chain

4.3 Enterprise Development

AGA 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, 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 being closed. The loaning to enterprises was then placed on hold while the 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 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.

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 (3) 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.

National Treasury through the Job Fund initiative is co-funding the EDCs project on a matching basis (R48m AGA and R48m Jobs Fund over a three year period from date of signature), the relationship is governed by the Grant Agreement between the parties.

The following are the key deliverables with measurable quarterly milestones per host community as contained in the Jobs Fund Agreement (still to be signed off by the Jobs Fund):

1. Recruitment and selection of a local stakeholder's base and implementing agents per host community.
2. Establishment of EDCs main hubs (3) and associated satellites centres (13) – 5 for OR Tambo, and 4 for Merafong and Matlosana, respectively.
3. Marketing & promotion of the EDCs to business and communities.
4. Identification and capacitation of new entrepreneurs - Capacitation of 618 entrepreneurs, that is 185 for Merafong, 185 for Matlosana and 248 for OR Tambo.
5. 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.
6. Creating some 1 328 jobs through the new and existing SMME's established and mentored programs (at a rate of 2.5 jobs/SMME) – Merafong = 387, Matlosana = 387 and OR Tambo = 554.
7. 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.

Rolling Out

The rolling out of the three Enterprise Development Centres is in good progress and the OR Tambo Enterprise Development Centre has been successfully pre-launched. The following organisations were invited and they gave messages of support to the centre, National Empowerment Fund, Industrial Development Corporation, Small Enterprise Development Agency and the Department of Small Business Development. These organisations are strategic in terms of support and co-location for accessibility to OR Tambo business community and taking over the centre beyond support by AGA. Towards the end of the quarter the projects experienced challenges relating to submission of documents and portfolio of evidence for the work done since project inception.

Stakeholder Identification

Key stakeholders has been identified and secured for the three EDCs. The stakeholders are legally secured through a memorandum of agreement. OR Tambo key stakeholders are OR Tambo District Municipality, the National Union of Mineworkers and AGA. Matlosana key stakeholders are Matlosana Local Municipality and AGA and Merafong is represented by Merafong Council and AGA. Memorandum of agreement are concluded with all stakeholders.

Implementing Agent secured

Through a joint AGA and council compliant process, the implementing Agent for OR Tambo EDC was appointed. The appointed service provider for OTR is ESS. The process for the appointment of Matlosana and Merafong implementing agents is in progress. A number of interesting responsive bids of interest have been received and the final appointment is planned for the first quarter of 2016. In order to ensure appointment of a reputable service provide, National Empowerment Fund, Vuselela FET College and SEDA are part of the assessment process for Quality Assurance. .

Hubs and satellites Identified and Occupation Secured

All the three main hubs in the three regions are identified. The OR Tambo site is secured through a lease agreements, the site is in KSD Local municipality, at Wonkumuntu Art Craft Centre and a signage Board has been erected and installed. The hub sites have been identified in Matlosana (Electrical Engineering Complex in Orkney) and Merafong (premises adjacent to the Merafong Civic Centre in Carletonville). Lease agreements to secure occupation and use of the designated properties are in final stages for signature

Renovation and Furnishing

OR Tambo Centre has been renovated and furnished. Renovations to the Matlosana EDC is concluded while at Merafong progress is being made.

Community Briefings:

7 scheduled candidate briefing sessions were held. A total of 207 applications were submitted. 126 interviews were carried with potential candidates. Out of these process the required number of candidates for New Venture Creation and Existing Businesses for mentorship were selected for the programme.

New Enterprise enrolled: 40 candidates are enrolled (agreements signed) for the NVC programme. Candidates have been attending to the NVC training course since the 01st of September 2015. Enrolment started at 100% and slightly dropped to 38% at the end of the quarter.

Existing SMMES identified and mentored: 10 candidates are enrolled (agreements signed) for the existing business mentorship programme. Mentors are appointed for the mentorship of appointed existing businesses.

Pre-Launch

In officially opening the centre a Prelaunch was hosted at the Hub on the 01st of October 2015. The objective of the launch was to reintroduce the business community to the EDC project and further initiate other stakeholder interest in pursuit of sustainability of the EDC beyond the initial period, with support confirmed by National Empowerment Fund (NEF), Small Enterprise Development Agency (SEDA), etc.

SECTION 5: MEASURES TO AMELIORATE THE IMPACT OF DOWNSCALING & RETRENCHMENTS

In this section we address:

REGULATION 46(d) of the MPRDA requires that the contents of a social and labour plan must include:

A process pertaining to management of downscaling and retrenchment which must include:

- i. The establishment of the future forum;
- ii. Mechanisms to save jobs and avoid job losses and a decline in employment;
- iii. Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided; and
- iv. Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the mine is certain.

5.1 Background

AngloGold Ashanti is committed to manage downscaling and retrenchments at its Business Units within the purview of the principles of the Social Plan requirements of the Minerals and Petroleum Resources Development Act, 2002 (Act 28 of 2002), the Charter for the Socio – Economic Development of the Mining Industry of South Africa and consistent with applicable labour legislation.

The approach to managing downscaling and retrenchments takes cognisance of the tripartite relationship between government, the company and organized labour in proactively devising strategies to deal with the decline and closure of operations.

The approach to managing downscaling and retrenchments is based on the following:

- The establishment of a Future Forum;
- Steps that may be undertaken to avoid job losses;
- Initiatives to address instances where job losses cannot be avoided and
- Steps to ameliorate the impact job losses may have on employees, and the assistance provided to retrenched employees.

Establishment of Future Forum:

A Future Forum was established in 2013. It consists of Management and Organized Labour established for the purpose of consultation. Other stakeholders such as Municipalities will be invited to participate in the Future Forum as and when necessary. In 2015, all quarterly engagements took place.

The primary function of the Future Forum is as follows:

- (i) Ensuring that the company keeps all stakeholders abreast with respect to its business strategy and possible effect on employment numbers.
- (ii) Ensuring that meaningful consultation takes place between all stakeholders with respect to the Social and Labour Plan of the company.

Ensuring that any envisaged downscaling is properly dealt with in terms of the requirements of the relevant legislation receiving and directing feedback from the various restructuring forums regarding restructuring of the company. During the latter part of 2013, the South Africa Region created necessary infrastructure to deal with possible restructuring to ensure effective co-ordination between Business Units as well as all inclusive infrastructure to deal with hi level consultation. Regular meetings of the Restructuring Plenary meeting, Joint task team and Business Unit restructuring committees take place to ensure optimal transparency

and joint initiatives seeking to prevent employer initiated downscaling and retrenchment. Our strategy has proven very successful under difficult business conditions.

The terms of reference of the various committees are as follows:

Restructuring Plenary Committee:

- It is the role of the Restructuring Plenary Committee to create an enabling environment for committees dealing with restructuring and the effect of downsizing and restructuring. The Plenary Committee will ensure that all processes are fair and transparent, and will receive reports and recommendations from committees and will ratify work done by the joint central committee and business unit committees dealing with restructuring. The NUM, AMCU, UASA and Solidarity is represented at the Restructuring Plenary Committee; and
- It will serve to unlock disagreement and provide strategic direction and mandate to the Joint Central Committee and Business Unit Restructuring Committees.

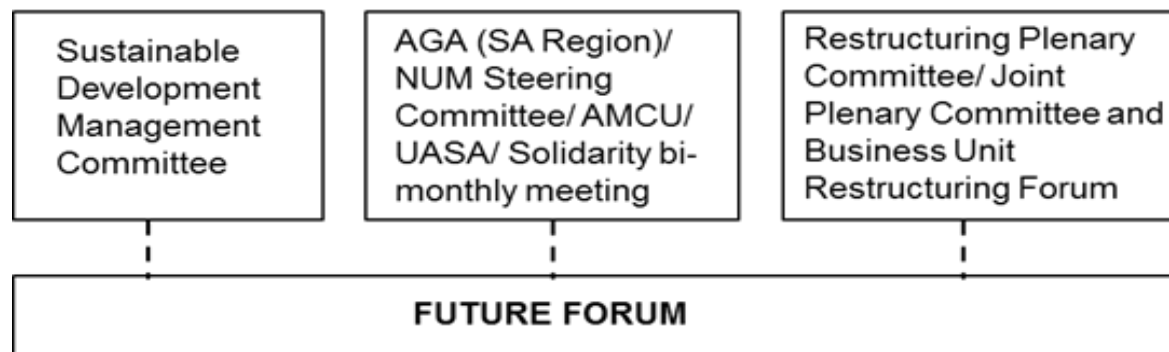
Joint Central Committee:

- It is responsible for obtaining all relevant information to enhance its ability to effectively oversee restructuring and other measures necessary;
- Examining opportunities to reduce the number of employees affected by downsizing and restructuring and to facilitate employment opportunities;
- Consider aspects pertaining to labour and skills mix; and

Business Unit Restructuring Forums:

- It acts as a consultative forum at Business Units to give effect to downsizing and restructuring at the business unit in a fair and transparent manner.
- UASA, Solidarity, AMCU and the NUM are represented in the above committees.
- Reports of the Future Forums are channelled into the Sustainable Development Committee as well as to the Future Forums.

The Structure of the monitoring and information sharing function of the Future Forum:



5.2. Mechanisms to save jobs and avoid job losses, as well as a decline in employment

In terms of Section 189(2) of the 1995 Labour Relations Act, the company is required to consult with employees with regard to contemplated retrenchment. The parties must attempt to reach consensus on appropriate measures to avoid the dismissals, to minimize the number of dismissals, to change the timing of the dismissals, and to mitigate the adverse effects of the dismissals.

The AngloGold Ashanti Future Forum structures engage on matters broader than the above legislative requirement, i.e. whenever structural workplace change is envisaged, as well as on matters contained in the Social and Labour Plan, its implementation and the need to monitor progress. The Future Forum is an important structure to identify opportunities that may exist to promote employment sustainability. Presentations have been done to it to share these with our employees and organised labour.

The company is acutely aware of its obligation to comply with the requirements of Section 52 of the Minerals Act, by way of notifying the Minerals and Mining Development Board where retrenchment of 500 employees or 10 per cent of the labour force (whichever is the lesser) is contemplated in a 12 month period, or where prevailing economic conditions cause the profit to revenue ratio of the mine to be less than six per cent for a continuous period of six months. It is also aware of its obligation to comply with any ministerial directive arising from such a process.

5.3. Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided

As already stated, the company endeavour to avoid job losses, however, where circumstances are such that job losses and retrenchment cannot be avoided management would seek adequate ways (in consultation with organized labour) to ameliorate the impact on affected employees. In consulting with organized labour the company would ensure compliance with applicable legislation, policy and procedure emanating from the Chamber of Mines, appropriate legislation and would seek to ensure that it retains the necessary skills that would enable the company to operate effectively going forward.

A variety of alternatives would be considered such as:

- Placing a moratorium on recruitment, and promotions (with the necessary exceptions in the case of scarce skills occupations),
- Reviewing the continued employment of contract and temporary employees,
- Implementing the provisions of the retirement policy & offering early retirement to employees who may qualify in term of the policies of the company, and
- Voluntary retrenchment.

To ameliorate the impact of job losses the following would be considered:

- Creating awareness about the possibility of retrenchment, and facilitating access to training and employment opportunities where they may exist ((whether inside or outside the company) – this to ensure that affected employees are able to become economically active soon after retrenchment;
- Applicable notification period for employees identified for retrenchment would be utilized to counselling and other appropriate measures to lessen the impact on affected employees. Where appropriate the counselling would include finance handling in view of the retrenchments monies that will accrue to affected employees. Counselling for affected workers with the assistance of the Department of Labour will also be considered; and
- Training interventions would be responsive to specific need and will seek to ensure that employees are best able to re-enter formal employment and / or other opportunities to enter the economy. The suit of training interventions would include (but not limited to) financial and life-skills training, entrepreneurship training as well as portable skills training.

The following process would be followed when retrenchments cannot be avoided:

Whenever the need may arise to retrench employees due to operational requirements we are obliged to comply with the South African legislative and regulatory environment:

- The **Labour Relations Act 66 of 1995** (LRA) as amended, and the **Minerals and Petroleum Resources Development Act 28 of 2002** (MPRDA) as amended contains a variety of provisions aimed at regulating large scale retrenchments.
- The code of Good Practice on Dismissal for Operational Requirements provides a guideline to employers to ensure that any process of retrenchments adhere to substantive and procedural requirements. The relevant provisions of the Basic Conditions of Employment Act 75 of 1997 insofar as it relates to notice periods to employees will also be factored into the process. Insofar as any collective agreement makes provision for process and procedures for retrenchments such agreement will be observed.
- Section 189 and 189A provides for employers who **contemplate the possibility of retrenchments** to notify representative unions and to commence a process of consultation. A letter in compliance with section 52 of the Mineral and Petroleum Resources Development Act (MPRDA) will be provided to the DMR for submission to the Minerals and Mining Development Board (when the profit-to-revenue ratio to decline to below 6 per cent on average for a continuous period of 12 months, and where retrenchments are likely.
- In compliance with the Labour Relations Act, applicable collective agreements and social and labour plan guidelines issued by the Department of Labour a letter would be issued to recognized trade unions (AMCU, NUM, UASA and Solidarity) in terms of section 189(3) of the Labour Relations Act, setting out:
 - the rationale for contemplating dismissals due to operational reasons
 - ways and means envisage to avoid dismissals and/or alternatives to consider prior to proposing dismissals
 - the number and job categories of employees who may be affected , and
 - The proposed selection criteria to select employees.

Process to be followed in the event of large scale dismissals:

In the event of large scale dismissals as defined in terms of S52 (b) of the Mineral and Petroleum Resource Development Act, or as provided for in terms of S189 (A) of the Labour Relations Act, the company will concurrently issue notice to the Restructuring Plenary Meeting as well as to the Board as established by s 57 of the Mineral and Petroleum Resource Development Act, 28 of 2002.

