

AngloGold Ashanti West Wits Operations

Social and Labour Plan 2015-2019

REPORT: 2017

Date of original submission: 28 March 2018

WEST WITS MINING RIGHTS:

1. 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”)
2. MPTRO REF: 30/2006, including Deed of Amendment 15/2011 (DMR Reference No.: GP30/5/1/2/2(11) MR) (“Block 1C11”). A renewal application of this mining right was timeously submitted at the offices of the DMR GP and it is currently awaiting finalisation of the renewal process with the DMR.
3. 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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27 March 2018

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 2017 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 27th day of March 2018.



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
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

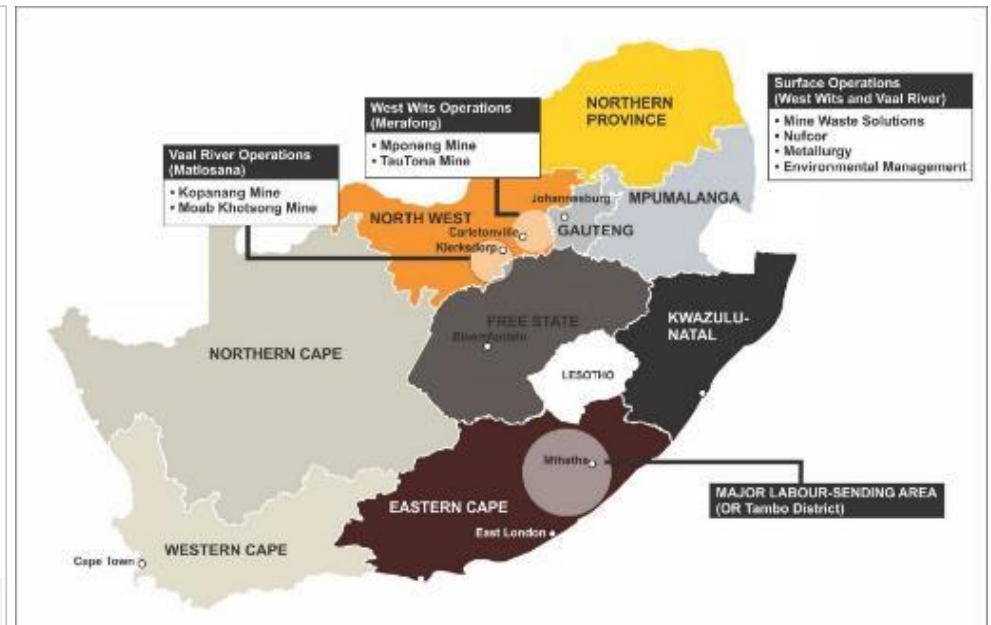
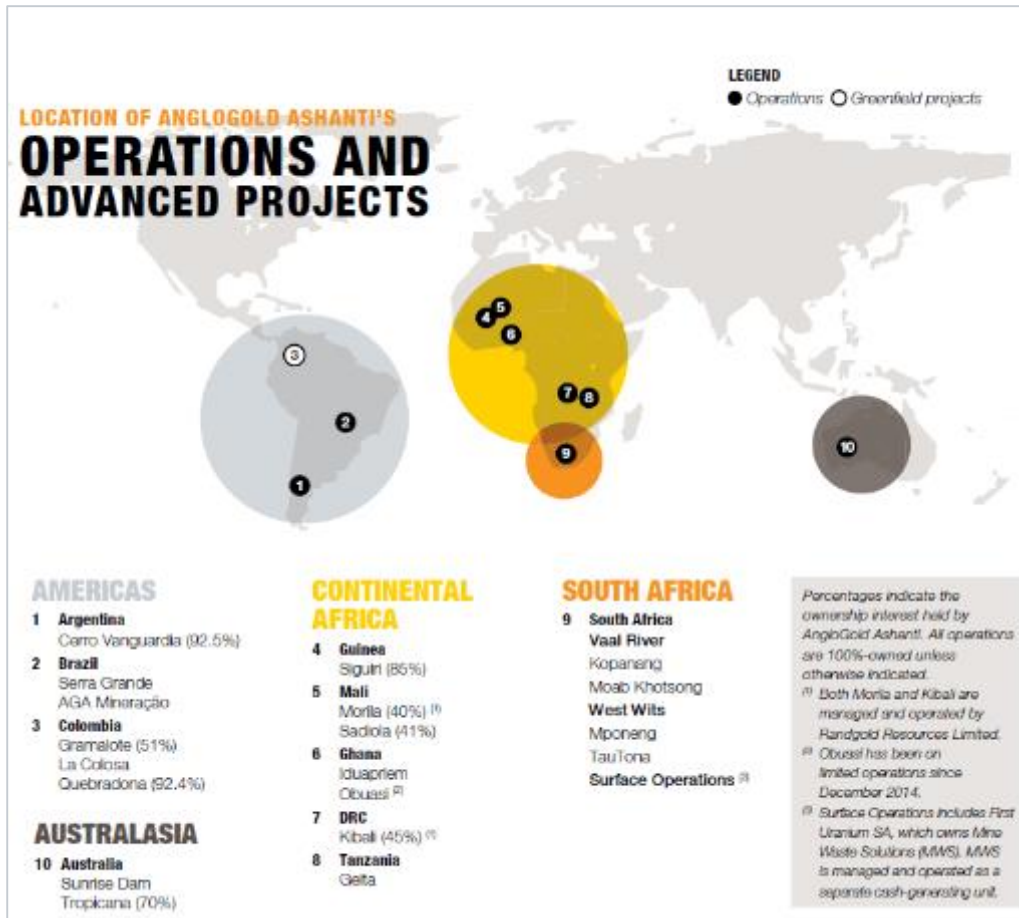
Abbreviation	Full Word
SEAP	Stakeholder Engagement Action Plans - plan to engage with stakeholders, formally and timeously in respect of issues that relate to the operation and may affect them
SETA	Sector Education Training Authority
SLP	Social and Labour Plan
SMME's	Small, Medium and Micro Enterprises
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 is the third-largest gold mining company in the world, measured by production. It has 17 mines gold mines in 9 countries, as well as several exploration programmes in both the established and new gold producing regions of the world. AngloGold Ashanti produced 3.628Moz of gold in 2016, generating \$4.08bn in gold income, utilising \$811m capital expenditure. AngloGold Ashanti has an attributable Ore Reserve of 50.1Moz of gold and an attributable Mineral Resource of 214.7Moz.



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:	SM Moloko (Senior Vice President: Sustainability) Telephone No: 018 700 3557 SMoloko@anglogoldashanti.com LJ Nkadimeng (Governance Manager) Telephone No: 018 700 3569 JNkadimeng@anglogoldashanti.com

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 24 994 employees (**including around 5 904 contractors**), of which 9 477 are at the **West Wits operations** and **15 517** are at the **Vaal River operations**. The detailed breakdown of the origins of the employees (including contractors) is 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 3 January 2018		
Country of origin	Province	West Wits Total
SOUTH AFRICA	GAUTENG	3 180
	EASTERN CAPE	2 085
	NORTH WEST	1 110
	FREE STATE	456
	KWAZULU NATAL	457
	LIMPOPO	249
	MPUMALANGA	129
	NORTHERN CAPE	50
	WESTERN CAPE	4
	SUB TOTAL	7 720
LESOTHO		905
MOZAMBIQUE		520
SWAZILAND		315
ZIMBABWE		10
BOTSWANA		5
ZAMBIA		1
OTHER		1
	SUB TOTAL	1 757
<i>(Note: these figures include Contractors)</i>	TOTAL	9 477

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 3 January 2018 (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	1 232	968	2 200	1
AMATOLE (EL)	777	427	1 204	2
CHRIS HANI	423	332	755	3
ALFRED NZO	243	222	465	
JOE GQABI / UKHAHLAMBA	172	121	293	
NELSON MANDELA (PE)	6	6	12	
OTHER	3	9	12	
GRAND TOTALS	2 856	2 085	4 941	

The following are the Mining Rights covered in this West Wits Operations Social and Labour Plan Report for the period 2017:

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"). A renewal application of this mining right was timeously submitted at the offices of the DMR GP and it is currently awaiting finalisation of the renewal process with the DMR.
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. PERFORMANCE AGAINST THE MINING CHARTER SCORECARD

The following table indicates West Wits scorecard achievements as at the end of December 2017, 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 2017					
No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2017	PROGRESS ACHIEVED BY 31 DECEMBER 2017
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 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 company continued to engage with organised labour through the Future Forum on the promotion of Home Ownership for employees through the sale

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2017

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2017	PROGRESS ACHIEVED BY 31 DECEMBER 2017
					of company houses and building of affordable houses.
4	Procurement & Enterprise Development	Procurement spent from BEE entity	Capital goods	40%	64%
			Services	70%	68%
			Consumable goods	50%	73%
		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%	45%
			Top Management (F Band)	40%	43%
			Senior Management (E Band)	40%	45%
			Middle Management	40%	58%
			Junior Management	40%	64%
		Note by AGA: Actuals adapted to correct any white female representation over 6%	Core Skills	40%	53%
	Women in Mining	10%	17%		
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%	5.11%
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 2016.	The West Wits Operations 2015 to 2017 SLP local economic development (LED) projects are on track in the Merafong and OR Tambo District Municipalities.
		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		Over 90% of projects completed with Section 102/Regulation 44 Approved projects on track.	

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2017

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2017	PROGRESS ACHIEVED BY 31 DECEMBER 2017
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%

The following constitutes the AGA West Wits (WW) Operations' performance against the 2015-2019 Social and Labour Plan commitments and the Mining Charter for the period of 2017:

Reporting: The West Wits (WW) Operations submitted its audited SLP Report for the year 2016 to the Department of Mineral Resources offices by the end of March 2017 as per the requirements of the MPRDA. The Company has also submitted the WW Operations SLP Implementation Plan for 2018 in September 2017 as per the requirements of the MPRDA Regulations. All our Mining Charter Reports are posted on our website: <http://www.anglogoldashanti.com/sustainability/reports/>

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 25 July 2017 and the SVP: Sustainability to the OR Tambo District Municipality on 17 August 2017.

The South Africa Region Community Report for 2016-2017 was published in July 2017 in our Host and Labour Sending communities. All our Community Reports are posted on our website: <http://www.anglogoldashanti.com/sustainability/reports/>

The company has also submitted its Broad -Based Black Economic Empowerment Score-card and Report for the period 2016/17 to the BEE Commission as per the new requirements of the JSE Listing.

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.

The B-BBEE verification concluded in March 2016 placed AGA's BEE ownership at 27.81% in terms of the valuation of the ARM, Izingwe Holdings and ESOP empowerment deals concluded between the years 2002 and 2014 and remains intact under the previous Charter.

AGA holds 42.4% ownership of Rand Refinery, which would serve to offset its Ownership targets as provided for in the Mining Charter III should the Industry be unsuccessful in the Court case on the Ownership element regarding the "once empowered, always empowered" between the DMR and the Chamber of Mines. The results of the re-assessment are expected in the first quarter of 2018.

Housing and Living Conditions: The West Wits Operations achieved 100% compliance to the target with regards to the single room accommodation and the hostel conversion programme as outlined in its 2010-2014 Social and Labour Plans.

As an expression of the commitment to create a conducive living environment for employees and communities in the areas in which it operates – and in line with its obligations under the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (the “Mining Charter”). AGA is rolling-out an employee home ownership scheme for its employees in South Africa (“HOS” or the “Scheme”). The company engaged on a quarterly basis with organised labour structures regarding the promotion of home ownership. Employees have demonstrated high level of interest to purchase the company owned houses and by the end of 4th quarter 2017, 760 applications to purchase company owned houses were still in process and 163 house sales had been successfully concluded. The sale of houses is conducted within the scope of relevant approved AGA policies. To enhance affordability, the following concessions were implemented namely: 10% incentive to buy, concession based on years of service, concession on refurbishment costs and 10% discount for employees affected by the Section 189 process.

The Merafong City Local Municipality has expressed support for the AGA project to develop the vacant Fochville stands for a housing project that will benefit employees and members of the community in the Merafong area. The project will be in partnership with the Merafong City Local Municipality, Gauteng Human Settlements Department and the National Housing Development Agency. AGA and the Housing Development Agency are busy with administrative and legal processes to initiate the project.

Preferential Procurement, Supplier and Enterprise Development: As at the end of December 2017, AGA (VR and WW Operations) achieved a performance of 60% BEE spend on Capital Goods, against the Mining Charter target of 40%; and 63% BEE Spend on Services, against the Mining Charter target of 70%; and 74% BEE spend on Consumable Goods, against the Mining Charter target of 50%. The overall performance of spend with qualifying BEE entities is at 68%. The SA Region performance on the Services spend at 63% is below the Mining Charter target of 70%. Within the context of the restructuring of the SA operations, it was expected that contractors will also be affected. As a result, the total measurable procurement spend has decreased by 6% (R431m) as compared to 2016. This under performance is due to the continued procurement from the 2098 (61%) of vendors who are below the Mining Charter requirement of 25%+1 vote against the 819 (39%) BEE Entities that meet the Mining Charter BEE requirement.

The West Wits Operations achieved a performance of 64% BEE spend on Capital Goods, against the Mining Charter target of 40%; and 68% BEE spend on Services, against the Mining Charter target of 70%; and 73% BEE spend on Consumable Goods, against the Mining Charter target of 50%. The Region has exceeded the informal target of 15% Host Community Procurement Spend as suggested by the DMR by achieving a performance of 26% of total measurable procurement spend, with 20% attributable to the Matlosana Local Municipal area and 6% attributable to the Merafong City Local Municipal area.

The SA Region is in the process of reviewing its Preferential Procurement Policy to maximise the use of and development of black businesses across all mining operations; through creating access within the company’s mainstream procurement systems. The reviewed policy will also focus on promoting entrepreneurship within the host communities. The policy will not only be limited to compliance deliverables, but drive the broader transformation of AngloGold Ashanti and open the procurement system further for Black business participation. Issues relating to contractor compliance/ non-compliance, fronting and socio-economic commitments will be addressed formally through this process.

Employment Equity: Despite a challenging year within the SA Region characterised by organisational restructuring and rightsizing initiatives, AngloGold Ashanti performed well against the Employment Equity targets as set out in the Mining Charter.

As at the end of 2017, against the 40% HDSA target as set by the Mining Charter, the West Wits Operations, HDSA representation was 43% in Top Management, at the Senior Management level, HDSA representation was 45%, Middle Management at 58% HDSA representation and Junior Management achieved 64% HDSA representation.

With respect to Core and Critical Skills, the company achieved 53% HDSA representation and with respect to Women in Mining, the company achieved 17% Women in Mining representation against the Mining Charter target of 10%.

Human Resources Development: The Mining Charter requires that the Human Resources Development spend be set at 5% of the total of Annual Payroll by 2014. By the end of 2017, West Wits Operations achieved 5.11% HRD spend against the 5.8% target committed in the SLP due to the disruptions caused by the employee movements as the AGA operations began downscaling as per the LRA Section 189 and MPRDA Section 52 processes.

To this end, a meeting was held with the Gauteng DMR office on 10 October 2017 to discuss the impact of the downscaling on the current Social and Labour Plan commitments and to inform the Regional Manager of AngloGold Ashanti's intention to review the current SLP in line with Workforce reductions which would impact on the Payroll and consequently on the Social and Labour Plan financial provision in relation to, in particular, the Human Resources Development (HRD) plans.

On 16 February 2018 an application to amend the HRD Section of the 2015-2015 SLP was lodged with the GP DMR in terms of Section 102 of the Minerals Petroleum and Resources Development Act, 2002 (MPRDA) and MPRDA Regulation.

A follow-up meeting with the Gauteng DMR Regional Manager to discuss the above-mentioned submissions was held on 23 February 2018 and a written response is pending.

Mine Community Development: The West Wits Operations 2015 to 2017 SLP local economic development (LED) projects are on track in the Merafong and OR Tambo District Municipality for this reporting period. The Kamohelo Primary School project and the Phororong Primary School both in Khutsong were completed and launched in the fourth quarter of 2017.

Social and Institutional Development Fund: For this reporting period, the company spent a total of R 20.1 million (R4.7m from the SAR Social and Institutional Development Fund, plus R15.4 from the Corporate CSI Fund), supporting 102 (72 from SAR and 30 Corporate Office) projects.

An additional R1.4m was spent during the year on Nelson Mandela Day Projects in the host community of Matlosana and Labour Sending communities of OR Tambo and Amathole Districts in the Eastern Cape Province funded by Corporate CSI.

The total West Wits operations expenditure for 2017 was R2.1m including the Corporate Office CSI Fund contribution of R500 000 for the 2017 Mandela Day projects. A total of 32 projects including the two Mandela Day projects were delivered in the reporting period.

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's approved EMPs for both West Wits and Vaal River Operations are being implemented and were presented during the MPRDA Section 52 investigations conducted by the Sub-committee of the DMR Minerals Board in quarter 3 of 2017.

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 the Region's sampling is done internally and therefore in SA as required by the Mining Charter.

Beneficiation: The status as reported in the last year remains the same that AGA owns 42.41% of Rand Refinery situated in Springs, near Johannesburg, which beneficiates gold for all South Africa's gold mines.

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 October 2014.

Downscaling and Retrenchment: The restructuring and rightsizing of the South Africa Region (SAR) as guided by the Employee Transition Framework (ETF) was central in supporting the strategic objective of setting the SAR up for a sustainable future during 2017. In January 2017, the SAR issued a section 189(3) notice in terms of the Labour Relations Act 66 of 1995 of its intention to terminate employment of some 849 employees, on the back of the 2017 budgetary requirements. The process ensued through facilitation under the auspices of the Commission of Conciliation Mediation and Arbitration (CCMA). Following intensive engagements with Union Stakeholders and with the mining Regulators, in terms of section 52 of the Minerals Petroleum and Resources Development Act (MPRDA). The guiding principles were adopted by all stakeholders during the process which was concluded during May 2017. The genuine endeavours by all the stakeholders to minimize the loss of jobs, and to ameliorate the impact of job losses resulted in the forced retrenchment of 21 employees.

The organisational restructuring and rightsizing imperative intensified towards the second quarter of 2017 given the evolving SAR operating environment and the continued pressure on margins resulting from reduced production and increasing costs. These factors had a severe impact on the short-life operations and threatened the future of the longer-life operations within the SAR. It therefore became unavoidable on 28 June 2017 to issue a LRA Section 189(3) notice affecting approximately 8 500 employees. This resulted from decisions taken to proceed with the orderly closure of TauTona, Savuka and the deferral of the Mponeng LOM extension project. Notice was given to the DMR in terms of Section 52 of the MPRDA. Several interactions with the DMR were held under the guidance of the Minerals Board as per the provisions of the MPRDA.

A formal CCMA facilitation process commenced on 14 July 2017 and concluded on 28 August 2017. All Trade unions and representatives of non-unionised employees participated in the consultation process which culminated in the signing of the Retrenchment and Job Loss Avoidance Agreement. The agreement is aligned with the Leaders Declaration signed between Government, Organised Labour and the Chamber of Mines under the Mining Industry Growth and Development Task Team (MIGDETT). An important term of the abovementioned agreement was that the parties would take active steps to save jobs. As a result, an agreement was reached to consider the sale of distressed assets as agreed to between the Mining Stakeholders in a declaration signed in August 2015

At TauTona and Savuka Mines, the Retrenchment and Job Loss Avoidance agreement was implemented and these mines have entered the care and maintenance phase. The total labour reduction at both mines amounted to 3 937 employees.

Following the closure and placing on Care and Maintenance of the TauTona/Savuka Mine, the overall West Wits Workforce and Payroll have reduced by approximately 30% as compared to that of January 2017.

Closure of TauTona/Savuka Mine: Following the above-mentioned LRA Section 189(3) and MPRDA Section 52 processes, the TauTona/Savuka Mine was officially closed by end of 2017 and put under care and maintenance.

C. WAY FORWARD AND UNDERTAKINGS

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 further their 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 -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 United Nations Sustainable Development Goals to promote equitable quality education and lifelong learning for all

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 are 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 - AGA: WEST WITS OPERATIONS

	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2017	PROGRESS ACHIEVED		
					2015 Actual	2016 Actual	2017 Actual
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)	5.80%	5.80%	5.79%	5.11%

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)

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

AGA's HRD Strategy safeguards that a platform for skills development is created and it addresses the skills enhancement of its employees and by so doing supplies 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 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 personal 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 a focus on skills supply.

Business Units are 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.

AGA's Education and Training interventions make provision for:

- Establishing partnerships with academic institutions and service providers in order to tailor the provided knowledge and skills to suit the company'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.

AGA inspires employees to further their studies with recognized and accredited academic institutions. 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 are registered and accredited through the appropriate qualification authorities.

2.2 THE EDUCATION AND TRAINING MANAGEMENT SYSTEM WITHIN ANGLOGOLD ASHANTI

The company's Education and Training Management System sets a framework to guide the constant growth of its employees to make the most of their full potential for current and future roles in line with the Employment Equity (EE) plans, Business unit plans and operational requirements.

The objectives of the Education and Training System are to:

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

These objects are applied through AGA's Skills Development Committee (SDC) structures. The SDC consists of Senior HR Managers, Organised Labour and the Senior Management. The reason for the establishment of the SDC is to discuss and make decisions on all skills related matters.

AGA is committed to providing their 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 EMPLOYEES (18.1)

ABET is a theoretical foundation towards life-long learning and development, comprising of skills, knowledge and attitudes required for social economic development and transformation within South Africa. ABET is flexible, developmental and provides access to nationally recognised certificates.

ABET has been proven to be valuable. It addresses a wide spectrum of adults, from those who are illiterate and innumerate to matriculates and qualified individuals, who want to upgrade certain areas such as maths.

It contributes towards transformation and development at AGA and the lives of our employees'. This programme is aligned to the company's Form Q and aimed to address literacy and numeracy shortcoming, respond to the labour market and provide individuals with knowledge and skills which ultimately adds value to the individuals and the company. ABET allows 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 addresses basic education for adults in numeracy and literacy and allows a modular approach from learning English up to completing the Foundational Learning Competence (FLC) and allows access to further career growth.

ABET includes Adult Education & Training, Foundational Learning for Individuals to enter into vocational training programs (FLC), and continuing or further education and training. It 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.

ABET and Foundational Learning (18.1)

AGA affords ABET to employees who need it to ensure that they 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.

Objectives of the ABET Programme

ABET is the way forward for further development for many employees in addition to improving their literacy levels. Hence it is 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.