- It will utilise the Restructuring Plenary Committee to provide high level direction and oversight to the process.
- It will concurrently provide feedback to the Future Forum to execute its mandate

5.4. Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain

AngloGold Ashanti would, in compliance to its Social and Labour Plan undertakings pertaining to downscaling and/or retrenchment, take the following appropriate steps to ameliorate the impact:

- Identify and consider portable skills training interventions to lessen the impact of unemployment in labour sending areas and to encourage self-employment,
- Identify adequate training to allow affected employees to seek alternative employment,
- Approach the Department of Labour directly or through the Chamber of Mines to facilitate speedy processing of unemployment fund benefits,
- The company will assist employees with possible job opportunities in the industry as well as advising those who are interested to register with the Department of Labour through the Employment Services of South Africa (ESSA) initiative.

In addition to the mechanisms described above, a number of processes have been established for this purpose including all the activities mentioned above.

SECTION 6: FINANCIAL PROVISION

In this section we address:

REGULATION 46 (e) of the MPRDA which provides that the contents of a social and labour plan must provide financially for the implementation of the social and labour plan in the following areas:

- (e) provide financially for the implementation of the social and labour plan in terms of the implementation of-
 - I. The human resource development programme;
 - II. The local economic development programme; and
 - III. The processes to manage downscaling and retrenchment

The following budgets cover the West Wits Operations and labour sending areas.

6.1. FINANCIAL PROVISION FOR HUMAN RESOURCES DEVELOPMENT (HRD)

The total HRD budget essentially provides for all training and development as contained in the company's Workplace Skills Plan. The following table reflects the HRD financial plan and actual for 2015.

HUMAN RESOURCE DEVELOPMENT PROGRAMME : FINANCIAL PROVISION WEST WITS

	2015 PLAN	2015 ACTUAL
HRD	R 175 900 000	R 181 303 003
% OF PAYROLL	5.6%	5.80%

*Please note that the actual financial provisions reflected in the above Table are only indicative as the Payroll is much more likely to change depending on the annual manpower plans in the next five years. The commitment is thus with respect to the percentages against Payroll. CHRD programmes will constitute approximately 0.5% of the annual financial provisions in this regard.

6.2. FINANCIAL PROVISION LOCAL ECONOMIC DEVELOPMENT PROGRAMME

The company has for the duration of this SLP 2015-2019 allocated funds to address the needs of the host and labour sending communities, guided by the IDPs of the municipalities and consultations with all relevant stakeholders. Figures reflected below indicate the financial plan for 2015-2019 for Community Development.

WEST WITS AND LABOUR SENDING	TOTAL	2015 PLAN	2015 ACTUAL
ED – WW	R 21 000 000	R 4 200 000	-
LED	R 38 900 000	R 1 900 000	R 969 756
INCOME Generating	R 500 000	-	-
SI Funding	R 12 000 000	R 2 400 000	R 2 329 039
TOTAL	R 72 400 000	R 8 500 000	R 3 298 795

*Please note that the financial provisions as reflected in the above Table are only indicative amounts as they were derived from the experience gained from the 2010-2014 SLP LED. Thus the total spend per year may differ depending on the actual spend on individual projects. The above Table is reflective of the West Wits Operations SLP budget, excludes the Corporate CSI budget as will be provided for in the Chairman's Fund, save for the NECTF and AmaMpondo Kingdom Agricultural project. This excludes the external funding from the Jobs Fund to the tune of R15 million with respect to match funding of the EDCs for Merafong Local Municipality and OR Tambo District Municipality.

Comments

ED- WW: No expenditure in 2015 was incurred due to the setting up of the Masakhisane fund a disbursement vehicle during 2015, The Masakhisane has been formally finalized and funds are expected to be disbursed in 2016.

LED: Projects implemented in the beginning of Q3 and Q4 2015 and are on due to be completed in Q1 2016

LEDP1: Development of a Community Park in Kokosi – Project is ongoing, implemented Q4 2015 and is expected to be completed Q1 2016

LEDP2 (WW SLP): Building of an administration block at Bholani Primary School in Port St Johns – Project is ongoing, implemented beginning of Q3 2015 and is nearing Completion stage.

LEDP3 (WW SLP): Refurbishment of a Science Laboratory at St John's College in Mthatha - Project implemented beginning of Q4 2015 and is to be completed Q1 2016.+

LEDP4 (WW SLP): Establishment of an Agricultural Project in OR Tambo District/AmaMpondo Kingdom – Project to be implemented Q1 2016 due to delays experienced in 2015, project is planned to be completed over 3 years

SI FUNDING: Actual spent in line with set budgeted amount in 2015.

LED PROJECTS		
Year	2015	2015 Actual
Budget	R7m	
LED Projects 2015-2019	LEDP1: Development of a Community Park in Kokosi (to partner with MCLM R1m) -R1m -Municipality commits to contributing additional R1m -MOU to be signed -Council Resolution to be sought	R0.5m
	LEDP2 (WW SLP): Building of an administration block at Bholani Primary School in Port St Johns - R0.4m	R0.2M
	LEDP3 (WW SLP): Refurbishment of a Science Laboratory at St John's College in Mthatha - R0.5m	R0.2m
	LEDP4 (WW SLP): Establishment of an Agricultural Project in OR Tambo District/AmaMpondo Kingdom - R6.0m (over 3 years)	-

6.3 FINANCIAL PROVISION FOR DOWNSCALING AND RETRENCHMENT

In this section we address:

REGULATION 46 (e) (iii) of the MPRDA as stated above.

The company provides for the management of downscaling and retrenchment in terms of its Business plan process, which includes provision for the human resources development initiatives, as well as the local economic development plan. The Labour Relations Act's process and requirements will precede any downscaling that may lead to retrenchments.

In the 2015-2018 Wage Agreement the payment of a minimum severance pay was increased from no less than R20 000.00 to no less than R30 000 by 2018. It will be increased in increments of R3500 in year one, and by R3500 in years 2 and 3, to amount to minimum a minimum severance pay of no less than R30 000 in 2018.

Severance pay will furthermore be calculated at no less than two weeks' pay for every year worked. The aforementioned is adequately provided for.

The company provides for the following when contemplating downscaling:

- An ex-gratia payment equivalent to one month's basic pay.
- 50% of the retrenchee's monthly basic pay for every completed year of continuous service, which is double the minimum amount required in terms of the Basic Conditions of Employment Act.

SECTION 7: REPORTING (MONITORING AND EVALUATION)

In this section we address the Mining charter requirements and MPRDA as detailed below.

Mining Charter Requirement:

In terms of Reporting (Monitoring and Evaluation) the amended BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING AND MINERALS INDUSTRY states:

Every mining company must report its level of compliance with the Mining Charter annually, as provided for by Section 28(2)(c) of the MPRDA. The Department shall monitor and evaluate, taking into account the impact of material constraints which may result in not achieving set targets.

The company's achievements against the ***Mining Charter scorecard*** achievements as at end December 2015 are as follows:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015					
No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2015	PROGRESS ACHIEVED BY 31 DECEMBER 2015
1	Reporting	Has the company reported the level of compliance with the Mining Charter for the Calendar year	Documentary proof of receipt from the department	Annually by 31 March	100%

7.1. Monitoring

The Senior Vice President: Sustainability is charged with the responsibility to ensure implementation of the Social and Labour Plan commitments in conjunction with the relevant Head of Disciplines and functional managers. A Sustainable Development Management Committee (SDMC) comprising all the relevant line functionaries oversee and monitor the implementation of the Social and Labour Plan programs and report to the SA Region Executive Committee which in turn reports to the AngloGold Ashanti Board Social, Ethics and Sustainability Committee on a quarterly basis.

7.2. Reporting

The Senior Vice President: Sustainability oversees the preparation and submission by the SA Region of AngloGold Ashanti Ltd on an annual basis, of compliance reports to the DMR and Chamber of Mines. Such reports will be in accordance as per agreement in the Company's Mining Rights Section 18.1-18.2 that stipulates that the company will annually no later than three months before the end of its financial year, submit a detailed implementation plan to give effect to the Regulation 46(e) (i) (ii) and (iii) in line with the Social and Labour Plan. The Company will also annually, not later than three months after the finalisation of its audited annual report, submit a detailed report on the implementation of the previous year's Social and Labour Plan.

7.3 Brief up-date on the Regulatory Framework with regards to the Mining Charter, MPRDA and court case between Chamber of Mines and DMR:

- This element shall be used to assess the mining companies' compliance with the Mining Charter.
- The SA region will submit its Mining Charter and SLP Reports for the Vaal River and West Wits Operations by the end of March 2016, as required by the MPRDA.
- In October 2015 the 12 months transitional period that was given to the various sectors of the economy to align their Sector Codes to the Amended BBBEE Codes came to an end.
- In October 2015, the Department of Trade and Industry (DTI) through its Minister, issued a Government Gazette exempting the Mining Industry from the BBBEE Codes for a period of 12 months to October 2016. During this period, the Mining Industry is expected to put in place a Mining Sector Code aligned, to the extent possible, to the Amended BBBEE Codes. Failure to put in place the Mining Sector Charter/Code may result in the Generic BBBEE Codes being applied to the Mining Sector.
- The new Minister of Mineral Resources has announced that the New Mining Charter will be released by the DMR in April 2016 and that the Amended MPRDA will also be amended soon to bring about regulatory certainty.
- AGA participates in the Chamber of Mines Mining Charter Reference Group charged with developing the mining industry's position on the New Mining Charter.
- AGA is busy conducting a BBBEE verification exercise using the services of an accredited verification agency, Sizwe Ntsaluba and Gobodo. The exercise will be completed by the end of March 2016. The aim of the exercise is to determine the gap between the Mining Charter and the BBBEE Codes and to develop an AGA position that will inform the Chamber of Mines position in the negotiation of the New Mining Charter.
- The Chamber of Mines and DMR case with regards to the Element of the Mining Charter Ownership before the Courts has been enrolled to be heard on the 15 March 2016.
- On the 12 February, the legal firm Malan Scholes Inc. who applied to the High Court to have their case enjoined with that of the Chamber of Mines. The case is that the Mining Charter is ultra-vires and thus has no force and effect. The Chamber intends to oppose this application on the basis that it will delay the hearing further. The new Minister of Mines has indicated that the DMR wants the abovementioned case withdrawn and settled out of Court. The Chamber is of the view that the case needs to be settled by the Court to bring about regulatory certainty.

SECTION 8: SUSTAINABLE GROWTH AND DEVELOPMENT

In this section we address the Mining Charter requirements and MPRDA as detailed below.

Mining Charter Requirement:

In terms of Sustainable Growth and Development the amended BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING AND MINERALS INDUSTRY states:

Mineral resources are non-renewable in nature, forthwith exploitation of such resources must emphasise the importance of balancing concomitant economic benefits with social and environmental needs without compromising future generations, in line with Constitutional provisions for ecological, sustainable development and use of natural resources. To this end, every mining company must implement elements of sustainable development commitments included in the “*Stakeholders’ Declaration on Strategy for the sustainable growth and meaningful transformation of South Africa’s Mining Industry of 30 June 2010 and in compliance with all relevant legislation*”, as follows:

- Improvement of the industry’s environmental management by:
 - Implementing environmental management systems that focus on continuous improvement to review, prevent, mitigate adverse environmental impact;
 - Undertake continuous rehabilitation on land disturbed or occupied by mining operations in accordance with appropriate regulatory commitments;
 - Provide for the safe storage and disposal of residual waste and process residues;
 - Design and plan all operations so that adequate resources are available to meet the closure requirements of all operations.
- Improvement of the industry’s health and safety performance by:
 - Implementing a management systems focused on continuous improvement of all aspects of operations that have a significant impact on the health and safety of employees, contractors and communities where mining takes place;
 - Providing all employees with health and safety training and require employees of contractors to have undergone such training;
 - Implement regular health surveillance and risk-based monitoring of employees.
- Stakeholders undertake to enhance the capacity and skills in relevant South African research and development facilities in order to ensure quality, quick turnaround, cost effectiveness and integrity of such facilities. To this extent, mining companies are required to utilise South African based facilities for the analysis of samples across the mining value chain.

The company's achievements against the **Mining Charter scorecard** achievements as at end December 2015 are as follows:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2015

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2015	PROGRESS ACHIEVED BY 31 DECEMBER 2015
8	Sustainable Development & Growth	Improvement of the industry's environmental management. Captured in company EMP which is submitted to DMR	Implementation of approved EMPs.	100%	100%
		Improvement of the industry's mine health and safety performance.	Implementation of tripartite action plan on health and safety.	100%	97.5%
		Utilisation of South African based research facilities for analysis of samples across the mining value chain	Percentage of samples in South African facilities	100%	100%

8.1 Environmental Management Compliance Report

AngloGold Ashanti received approval of its revised Environmental Management Programme (EMP) in 2012. AGA conducted an internal Environmental Performance Assessment during the 4th Quarter 2011 to serve as a baseline for compliance to the EMP. Environmental performance assessments will be conducted on a two-yearly basis from the date of EMP approval. The latest performance assessment was submitted to the DMR in 2014. Closure liability assessments are updated (annually) and the closure trust fund, with bank guarantees fully providing for premature closure.

AGA SA Region's environmental management strategy remains focussed on Integrated Water Management, Closure Planning, Waste Management and Knowledge Management, Legal Compliance, and the alignment of the environmental management programme with AngloGold Ashanti business management processes and overall sustainable development objectives:

AGA SA Region Surface Operations have retained ISO14001 certification since 2006. External legal compliance audits are conducted (2-yearly), supplemented by specific internal compliance assessments on key environmental authorisations such as water use licences, waste authorisations, certificates of registration, etc.