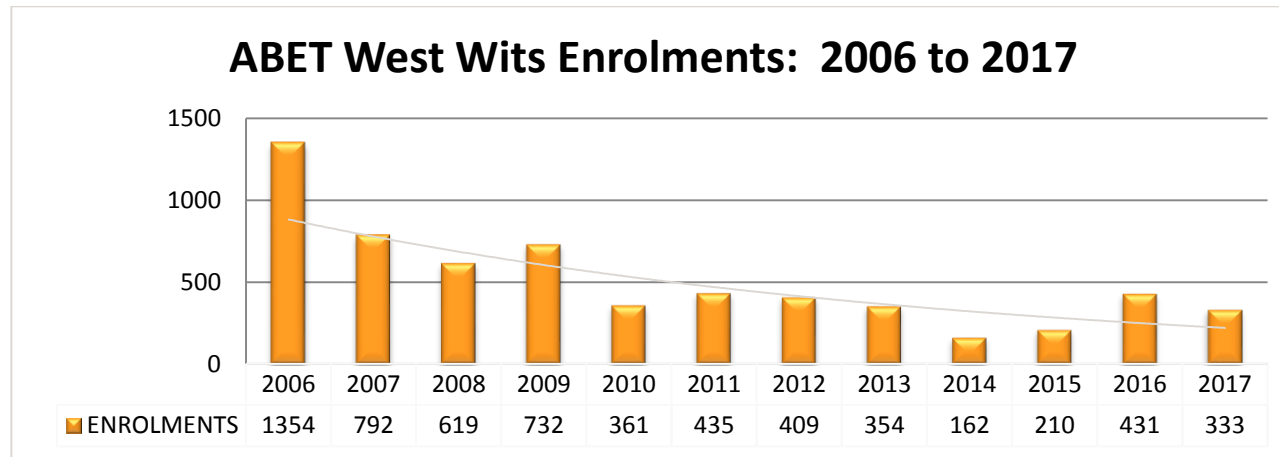
These changes included the following:

- 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 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.

AGA provides Pre-ABET, ABET 1, 2, 3 & 4 as well as the Foundational Learning Competence (FLC) to our employees. This is done at the residence to ensure accessibility to employees. ABET is also provided on a Part Time basis, at no cost to the learners who attend during non-working hours. Full Time ABET 4 fundamentals and FLC will be available to individuals identified by their business units as part of a formal development plan.

Over the past few years, partaking in the ABET programmes declined as a result of downscaling of the company's 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.

The following graph illustrates the trends in ABET enrolments over an 11-year period:



ABET 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

AGA in collaboration with the ABET service provider continues to 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 is 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 endeavours to deliver high quality training where learners have sufficient interaction with facilitators. Multimedia facilities are available to further assist learners as required. 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 qualifications were in the past proposed to be replaced by the Adult Matric or NASCA (National Senior Certificate for Adults). The decision on possible implementation of NASCA is aligned to the company portable skill strategy during 2017.

The following progression is envisaged as follows:

- 2015 - 2016: ABET level 4 Language and Communication, thereafter FLC.
- 2017 – 2019: ABET level 4 Language and Communication, thereafter FLC, possible implementation of NASCA

The following table constitute the 2017 Employee ABET Plan vs the 2017 Actual:

WW ABET: EMPLOYEES 18.1 (ENROLMENTS ONLY) – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
Pre-ABET	PLAN	21	0	0	0	0	21	0	0	0	0	0	0	21	21
	ACTUAL	20	20	0	0	0	40	0	0	0	0	0	0	40	20
ABET 1	PLAN	62	0	0	0	0	62	1	0	0	0	0	1	63	63
	ACTUAL	40	19	0	0	0	59	2	1	0	0	0	3	62	42
ABET 2	PLAN	46	0	0	0	0	46	2	0	0	0	0	2	48	48
	ACTUAL	64	7	1	0	1	73	9	1	0	0	0	10	83	74
ABET 3	PLAN	17	0	0	0	0	17	1	0	0	0	0	1	18	18
	ACTUAL	45	11	0	0	0	56	4	1	0	0	0	5	61	49
ABET 4 / NQF 1	PLAN	55	0	0	0	0	55	1	0	0	0	0	1	56	56
	ACTUAL	22	6	0	0	0	28	2	0	0	0	0	2	30	24
FLC	PLAN	55	0	0	0	0	55	0	0	0	0	0	0	55	55
	ACTUAL	36	10	0	0	1	47	9	1	0	0	0	10	57	45
TOTAL	PLAN	256	0	0	0	0	256	5	0	0	0	0	5	261	261
	ACTUAL	227	73	1	0	2	303	26	4	0	0	0	30	333	254

Note: 77 Learners are foreigners and do not form part of the total HDSAs

2.4 PORTABLE SKILLS FOR EMPLOYEES (18.1)

The company's portable skills programme focuses on employees who are incapacitated or retrenched in order to make them remain economically active, employable or self-sustaining in the long run, and also provides training to employees who show an interest in obtaining a portable skill. Employees are entitled to a once off course at no cost to themselves. The individuals 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 2017 Portable Skills Training Plan (PSTP) vs the 2017 Actual:

WW PORTABLE SKILLS TRAINING: ENGINEERING EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	27	0	1	1	1	30	19	0	0	0	1	20	50	49
	ACTUAL	29	9	0	0	0	38	17	0	2	0	0	19	57	48

Note: 9 Learners are foreigners and do not form part of the total HDSAs.

The last quarter of 2017 was highlighted by the implementation of a revised portfolio of Portable Skills training programme to equip employees affected by the closure of TauTona/Savuka and restructuring at Mponeng, for life after AGA. Although this was a logistically demanding exercise, affected employees could obtain new skills in areas including Financial Skills, Engineering, Construction, Agriculture, Catering, Sewing and Driver's Licenses.

WW S189 RELATED PORTABLE SKILLS: EMPLOYEES 18.1 – ACTUAL 2017 YTD															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
	ACTUAL	472	85	2	0	9	568	114	4	0	0	1	119	687	589

In addition to the expanded range of Portable Skills, company support was offered to all employees affected by the restructuring, including psychosocial services and assistance with CV preparation. A one-day Redirect your Future programme was made available to all those affected employees to assist them with making good and sustainable choices for their future, and includes financial literacy as part of the programme.

WW REDIRECT YOUR FUTURE															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
	ACTUAL	2005	805	5	0	40	2855	380	11	0	0	11	402	3257	2401

2.5 TRAINEE PROGRAMMES AND LEARNERSHIPS FOR EMPLOYEES (18.1)

These 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 are registered and accredited through the appropriate qualification authorities.

Though 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 licensed 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 AGA Management Trainee (MT) Programme is almost 3 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 unavailability in 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.

In 2017, the under achievement of the number of management trainees in the programme is due to the decline in the gold industry, requiring less managers to be trained. The associated economic implications of the down turning in mining and lack of growth in the industry requires fewer managers to be trained. The announcement of the closure of TauTona mine in mid-2017 affected the decision not to appoint new management trainees. This has been countered by the increase in learner officials training programmes that caters for lower level supervisory positions and most of these programs started before closure announcements.

The following table constitute the 2017 Trainee Programmes: Management Trainees Plan (MTP) vs the 2017 Actual:

WW MANAGEMENT TRAINEES: 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
MINING	PLAN	2	0	0	0	1	3	0	0	0	0	0	0	3	2
	ACTUAL	1	0	0	0	0	1	1	0	0	0	0	1	2	2
ROCK ENGINEERING	PLAN	0	0	0	0	2	2	2	0	0	0	0	2	4	2
	ACTUAL	0	0	0	0	0	0	2	0	0	0	0	2	2	2
ENGINEERING	PLAN	1	0	0	0	0	1	0	0	0	0	0	0	1	1
	ACTUAL	1	0	1	0	0	2	0	0	0	0	0	0	2	2
MRM: Geology	PLAN	0	0	0	1	0	1	0	0	0	0	1	1	2	2
	ACTUAL	0	0	0	0	0	0	0	0	0	0	2	2	2	2
MRM: Survey	PLAN	1	0	0	0	0	1	0	0	0	0	0	0	1	1
	ACTUAL	2	0	0	0	0	2	0	0	0	0	1	1	3	3
MRM: Mine Design	PLAN	2	0	0	0	1	3	1	0	0	0	1	2	5	4
	ACTUAL	0	0	0	0	1	1	0	0	0	0	0	0	1	0
METALLURGY	PLAN	0	0	0	0	0	0	0	0	1	0	0	1	1	1
	ACTUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	PLAN	6	0	0	1	4	11	3	0	1	0	2	6	17	13
	ACTUAL	4	0	1	0	1	6	3	0	0	0	3	6	12	11

Note: 11 Management Trainees are roll-overs from 2016.

2.5.2 Trainee Programmes – Learner Officials (18.1):

AGA also develops skills which are aligned to the national skills shortage. Significant national skills development priorities include developing supervisory skills. The Learner Official (LO) Programmes are internal programmes which is approximately 3 years, providing non-graduates and non-diplomats 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 LO Trainee Programme are as follows:

a. Education and Training

This offers all LOs 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

The aim is to equip all LOs with the required skills to be considered eligible for appointment as an official into the in-house disciplines' entry level supervisory positions.

Advancement 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. LO's 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.

AGA training managers are responsible 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 2017 Trainee Programmes: Learner Officials Plan (LOP) vs the 2017 Actual:

WW LEARNER OFFICIALS: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	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	1	0	0	0	0	1	0	0	0	0	0	0	1	1
MINING TRAINEE SHIFTBOSSES	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	5	1	0	0	1	7	1	0	0	0	0	1	8	6
ENGINEERING	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
MRM	PLAN	0	0	0	0	0	0	1	0	0	0	0	1	1	1
	ACTUAL	4	0	0	0	0	4	1	0	0	0	0	1	5	5
OCCUPATIONAL ENVIRONMENT	PLAN	1	0	0	0	0	1	1	0	0	0	0	1	2	2
	ACTUAL	1	0	0	0	1	2	1	0	0	0	0	1	3	2
SAFETY	PLAN	1	0	0	0	0	1	0	0	0	0	0	0	1	1
	ACTUAL	1	0	1	0	0	2	0	0	0	0	0	0	2	2
TOTAL	PLAN	2	0	0	0	0	2	2	0	0	0	0	2	4	4
	ACTUAL	14	1	1	0	2	18	3	0	0	0	0	3	21	18

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

Note: 18 Learner Officials are roll-overs from 2016.

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)

The company is dedicated to developing skills in line with the national SA skills shortage. Key national skills development priorities include developing high-level Mining skills. AGA 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.

AGA's plan for 2015 – 2019 reflects 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.

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

In 2017, the slightly lower intake of level 2 team leaders is due to business requirements. The announcement of the closure of TauTona and Savuka mine in mid-2017 affected the number of learners trained.

The table below constitutes the 2017 Learnerships in Mining Plan (LIMP) – Level 2 vs the 2017 Actual:

WW LEARNERSHIPS: LEVEL 2 TEAM LEADERS - EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	12	0	0	0	0	12	1	0	0	0	0	1	13	13
	ACTUAL	6	0	0	0	0	6	4	0	0	0	0	4	10	10

Note: 1 Learner is a roll-over from 2016.

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

Learner Miner Employees are engaged in learnerships, of about 2 years. This 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.

In 2017, the number of learner miners trained exceeded the plan as the training program started before the announcement of the closure of business units and AGA elected to honour the training programme even in the light of the declining business in order to equip learners as best as possible for a further career in mining.

The following table constitutes the 2017 Learnerships in Mining Rock Breaker Plan (LIMRBP) – Level 3 vs the 2017 Actual:

WW LEARNERSHIPS: LEARNER MINERS - EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	13	0	0	0	2	15	2	0	0	0	0	2	17	15
	ACTUAL	15	5	0	0	2	22	4	0	0	0	0	4	26	19

Note: 5 Learners are foreigners and do not form part of the total HDSAs.

Note: 17 Learner Miners are roll-overs from 2016.

2.6.2 Learnerships in Engineering (18.1)

AGA equips employees with knowledge and skills to 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. AGA 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.

In 2017, the high over achievement against the plan is due to roll overs of lifelong learners as well as the drive to increase females in the engineering discipline.

The following table constitutes the 2017 Learnerships in Engineering Plan (LIEP) vs the 2017 YTD Actual:

WW ENGINEERING LEARNERSHIPS: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	16	0	1	0	1	18	1	0	0	0	0	1	19	18
	ACTUAL	63	10	1	0	4	78	18	0	0	0	0	18	96	82

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

Note: 63 Engineering Learners are roll-overs from 2016.

2.7 STUDY ASSISTANCE AND BURSARIES FOR EMPLOYEES (18.1)

AGA encourages employees to study and at management's discretion provides financial or other support to employees entering graduate or post graduate studies. We offer 2 types of bursary programmes to employees, namely, 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 is reviewed annually based on the employee's work and study performance.

The support options available include:

- Bursaries 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 also seeks 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, 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

The following table constitutes the 2017 Employee Study Assistance Plan (ESAP) vs the 2017 Actual:

WW STUDY ASSISTANCE: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	20	0	2	1	4	27	25	0	2	1	4	32	59	55
	ACTUAL	53	1	1	1	5	61	23	0	0	0	8	31	92	86

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

The following table constitutes the 2017 Employee Bursary Plan (EBP) vs the 2017 Actual:

WW BURSARIES: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	1	0	0	0	0	1	1	0	1	1	1	4	5	5
	ACTUAL	4	0	2	0	0	6	7	0	2	0	4	13	19	19

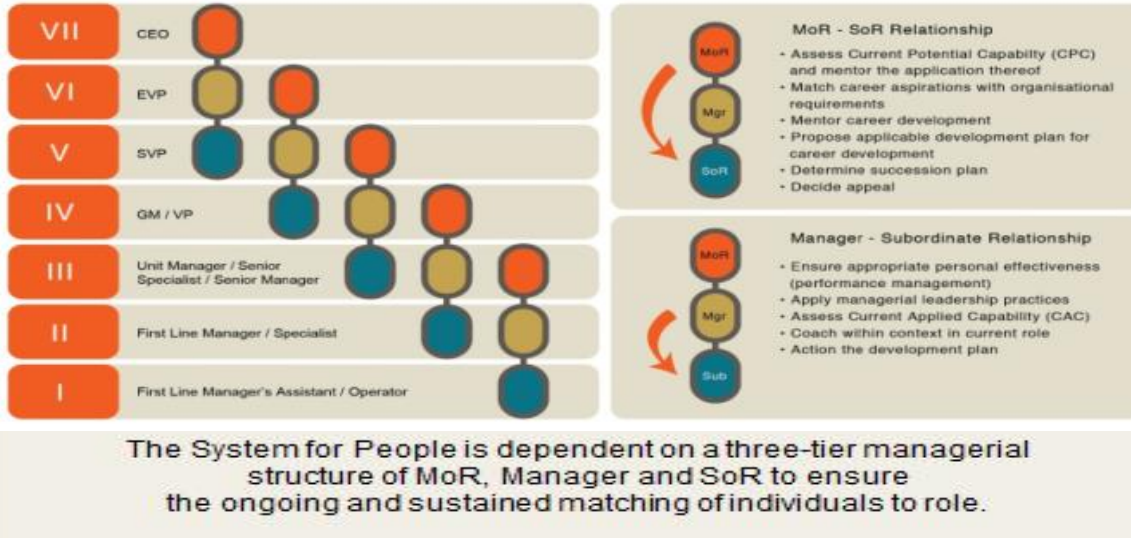
2.8 CAREER PROGRESSION PLAN FOR EMPLOYEES (18.1)

The System for People (SP) and Managerial Accountabilities

AGA has investigated and conducted much research on the System for People (SP) model to address career progression within the company. This process started in 2010 and is aligned to the company's business plan and strategy. The SP model is based on Jacques Elliot model which is a well know 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 SP 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 SP 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 figure below illustrates the three-tier managerial structure.

Three-tier Managerial Relationships

ONE



2.9 MENTORSHIP FOR EMPLOYEES (18.1)

With regards to SP as outlined above, 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. Above this mentorship system, 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 outlined below:

Manager once Removed (MoR)

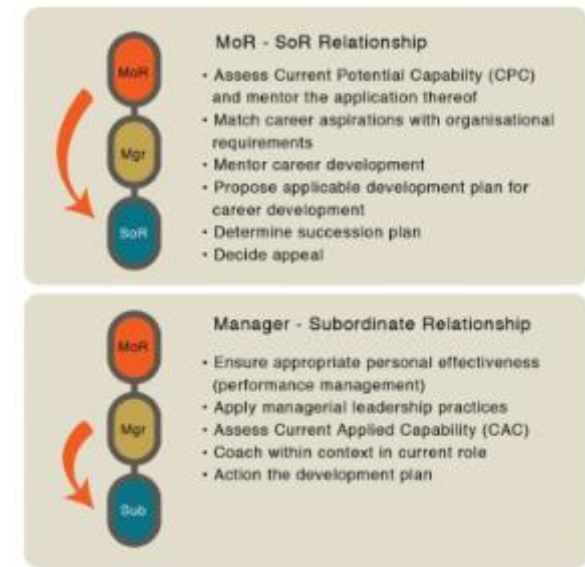
- Accountability is the **Career development of the Subordinate Once Removed (SoR)**
- Assess the talent pool of employees.
- To mentor and provide career development for all SoRs.
- Ensure subordinate managers carry out talent pool development within each of their areas.
- Ensure fair and equitable treatment of SoRs, including equilibration of managerial processes and practices.
- Judge managerial leadership effectiveness of immediate subordinates who manage others.

Manager

- Manager's accountability is the **work performance of the subordinate known as Subordinate Once Removed (SoR)**.
- Their own effectiveness in role relative to their accountabilities.
- The outputs of their subordinates and coaching for maximum effectiveness.
- The result or impact of subordinates' behaviour.
- Sustaining a team of capable employees working individually and collaterally to produce outputs over time, i.e. providing effective leadership to the team.
- Continuous process improvement.

Subordinate Once Removed (SoR)

- Subordinate Once Removed (SoR) is the one who is **subjected to the two initiatives that of performance and development**.
- Their own effectiveness in role relative to their accountabilities.
- The outputs for maximum effectiveness.



The company 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.

2.10 MANAGEMENT DEVELOPMENT FOR EMPLOYEES (18.1)

Managerial/leadership training and development is in line with career plans for employees which is identified through talent pool and succession planning. This processes is also linked into the plan for AGA's Employment Equity. Management training is an important 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.

AGA 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 table below constitutes the 2017 Management Development Plan (MDP) vs the 2017 Actual:

WW MANAGEMENT DEVELOPMENT: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
Senior Management (ALDP)	PLAN	1	0	0	0	1	2	1	0	0	0	0	1	3	2
	ACTUAL	2	1	0	1	2	6	3	0	1	0	4	8	14	11
Professionally qualified and experienced specialists and mid-management (MLDP)	PLAN	2	0	1	2	1	6	2	0	0	1	1	4	10	9
	ACTUAL	5	0	3	0	5	13	2	0	0	0	3	5	18	13
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (FMP)	PLAN	3	0	2	0	0	5	3	0	1	0	1	5	10	10
	ACTUAL	6	0	0	0	1	7	6	0	0	0	1	7	14	13
TOTAL	PLAN	6	0	3	2	2	13	6	0	1	1	2	10	23	21
	ACTUAL	13	1	3	1	8	26	11	0	1	0	8	20	46	37

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

Note: 10 Employees are roll-overs from 2016. 1 ALDP learner and 9 MLDP learners.

2.11 TALENT POOL DEVELOPMENT (18.1)

The objective of the Talent Pool Development Subsystem is to provide employees with a chance to develop to their maximum potential to meet current and future business needs. The aims of the Talent Pool Subsystem are to:

- Match individuals to appropriate roles based on current and future capability;
- Identify employee development needs in line with likely career progression and company objectives;
- Identify companywide development needs; and
- 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 AGA 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 capabilities, and a projection of the organisation's 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 2017 Staff Development Panel Actual:

WW DEVELOPMENT PANELS: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
ENGINEERING	ACTUAL	1	0	0	0	4	5	0	0	0	0	1	1	6	2
OCCUPATIONAL ENVIRONMENTAL	ACTUAL	0	0	0	0	1	1	0	0	0	0	0	0	1	0
FINANCE	ACTUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HUMAN RESOURCES	ACTUAL	1	0	0	1	0	2	2	0	0	0	1	3	5	5
METALLURGY	ACTUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MEDICAL / HEALTH	ACTUAL	0	0	0	0	1	1	0	0	0	0	0	0	1	0
MINING	ACTUAL	0	0	0	0	2	2	0	0	0	0	0	0	2	0
MRM	ACTUAL	0	0	0	0	2	2	0	0	0	0	0	0	2	0
ROCK ENGINEERING	ACTUAL	0	0	0	0	1	1	0	0	0	0	0	0	1	0
SAFETY	ACTUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SECURITY	ACTUAL	6	0	0	0	1	7	1	0	0	0	3	4	11	10
TOTAL	ACTUAL	8	0	0	1	12	21	3	0	0	0	5	8	29	17

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

As part of AGA's initiatives to help address challenges of youth unemployment, the company had in 2012 introduced the Community Human Resources Development (CHRD) Programme. This programme provides additional internships, learnerships, bursaries and other interventions for the learners passing matric. Above this vocational bursaries, nursing programmes and portable skills are also provided to members of our host and major labour sending areas.

The goals of our CHRD programme are as follows:

- Contribute to SA'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 HDSA's in line with the objectives of the empowerment legislative framework and the company's value with respect the promotion of diversity at the workplace.
- Contribute to upliftment and development of skills in the local 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 United Nations Sustainable Development Goals to promote equitable quality education and lifelong learning for all.
- To promote employment and advance the social and economic welfare of mine communities.

2.12 PORTABLE SKILLS FOR THE COMMUNITY (18.2)

In SA and all over the globe there is a need for people with portable skills. Understanding and commitment in this regard has afforded the company to offer Portable Skills training to community members from our Host and Major Labour Sending Areas. Such portable skills include bricklaying, basic welding and other skills that are not mining industry related. Obtaining these skills allows these individuals to explore opportunities to create their own Small-, Medium-, or Micro Enterprise (SMME). These opportunities enhance the candidates' opportunities to step into an improved world of future income and knowledge backed by certification.