8.2 Health and Safety Compliance Report

TABLE 8.A								
Measure	Achievement current year	TARGETS					Points (Office use only)	
		2011	2012	2013	2014	2015	Maximum	Awarded
Implementation of culture transformation framework	85% See note 8.2.1	NA	50%	75%	100%	100%	2	1.7
Percentage of employees embarking on OHS representative training	8.33% See 8.2.2.	2%	4%	6%	8%	8%	2	2
Percentage of leading practices from MOSH Learning Hub investigated for implementation (1)	100% See 8.2.3	100%	100%	100%	100%	100%	2	2
Percentage of research findings from MHSC investigated for implementation	100% (NA 2016) See 8.2.4	100%	100%	100%	100%	100%	2	2
Health: Percentage of mandatory occupational health reports submitted	100% See 8.2.5	100%	100%	100%	100%	100%	2	2
Health: Adherence to HIV/AIDS and TB guidelines	Achieved See 8.2.6	Yes	Yes	Yes	Yes	Yes	2	2
TOTAL POINTS							12	11.7

(1) Only those leading practices and research findings completed during the current reporting period need to be investigated

8.2.1 CHARTER ELEMENT 7.1: IMPLEMENTATION OF THE CULTURE TRANSFORMATION FRAMEWORK (CTF)

The table below presents the scoring and calculations:

CTF Pillar	Score	CTF Pillar	Score
Leadership	4	Leadership	4
Risk Assessment	4	Risk Assessment	4
Bonuses and Performance Incentives	1	Bonuses and Performance Incentives	1
Leading Practices	4	Leading Practices	4
Elimination of discrimination	4	Elimination of discrimination	4
Total	17	Total	17
'Achievement Current Year'	$17/20 * 100 = 85\%$	'Points Awarded'	$17/10 = 1.7$

An updated portfolio of Supervisory Skills training is being rolled out to Team Leader, Miner, Shift Overseer and Mine Overseer levels. This includes courses such as: Leading for Safety and Performance, Basic / Advanced Supervisory Skills, Coaching for Safety & Performance and Leading for Safety Performance. These courses have been designed to give effect to, among others, the principles of the company's people and technical systems and especially the company's Safety Leadership Practices. Part of a comprehensive suite of psychometrics conducted on management participants is a 360 degree review to determine their behaviours in relation to the company's values and people practices.

The SAR EXCO agreed on a set of leadership behaviours. The intent is that these behaviours will be cascaded down through the various structures, taking input from employees at the various levels and configuring/translating them to suit the respective business units and department contexts, whilst retaining the underlying meaning thereof.

Although Leading Indicator incentive system is in place for senior management, it cannot be claimed to be in place for all levels in the organization as yet. It is important to match incentives with Safety Maturity, and this may not be appropriate for some time to come. An in depth analysis of the SA Region bonus landscape will be undertaken during 2016.

8.2.2 CHARTER ELEMENT 7.2: PERCENTAGE EMPLOYEES EMBARKING ON OHS REP TRAINING

	Total number of people employed by the mines including contractors	Number of employees trained, assessed and deemed competent on the MQA Accredited OHS rep course	Number of employees trained and deemed capable on the OHS rep course
Total:	17433	1453	2870
Guidance	"average annual return" of persons in service in 2014.	Number trained, assessed and found competent between 1 January 2009 and 31 December 2014	Number trained and found capable but have not completed the practical assessment between 1 January 2009 and 31 December 2014

8.2.3 CHARTER ELEMENT 7.3: PERCENTAGE OF LEADING PRACTICES FROM THE MOSH LEARNING HUB INVESTIGATED FOR IMPLEMENTATION

Leading Practice	Investigated?	Will adopt?	If adopting by When?	If Not Adopting Why?	
	Y/N ¹⁾	Y/N		Practice is Not Relevant	Mine has Superior Controls
Continuous Real-Time Monitoring of Airborne Pollutant Engineering Controls	TauTona – Yes Mponeng - Yes	TauTona – Yes Mponeng - Yes	Tautona – Done Mponeng - Done		

PROGRESS AND COMPLIANCE WITH ADOPTION OF LEADING PRACTICES ADOPTED PRIOR TO 2014

<u>Entry exam & making safe</u>	Mponeng	Tautona	Comment
1. Total number of crews that should be trained	74	262	
2. Total number of crews trained	74	262	
3. Total number of crews that complied 100% to the leading practice standard during the last inspection in 2014	74	262	
<u>Netting with bolting</u>			
1. Total number of working places in which nets should be installed	70	73	TT - bottom 10m
2. Total number of working places in which nets have been installed	70	73	
3. Total number of working places that complied 100% to the leading practice standard during the last inspection in 2014	70	62	TT – No bolts, nets bottom 10m.
<u>Triggered Action Response Plan (TARP)</u>			
1. Total number of places in your mine in which TARP has been rolled out	49	262	Mponeng - rollout in progress through crew training. Stopping completed and development scheduled for 2016
<u>HPD Selection Tool & Training and Awareness (Noise)</u>			
1. Total number of employees that should be trained	NA. Custom HPD	NA. Custom HPD	
2. Total number of employees that have been trained	NA	NA	
3. Total number of employees that complied 100% to the leading practice standard during the last inspection in 2014	NA	NA	

Footwall and Sidewall Treatment (Dust)	Mponeng	Tautona	Comment
1. Total kilometres that should be treated	186	387	
2. Total kilometres that have been treated	75.6	354.7	
3. Total kilometres that complied 100% to the leading practice standard during the last inspection in 2014	63,0	354.7	

Fogger/Mist sprays (Dust)

1. Number of units required	7	14	
2. Number of units installed	7	14	
3. Total number of units that complied 100% to the leading practice standard during the last inspection in 2014	7	0	

Multi Stage Filtration Systems (Dust)

1. Number of units that should be installed	7	46	
2. Number of units that have been installed	7	43	
3. Total number of units that complied 100% to the leading practice standard during the last inspection in 2014	7	43	

Winch Covers (Dust)

1. Number of scraper winch machines	107	244	Mponeng not adopting as yet due to different winch
2 Number of scraper winch machines that have been covered	0	215	
3. Total number of winch machines that complied 100% to the leading practice standard during the last inspection in 2014	0	215	

PDS: Hardrock Railbound Equipment

1. Number of levels that should adopt the leading practice functionalities	9	13	
2. Number of levels that adopted the leading practice functionalities			
a. VTV : Warn operators of detected vehicles	9	12	
b. VTB Vehicle to Fixed Beacons: To warn the operator	0	0	TT – Roll out Ph2
c. VTB Vehicle to Mobile Beacons: To warn the operator	0	0	
d. VTV : Guard Communication System	9	12	
e. VTV : Remote Signalling	9	12	
f. VTV : Remote Control, :”emergency stop” of vehicles entering or creating hazardous situation	9	0	

PDS: Hardrock Trackless Mobile Machinery

1. Number of units that should adopt the leading practice functionalities	70	2	
2. Number of units that adopted the leading practice functionalities			
a. VTP: Only warn pedestrian and equipment operator	68	2	
b. VTV: Warn operators of detected vehicles (audible and visual)	68	2	
c. Fixed and Mobile Beacons to warn the operator	0	0	

8.2.4 CHARTER ELEMENT 7.4: PERCENTAGE OF RESEARCH FINDINGS FROM THE MHSC INVESTIGATED FOR IMPLEMENTATION

No research projects were completed in 2015. No action required

Research Findings	Investigated? Y/N ¹	Will adopt? Y/N	If adopting by When?	If Not Adopting Why?		
				Practice is Not Relevant	Mine has Superior Controls	
NA						

Research findings considered prior to 2014 has progressed as follows:

SIM 040204: Evaluation of Shotcrete Performance			
Monitoring Indicators	Mponeng	Tautona	Comments
1. Number of Rock Engineers who should be trained on the use of shotcrete design methodology	3	4	
2. Number of Rock Engineers who have been trained on the use of shotcrete design methodology	2	3	
3. Number of shafts whose shotcrete design should comply with the design recommendation suggested by the research (SIM 040204: Evaluation of Shotcrete Performance research)	NA	2	
4. Number of shafts whose shotcrete design complies to the design recommendation suggested by the research (SIM 040204: Evaluation of Shotcrete Performance research)	NA	2	
5. Number of shafts in which the review of the implementation of the shotcrete design methodology should be conducted	NA	2	
6. Number of shafts in which the review of the implementation of the shotcrete design methodology have been conducted	NA	2	

SIM 100904 Personal Protective Equipment for WiM		
Monitoring Indicators	Company Progress	Comments
1. Number of mines which employ women in your company	2	
2. Does your mine have a concise policy on PPE for WiM in place?	Yes	
3. Have you mine implemented the PPE educational programme based on the PPE policy?	Yes	
4. Have you mine adopted promotional strategies to improve the use and maintenance of PPE?	Yes	
5. Have you mine adopted a comprehensive approach that brings together all sectors involved in PPE design; production; supply; selection and maintenance of PPE for WiM?	Yes	
6. Have your mine undertaken a survey on women PPE to identify problem areas of fit and comfort?	Yes	
7. Does your mine involve women in the selection of PPE, allowing trials for fit and comfort prior to purchasing PPE?	Yes	
8. Has your mine considered specifications provided in SANS 511:2011 for providing undergarments for women workers?	Yes	
9. Has your mine provided females with overalls which do not affect their dignity?	Yes	
10. Has your mine equipped females with underground toilets?	Yes	
11. Has your mine undertaken awareness programmes to train women employees on the dangers of suppressing urine; using nylon tights as undergarments; using cotton socks instead of nylon ones; etc.?	No	

8.2.5 CHARTER ELEMENT 7.5 PERCENTAGE OF MANDATORY OCCUPATIONAL HEALTH REPORTS SUBMITTED

TABLE 8.B		
Mandatory Reports	Submitted (Y/N)	Date Submitted
A. Medical Report		
1. Annual Medical Report (DMR90)	Yes	2015 report submitted on 28 February 2016
B. Hygiene Reports		
1. Particulates Personal Exposure Report Form - 21.9(2)(a).	Yes	Mponeng - 1/6/2015, 4/9/2015, 13/11/2015, Q4 TBS Tautona - 21/5/2015, 27/7/2015, 28/10/2015, 27 Jan 2016
2. Thermal Heat Stress Exposure Report Form - 21.9(2)(c).	Yes	Mponeng – 1/6/2015 Tautona – 21/5/2015
3. Personal Noise Exposure - Report Form - 21.9(2)(e)	Yes	Mponeng – 25/2/2015, 2016 TBS Tautona – 21/3/2015, 2016 TBS
TOTAL	4/4	

8.2.6 CHARTER ELEMENT 7.6: ADHERENCE TO HIV/AIDS AND TB GUIDELINES

TB Guidelines compliant to:	Do you have a signed off TB policy? (Y/N)	Date TB Policy signed	Annual TB programme review done (Y/N)	Date reviews done
1. NTBCP 2. DMR Guidance note	<p>Signed off TB policy – Yes Compliance to existing Guidelines – Yes</p> <p>TB & HIV programmes are aligned to the National TB Control Programmes, the DMR Guidance Note on TB, and the relevant National HIV/AIDS Guidelines.</p> <p>Work is ongoing within the tripartite structure of MITHAC (Mining Industry TB & HIV Advisory Committee) at the MHSC (Mine Health & Safety Council) to draft new industry guidelines on the integration of TB, HIV & Silicosis policies in the workplace going forward.</p>	<p>AGA Health approved TB Policy – Oct 2009, and revised 2012.</p> <p>Company specific policies & procedures will then be reviewed and updated in line with the DMR Guidelines once they have been finalised.</p>	<p>Yes – Chamber of Mines External TB Reviews</p> <p>Yes – DMR Mass H&S Audits</p> <p>Yes – Internal TB Reviews (AGA)</p> <p>Quality Assurance audits completed annually across all health disciplines within AGA Health</p>	<p>25- 26 January 2012 West Wits. Annual reviews have now been completed across Gold, Platinum & Coal sectors, and have been moved to the MHSC (Mine Health & Safety Council) going forward.</p> <p>23-26 January 2012 West Wits</p> <p>Q4 2013 West Wits</p> <p>Completed annually for 2014, and 2015 within AGA Health</p>
Is your HIV Guideline compliant to:	Do you have a signed off HIV policy? (Y/N)	Date HIV Policy signed	Report on HCT uptake (Y/N)	Date submitted to COM
1. HIV/AIDS National Guidelines	<p>Board approved HIV/AIDS policy – Yes Compliance to existing Guidelines – Yes</p> <p>TB & HIV programmes are aligned to the National TB Control Programme, the DMR Guidance Note on TB, and the relevant National HIV/AIDS Guidelines.</p> <p>Work is ongoing within the tripartite structure of MITHAC (Mining Industry TB & HIV Advisory Committee) at the MHSC (Mine Health & Safety Council) to draft new industry guidelines on the integration of TB, HIV & Silicosis policies in the workplace going forward.</p>	<p>AGA Board approved HIV Policy – April 2005.</p> <p>Company specific policies & procedures will then be reviewed and updated in line with the DMR Guidelines once they have been finalised.</p>	<p>Yes</p>	<p>Submitted monthly to AGA Business units, and quarterly to the Board of AGA.</p> <p>Previously submitted electronically to SABCOHA (Bizwell website) – July 2013 and January 2014. Given changes in senior management at SABCOHA, this is no longer a prerequisite.</p> <p>HCT submitted annually to the DMR and Chamber of Mines as part of the DMR164 forms – submitted in March 2014, Feb 2015, and Feb 2016.</p>
TOTAL	2/2		2/2	Total = 4/4

SECTION 9: BENEFICIATION

9.1 Beneficiation in South Africa

AngloGold Ashanti is the world's third largest gold producer, with 20 operations in 10 countries and is domiciled in South Africa. In all the countries in which we operate, governments are focusing on value-adding activities that benefit the local economies, either by increasing revenue or up-skilling their people. Adding value to our mineral product before export from the country of origin is a serious aspect of the business.

For AngloGold Ashanti, the notion of beneficiation or adding value to our product has been an integral part of the company's strategic vision and marketing activities since the inception of its marketing department in 1999. This was, at that time, a novel approach in an industry that had hitherto failed to consider that its responsibility continued after mining activity and went beyond the refinery to the end consumer. Since then, AngloGold Ashanti has undertaken a number of initiatives to support both upstream and downstream activities.

Although AngloGold Ashanti resigned as a member of the World Gold Council in 2014, our involvement was instrumental in initiatives that are aimed at supporting the gold market beyond South Africa. We also continue to conform to the Conflict-Free Gold Standard.