People on this programme are entitled to a once-off course at no cost to them. Individuals complete specific modules and are 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 is 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. Candidates are trained in portable skills such as basic plumbing, basic computer, basic house wiring, basic bricklaying, basic refrigeration, forklift, basic engine service and basic welding. 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 2017 Community Portable Skills Training Plan (CPSTP) vs the 2017 Actual:

WW PORTABLE SKILLS TRAINING: ENGINEERING EMPLOYEES 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	30	0	1	1	2	34	28	0	1	1	1	31	65	63
	ACTUAL	40	0	0	0	0	40	34	0	0	0	0	34	74	74

2.13a MINING SKILLS FOR THE COMMUNITY (18.2)

Mining is a substantial contributor to the country's economy and a major sector for employment. AGA contributes to increasing the pool of capable stoping individuals in their local communities. This gives individuals training which gives them opportunities to become employable within AGA and other mining houses. It aids towards reducing the unemployable market that surrounds our operations. Community members are trained as stope and development team members at AGA Satellite Training Centres. AGA takes the liberty to supply the names of these trained candidates to U-Bank (the old THEBA) to be included in their database. U-Bank is an institution owned by the South African mining industry, through which the industry has historically recruited labour but it now fulfils a broader social role in addition to its recruitment function. This also speeds up the process for the trained individuals to be listed on a database for employment. The mining skills training programme provides hands-on experience to the individuals so they may work in underground operations. When they complete training, they gain knowledge and practical experience as capable candidates en-route towards full competency in the skill trained. Women in the mining industry find it challenging to grow into the industry, and with encouragement, support, dedication and mentorship from the AGA team, many women completed this rigorous programme over the years. Traditionally, mining was a labour-intensive, male dominated industry; however, times are changing. Women are etching out positions for themselves within the mining sector and contribute unique perspectives that ultimately aid the mining industry to evolve.

All training is conducted after hours at no cost to the candidates 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 partners 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 2017 Community Mining Skills Plan (CMSP) vs the 2017 Actual:

WW MINING SKILLS TRAINING: COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	64	0	1	0	3	68	12	0	0	0	0	12	80	77
	ACTUAL	62	0	0	0	0	62	22	0	0	0	0	22	84	84

2.13b COMMUNITY MINING ENGINEERING ASSISTANT TRAINING PROGRAMME (18.2)

AGA's host communities have the opportunity to be trained as Mining Engineering Assistants by AGA, which is conducted after hours at no cost to the community. The communication channels used to communicate Mining Engineering Assistant training is word of mouth. This process is enhanced through AGA's formal communication and reporting structures to the community which includes AGA community briefings, mandating and implementing committee structures as established with relevant Municipalities, pamphlets, organised labour and other relevant structures. Names of the candidates are registered and forwarded to TEBA Ltd to add to their database and for consideration. After training, the individuals have gained knowledge and some practical experience as a capable candidate that is en-route towards full competency in the skill trained.

The table below constitutes the 2017 Community Mining Engineering Assistant Actual:

WW MINING ENGINEERING ASSISTANT COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	25	0	0	0	0	25	10	0	0	0	0	10	35	35

2.14 INTERNSHIPS FOR THE COMMUNITY (18.2)

2.14.1 Community Internship Programme

AGA offers supervised work experience for community members which lead to employment opportunities for these candidates. The internship programme is for those who have recognised degrees or diplomas to extend the theoretical knowledge gained through their studies in a practical work environment. Internships are awarded on an annual basis and a stipend is paid to the candidates. Interns work closely with a supervisor or manager who trains them and prepares them for the working world. 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 external 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 interns are not only exposed to mining related fields, but are also in Finance, Administration, Supply chain, HR, Sustainability and other fields. We seek to include non-mining related fields as we are aware that individuals would like to pursue careers in other fields and the country also needs qualified individuals in all fields.

The following tables constitute the 2017 Community Internships Plans (CIP) vs the 2017 Actuals:

WW INTERNSHIP (CORE): COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	2	0	1	1	1	5	1	0	1	0	1	3	8	7
	ACTUAL	4	0	0	0	1	5	3	0	0	0	0	3	8	7

Note: 3 Interns are from ORTD.

WW INTERNSHIP (NON-CORE): COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	5	0	1	0	1	7	5	0	1	2	2	10	17	16
	ACTUAL	4	0	0	0	1	5	13	0	0	0	0	13	18	17

Note: 1 Intern is a roll-over from 2016.
1 Intern is from ORTD.

2.14.2 Graduate Development Scheme – MQA Learnership / Internship Programme

The company works with the MQA in partnership to deliver work-integrated learning for 18.2 students. Applicants must comply with MQA criteria and fields of study are 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 2017 MQA Learnership / Internship Plan (MQAL/IP) vs the 2017 Actual:

WW INTERNSHIP: COMMUNITY 18.2 – MQA STUDENTS – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	10	0	1	1	1	13	10	0	1	1	2	14	27	26
	ACTUAL	50	0	0	1	4	55	46	0	0	0	1	47	102	98

Note: 87 MQA students are roll-overs from 2016.
2 MQA students are from ORTD.

2.15 LEARNERSHIPS FOR THE COMMUNITY (18.2)

2.15.1 Community Learnerships in Engineering

Learnerships are a structured learning process for gaining theoretical knowledge and practical skills in the workplace leading to a qualification registered on the NQF (National Qualification Framework), which are outcomes-based and not time-based and allows for recognition of prior learning. Learners must meet the entry requirements and selection criteria for the programme as offered by AGA.

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

All candidates are 16 to 35 years old, as set by the Department of Labour. Individuals who enter the programme do not need to pay anything and they receive a monthly salary. Our learnership candidates are registered with the Department of Labour and are awarded an official certificate that states their qualification. AGA does not guarantee a job at the end of the programme, however some may be employed. The candidates – with their qualifications and work experience – are in a better position to market themselves for employment and this enhances their chances of generating an income, opening an SMME or establishing cooperatives with the skills that they have acquired.

Community members receive engineering skills training which provides 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.

Candidates are 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.

AGA 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.

AA 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 2017 Community Learnerships in Engineering Plan (CLIEP) vs the 2017 Actual:

WW LEARNERSHIPS: ENGINEERING 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	17	0	1	1	1	20	12	0	0	1	2	15	35	34
	ACTUAL	34	0	0	0	3	37	17	0	0	0	0	17	54	51

Note: 37 learners are roll-overs from 2016.

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

The Learnerships in Mining programme is 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 are 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 as possible.

The following table constitutes the 2017 Community Learnerships in Mining (Team Leaders) Plan - Level 2 (CLIMTLP) vs the 2017 Actual:

WW LEARNERSHIPS: LEVEL 2 TEAM LEADERS 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	13	0	1	0	1	15	3	0	0	0	2	5	20	19
	ACTUAL	32	0	0	0	0	32	13	0	0	0	0	13	45	45

Note: 19 Learners are roll-overs from 2016.

2.16 BURSARIES FOR THE COMMUNITY (18.2)

As a company we support and encourage youth to study which promotes self-sustainability and hence we offer bursaries. These bursaries are awarded to deserving young people studying their junior degrees or diplomas. We pledge to provide bursaries to the community in our host and major labour sending areas, which are acknowledged 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 bursary programme is advertised through local newspapers, internal communication channels, as well as the mandating and implementing committees which have been established with the relevant Municipalities and in some instances aired on radio. The company aligns bursar demographics with the national EAP ratios and its Form R where possible. Where this proves challenging due to unavailability of certain demographic groups, alternative HDSA groups are prioritised.

The following tables constitute the 2017 Community Bursary Plans (CBP) vs the 2017 Actuals:

WW COMMUNITY BURSARS (CORE): 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	4	0	1	0	0	5	4	0	0	1	2	7	12	12
	ACTUAL	4	0	0	0	1	5	2	0	0	0	0	2	7	6

Note: 5 Bursars are roll-overs from 2016.
1 Bursar is from ORTD.

WW COMMUNITY BURSARS (NON-CORE): 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	5	0	1	2	0	8	6	0	2	1	2	11	19	19
	ACTUAL	9	0	1	1	0	11	7	0	0	3	3	13	24	24

Note: 13 Bursars are roll-overs from 2016.
1 Bursar is from ORTD.

2.17 VOCATIONAL BURSARIES FOR THE COMMUNITY (18.2)

Vocational bursaries are given nationally and are in core fields with consideration being given to the company's Form R. 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 2017 Community Vocational Bursary Plan (CVBP) vs the 2017 Actual:

WW BURSARIES: VOCATIONAL COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	1	0	0	1	0	2	2	0	1	0	1	4	6	6
	ACTUAL	4	0	0	1	1	6	0	0	0	0	0	0	6	5

Note: 4 Bursars are roll-overs from 2016.
2 Bursars are from ORTD.

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 NQF level 4 course. On completion of the course the learner is registered as an Enrolled Nursing Auxiliary (ENA) which is an entry level position. At this level ENAs clean patients' beds, assist in bathing patients, etc.

The company also provides learning opportunities to top learners to continue their training to the level of Enrolled Nursing (EN), which is an NQF level 5 course and this takes the EN to a level where he/she is allowed to administer medication.

Potential 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 South African Nursing Council (SANC). Practical training takes place at the West Vaal Hospital, Klerksdorp Tshepong Complex and the surrounding clinics.

The opportunities for the 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 announced on 30 September 2014, that they will discontinue the legacy ENA programme after June 2015 as per Circular No. 13/2014, a change in the Nursing qualification structure from 2016 and it affected the intakes of ENA. AGA was forced to discontinue the Enrolled Nursing Auxiliaries intakes as from 2016. ENA targets for 2016 and 2017 were therefore not met. To address this, AGA has identified a bridging course for Enrolled nurses which leads to a Diploma in General Nursing and runs over 2 years

The following tables constitute the 2017 Community ENA & EN Plans (CENAP) vs the 2017 Actuals:

WW ENROLLED NURSING AUXILIARIES: COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	6	0	1	1	1	9	6	0	1	1	1	9	18	17
	ACTUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WW ENROLLED NURSING: COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	2	0	0	0	0	2	10	0	0	0	0	10	12	12

Note: 12 Learners are roll-overs from 2016.

2.19 EDUCATION UPLIFTMENT PROJECTS FOR COMMUNITY (18.2)

South Africa's long-term development focus is on education, training and innovation, as outlined in the country's National Development Plan. Contribution to this eliminates poverty and reduces inequality, which contributes to an equal society. 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. AngloGold Ashanti's (AGA) mission is to create value for our shareholders, our employees and our business and social partners through safely and responsibly exploring, mining and marketing our products.

AGA's philosophy to create a complete institution of learning which should at least have competent, dedicated educators, tertiary and school management teams, classrooms that are neat and safe for the learners, computer labs, science labs, ablution facilities and sport fields. All these create an environment conducive to learning. The company is committed to supporting the government in meeting the standard and norms as set by the Minister of Basic Education. Our initiatives in education include capacitating Science and Math Educators, School Management, Governing Bodies and Lecturers at TVET Colleges and sponsoring additional lessons for Matriculants in Math, Science and English. It also includes awarding bursaries and internships to the children of our employees and to the communities in which we operate as well as those in our major labour sending areas

These initiatives are rooted in our approach to the development of our Social and Labour Plans and Social and Institutional Development funding, which are also aligned to the company's Socio-economic Development Strategy aimed at reducing youth unemployment, creating a healthy, safe and economically active communities, contributing towards making the communities in which we operate better off for the company having been there. Indicated below are projects undertaken and conclude in 2017 to address the above stated.