While the main emphasis of our activities has traditionally been in jewellery design and manufacturing, we plan to broaden our horizons to also include gold design in other disciplines. We are also investors in Rand Refinery (Pty) Limited, because gold refining is an important part of the process to convert our mined product to a metal form that can be used in inter alia jewellery, investment and technology.

9.2 Beneficiation initiatives in South Africa

AngloGold Ashanti has, over the past decade, committed itself to support the beneficiation of gold. This has included the provision of structural support to assist the growth and development of downstream industries.

9.2.1 Oro Africa

Our single largest beneficiation commitment is our long-term investment in Oro Africa, South Africa's largest jewellery manufacturer and exporter. The company invested in the region of R43m (\$6.1m) when it acquired its shareholding in 2000. AngloGold Ashanti's has a stake of 36% in Oro Africa.

This investment demonstrates our pledge to downstream activities, and presents potential for South Africa to leverage the depth of experience in terms of viable technical skills and practical business models in a highly competitive global jewellery market.

As South Africa's largest manufacturer and exporter of jewellery, Oro Africa continues to recruit and train scores of talented young South Africans in the art of jewellery creation. It serves clients throughout South Africa, North and South America, the United Kingdom, Australia and Mauritius, and is also looking to Dubai, the Middle East, India and China.

See www.oroafrica.co.za for more information.

9.2.2. AuDITIONS (The Global Gold Couture Jewellery Design competition)

AuDITIONS, the world's largest gold design competition celebrated its 13th anniversary in 2014. It is held biennially in South Africa and Brazil with the objective of inspiring designers to innovate with gold design. The competitions strive to increase gold's desirability and to advance and extend the boundaries of design by encouraging bold, new creations in high caratage gold. Entry to these competitions is targeted at design students and professionals, but is in fact open to all residents of the respective countries.

The Brazilian jewellery market is vibrant and the competition there centres around collaboration and sustainable development of the industry. In South Africa, entrants are invited to attend jewellery design seminars which provide valuable exposure to local and international best practice and design trends.

In South Africa, the Department of Mineral Resources added their endorsement and support of the AuDITIONS programme. The government also highlighted the importance of gold beneficiation and supports jewellery manufacture as part of South Africa's beneficiation strategy. The current challenges in the jewellery industry include a shortage of skills, under- investment in research and development and the rising price of gold. The focus is to create a more co-ordinated framework of research, development and investment to enable the country to develop a competitive edge in the production of jewellery and other artefacts.

AngloGold Ashanti understands that it is not the activity of gold mining that fascinates the world or evokes emotions, but the actual metal itself – as it is transformed through design into splendid, valuable items that define success, beauty and wealth. Through our AuDITIONS programme, we demonstrate the importance of investing in design talent.

See www.golddauditions.com for more information.

9.2.3 Gold of Africa Museum

In February 1999 AngloGold Ashanti acquired 350 West African gold artefacts from the Barbier-Mueller museum in Geneva, Switzerland to preserve the art of African goldsmithing and inspire contemporary design.

As a result of this acquisition, AngloGold Ashanti established the Gold of Africa Museum in Cape Town, which it hosted until late in 2014. This museum attracted local and international visitors, allowing them to experience the ancient, sometimes mystical, relationships that exist between the African continent and this precious metal. Although primarily home to the Barbier-Mueller collection, the Museum also exhibited objects from the ancient gold civilisations of southern Africa.

AngloGold Ashanti's decision to move the collection from the museum premises in Cape Town is aligned with its vision to share the historical and cultural significance of the collection with a wider global audience. The collection is currently in Johannesburg while the company is in negotiation with several interested parties to tour the collection and display it alongside similar collections.

9.2.4 Rand Refinery

AngloGold holds a 42.41% interest in Rand Refinery (Pty) Limited, a key player in the beneficiation/value-added chain in South Africa and on the African continent. Rand Refinery was established in 1920 and is certified by the London Bullion Market Association. This means it complies with the highest standards required by bullion banks, commodity traders and coin distributors. The Refinery goes beyond just refining doré; it produces gold cast bars, minted bars, semi-finished product, coins and certified

gold. These products are available to the South African and the global market. AngloGold Ashanti's investment in terms of time and resources in the Refinery places South Africa in a competitive position, opening up various beneficiation opportunities.

See www.randrefinery.co.za for more information

9.2.5 The Gold Zone

Through our significant stake in Rand Refinery, AngloGold Ashanti contributes to a number of beneficiation initiatives. The Gold Zone offers both local and international jewellery manufacturers a cost-effective location for their manufacturing facilities. Additional benefits include access to bulk manufactured semi-fabricated jewellery components and proximity to the Refinery. The latter is important as it provides easy access to facilities for re-refining any scrap gold produced in the jewellery manufacturing process.

This initiative aims to assist gold jewellery manufacturers to beneficiate African gold for export and to assist local communities with skills development. The Gold Zone, assisted by the African Growth Opportunity Act, offers the added advantage of exporting jewellery to the USA. The facility also houses a number of skills development projects aimed at uplifting local communities, and with a view to employment in the jewellery manufacturing industry.

The following projects are located in the Gold Zone:

Intsika Skills Beneficiation Project (Intsika) is a section 21 organisation. Using precious and semi-precious minerals and stones, it teaches skills in mineral beneficiation. Founded in 2002, it began operating in 2004 at its current location in the Gold Zone.

The project was developed to assist in the development of the youth, particularly given the high rate of unemployment in the area, as well as the need to promote beneficiation, encourage entrepreneurship and reduce poverty among young people from historically disadvantaged backgrounds. Trainees earn credits by participating in the project, and these can usually be applied towards a National Certificate in Jewellery Manufacturing.

The Ekurhuleni Jewellery Project was launched in mid-2009, and caters for industry-based skills programmes and the development of small, medium-sized and microenterprises (SMMEs). Learners receive some theoretical training, and participation in the project adds the necessary practical skills. It also provides them with a nationally recognised qualification. After a training period, learners are upskilled for the relevant industry.

These SMME incubators offer qualified, emerging jewellers access to fully-equipped workshops, production services and technical support. These entrepreneurs are provided with an opportunity to develop their own businesses in a secure and enabling environment sponsored by the Ekurhuleni municipality.

The Ekurhuleni Jewellery project provides support for the industry by providing accredited short courses, skills programmes and has a recognition-of-prior-learning system in its Training for the Trade programmes.

See www.randrefinery.co.za for more information.

ANNEXURES

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA

Country	Province	District	TEBA Office Desc	Contractors							Contractor Total	Mine employee										Mine employee Total	Grand Total			
				WW MET	WW MIN	WW MPO	WW SAR	WW SAV	WW TAU	AGAH		WW COR	WW DIV	WW MET	WW MPO	WW NUF	WW SAO	WW SAR	WW SAV	WW TAU	AGAH					
AUSTRALIA		AUSTRALIA	TOM WEST WITS						2	2															2	2
BOTSWANA		BOTSWANA CNTRL	MOLEPOLOLE														1	1	1						3	3
			PALAPYE																1						1	1
		BOTSWANA S.E.	MOLEPOLOLE																1						1	1
		KWENENG	MOLEPOLOLE									6				2	4	7							19	19
		MOCHUDI	MOLEPOLOLE																1						1	1
		NGWAKETSE	MOLEPOLOLE									1				1		8							10	10
			PALAPYE									1													1	1
		RAMOTSWA	MOLEPOLOLE									1					1	4							6	6
		NGWAKETSE	MOLEPOLOLE																1					1	1	1
LESOTHO		BUTHA BUTHE	BUTHA BUTHE						1	1			1	31				2	23						57	58
			LERIBE										1	3					1						5	5
			MASERU																2						2	2
		LERIBE	BUTHA BUTHE										2	13				2	9						26	26
			LERIBE					1	2	3		2	102			14	13	112							243	246
			MASERU									2	10						1						13	13
			MOKHOTLONG										1												1	1
			TEYATEYANENG										3				1	1	3						8	8
		MAFETENG	MAFETENG			2		1	1	4		4	146			11	14	68							243	247
			MASERU						2	2		39				1	3	9							52	54
			MOHALESHOEK										1						1						2	2
			QUTHING																2						2	2
		MASERU	MAFETENG									2							1						3	3
			MASERU			2			1	3		1	224			9	19	132							385	388
			QACHAS NEK										1												1	1
			TEYATEYANENG																1						1	1
		MOHALESHOEK	MAFETENG										2					2	2						6	6
			MASERU									1	25			1	2	11							40	40
			MOHALESHOEK					1	1	2		2	75			3	12	60							152	154
		MOKHOTLONG	LERIBE										2					4							6	6
			MASERU										1					1							2	2
			MOKHOTLONG						1	1			14				3	14							32	33
		QACHASNEK	MAFETENG										1												1	1
			MASERU			1				1			10					1	12						23	24
			MOHALESHOEK																1						1	1
			QACHAS NEK										9				2	2	10						23	23
		QUTHING	MAFETENG															1							1	1
			MASERU			1				1			3				1	1	5						10	11
			MOHALESHOEK																1						1	1
			QUTHING										27				2	4	22						55	55
		TEYATEYANENG	LERIBE						1	1			1	17			1	2	18						39	40
			MASERU										1	18			1	3	16						39	39
			TEYATEYANENG						2	2			5	53				11	40						109	111
		THABA TSEKA	MASERU											26				1	1	12					40	40
		LERIBE	MASERU																					2	2	2

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country	Province	District	TEBA Office Desc	Contractors							Contractor Total	Mine employee								Mine employee Total	Grand Total					
				WW MET	WW MIN	WW MPO	WW SAR	WW SAV	WW TAU	AGAH		WW COR	WW DIV	WW MET	WW MPO	WW NUF	WW SAO	WW SAR	WW SAV			WW TAU	AGAH			
MOZAMBIQUE		BILENE	RESSANO GARCIA				3		1	5		9				3	40			2	2	6		53	62	
		BOANE	RESSANO GARCIA													1	2					1		3	3	
		CANICADO	RESSANO GARCIA													1	7					1	2	11	11	
		CHIBUTO	RESSANO GARCIA				12			2	9		23					85			3	11	31		130	153
		CHICUALACUALA	RESSANO GARCIA														1								1	1
		FUNHALOURO	RESSANO GARCIA														1								1	1
		GOVURO	RESSANO GARCIA														1						1		2	2
		HOMOINE	RESSANO GARCIA							1	1		2				1	12				2	6		21	23
		INHAMBANE	RESSANO GARCIA														3						2		5	5
		INHARRIME	RESSANO GARCIA				3				1		4					11				1	14		26	30
		JANGAMO	RESSANO GARCIA									1	1					1					5		6	7
		LIMPOPO	RESSANO GARCIA				4			1	6		11				1	40			2	1	21		65	76
		MABALANE	RESSANO GARCIA															1							1	1
		MABOTE	RESSANO GARCIA															1							1	1
		MAGUDE	RESSANO GARCIA				2				1		3										4		7	10
		MANHICA	RESSANO GARCIA							1	6		7					19				2	10		31	38
		MANJACAZE	RESSANO GARCIA				8			1	9		18				2	25			1	7	23		58	76
		MAPUTO	RESSANO GARCIA			1		8		2	9		20				2	32			1	6	42		83	103
		MARRACUENE	RESSANO GARCIA				1				1		2					1					1		2	4
		MASSINGA	RESSANO GARCIA				3				9		12				1	24			1	6	21		53	65
		MATOLA	RESSANO GARCIA				5				6		11				1	18			1	5	25		50	61
		MAXXE	RESSANO GARCIA				2				1		3					10				3	5		18	21
		MORRUMBENE	RESSANO GARCIA				2				2		4					21			2	16			39	43
		MUCHOPES	RESSANO GARCIA														1	1					2		4	4
		NAMAACHA	RESSANO GARCIA															1					1		2	2
		NORTH OF SAVE RIVE	RESSANO GARCIA																				2		3	3
		PANDA	RESSANO GARCIA															3					2		5	5
		VILANCULOS	RESSANO GARCIA														1	2				1	4		8	8
		XAI-XAI	RESSANO GARCIA				8			3	7		18				1	67			3	9	58		138	156
		ZAVALA	RESSANO GARCIA				1			2	3		6				1	26				4	23		54	60
XAI-XAI	RESSANO GARCIA																				4	23	2	2	2	
SOUTH AFRICA	EASTERN CAPE	ADELAIDE	TOM WEST WITS						1			1												1	1	
		ALICE	TOM WEST WITS			1			1			3					6			2	2	3		13	16	
		ALIWAL NORTH	TOM WEST WITS					2				2					4				1	2		7	9	
		BIZANA	BIZANA															26			1	1	6		34	34
			CARLETONVILLE DEPOT															1							1	1
			FLAGSTAFF															2					1		3	3
			KLERKSDORP																		1				1	1
		BURGHERSDORP	TOM WEST WITS			2		9	9	3	9		32				8	93			6	15	52		174	206
		CALA	TOM WEST WITS															1							1	1
			KLERKSDORP																				1		1	1
		CATHCART	TOM WEST WITS					1	3	1		3	8				1	20			6	1	19		47	55
		COFIMVABA	TOM WEST WITS															1							1	1
			KLERKSDORP			1							1					1							1	2
		CRADOCK	TOM WEST WITS			2		3	4		1		10				5	33			8	7	21		74	84
		DORDRECHT	TOM WEST WITS															1					1		1	1
		EAST LONDON	TOM WEST WITS			1		1	3			2	7				7	8			2	3	8		28	35
		ELLIOT	TOM WEST WITS									1	1					2					3		5	6
		ELLIOTDALE	MTHATHA															1							1	1
			TOM WEST WITS			1		3	1	4			9					24			1	7	22		54	63
		ENGCOBO	KLERKSDORP															1					2		3	3
NGCOBO															1	7						8		16	16	
		TOM WEST WITS			9	2	13	11	3	12		50				11	144			8	24	76		263	313	