WESTCOL TVET (TECHNICAL, VOCATIONAL AND EDUCATIONAL TRAINING) COLLEGE

Department of Higher Education and Training (2015:5-6) has a target of producing 2 4000 competent artisans by 2020 for the country to meet the National Development Plan of producing 30 000 competent artisans annually by 2030 which amount to 2.5 million artisans. Resources will have to be channelled effectively to these TVET Colleges to ensure efficiency and high calibre artisans are produced. AGA has set its own mandate to play its part in the development of education. To assist the government in its quest of achieving its National Development goal AGA has adopted Western College (Wescol) as one of the colleges that it will assist with its refurbishing and equipping with the latest technology.

On yearly bases Wescol sends AGA proposals of projects they need to embark on. These proposals are evaluated based on their feasibility which includes an analysing on risks attached to it, impact of the project, time and financial implications. On implementation, both AGA and TVETs take responsibility of ensuring quality work is being delivered. In some instances, where there is a need, lectures are given workplace experience to ensure a link between theory and practice. In 2017 AGA sponsored a Multi-functional pipe bending machine at the value of R30 000.00 to Westcol Randfontein. The project has improved the quality of teaching and learning and for learners to successfully complete the Electrical rolling syllabus.

CAREER EXPO & GUIDANCE

Career guidance plays a significant role in helping students to develop the knowledge and skills needed for making wise choice, managing transition in learning and moving into the workplace. AGA offers bursaries to its host and labour sending communities. One of the challenges that the bursary department has been experiencing is, learners entering tertiary institutions lacking direction in course selection and provide vague reasoning for their chosen course of study. The impression that is planted is, if the top performing learners struggle with career choices this could mean majority of young people leave school with only a vague knowledge of employment opportunities and with

little insight as to the most appropriate career direction for their abilities, interests and personality. AGA in partnership with the Department of Education has an initiative of Career Expo and Career guidance to mitigate these challenges. The primary objective is to provide a model that will inspire learners in the right direction and possibly becoming assets to the South African economy. Other purposes are:

- To provide grade 12 learners with the foundation of having better knowledge and opportunity to apply to tertiary institutions,
- To assist government with the necessary educational uplift needed in the community,
- To provide learners with bursary and study loan opportunities,
- To provide an understanding of NFSAS and student loans,
- To provide information to enable learners to make informed career path decisions,
- To provide insight into different study institutions and the requirements thereof,
- To provide an insight into any other opportunities on completion of matric, and
- To promote entrepreneurship where possible.

The career expo has been marketed through various channels, with an assistance from Department of Education by informing the Schools of the event and through our career guidance sessions that we host for the same schools invited for expo. On different time slots, learners are addressed by highly professional individuals who come from different backgrounds to motivate these learners to pursue careers that matches their abilities, values and ambitions. Amongst the list of motivators are dignitaries from the Department of Education (DOE) and the Mayor. They then go to the exhibition stands where they meet various organisations that offers opportunities to apply for bursaries, tertiary institutions even get relevant information that will make them successful on careers they would like to pursue. Some of the exhibitors that honoured the event are banks, tertiary institutions,

Department of Education (DOE) and Municipality play an important role as our key stakeholders in assisting to arrange these events. DOE ensures that this event forms part of their calendar and the grade 12 learners are released on time and are accompanied by teachers to the venues. Municipality arranges venues for these events. Graduates that are on the AGA internship programme provide a helping hand during the events. Management from AGA, NGO's, tertiary institutions and organisations were also part of the event.

In 2017 there were various exhibition stands on the day of the Expo which included AGA, other organisations, educational institutions, recruitment agencies, banks for student study loans, and fire brigades. AGA made brochures for the learners on certain careers which were handed out at its exhibition stands.

In Merafong the event was conducted on the 21st of April 2017. It was attended by 1420 learners. AGA contributed a total of R311 949 for this project and Municipality contributed the venue. The schools that attended the event are: Badrile Secondary School, Carlton Jones High, Hoerskool Carletonville, Hoerskool Fochville, Hoerskool Wonderfontein, Imfundo Secondary School, Letsasting School, Relebogile Secondary School, Thuto Kitso Secondary School, Tswasongu Secondary School and Wedela technical School.

In ORTD the event was conducted on the 12th of May 2017 at Mthatha Airport Hangers. It was attended by 2185 learners. Amongst the list of attendees was the Mayor Ms Nomakhosanzana Meth, Dr Nuku a Superintendent- General at the Eastern Cape Department of Education. The total expense for this project paid by AGA was R212 000 The Municipality contributed the venue and catering for VIP's. DOE contributed transport for the learners. The schools that attended the event are: Toli SSS, St Johns, Dudumayo SS School, Phambili, Daluhlanga, Saint Cuthberts, Shawbury, Qokolweni, Tsolo SS School, Av Plaaitje, Kwanobuhle, Zingisa Atwell Madala.

STAR SCHOOLS PROJECT

South Africa has been ranked last on the mathematics and science quality of education out of 139 countries and has been ranked 137 on the education system (World Economic Forum, 2016:172). The enrolment rates for Southern Africa, especially in higher education, remain among the lowest in the world. The sub region also faces high levels of brain drain particularly in professions such as doctors, university lecturers and engineers. It is without a doubt that quality education and technical skills are amongst the important assets to quality employment and business opportunities (United Nations Economic Commission for Africa, 2015: 09), however with these damning

results it becomes apparent that more resource need to be directed in the improving the state of education system, if the aim is to eradicate poverty and become competitive with other countries. This daunting task should not only be in the hands of government but business, tertiary institutions, education civic societies should contribute in making the education system functional. In a bit to contribute with this task AGA has introduced a star school programme that focuses on Maths, Science and English for learners in grade 10-12. Department of Education (DoE) at its discretion solely determines the schools that participate in the programme. Learners are issued with the necessary stationery that include calculators, stationery, CAPS aligned study materials and a daily meal for them to successfully complete their Grades.

MERAFONG: In the Merafong area, this programme has been producing exceptional results. In 2017 learners in this programme achieved 100% pass rate, with all learners in this programme meeting entrance requirement to study at tertiary institution. The overall results are as follows: 95% of these learners achieved a bachelor pass and 5% achieved diploma pass. In Mathematics 90% of learners achieved over 40%, which is above the national average of 35.1%. In Physical Science 93% of learner achieved above 40%, which is above the national average of 42.2%. This include 23 distinctions and 24 level 6 for Maths, Science and English. AGA has contributed R 765,010.00 towards this programme in Merafong. The following schools have benefited from this programme: Badirile High School, Carleton Jones High School, Hoerskool Carletonville, Letsatsing Combined School, Relebogile High School, Tswasongu Secondary, Wedela Technical High School and Hoerskool Wonderfontein. AGA sponsorship to this Mathematics, Physical Science and English has witnessed learners producing good results. The benchmark results at the begging of the programme and the final National Senior Certificate (NSC) results shows that learners in this programme have been progressive. This programme has managed to keep learners interested in Mathematics and Physical Science. Beside tutoring, educators mentor these learners and offer them life skills. Learners are presented with opportunities to apply for bursaries in varies organisations, taught how to compile a professional curriculum vitae, how to conduct themselves in interviews and are introduced to entrepreneurial skills.

OR TAMBO DISTRICT: AGA also sponsors this project in OR Tambo district which is our major labour sending area. The most impressive centre that has produced outstanding results is in Mthatha Municipality at OR Tambo District Municipality from the 4 centres sponsored by AGA. Learners achieved a 100% bachelor pass. In mathematics 90% of learners have achieved above 50% and in Physical Science 98% of learners have achieved above 50%. The total of 21 Learners have achieved distinctions and 28 learners achieved level 6 across Mathematics, Physical Science and in English. One learner in Mathematics achieved a 99% pass mark of which Only 0.6% of learners who wrote the NSC achieved marks of over 90% in Mathematics. In Physical Science the same learner has achieved a 100% pass with 3 learners achieving a more than 90%percent pass mark. Only 1.3% of learners who wrote the NSC achieved same results in Physical science. In this are AGA has contributed R 739,998.00. The following schools have benefited from the programme: Toli SSS, St Johns, Dudumayo, Phambili, Daluhlanga, Saint Cuthberts, Shawbury, Qokolweni, Tsolo Secondary School, Av Plaaite, Kwanobuhle, Zingisa and Atwell Madala. It is worth mentioning that the OR Tambo municipality see this project as one of its apex project in turning the wheel of education in Mthatha municipality to achieving high quality results. The municipality is able to fill the socio-economic gap for beneficiaries of the programme by providing transport, overnight accommodation, dinner and breakfast which ensures that learners do not miss classes and they go to classes motivated. The AngloGold Ashanti contribution to this Star School Project, since the project's inception, has made an enormous difference to the lives of its sponsored learners. The sponsorship has enabled learners to remain interested in Mathematics and Physical Science and provided the support and motivation for learners to stick with these two subjects. It has offered learners a vehicle to change their lives, and as a result, that of their families too by achieving quality passes in the subjects which South Africa needs most.

SCHOOL ENRICHMENT PROJECT

The South African Country Report- General Education System Quality Assessment of October 2013, indicated that the South African education system has two systems that is well-functioning that consist mostly of White-Indian schools, they are well resourced serves middle class of all racial groups. The much larger second system includes poorer children who are further disadvantaged through attending schools with dysfunctional management and classroom practices. Children in this system have low functioning in reading and writing and can perform only simple numerical operations. Much of the university entrants are from the well-functioning system. However current matric results show that the difference in two systems is starting to shrink, more township schools are improving their performances. This is based on the concerted effort by the Department of Education. One of the models that they have introduced in some schools is the twinning system, it allows two schools from the township and the suburb to be managed by the same governing body. The system smoothens the process of sharing best practices between the schools. To ensure that these kinds of efforts are

sustained and this gap diminishes. AGA has committed itself in continuing with its school enrichment programme that promotes good governance of the schools that will allow efficiency in teaching and learning.

Thaping Management Consulting is a fully trained and experienced facilitator organisation who presents this programme and has been sourced by AGA. A plan was drawn up to empower teachers to help learners with fundamental skills such as teaching learners to recognise their learning styles; improving their listening skills and adapting their time management skills. Principals, their school management teams, schools' governing bodies, learner representative councils, student organisations, educator unions, local municipalities and any other stakeholder in education benefitted from this project. Training manuals and lunch are also provided to those that attended.

Learners received motivational packages.

The newly adopted schools were introduced to the Performance Journey which entails:

- Schools Self-Assessment,
- Schools Improvement Planning,
- Whole School Evaluation,
- Whole School Development,
- Executive Coaching,
- Teaching Model Generation,
- Learner Performance Management Systems,
- Learner Study Management Programmes,
- Stakeholder Engagement and
- Incubation Support Programme to Special Schools

MERAFONG: The schools which benefitted during the 2017 year on the project were: Reakgona, Kokosi, Wedela, Xobani, Boiteko, Rotara, Hlanganan, Kamohelo and Phororong Primary Schools. The contribution done by AGA is R440 000.00.

Self-Assessment process is highly interactive and focuses on creating awareness and finding innovative ways of closing the gaps. This programme will continue in the following year to re-emphasise these models. Upon realisation of the importance of these models Boiteko primary school become one of the schools that opted for the six-hour intervention based on their School Self-Assessment in a bid to improve their school management system.

Learners in this programme are introduced to an understanding of how the brain functions and how memory retention happens. Learners got to be aware how and why information gets to be stored in the Long-Term Memory. They are given an opportunity to identify their own learning styles and how they affect their memory retention. There is a session on practical guide based on Learner Study Management skills to show learners on how they can efficiently utilise their learning styles to improve their academic performances. At the end of the programme learners get to understand their learning style while school management get a better view of their school management system and to come up with possible solutions to their challenges. Teachers are able to track performance of learners on each task. Principals gets a better chance at managing their schools.

OR TAMBO DISTRICT: This programme is also offered in the OR Tambo district which is AGA's major labour sending area. In the OR Tambo District schools were introduced to the Performance Journey which entails: Schools Self-Assessment, Schools Improvement Planning, Whole School Evaluation, Whole School Development, Executive Coaching, Teaching Model Generation, Learner Performance Management Systems, Learner Study Management Programmes and Stakeholder Engagement. Teachers were made aware that the Learner Performance Enhancement System would serve more as a motivational tool instead of a control tool. Schools were also encouraged to do their own SWAT analysis to improve school management. The schools that have benefitted are: School benefiting are Toli, St Johns, Phambili, Daluhlanga, St Cuthberts, Qokolweni, AV Plaatjie, Kwanobuhle and Zingisa High Schools. AGA contributed R440 000.00 towards this project

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 2017, the company's performance against the Mining Charter is as follows:

- Board - 45%
- Top Management - 43%
- Senior Management: Vaal River – 42%, West Wits – 44%, & SAR – 43%
- Middle Management: Vaal River – 51%, West Wits – 57%, & SAR - 54%
- Junior Management: Vaal River – 58%, West Wits – 63%, & SAR – 60%
- Core Skills: Vaal River – 53%, West Wits- 52%, & SAR – 53%
- Women in Mining: Vaal River – 17%, West Wits -17% & SAR – 17%

Despite a challenging year within the SA Region characterised by restructuring and rightsizing initiatives, AngloGold Ashanti performed well against the Employment Equity targets as set out in the Mining Charter. HDSA representation was 43% in Top Management. At the Senior Management level, HDSA representation is 43% and shows a continued improvement over previous years. The Middle Management level also shows a positive trend with 54% HDSA representation and Junior Management was maintained at 60% HDSA representation.

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.

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 EXCO” means the **Management Committee (SAREXCO)** 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 2017:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2017

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED BY 31 DECEMBER 2017
5	Employment Equity	Diversification of the workplace to reflect the country's demographics to attain competitiveness.	Board Level	40%	45%
			Top Management (F Band)	40%	43%
			Senior Management (E Band)	40%	43%
			Middle Management	40%	54%
			Junior Management	40%	60%
		Note by AGA: Actuals adapted to correct any white female representation over 6%	Core Skills	40%	53%

The 2015 - 2019 West Wits (WW) operations Employment Equity (EE) Plan is a consolidation of the respective West Wits Business Units respective EE Plans, taking into considerations the workforce analysis, workforce projections, Life of Mine Plans per Business Unit, Business Planning and Objectives as well as the company's HRD plans.

In developing its EE Plan, the company also took into consideration its obligations under the Employment Equity (EE) Act No 55 of 1998 under which a subsequent Employment Equity Plan was developed and submitted to the Department of Labour (DoL) in October 2013. The company EE Plan was developed in terms of Section 20 of the Employment Equity Act. Consideration was also given to the Broad-based Black Economic Empowerment Act and Codes of Good Practice in developing the DoL EE Targets. Much as the DoL Plan targets are not a requirement in terms of the Mining Charter, the WW Operations will continue to strive to achieve such targets in support of the company's commitment to its values and in the spirit of transformation and align the EE Plans to the Mining Charter which is required by the MPRDA.

In line with the above mentioned approach, the management monitoring structures have been established to deal with amongst other issues: Employment Equity Planning and Reporting, Oversight and Monitoring and issues of Skills, including scarce skills initiatives. These committees take place at Board Level, Central Level and the respective Business Unit branch level. The committees create a platform where management and stakeholders consult on issues of employment equity and skills development and also contribute to a strategic focus on employment equity. These Committees meet separately once every quarter.

The Committees established are as follows:

- The Social, Ethics and Transformation Sub-Board Committee, which is at Board level,
- South Africa Region Transformation Steering Committee, which is at Regional level,
- Central Skills Development Committee, which is at Regional level, and
- Skills Development and EE Committees, which are at the respective Business Units branch level.

EE Committees and Skills Development Committees at the various Business Units meet more frequently and as part of their terms of reference deal with employment equity, skills development and all other matters pertaining to the work environment. The employment equity plan is accessible to all employees and a detailed review of the plan is undertaken from time to time. The roles and responsibilities of the various role players and committees play a central role in the successful implementation of the Employment Equity Plan as a reflection of the commitment of the company to employment equity and the Employment Equity Act.

In implementing our EE Plan, the Human Resources Development initiatives play a critical role in closing the gaps identified within the numerical targets of employment equity. The Human Resources Development initiatives such as Management Development Programmes, Learnerships and Internships, formal qualifications study assistance and Bursary Schemes for employees are aligned to the company's employment equity plans with respect to the demographics of the country and the EAP. The Corporate Office HDSA talent pool shall constitute part of the SAR operations talent pool and pipeline.

The following tables shall constitute the percentage actuals based on the workforce strength as at 31 December 2017 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 2017

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2017 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
AGA BOARD	1	1	0	2	0	1	0	1	4	1	11	40%	45%
GRAND TOTAL	9%	9%	0%	18%	0%	9%	0%	9%	36%	9%			

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 (EXCOM) AS AT 31 DECEMBER 2017

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2017 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
Top Management	1	0	0	1	0	1	0	2	1	1	7	40%	43%
GRAND TOTAL	14%	0%	0%	14%	0%	14%	0%	29%	14%	14%			

It should be noted that the Top Management Structure operates across all areas of AngloGold Ashanti, i.e. West Wits and Vaal River. The 43% HDSA achievement on Top Management is calculated at the actual HDSA representation for AngloGold Ashanti's Top Management structure based at the Corporate Office, not in the West Wits.

TABLE 2.17 C:- SA REGION MANAGEMENT COMMITTEE (SAREXCO) LEVEL AS AT 31 DECEMBER 2017

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2017 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
SAR Exco	3	1	0	0	0	0	0	4	0	0	8	40%	33.3%
GRAND TOTAL	37.5%	12.5%	0%	0%	0%	0%	0%	50%	0%	0%			

The following table reflects the EE Plan for the West Wits operations for the year 2017, which is the third year of the 2015 – 2019 SLP Plans.

TABLE 2.17.I: TOTAL WEST WITS EE PLAN 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Planned % HDSA
	Male			Female				Male	Foreign National			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14.3%	0%	0%	0%	0%	14.3%	14.3%	28.6%	14.3%	14.3%	100%	42.9%
Senior Management	17.4%	4.1%	5.8%	5.2%	1.2%	3.5%	9.9%	45.9%	5.2%	1.7%	100%	47.1%
Middle Management	21.9%	2.4%	3.2%	9.1%	1.5%	2.4%	13.5%	43.4%	2.3%	0.4%	100%	53.9%
Junior Management	42.8%	1.3%	0.2%	9.7%	0.7%	0.4%	9%	30.5%	5.4%	0%	100%	64.1%
Semi-skilled	56.1%	0.2%	0%	10.3%	0.3%	0%	2.2%	1.9%	28.9%	0.1%	100%	69.2%
Unskilled & Def. dec. making	62.9%	0.2%	0%	13.0%	0%	0%	0.1%	0.6%	22.8%	0.4%	100%	76.2%
Total Permanent	55.9%	0.5%	0.2%	11.5%	0.3%	0.2%	2.7%	7.7%	20.9%	0.3%	100%	71.2%
Non-Permanent Employees	23.5%	0%	0%	41.2%	0%	0%	17.6%	17.6%	0%	0%	100%	82.4%
GRAND TOTAL	55.8%	0.5%	0.2%	11.5%	0.3%	0.2%	2.7%	7.7%	20.9%	0.3%	100%	71.2%

The following tables reflect the status report with respect to West Wits operations percentage of HDSA as at 31 December 2017 against the targets as set in the 2014 Mining Charter. The status report also highlights West Wits Operations including and excluding Corporate West Wits operations.

TABLE 2.3.N: WW INCLUDING CORPORATE ACTUAL AS AT DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14.3%	0%	0%	14.3%	0%	14.3%	0%	28.6%	14.3%	14.3%	100%	42.9%
Senior management	16.5%	4.1%	8.2%	4.1%	1.0%	3.1%	7.2%	50.5%	5.2%	0%	100%	44.3%
Professionally qualified...management	17.8%	3.4%	3.7%	10.7%	1.7%	2.7%	17.4%	39.9%	1.7%	1.0%	100%	57.4%
Skilled technical...superintendents	40.0%	0.8%	0.3%	11.1%	0.9%	0.3%	9.6%	28.4%	8.5%	0.1%	100%	63.0%
Semi-skilled... decision making	53.4%	0.1%	0%	11.0%	0.2%	0%	1.9%	1.0%	32.2%	0%	100%	66.7%
Unskilled & defined dec. making	58.1%	0.1%	0%	15.0%	0.1%	0%	0%	0.3%	25.8%	0.6%	100%	73.3%
Total Permanent	51.4%	0.4%	0.3%	12.9%	0.3%	0.2%	3.1%	7.9%	23.1%	0.4%	100%	68.6%

TABLE 2.3.N: WW INCLUDING CORPORATE ACTUAL AS AT DECEMBER 2017

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Non-permanent employees	35.7%	3.6%	0%	35.7%	3.6%	0%	3.6%	17.9%	0%	0%	100%	82.1%
Grand Total	51.3%	0.4%	0.3%	13.0%	0.3%	0.2%	3.1%	8.0%	23.0%	0.4%	100%	68.7%

TABLE 2.3.N: WW EXCLUDING CORPORATE ACTUAL AS AT DECEMBER 2017

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Top Management	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior management	23.3%	7.0%	7.0%	2.3%	0%	0%	4.7%	55.8%	0%	0%	100%	44.2%
Professionally qualified...management	20.8%	4.0%	3.5%	10.4%	1.0%	1.5%	14.9%	43.1%	1.0%	0%	100%	55.9%
Skilled technical...superintendents	41.5%	0.7%	0.2%	10.8%	0.5%	0.1%	7.4%	29.8%	8.9%	0.1%	100%	61.1%
Semi-skilled... decision making	53.8%	0.1%	0%	10.5%	0.1%	0%	1.4%	0.9%	33.0%	0%	100%	66.0%
Unskilled & defined dec. making	58.1%	0.1%	0%	15.1%	0.1%	0%	0%	0.3%	25.8%	0.6%	100%	73.3%
Total Permanent	52.7%	0.4%	0.2%	12.8%	0.2%	0.1%	2.2%	7.4%	23.8%	0.3%	100%	68.5%
Non-permanent employees	43.5%	0%	0%	43.5%	4.3%	0%	0%	8.7%	0%	0%	100%	91.3%
Grand Total	52.6%	0.4%	0.2%	12.9%	0.2%	0.1%	2.2%	7.4%	23.8%	0.3%	100%	68.5%