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country	Province	District	TEBA Office Desc	Contractors							Contractor Total	Mine employee									Mine employee Total	Grand Total											
				WW MET	WW MIN	WW MPO	WW SAR	WW SAV	WW TAU	AGAH		WW COR	WW DIV	WW MET	WW MPO	WW NUF	WW SAO	WW SAR	WW SAV	WW TAU			AGAH										
SOUTH AFRICA	EASTERN CAPE	FLAGSTAFF	FLAGSTAFF																10							1	6		17	17			
			KLERKSDORP																									1	1		2	2	
		TOM WEST WITS	2			8	9	1	8		28			1	85					4	15	43							148	176			
		FORT BEAUFORT					1				1				1							4						4		5	6		
		GCUWA	4			3	3				11				17					3	4	11							35	46			
		GRAHAMSTOWN									1									1									1	2	2		
		HERSCHEL	1								1																			2	2		
					STERKSPRUIT																4						1		1		6	6	
					TOM WEST WITS	4			4	2	1	4			15		2	39			2	8	20						2	71	86		
				HIGHFLATS	TOM WEST WITS												6						2				2	2		10	10		
				HOFMEYR	TOM WEST WITS				1						1																1	1	
				IDUTYWA	BUTTERWORTH												1												1	2	2		
					KLERKSDORP												1										1	1	3	6	6		
					TOM WEST WITS	7			14	10	2	10			43		5	51			8	6	46							116	159		
				INDWE	TOM WEST WITS												1					2	1						2	4	4		
				KEISKAMAHOEK	TOM WEST WITS																		4	4					1	11	11		
				KENTANI	BUTTERWORTH																							1		1	1	1	
					KLERKSDORP																							1		1	1	1	
					TOM WEST WITS				4	3	1	3			11			3	42			3	6	13						67	78		
				KING WILLIAMS TOWN	CARLETONVILLE DEPOT																									1	1	1	
					KLERKSDORP																									1	1	1	
					TOM WEST WITS	5	1	1	3			6			16			5	28			5	4	34						76	92		
				LADY FRERE	QUEENSTOWN																		1						1	1	1		
					TOM WEST WITS	2	1	5	2	1	1				12			2	16			3	2	11						34	46		
				LADY GREY	TOM WEST WITS																								1	3	3		
				LIBODE	KLERKSDORP																							3	1	5	5		
					MOUNT FRERE																								1	1	1		
					MTHATHA																									1	1	1	
					TOM WEST WITS	2			5	11	3	3			24			1	46			7	13	45						112	136		
				LUSIKISIKI	FLAGSTAFF																									1	2	2	
					KLERKSDORP																									1	1	1	
					LUSIKISIKI																								1	4	23	23	
					TOM WEST WITS	3			8	17	5	8			41			3	102			5	9	53						172	213		
				MACLEAR	TOM WEST WITS	2									2			10				2	2	4						18	20		
				MATATIELE	CARLETONVILLE DEPOT																									1	1	1	
					KLERKSDORP										1															1	3	4	
					MATATIELE																1								2	2	2	2	
					TOM WEST WITS	6			10	23	4	3			46	1		1	80			11	22	69						184	230		
				MIDDELBURG - CAPE	TOM WEST WITS				1						1								1							1	2	2	
				MIDDLEDRIFT	KINGWILLIAMSTOWN																									1	1	1	
					TOM WEST WITS					1		3			4			1	6			1	1	10						19	23		
				MOUNT AYLIFF	TOM WEST WITS	1			4	6		2			13			1	17			2	4	8						32	45		
				MOUNT FLETCHER	TOM WEST WITS				2	2		1			5			5	35			4	8	25						77	82		
				MOUNT FRERE	KLERKSDORP																								1	1	1	1	
					MOUNT FRERE																									1	3	6	6
					TOM WEST WITS	2	1	1	3	2	6				15			1	34			7	4	20						66	81		
				MQANDULI	KLERKSDORP																									2	2	2	
					MTHATHA																								2	3	3	3	
					TOM WEST WITS	5			7	4	3	4			23			1	38			6	3	28						76	99		
				MTHATHA	KLERKSDORP																									1	2	3	3
					MTHATHA																									3	5	5	
			TOM WEST WITS	5	1	14	10	4	6				40			5	83			14	16	57						175	215				
		NGQELENI	KLERKSDORP																									1	4	6	6		
			MTHATHA																									6	12	12			
			TOM WEST WITS	5			12	6	2	8			33			3	81			7	12	60						163	196				
		NQAMAKWE	BUTTERWORTH																									1	1	1	1		
			DUTYWA																									1	1	1	1		
			TOM WEST WITS	3			6	3	1	6			19			4	28			4	3	31						70	89				

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country	Province	District	TEBA Office Desc	Contractors							Contractor Total	Mine employee										Mine employee Total	Grand Total		
				WW MET	WW MIN	WW MPO	WW SAR	WW SAV	WW TAU	AGAH		WW COR	WW DIV	WW MET	WW MPO	WW NUF	WW SAO	WW SAR	WW SAV	WW TAU	AGAH				
SOUTH AFRICA	EASTERN CAPE	PEDDIE	TOM WEST WITS				1	3		2	6						2	3	8		20	26			
		PORT ELIZABETH	TOM WEST WITS	1		1					2			1			1		1			3	5		
			PORT ST JOHNS	TOM WEST WITS	2		6	5			2	15			2	24		2	3	21			52	67	
			QUEENSTOWN	TOM WEST WITS	1		2	3			2	8			2	16		2	4	3			27	35	
			QUMBU	CARLETONVILLE DEPOT												1							1	1	
				MOUNT FRERE															1				1	1	
				TOM WEST WITS	3		3	8	1		6	21			2	29		1	4	13			49	70	
			STERKSTROOM	TOM WEST WITS											2								2	2	
			STEYNSBURG	TOM WEST WITS														2					2	2	
			STUTTERHEIM	TOM WEST WITS			1		1		1	3				11		2	2	6			21	24	
			TABANKULU	KLERKSDORP												1							1	1	
				MOUNT FRERE															2	3			7	7	
				TABANKULU												1				7			8	8	
				TOM WEST WITS	1		12	3	3		6	25			2	47		5	8	36			98	123	
			TSOLO	KLERKSDORP															1				1	1	
				MTHATHA															1				1	1	
				TOM WEST WITS	6		4	7			2	19			1	36		7	4	33			81	100	
			TSOMO	KLERKSDORP																1			1	1	
				TOM WEST WITS	1	1		6			1	9			1	16		1	3	9			30	39	
			UGIE	TOM WEST WITS												1							1	1	
			WHITTLESEA	TOM WEST WITS	1		1	1				3				3		1		4			8	11	
			WILLOWVALE	KLERKSDORP															1	1			2	2	
				TOM WEST WITS	3		2	2	2		5	14			2	25		2	2	22			53	67	
		SOUTH AFRICA	FREE STATE	BETHLEHEM	TOM WEST WITS			1	1			2				5		1	3	3			12	14	
				BLOEMFONTEIN	KLERKSDORP															1	1			2	2
					TOM WEST WITS	5	1	6	5	1		7	25			2	30		3	2	21			58	83
	BOTHAVILLE			TOM WEST WITS	4	1		11	1		17				8			2	3			13	30		
	BRANDFORT			TOM WEST WITS											2							2	2		
	BULTFONTEIN			TOM WEST WITS											2				1	4			7	7	
	CLOCOLAN			TOM WEST WITS			1				1	2			1			1	1			3	5		
	DEWETSDORP			TOM WEST WITS											2							2	2		
	EDENVILLE			TOM WEST WITS			1					1								1			1	2	
	EXCELSIOR			TOM WEST WITS											2			1	2	1			6	6	
	FICKSBURG			CARLETONVILLE DEPOT												1							1	1	
				TOM WEST WITS	1		2				2	5			2	22		2	5	21			52	57	
	FOURIESBURG			TOM WEST WITS				1	1			2			1	5		2		3			11	13	
	HARRISMITH			TOM WEST WITS	1							1			2					2			4	5	
	HEILBRON			TOM WEST WITS																1			1	1	
	HENNINGMAN			TOM WEST WITS												2							2	2	
	HERTZOGVILLE			TOM WEST WITS											1								1	1	
	HOBHOUSE			TOM WEST WITS			1					1				2		1		1			4	5	
	HOOPSTAD			TOM WEST WITS												1							1	1	
	KROONSTAD			KLERKSDORP																	1		1	1	
				TOM WEST WITS			1				2	3			1	4		1		4			10	13	
	LADYBRAND			TOM WEST WITS			1	1	1	1		4				5		2	1	3			11	15	
	LINDLEY			TOM WEST WITS																1			1	1	
	MAROUARD			TOM WEST WITS												1				1			2	2	
	ODENDAALSRSUS			TOM WEST WITS			1	1	1	1		4	1		2	16		6	1	4			30	34	
	PARYS			TOM WEST WITS			1		2			3			1	4		3	2	4			14	17	
	PAUL ROUX			TOM WEST WITS	1							1												1	
	PETRUS STEYN			TOM WEST WITS							1	1												1	
	PETRUSBURG			TOM WEST WITS														1					1	1	
	REITZ			TOM WEST WITS											1								1	1	
	ROUXVILLE			TOM WEST WITS																1			1	1	

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country	Province	District	TEBA Office Desc	Contractors							Contractor Total	Mine employee										Mine employee Total	Grand Total		
				WW MET	WW MIN	WW MPO	WW SAR	WW SAV	WW TAU	AGAH		WW COR	WW DIV	WW MET	WW MPO	WW NUF	WW SAO	WW SAR	WW SAV	WW TAU	AGAH				
SOUTH AFRICA	FREE STATE	SENEKAL	TOM WEST WITS													4			1	1	4		10	10	
		SPRINGFONTEIN	TOM WEST WITS				1						1												1
		STEYNSRUST	TOM WEST WITS	1			1						2								1	1		2	4
		THABA NCHU	TOM WEST WITS				1						1		3	12				2	8	8		33	34
		THEUNISSEN	TOM WEST WITS	1									1			5				2		3		10	11
		VENTERSBURG	TOM WEST WITS						1				1			3						2		5	6
		VILJOENSKROON	KLERKSDORP	3									3			1	2							3	6
			TOM WEST WITS	2			1	1					4			4	4			3		3		14	18
		VIRGINIA	TOM WEST WITS	2			4	6	2				14			17				2		4		23	37
		VREDEFORT	KLERKSDORP													1								1	1
			TOM WEST WITS					1	1				2			4				1		1		6	8
		WELKOM	KLERKSDORP								2	1	3							2		1	8	11	14
			TOM WEST WITS	4	1	9	6	4	12				36	5		11	65		2	32	6	29		150	186
		WEPENER	TOM WEST WITS					1					1			2	9			1		5		17	18
		WESSELBRON	KLERKSDORP								1		1											1	1
			TOM WEST WITS	2	1	1	2						6			2				1		2		5	11
		WINBURG	TOM WEST WITS						2	1			3			1								1	4
		WITZIESHOEK	KLERKSDORP																			1		1	1
			TOM WEST WITS	1			1	1	1	2			6			5	23	1		10	5	13		57	63
		ZASTRON	TOM WEST WITS	2				1		1			4		1	8				1		4		14	18
SOUTH AFRICA	GAUTENG	ALBERTON	TOM WEST WITS				2	2		1		5			1				1				2	7	
		BENONI	TOM WEST WITS	28	1	1	1	1	1			32			7				1		6		14	46	
		BOKSBURG	TOM WEST WITS	7				1				8									5		5	13	
		BRAKPAN	TOM WEST WITS				1	2				3	1		1						1		3	6	
		BRONKHORSTSPRUIT	TOM WEST WITS													1					2		3	3	
		CARLETONVILLE	CARLETONVILLE DEPOT													1					1		2	2	
			KLERKSDORP												1			1	3	1	5		11	11	
			TOM WEST WITS	115	38	187	449	37	146	75			1047	21		154	1021	3	2	357	276	820	439	3093	4140
		EVATON	TOM WEST WITS	1			1	3	1	2			8			3	9	1			3	8		24	32
		GERMISTON	TOM WEST WITS	5			2			2			9	1		10				2	1	5		19	28
		HAMMANSKRAAL	TOM WEST WITS	5			1			2			8			4				1		1		6	14
		HEIDELBERG - TVL	TOM WEST WITS								1		1							1	1	1		3	4
		JOHANNESBURG	KLERKSDORP													1				1	1			3	3
			TOM WEST WITS	21	5	19	20	4	19				88	1		4	87	3		20	10	44		169	257
		KAGISO	KLERKSDORP	1									1											1	1
			TOM WEST WITS													1								1	1
		KEMPTON PARK	TOM WEST WITS	7	1	2	2			1			13			4				4				8	21
		KRUGERSDORP	TOM WEST WITS	8	1	6	1	1	5				22			1	6	3		5	3	6		24	46
		MOHLAKENG	TOM WEST WITS				1						1											1	1
		NIGEL	TOM WEST WITS																			1		1	1
		PRETORIA	KLERKSDORP					1					1											1	1
			TOM WEST WITS	10	13	6	8			4			41	1		1	9			9		7		27	68
		RANDFONTEIN	KLERKSDORP	1									1											1	1
			TOM WEST WITS	16	1	16	2	3	15				53			29	2	1		2	3	9		46	99
		ROODEPOORT	TOM WEST WITS	4			3	4	1	2			14			3	1			2	2	1		9	23
		SEBOKENG	TOM WEST WITS				2			1			3			2	12					8		22	25
		SPRINGS	KLERKSDORP	1									1											1	1
			TOM WEST WITS	9			2						11	1		1	4					1		7	18
		VANDEBIJLPARK	TOM WEST WITS	8				11		6			25			2	4			1	2	5		14	39
		VEREENIGING	TOM WEST WITS	4			2	6		4			16	1		3	17			6	2	5		34	50
WESTONARIA	KLERKSDORP																	1				1	1		
	TOM WEST WITS	11	1	12	10	2	5				41			2	41	1		5	12	21		82	123		

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country	Province	District	TEBA Office Desc	Contractors								Contractor Total	Mine employee										Mine employee Total	Grand Total	
				WW MET	WW MIN	WW MPO	WW SAR	WW SAV	WW TAU	AGAH	WW COR		WW DIV	WW MET	WW MPO	WW NUF	WW SAO	WW SAR	WW SAV	WW TAU	AGAH				
SOUTH AFRICA	KWAZULU NATAL	BERGVILLE	TOM WEST WITS	2								2											2	4	
		DUNDEE	TOM WEST WITS																					2	2
		DURBAN	KLERKSDORP	1									1										1	1	2
			TOM WEST WITS	1	1	3	2	1					8						1	2	7			24	32
		EMPANGENI	KLERKSDORP																				1	1	1
			TOM WEST WITS			1					2		3			1	8				2	8		19	22
		EMZUMBI	TOM WEST WITS																					1	1
		ESHOWE	TOM WEST WITS												3	5							4	12	12
		ESTCOURT	TOM WEST WITS	1								1				2								2	4
		GRABOUW	TOM WEST WITS												1	1						1		3	3
		GREYTOWN	TOM WEST WITS				1	1						2		1	1				1			3	5
		HARDING	TOM WEST WITS												1	13				1	3	6		24	24
		HLABISA	TOM WEST WITS													2								2	4
		HLUHLUWE	TOM WEST WITS				1							1		6						1	1	8	9
		HOWICK	TOM WEST WITS													1							2	3	3
		INGWAVUMA	CARLETONVILLE DEPOT													1								1	1
			TOM WEST WITS			5		2	2	1	4			14		4	78			1	6	37		126	140
		IXOPO	TOM WEST WITS	1										1		1	10					8		19	20
		IZINGOLWENI	TOM WEST WITS													1	1					2	1	5	5
		KOKSTAD	TOM WEST WITS						1			1				2						1	1	4	6
		KRANSKOP	TOM WEST WITS						1						1										1
		KWANGWANASE	TOM WEST WITS														2						4	6	6
		LADYSMITH - NATAL	TOM WEST WITS						2						4		1				4		3	8	12
		MAHLABATINI	TOM WEST WITS	1											1		11				1	3	11	26	27
			ULUNDI RECRUITING														1						3	4	4
		MELMOTH	TOM WEST WITS					1							1		6					1	3	10	11
		MKUZE	TOM WEST WITS				2			1	3				6		17					1	5	23	29
		MTUBATUBA	TOM WEST WITS	2							1				3		1	9					3	13	16
		MTUNZINI	TOM WEST WITS																				1	1	1
		NEWCASTLE	KLERKSDORP														1					1		2	2
			TOM WEST WITS	1			1								2		1	6			1		3	11	13
		NGOTSHE	TOM WEST WITS														1							1	1
		NKANDHLA	TOM WEST WITS						1						1		1							1	2
		NONGOMA	KLERKSDORP														2						1	4	4
			NONGOMA														2							2	2
			TOM WEST WITS	1	1	3	2				6			13		77				3	10	37		127	140
		NQUTU	TOM WEST WITS									1			1		5					1	2	8	9
		ONGOYE	TOM WEST WITS													1								1	1
		PAULPIETERSBURG	TOM WEST WITS														1					1		2	2
		PIETERMARITZBURG	TOM WEST WITS				1			1					2		5						5	10	12
		PINETOWN	TOM WEST WITS									1			1		2							2	3
		PONGOLA	TOM WEST WITS			1	3	2	2	6				14		17				4	1	11		33	47
		PORT SHEPSTONE	TOM WEST WITS						1	1	1				3		4			1	1	3		9	12
		STANGER	TOM WEST WITS													1	3						1	5	5
		TUGELA FERRY	TOM WEST WITS									1			1		1						3	4	5
		UBOMBO	TOM WEST WITS	1			1					1			3		1						7	8	11
		UMBUMBULU	TOM WEST WITS														1							1	1
UMLAZI	TOM WEST WITS																				1	1	1		
UMZIMKULU	HARDING																					1	1		
	KLERKSDORP														1							1	1		
	TOM WEST WITS			3		2	2		1				8		6	29	1		8	5	22	71	79		
	UMZIMKULU																				2	2	2		
UMZINTO	TOM WEST WITS						1						1								2	2	3		
UTRECHT	TOM WEST WITS													1								1	1		
VERULAM	TOM WEST WITS													1								1	1		
VRYHEID	TOM WEST WITS	1					2						3		1	6	1		2	2	7	19	22		

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country	Province	District	TEBA Office Desc	Contractors							Contractor Total	Mine employee										Mine employee Total	Grand Total					
				WW MET	WW MIN	WW MPO	WW SAR	WW SAV	WW TAU	AGAH		WW COR	WW DIV	WW MET	WW MPO	WW NUF	WW SAO	WW SAR	WW SAV	WW TAU	AGAH							
SOUTH AFRICA	LIMPOPO	BOCHUM	TOM WEST WITS												2							1		3	3			
		BOLOBEDU	TOM WEST WITS																				1		1	1		
		BUSHBUCKRIDGE	BUSHBUCKRIDGE																				1		1	1		
				KLERKSDORP																				1		1	1	
				TOM WEST WITS		5		9	1	4	10		29			5	32				7	9		43		96	125	
			DRIEKOP	TOM WEST WITS							1		1											1		12	13	
			GIYANI	GIYANI																				1		1	1	
				TOM WEST WITS		2		4	4	2	3		15			1	18				6	2	13			40	55	
			LOUIS TRICHARDT	TOM WEST WITS				2					2				4				1		2			7	9	
			MALAMULELE	TOM WEST WITS		1			1				2			3	6				1		4			14	16	
			MESSINA	TOM WEST WITS		1							1				1				1					2	3	
			MHALA	TOM WEST WITS													1				1	2				4	4	
			MOKERONG	TOM WEST WITS																				1		1	1	
			MUTALE	TOM WEST WITS													2				1		1			4	4	
			PHALABORWA	TOM WEST WITS						1			1			1	2				1		5			9	10	
			PIETERSBURG	TOM WEST WITS												1								1		5	5	
			POLOKWANE	KLERKSDORP							1		1											3		5	5	
				TOM WEST WITS		4	1	9	6	1	9		30			4	20				11	4	22			61	91	
			POTGIETERSRUS	TOM WEST WITS		1			1				2			2	2					1	1			6	8	
			RITAVI	TOM WEST WITS													1				1		1			3	3	
			SEKHUKHUNE	TOM WEST WITS													3						1			4	4	
			SESHEGO	TOM WEST WITS																	1					1	1	
			SIBASA	KLERKSDORP							1		1													1	1	
				TOM WEST WITS				1	2				3	1			9				3	3	5			21	24	
			SOEKMEKAAR	TOM WEST WITS												1										1	1	
			THABAMOPOO	TOM WEST WITS												1							1			2	2	
			THABAZIMBI	TOM WEST WITS							1		1													1	1	
			TZANEEN	TOM WEST WITS			3	1			1		5			5	15				4	1	18			43	48	
			VUWANI	TOM WEST WITS										1		2	1									4	4	
		SOUTH AFRICA	MPUMALANGA	BARBERTON	TOM WEST WITS			1		2	2		5									1	3			9	14	
				BELFAST	TOM WEST WITS					1		1		2													2	2
				BETHAL	TOM WEST WITS				1					1													1	1
CAROLINA	TOM WEST WITS							1				1								1					1	2		
DELMAS	TOM WEST WITS				1							1													1	1		
ERMELO	TOM WEST WITS									1		1	1			2						1			4	5		
EVANDER	TOM WEST WITS															1									1	1		
GROBLERSDAL	KLERKSDORP																			1					1	1		
	TOM WEST WITS						2					2			1	4					1	1			7	9		
KOMATIPOORT	TOM WEST WITS				1		2	1	2	1		7			1	18						2	8		29	36		
LYDENBURG	TOM WEST WITS				1				1			2										2			2	4		
MIDDLEBURG - TVL	TOM WEST WITS				1		2					3				3					1				4	7		
NELSPRUIT	KLERKSDORP										1		1													1	1	
	MALELANE																1									1	1	
	TOM WEST WITS				7		11	3	3	18		42			2	44				1	3	25			75	117		
PIET RETIEF	TOM WEST WITS				1			3	1	1		6				14					2	2	2			18	24	
STANDERTON	TOM WEST WITS										1		1			1	1									4	5	
WHITE RIVER	TOM WEST WITS										1		1								1					1	2	
WITBANK	TOM WEST WITS				1		2	1		1		5				3										3	8	

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country	Province	District	TEBA Office Desc	Contractors							Contractor Total	Mine employee										Mine employee Total	Grand Total		
				WW MET	WW MIN	WW MPO	WW SAR	WW SAV	WW TAU	AGAH		WW COR	WW DIV	WW MET	WW MPO	WW NUF	WW SAO	WW SAR	WW SAV	WW TAU	AGAH				
SOUTH AFRICA	NORTH WEST	BLOEMHOF	KLERKSDORP																				1	1	1
			TOM WEST WITS	1							1			1									1	1	2
		BOITEKONG	1							1														1	
		BRITS	1	2	1					3			5								1	6	13		
		CHRISTIANA	1																			1		1	
		DELAREYVILLE	1	1	1	7	1	2					13			1	6		2	1	4	14	27		
		DITSOBOTA											2	2			1	1				6	6		
		GANYESA											6				1	2				9	9		
		KLERKSDORP	55		3	7		8					73			6	9	1	2	16	9	17	1	61	134
		TOM WEST WITS	32	10	43	50	2	24					161	3	2	57	186	7	8	112	26	83		484	645
		LICHTENBURG	3			1							4			4	10			6		8		28	32
		MADIKWE			1								1				1							1	2
		MAHIKENG	CARLETONVILLE DEPOT														1							1	1
			KLERKSDORP							2			1											1	3
		TOM WEST WITS	2		2	6	1	5					16			6	22			11	10	23		72	88
		MOLOPO																			1			1	1
		PILANESBERG					1						1		1									2	3
		POTCHEFSTROOM	KLERKSDORP			2	1						3						1	1				3	6
			TOM WEST WITS	11	6	15	16	1	5				54	10		27	147	1		56	19	105		365	419
		RUSTENBURG	3		6	2	5	2					18			1	23					5		35	53
		SCHWEIZER RENEKE	KLERKSDORP	2									2											2	2
			TOM WEST WITS	6									6						2					2	8
		TAUNG	KLERKSDORP	2									2			1					1			2	4
			TOM WEST WITS	6		2	5		5				18			8	13	1		4	5	12		43	61
		VENTERSDORP	2	3	3	4	2	1					15			4	6			2	2	6		20	35
		VRYBURG	3		6	4		1					14			2	7			3	5	8		25	39
		WOLMARANSTAD	KLERKSDORP	2									2											2	2
			TOM WEST WITS	12	1	2	1	3					19			1	6			2	1	4		14	33
		ZEERUST	KLERKSDORP																		1			1	1
			TOM WEST WITS	1									1			6	27			1	2	4		40	41
SOUTH AFRICA	NORTHERN CAPE	HARTSWATER	TOM WEST WITS																2				2	2	
		KIMBERLEY	KLERKSDORP							1			1										1	1	
			TOM WEST WITS	1		1	1		2				5			1	4			1	1		7	12	
		KURUMAN	KLERKSDORP																		1			1	1
			TOM WEST WITS	1			2		1				4			2	6			1	4	5		18	22
		PRIESKA	TOM WEST WITS													1								1	1
		UPINGTON	TOM WEST WITS		1								2											2	2
		WARRENTON	TOM WEST WITS				1						1			30	1			5		2		38	39
SOUTH AFRICA	WESTERN CAPE	CAPE PENINSULA	TOM WEST WITS						1									2	1	1		6	7		
		HEIDELBERG - CAPE	TOM WEST WITS						1														1	1	

ANNEXURE 1.2: LOCALITY MAP OF SOUTH AFRICA REGION WEST WITS OPERATIONS



ANNEXURE 2.1: FORM Q

Note: Due to the large scale of the company, the number on employees reflected in the preamble, introduction and Annexure 1.1 differs from that of the Form Q, as the info is sourced at different times on the system by different departments.

AGA WEST WITS TOTAL AS AT DECEMBER 2015

Band	NQF LEVEL	OLD SYSTEM	Male				Female				Male Total	Female Total	Grand Total
			African	Coloured	Indian	White	African	Coloured	Indian	White			
General Education and Training		No Schooling / Unknown	202	2	5	83	79	1	0	36	292	116	408
		Pre-AET Fail	696	2	0	0	1	0	0	0	698	1	699
		Pre-AET	1228	3	0	0	26	0	0	0	1231	26	1257
		Grade 1 / Sub A	77	0	0	0	0	0	0	0	77	0	77
		Grade 2 / Sub B	18	0	0	0	0	0	0	0	18	0	18
		Grade 3 / Std 1 / AET 1	708	1	0	0	41	0	0	0	709	41	750
		Grade 4 / Std 2	124	0	0	0	0	0	0	0	124	0	124
		Grade 5 / Std 3 / AET 2	431	0	0	1	30	0	0	0	432	30	462
		Grade 6 / Std 4	169	0	0	0	2	0	0	0	169	2	171
		Grade 7 / Std 5 / AET 3	541	1	0	1	10	0	0	0	543	10	553
Further Education and Training		Grade 8 / Std 6	155	0	0	4	5	0	0	0	159	5	164
	1	Grade 9 / Std 7 / AET 4 / General Education Certificate / N1	1004	0	0	17	55	0	0	2	1021	57	1078
	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	664	4	0	142	109	1	0	6	810	116	926
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	1235	2	1	149	276	1	0	5	1387	282	1669
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	2442	18	1	339	661	10	2	140	2800	813	3613
Higher Education and Training	5	Higher Certificate	97	0	0	50	96	0	0	22	147	118	265
	6	Advanced Certificate / Diploma	82	2	2	18	66	1	0	15	104	82	186
	7	Bachelor Degree (360 credits) / Advanced Diploma	45	4	3	20	61	3	1	29	72	94	166
	8	Honours Degree / Postgraduate Diploma / Bachelors Degree (480 credits)	17	2	3	21	13	2	2	10	43	27	70
	9	Masters Degree	1	0	2	2	3	0	0	2	5	5	10
	10	Doctoral Degree	0	0	0	2	0	0	0	1	2	1	3
Grand Total			9936	41	17	849	1534	19	5	268	10843	1826	12669

CONTRACTORS LEVEL 1 WEST WITS TOTAL AS AT DECEMBER 2015

Band	NQF LEVEL	OLD SYSTEM	Male				Female				Male Total	Female Total	Grand Total
			African	Coloured	Indian	White	African	Coloured	Indian	White			
General Education and Training		No Schooling / Unknown	589	9	0	66	125	0	0	5	664	130	794
		Pre-AET Fail	6	1	0	0	0	0	0	0	7	0	7
		Pre-AET	14	0	0	0	0	0	0	0	14	0	14
		Grade 1 / Sub A	3	0	0	0	0	0	0	0	3	0	3
		Grade 2 / Sub B	1	0	0	0	0	0	0	0	1	0	1
		Grade 3 / Std 1 / AET 1	13	0	0	0	1	0	0	0	13	1	14
		Grade 4 / Std 2	5	0	0	0	0	0	0	0	5	0	5
		Grade 5 / Std 3 / AET 2	12	0	0	0	1	0	0	0	12	1	13
		Grade 6 / Std 4	11	0	0	0	0	0	0	0	11	0	11
		Grade 7 / Std 5 / AET 3	11	0	0	1	1	0	0	0	12	1	13
Further Education and Training	1	Grade 8 / Std 6	12	0	0	0	1	0	0	0	12	1	13
		Grade 9 / Std 7 / AET 4 / General Education Certificate / N1	29	0	0	0	3	0	0	0	29	3	32
	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	36	1	0	4	9	0	0	0	41	9	50
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	41	0	0	14	13	0	0	0	55	13	68
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	60	0	0	9	31	0	0	1	69	32	101
	5	Higher Certificate	1	0	0	0	0	0	0	0	1	0	1
	6	Advanced Certificate / Diploma	0	0	0	0	0	0	0	0	0	0	0
Higher Education and Training	7	Bachelor Degree (360 credits) / Advanced Diploma	0	0	0	0	0	0	0	0	0	0	0
	8	Honours Degree / Postgraduate Diploma / Bachelors Degree (480 credits)	0	0	0	0	0	0	0	0	0	0	0
	9	Masters Degree	0	0	0	0	0	0	0	0	0	0	0
	10	Doctoral Degree	0	0	0	0	0	0	0	0	0	0	0
Grand Total			844	11	0	94	185	0	0	6	949	191	1140

GRAND TOTAL WEST WITS (AGA, CONTRACTORS AND AGAH) AS AT DECEMBER 2015

Band	NQF LEVEL	OLD SYSTEM	Male				Female				Male Total	Female Total	Grand Total
			African	Coloured	Indian	White	African	Coloured	Indian	White			
General Education and Training		No Schooling / Unknown	791	11	5	149	204	1	0	41	956	246	1202
		Pre-AET Fail	702	3	0	0	1	0	0	0	705	1	706
		Pre-AET	1242	3	0	0	26	0	0	0	1245	26	1271
		Grade 1 / Sub A	80	0	0	0	0	0	0	0	80	0	80
		Grade 2 / Sub B	19	0	0	0	0	0	0	0	19	0	19
		Grade 3 / Std 1 / AET 1	721	1	0	0	42	0	0	0	722	42	764
		Grade 4 / Std 2	129	0	0	0	0	0	0	0	129	0	129
		Grade 5 / Std 3 / AET 2	443	0	0	1	31	0	0	0	444	31	475
		Grade 6 / Std 4	180	0	0	0	2	0	0	0	180	2	182
		Grade 7 / Std 5 / AET 3	552	1	0	2	11	0	0	0	555	11	566
		Grade 8 / Std 6	167	0	0	4	6	0	0	0	171	6	177
Further Education and Training	1	Grade 9 / Std 7 / AET 4 / General Education Certificate / N1	1033	0	0	17	58	0	0	2	1050	60	1110
	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	700	5	0	146	118	1	0	6	851	125	976
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	1276	2	1	163	289	1	0	5	1442	295	1737
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	2502	18	1	348	692	10	2	141	2869	845	3714
	5	Higher Certificate	98	0	0	50	96	0	0	22	148	118	266
Higher Education and Training	6	Advanced Certificate / Diploma	82	2	2	18	66	1	0	15	104	82	186
	7	Bachelor Degree (360 credits) / Advanced Diploma	45	4	3	20	61	3	1	29	72	94	166
	8	Honours Degree / Postgraduate Diploma / Bachelors Degree (480 credits)	17	2	3	21	13	2	2	10	43	27	70
	9	Masters Degree	1	0	2	2	3	0	0	2	5	5	10
	10	Doctoral Degree	0	0	0	2	0	0	0	1	2	1	3
Grand Total			10780	52	17	943	1719	19	5	274	11792	2017	13809

ANNEXURE 2.2: FORM R – HARD TO FILL VACANCIES

TOTAL WEST WITS CRITICAL AND SCARCE SKILLS		
DISCIPLINE	POSITION	OCCUPATIONAL LEVEL
Mining	Production/General Managers	Senior Management
Mining	Mining Engineers	Middle Management
Mining	Section Managers	Middle Management
Mining	Mine Overseers	Middle Management
Engineering	Engineering Managers	Senior Management
Engineering	Engineers - Electrical, Mechanical, Rock Engineers, Section Engineers	Middle Management
Engineering	Senior/Rock Engineering Officers	Middle Management
Engineering	Artisans - Riggers, Ropesman, Diesel Mechanics, Instrument technicians, etc.	Junior Management
Engineering	Winding Engine Drivers	Junior Management
MRM	MRM Managers/Geosciences Managers	Senior Management
MRM	Senior/Geologists	Middle Management
MRM	Senior/Surveyor/Evaluators/Planners	Middle Management
MRM	Mine Planning Technician	Middle Management
MRM	Draughtsperson	Middle Management
Metallurgy	Metallurgical Engineers	Middle Management
Metallurgy	Metallurgical/Plant Managers	Middle Management
Metallurgy	Metallurgist	Middle Management

ANNEXURE 2.3: FORM S – WEST WITS: BUSINESS UNITS % HDSA ACTUALS

TABLE 2.3.H: MPONENG MINE EE ACTUAL AS AT 31 DECEMBER 2015													
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2015 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	100%	25.0%	40%
Prof.qual. - Mid Mngmnt.	21.3%	4.0%	4.0%	2.7%	0.0%	0.0%	5.3%	62.7%	0.0%	0.0%	100%	37.3%	40%
Skilled Technical	39.7%	0.7%	0.2%	5.7%	0.1%	0.0%	2.2%	38.9%	12.3%	0.1%	100%	48.7%	40%
Semi-skilled	54.6%	0.1%	0.0%	4.2%	0.1%	0.0%	0.4%	1.0%	39.7%	0.0%	100%	59.3%	No Target
U/skilled & Def. dec. making	60.5%	0.0%	0.0%	11.5%	0.0%	0.0%	0.0%	0.2%	27.5%	0.4%	100%	72.0%	
Total Permanent	55.3%	0.2%	0.1%	8.5%	0.0%	0.0%	0.5%	6.7%	28.5%	0.2%	100%	64.6%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100%	0.0%	No Target
GRAND TOTAL	55.3%	0.2%	0.1%	8.4%	0.0%	0.0%	0.5%	6.8%	28.4%	0.2%	100%	64.6%	

TABLE 2.3.H: TAU TONA EE ACTUAL AS AT 31 DECEMBER 2015													
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2015 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	100%	25.0%	40%
Prof.qual. - Mid Mngmnt.	21.8%	1.8%	1.8%	9.1%	0.0%	0.0%	16.4%	47.3%	1.8%	0.0%	100%	50.9%	40%
Skilled Technical	49.6%	1.6%	0.0%	7.7%	0.2%	0.0%	2.8%	30.4%	7.7%	0.0%	100%	61.9%	40%
Semi-skilled	56.3%	0.0%	0.0%	3.6%	0.0%	0.0%	0.5%	0.5%	39.2%	0.0%	100%	60.4%	No Target
U/skilled & Def. dec. making	62.7%	0.1%	0.0%	10.3%	0.0%	0.0%	0.0%	0.3%	26.1%	0.5%	100%	73.1%	
Total Permanent	58.7%	0.3%	0.1%	8.1%	0.0%	0.0%	0.7%	4.8%	27.1%	0.3%	100%	67.8%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	No Target
GRAND TOTAL	58.7%	0.3%	0.1%	8.1%	0.0%	0.0%	0.7%	4.8%	27.1%	0.3%	100%	67.8%	

TABLE 2.3.H: SAVUKA EE ACTUAL AS AT 31 DECEMBER 2015

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2015 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	100.0%	40%
Prof.qual. - Mid Mngmnt.	25.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	0.0%	0.0%	100%	37.5%	40%
Skilled Technical	39.4%	0.8%	0.0%	5.3%	0.0%	0.0%	3.0%	47.7%	3.8%	0.0%	100%	48.5%	40%
Semi-skilled	62.3%	0.0%	0.0%	4.5%	0.0%	0.0%	0.4%	1.2%	31.6%	0.0%	100%	67.2%	No Target
U/skilled & Def. dec. making	65.5%	0.2%	0.0%	12.4%	0.0%	0.0%	0.0%	0.2%	21.2%	0.6%	100%	78.1%	
Total Permanent	61.1%	0.3%	0.0%	9.5%	0.0%	0.0%	0.5%	6.9%	21.2%	0.4%	100%	71.5%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	No Target
GRAND TOTAL	61.1%	0.3%	0.0%	9.5%	0.0%	0.0%	0.5%	6.9%	21.2%	0.4%	100%	71.5%	

TABLE 2.3.H: METALLURGY EE ACTUAL AS AT 31 DECEMBER 2015

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	55.6%	0.0%	0.0%	100%	44.4%	40%
Prof.qual. - Mid Mngmnt.	28.8%	2.5%	0.0%	11.3%	0.0%	1.3%	10.0%	43.8%	1.3%	1.3%	100%	53.8%	40%
Skilled Technical	46.2%	0.6%	0.4%	9.6%	0.6%	0.4%	6.2%	34.5%	1.3%	0.2%	100%	64.0%	40%
Semi-skilled	68.2%	1.1%	0.0%	19.6%	0.7%	0.0%	0.7%	4.0%	5.6%	0.1%	100%	90.3%	No Target
U/skilled & Def. dec. making	67.9%	2.2%	0.0%	18.4%	0.3%	0.0%	0.0%	2.8%	8.1%	0.3%	100%	88.8%	
Total Permanent	59.2%	1.2%	0.1%	15.7%	0.5%	0.2%	2.8%	15.4%	4.5%	0.2%	100%	79.8%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100%	0.0%	No Target
GRAND TOTAL	59.2%	1.2%	0.1%	15.7%	0.5%	0.2%	2.8%	15.5%	4.5%	0.2%	100%	79.7%	

TABLE 2.3.H: WW METALLURGY EE ACTUAL AS AT 31 DECEMBER 2015													
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2015 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	100.0%	40%
Prof.qual. - Mid Mngmnt.	47.1%	0.0%	0.0%	29.4%	0.0%	0.0%	5.9%	17.6%	0.0%	0.0%	100%	82.4%	40%
Skilled Technical	57.4%	0.0%	0.6%	8.6%	0.6%	0.0%	4.9%	25.3%	2.5%	0.0%	100%	72.2%	40%
Semi-skilled	72.0%	0.5%	0.0%	14.5%	0.0%	0.0%	0.5%	2.7%	9.7%	0.0%	100%	87.6%	No Target
U/skilled & Def. dec. making	68.4%	1.6%	0.0%	17.6%	0.5%	0.0%	0.0%	1.1%	10.7%	0.0%	100%	88.2%	
Total Permanent	65.9%	0.7%	0.2%	14.2%	0.4%	0.0%	1.8%	9.2%	7.6%	0.0%	100%	83.2%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	
GRAND TOTAL	65.9%	0.7%	0.2%	14.2%	0.4%	0.0%	1.8%	9.2%	7.6%	0.0%	100%	83.2%	

Note: SA Region employees based at the South Africa Region Operations (SARO) are incorporated in the SA Region Services plan.

TABLE 2. 3.L: SOUTH AFRICAN REGIONAL SERVICES (SARS) 31 DECEMBER 2015													
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	20.4%	4.1%	4.1%	4.1%	0.0%	0.0%	6.1%	61.2%	0.0%	0.0%	100%	38.8%	40%
Prof.qual. - Mid Mngmnt.	12.5%	3.6%	1.3%	4.9%	1.3%	1.3%	24.1%	50.4%	0.4%	0.0%	100%	49.1%	40%
Skilled Technical	30.3%	1.0%	0.3%	12.4%	1.0%	0.3%	23.5%	29.3%	1.8%	0.0%	100%	68.9%	40%
Semi-skilled	46.6%	0.4%	0.0%	31.3%	0.6%	0.2%	9.5%	3.2%	7.9%	0.2%	100%	88.7%	No Target
U/skilled & Def. dec. making	51.2%	0.4%	0.0%	32.0%	0.0%	0.0%	0.2%	1.4%	13.6%	1.2%	100%	83.8%	
Total Permanent	38.1%	1.0%	0.3%	21.6%	0.6%	0.3%	13.1%	18.0%	6.5%	0.4%	100%	75.1%	
Non-Permanent Employees	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%	47.6%	42.9%	0.0%	0.0%	100%	57.1%	
GRAND TOTAL	37.7%	1.0%	0.3%	21.5%	0.6%	0.3%	13.4%	18.3%	6.4%	0.4%	100%	74.9%	

TABLE 2. 3.L: VR SOUTH AFRICAN REGIONAL SERVICES (SARS) ACTUAL AS AT 31 DECEMBER 2015

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2015 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	17.2%	6.9%	6.9%	3.4%	0.0%	0.0%	6.9%	58.6%	0.0%	0.0%	100%	41.4%	35%
Prof.qual. - Mid Mngmnt.	15.5%	2.9%	2.9%	6.8%	2.9%	1.9%	21.4%	45.6%	0.0%	0.0%	100%	54.4%	40%
Skilled Technical	34.1%	0.7%	0.3%	16.2%	1.3%	0.3%	27.5%	16.6%	3.0%	0.0%	100%	80.5%	40%
Semi-skilled	46.6%	0.0%	0.0%	30.0%	0.8%	0.4%	10.9%	4.5%	6.5%	0.4%	100%	88.7%	No Target
U/skilled & Def. dec. making	52.9%	0.4%	0.0%	28.5%	0.0%	0.0%	0.0%	1.1%	15.3%	1.8%	100%	81.8%	
Total Permanent	40.2%	0.8%	0.6%	21.9%	0.9%	0.4%	14.0%	13.4%	7.0%	0.6%	100%	79.0%	
Non-Permanent Employees	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	66.7%	22.2%	0.0%	0.0%	100%	77.8%	
GRAND TOTAL	39.8%	0.8%	0.6%	21.8%	0.9%	0.4%	14.5%	13.5%	7.0%	0.6%	100%	78.9%	

TABLE 2.3.J: ANGLOGOLD ASHANTI HEALTH (AGAH) ACTUAL AS AT 31 DECEMBER 2015

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2015 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	16.7%	0.0%	8.3%	0.0%	0.0%	0.0%	8.3%	66.7%	0.0%	0.0%	100%	33.3%	40%
Prof.qual. - Mid Mngmnt.	33.3%	0.0%	0.0%	33.3%	4.2%	4.2%	16.7%	8.3%	0.0%	0.0%	100%	91.7%	40%
Skilled Technical	23.4%	0.0%	0.7%	49.8%	1.1%	0.4%	21.6%	1.9%	0.7%	0.4%	100%	97.0%	40%
Semi-skilled	28.0%	0.5%	0.0%	62.1%	1.4%	0.0%	6.3%	0.9%	0.9%	0.0%	100%	98.2%	No Target
U/skilled & Def. dec. making	25.5%	0.0%	0.0%	70.2%	2.1%	0.0%	0.0%	0.0%	2.1%	0.0%	100%	97.9%	
Total Permanent	26.3%	0.3%	0.4%	56.6%	1.4%	0.3%	11.4%	2.4%	0.9%	0.1%	100%	96.6%	
Non-Permanent Employees	35.8%	0.0%	1.5%	50.7%	1.5%	0.0%	7.5%	1.5%	1.5%	0.0%	100%	97.0%	
GRAND TOTAL	27.0%	0.2%	0.5%	56.1%	1.4%	0.2%	11.1%	2.3%	0.9%	0.1%	100%	96.6%	

TABLE 2.3.J: WW ANGLOGOLD ASHANTI HEALTH (AGAH) ACTUAL AS AT 31 DECEMBER 2015

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	100%	40.0%	40%
Prof.qual. - Mid Mngmnt.	33.3%	0.0%	0.0%	26.7%	6.7%	0.0%	26.7%	6.7%	0.0%	0.0%	100%	93.3%	40%
Skilled Technical	25.0%	0.0%	0.7%	44.3%	0.7%	0.7%	25.7%	1.4%	1.4%	0.0%	100%	97.1%	40%
Semi-skilled	30.6%	0.0%	0.0%	60.8%	0.0%	0.0%	6.3%	0.9%	1.4%	0.0%	100%	97.7%	No Target
U/skilled & Def. dec. making	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	100.0%	
Total Permanent	28.8%	0.0%	0.5%	53.3%	0.5%	0.2%	13.4%	2.0%	1.2%	0.0%	100%	96.8%	
Non-Permanent Employees	35.8%	0.0%	0.0%	54.7%	1.9%	0.0%	3.8%	1.9%	1.9%	0.0%	100%	96.2%	No Target
GRAND TOTAL	29.6%	0.0%	0.4%	53.5%	0.7%	0.2%	12.3%	2.0%	1.3%	0.0%	100%	96.7%	

TABLE 2.3.N: COMBINED CORPORATE ACTUAL AS AT 31 DECEMBER 2015

Occupational Levels	Male			Female				Male	Foreign National		Total	Actual % HDSA
	A	C	I	A	C	I	W	W	Male	Female		
Senior Management	7.4%	2.1%	7.4%	7.4%	2.1%	4.2%	8.4%	50.5%	9.5%	1.1%	100%	38.9%
Prof.qual. - Mid Mngmnt.	11.0%	1.3%	3.2%	3.9%	3.9%	5.8%	25.8%	34.8%	5.8%	4.5%	100%	54.8%
Skilled Technical	11.0%	2.2%	0.0%	25.3%	11.0%	4.4%	40.7%	3.3%	2.2%	0.0%	100%	94.5%
Semi-skilled	64.1%	1.6%	0.0%	15.6%	3.1%	0.0%	12.5%	1.6%	1.6%	0.0%	100%	96.9%
U/skilled & Def. dec. making	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Permanent	18.5%	1.7%	3.0%	11.4%	4.9%	4.2%	23.0%	26.2%	5.2%	2.0%	100%	66.7%
Non-Permanent Employees	5.9%	0.0%	5.9%	0.0%	0.0%	5.9%	11.8%	64.7%	5.9%	0.0%	100%	29.4%
GRAND TOTAL	18.0%	1.7%	3.1%	10.9%	4.7%	4.3%	22.5%	27.7%	5.2%	1.9%	100%	65.2%

TABLE 2.3.N: WEST WITS INCLUDING CORPORATE ACTUAL AS AT 31 DECEMBER 2015

Occupational Levels	Male			Female				Male	Foreign National		Total	Actual % HDSA
	A	C	I	A	C	I	W	W	Male	Female		
Senior Management	4.5%	2.3%	6.8%	4.5%	4.5%	4.5%	9.1%	56.8%	6.8%	0.0%	100%	36.4%
Prof.qual. - Mid Mngmnt.	15.4%	0.0%	1.3%	1.3%	2.6%	5.1%	29.5%	37.2%	3.8%	3.8%	100%	55.1%
Skilled Technical	11.3%	1.6%	0.0%	24.2%	8.1%	3.2%	46.8%	1.6%	3.2%	0.0%	100%	95.2%
Semi-skilled	55.6%	2.8%	0.0%	19.4%	2.8%	0.0%	13.9%	2.8%	2.8%	0.0%	100%	94.4%
U/skilled & Def. dec. making	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%
Total Permanent	18.6%	1.4%	1.8%	11.4%	4.5%	3.6%	27.7%	25.5%	4.1%	1.4%	100%	69.1%
Non-Permanent Employees	0.0%	0.0%	12.5%	0.0%	0.0%	12.5%	0.0%	62.5%	12.5%	0.0%	100%	25.0%
GRAND TOTAL	18.0%	1.3%	2.2%	11.0%	4.4%	3.9%	26.8%	26.8%	4.4%	1.3%	100%	67.5%

ANNEXURE 3: SECTION 102 APPROVAL


**MINISTER
MINERAL RESOURCES
REPUBLIC OF SOUTH AFRICA**

Private Bag 258, Acanda, 0207 21 Transvaal Campus, Building 2C 4th Floor, Cur Mevius and Schooneboom Street, Sandton, 2146 (427) 137/444 2000, Fax: (427) 137 444 3145
Private Bag 207111, Cape Town, 8001, 151/150A, 120 Pann Street, Sandton, 2146 (427) 211 442 2310, Fax: (427) 211 441 8000

REGISTERED MAIL
Anglo Gold Ashanti (Pty) Ltd
P. O. Box 62117
MARSHALLTOWN
2107

Fax No. : (018) 290 - 3010
Dear Mr Moloko,

APPLICATION FOR MINISTERIAL CONSENT IN TERMS OF REGULATION 44 OF THE MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT, 2002 (ACT 28 OF 2002) (HEREINAFTER REFERRED TO AS "THE SAID ACT") FOR THE AMENDMENT OF THE SOCIAL AND LABOUR PLAN PROJECTS OF MINING RIGHTS 01MR AND 11MR DISTRICT OF OBERHOLZER AND POTCHEFSTROOM: ANGLO GOLD ASHANTI LIMITED

After careful consideration of your application for the amendment of the approved Social and Labour Plan projects, I Adv. N RAMATLHODI in my capacity as the Minister of Mineral Resources of the Republic of South Africa, by virtue of powers vested in me in terms of the Mineral Petroleum Resources Development Act, 2002, hereby grant consent to the amendment of the approved Social and Labour Plan of Mining Rights (GP 30/5/1/2/2/01 MR and GP 30/5/1/2/2/11 MR), which were issued on 11 July 2006 respectively, by excluding certain non-viable projects there from, adjusting certain projects therein and adding certain projects thereto, as set out in the attached "Annexure C" dated and signed by the Chief Director: Mineral Regulation & Administration.

We hope that you will find this in order.

Yours faithfully,


ADV N. A. RAMATLHODI, MP
MINISTER OF MINERAL RESOURCES
DATE: 15/09/2014

Enquiries: Adv M Malebe
Tel No: (011) 358 9758.
Reference: GP 30/5/1/2/2 (01 & 11) MR

“ANNEXURE C”

A. PROJECTS TO BE EXCLUDED FROM THE SOCIAL LABOUR PLAN

1. Peanut Butter Factory

The project was to utilise the demand for the product within the mining sector but the cost to establish the plant proved to be beyond the R1.2m budgeted. The municipality has requested the mine to do Business Hubs in Merafong Townships.

2. Cooking Oil Production Plant

The objective was to establish and integrate local agricultural cooperative into the production of cooking oil. The feasibility however indicated that the capital required was beyond the capacity of AGA. The budget for this project was 4 Million.

3. Community Development Programme (ORT)

The objective of this project was to create entrepreneur linkages and regional value chains in order to create sustainable businesses. This project was to be done through Letsema Circle. After consultation with various stakeholders this project was proved that it will not address the needs of the community. The priority need of the community through the Municipality was the construction of a Community Hall. The budget for this project was **R2.5 million**.

4. Community Parks (ORT)

The objective of this project was to develop a recreational, health and support the greening within Mthatha. The initial design was completed, the site identified by the municipality was found to be incorrectly zoned. The stakeholders involved have agreed to allocate the funds to the Community hall at Lutshaya. The budget for this project was **R1 million**.

ANNEXURE 3: SECTION 102 APPROVAL cont.

The total budget for all to be excluded projects was R8.7 Million (Annexure “B”)

B. PROJECTS TO BE ADJUSTED IN THE SOCIAL AND LABOUR PLAN

1. 3.1. Urban Planning and Formalisation on Non-Urban residential and Industrial Mine Area into Meratong as formal suburbs

The required technical and town planning investigations are well advanced. The project was budgeted for 7 million however it requires more than the amount that it was budgeted for and the company requests that the project be carried over to the next Social and Labour Plan of 2015 -2017 as the company will not be able to complete this project in the current SLP.

2. Business Development Park

The objective of this project is to identify, develop, support and mentor entrepreneurs in a professional Enterprise Development Centre so as to create sustainable projects and local business entities to create job opportunities. The company has budgeted **15 Million** for this project and the Job Fund has contributed **48 Million**. The company requests that this project carried over to 2015 -2019 cycle.

3. Housing Development (Fochville / Egoli)

The objective of this project is to facilitate the development of delivery of affordable housing units and Presidential Project by donating 19 stands. The company requests that the project be carried over to 2015 -2019 cycle as it will not be completed currently.

The total budget for the projects adjusted for implementation in 2015 – 2017 is R 22 million (Annexure “B”).

ANNEXURE 3: SECTION 102 APPROVAL cont.

C. PROJECTS TO BE ADDED TO THE SOCIAL AND LABOUR PLAN

1. Business Hubs

The municipality has requested the mine to implement two Business Hubs in Kokosi and Wedela in Merafong Local Municipality under the West Rand District Municipality. The project is aimed at formalising the structures and appropriate equipment to youth comparatives in partnership with Merafong Local Municipality. The business hubs consist of a Braai area, hair salon, a car wash and a tuckshop. The facilities are planned to create 30 jobs. The budget for this project is R1.2 million.

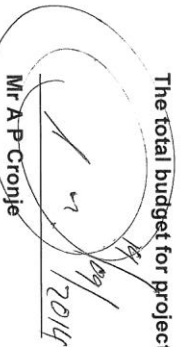
2. Agricultural Cooperative

The objective is to re activate the Wedela Agricultural project so as to enhance food production and security in the community. 20 initial jobs will be created out of this project. The budget for this project is R4 million.

3. Lutshaya Community Hall

The company will construct a community Hall in Lutshaya under the OR Tambo District Municipality. The project is budgeted for R5 million.

The total budget for projects to be added into the SLP is R10.2 Million



Mr. A.P. Cronje

Chief Director: Mineral Regulation

Date:...../...../2014

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mineral resources
Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

Regional Manager
Mineral Regulation
Private Bag X5
BRAAMFONTEIN
2017

Enquiries: Mr F Muthindivhane
Date : 19/12/2014

Tel No: (011) 358 9700/ 9744
Fax No: (011) 339 1927
Ref No: (GP) 30/5/12/5/2 (01 & 11) MR

REGISTERED MAIL
Anglo-Gold Ashanti (Pty) Ltd
P.O. Box 62117
Marshallsown
2107

For Attention : Mr S.M. Moloko
Fax No : (011) 637 6624


Dear Sir

RE: Submission of AngloGold Ashanti's West Wits Operations Social and Labour Plan for the period 2015-2019

Your letter dated 03 November 2014 refers:-

We acknowledge submission of your Social and Labour Plan for the period 2015 – 2019 which intend to benefit our South African communities both socially and economically. Kindly be advised that the Department of Mineral Resources has evaluated your new plan and issues of concerns were since addressed through our various engagements. Since the consultation process was also conducted properly, the Department would like to give provisional permission to the mine to continue implementing the plan as submitted.

Yours faithfully,


REGIONAL MANAGER
GAUTENG REGION