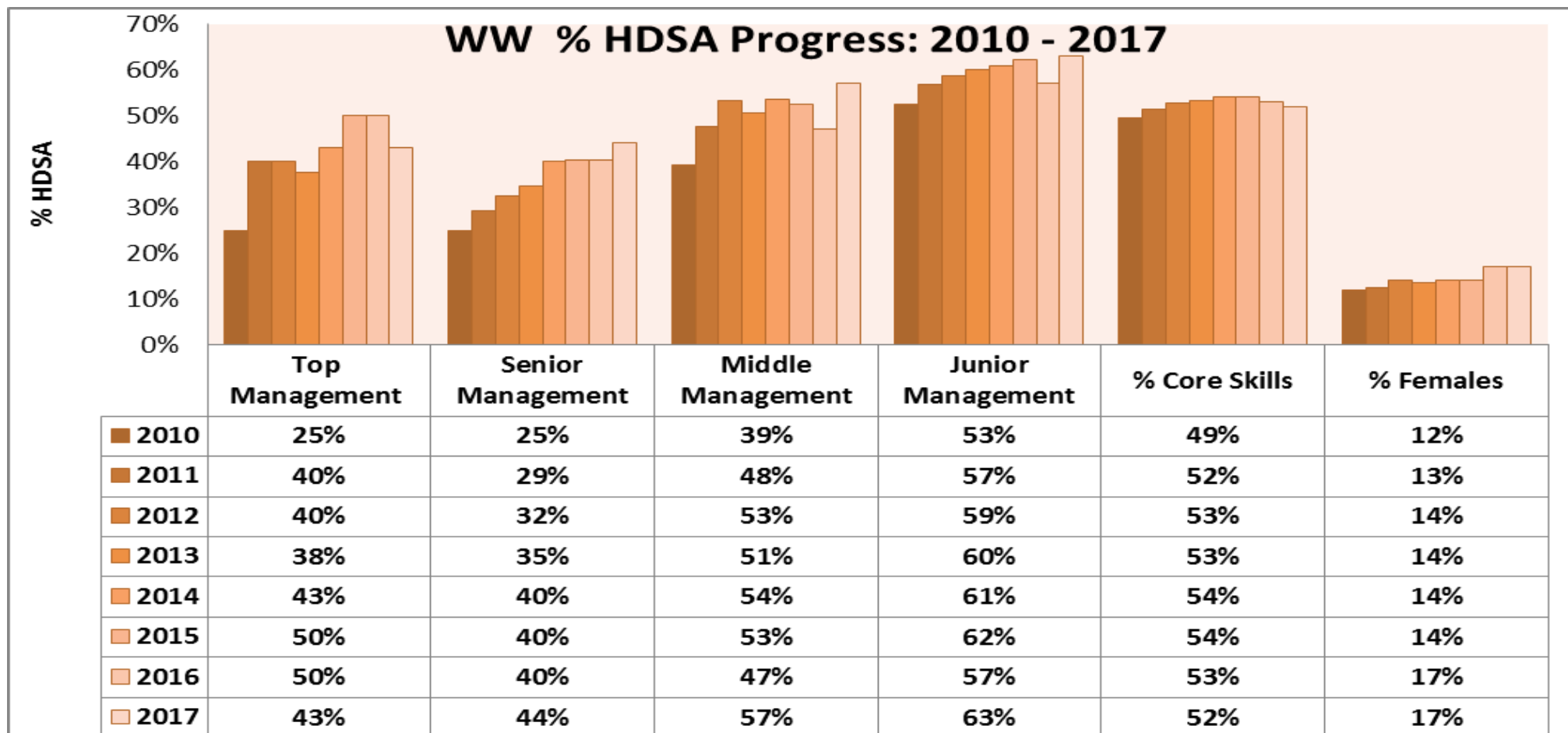
The following table reflects the numerical status report with respect to West Wits as at **31 December 2017**, including West Wits Corporate Office against the 2014 targets as set in the Revised Amended Mining Charter of 2010.

WEST WITS NUMERICAL WORKFORCE PROFILE INCLUDING CORPORATE ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	2017 Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Top Management	1	0	0	1	0	1	0	2	1	1	7	42.9%
Senior management	16	4	8	4	1	3	7	49	5	0	97	44.3%
Professionally qualified...management	53	10	11	32	5	8	52	120	5	3	299	57.2%
Skilled technical...superintendents	576	11	4	160	13	5	139	408	122	2	1 440	63.1%
Semi-skilled... decision making	1 096	3	0	225	4	1	39	21	661	1	2 051	66.7%
Unskilled & defined dec. making	2 227	4	0	577	2	0	1	12	988	23	3 834	73.3%
Total Permanent	3 969	32	23	999	25	18	238	612	1 782	30	7 728	68.6%
Non-permanent employees	10	1	0	10	1	0	1	5	0	0	28	82.1%
GRAND TOTAL	3 979	33	23	1 009	26	18	239	617	1 782	30	7 756	68.7%

Notwithstanding the current business challenges and restructuring imperatives the Region has achieved the annual Mining Charter targets. There will be a continual reduction of the SA Region workforce profile due to the ongoing restructuring imperatives. The West Wits Region has lost some traction in the Senior Management level mainly due to a number of changes to the organisation structure. The Region however has taken cognisance of the transformation commitments and plans are in place to progressed positively in exceeding the Mining Charter targets.

The Region acknowledges the need for constant positive HDSA movements at Senior Management and Middle Management levels. Internally and externally opportunities will be explored 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.

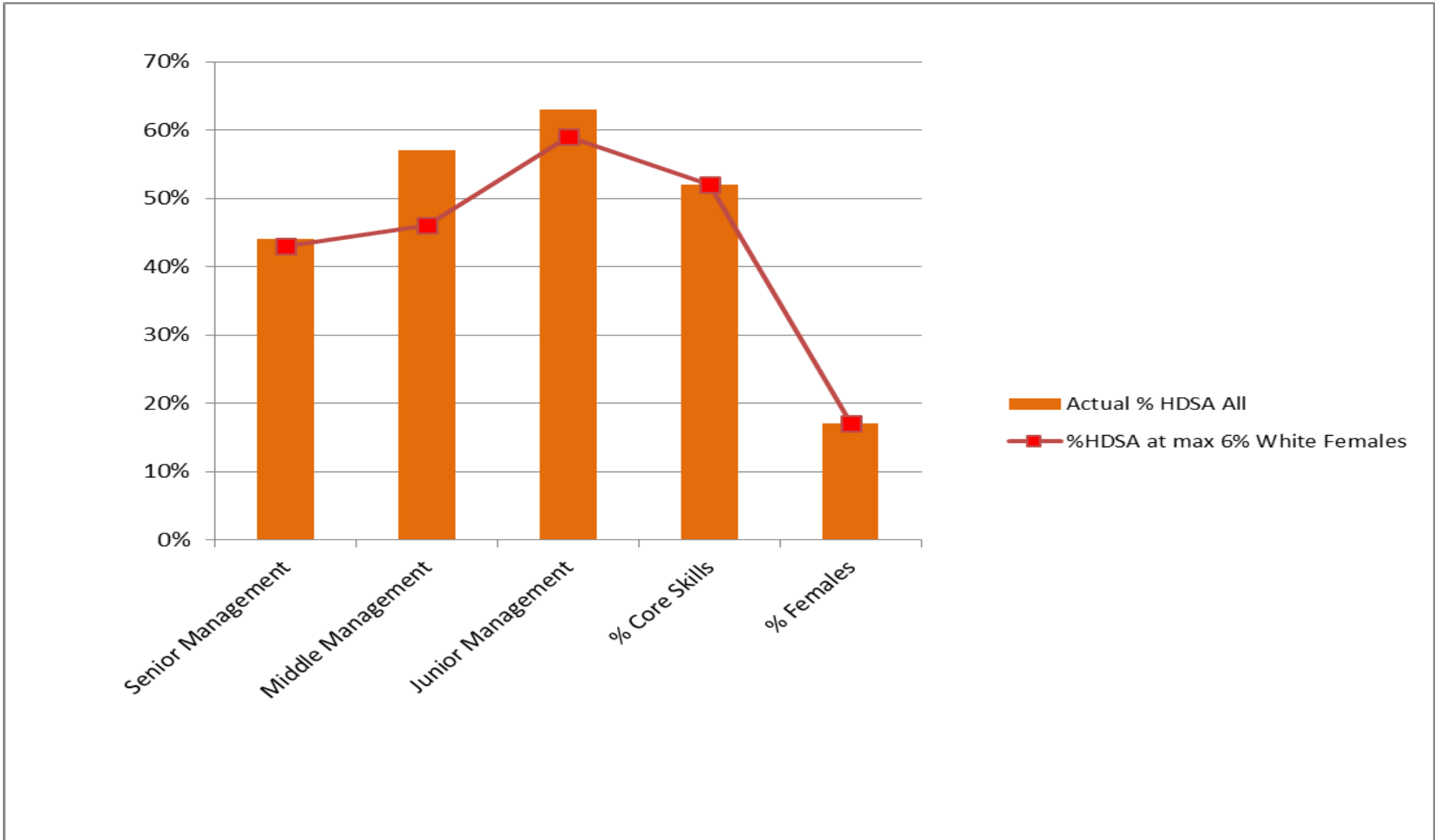
The West Wits operations have been able to achieve positive trends in advancing equitable representation in the management structures as well as gender representation as can be seen in the graph below with respect to progression of **HDSA in management occupational levels, core and critical skills, and female representation** since the year 2010 - 2017.



Graph 1: Progress HDSA representation from 2010 –2017

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, 17% 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 tables reflect the numerical and percentage status with respect to Core function as at 31 December 2017 in the West Wits operations.

WEST WITS CORE FUNCTION NUMERICAL AS AT DECEMBER 2017												
Occ. Levels	Male			Female				Male	Foreign National		Total	MC % Core & Critical Skills Target
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE		
TopManagement	0	0	0	0	0	0	0	0	0	0	0	0%
Senior Management	7	1	1	0	0	0	1	19	1	0	30	33%
Prof.qual. - Mid Mngmnt.	24	4	2	7	1	0	18	59	2	1	118	47%
Skilled Technical	404	8	2	58	0	0	21	355	109	1	958	51%
Semi-skilled	837	2	0	57	0	0	1	11	613	0	1521	59%
U/skilled & Def. dec. making	2103	3	0	479	2	0	1	11	929	18	3546	73%
Total Permanent	3375	18	5	601	3	0	42	455	1654	20	6173	66%
Non-Permanent Employees	0	0	0	0	0	0	0	0	0	0	0	0%
GRAND TOTAL	3375	18	5	601	3	0	42	455	1654	20	6173	66%

WEST WITS CORE FUNCTION PERCENTAGE AS AT DECEMBER 2017

Occupational Levels	Male			Female				Male	Foreign National		Total	Actual % HDSA
	A	C	I	A	C	I	W	W	Male	Female		
Top Management	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior Management	23.33%	3.33%	3.33%	0%	0%	0%	3.33%	63.33%	3.33%	0%	100%	33%
Prof.qual. - Mid Mngmnt.	20.34%	3.39%	1.69%	5.93%	0.85%	0%	15.25%	50%	1.69%	0.85%	100%	47%
Skilled Technical	42.17%	0.84%	0.21%	6.05%	0%	0%	2.19%	37.1%	11.38%	0.10%	100%	51%
Semi-skilled	55.03%	0.13%	0%	3.75%	0%	0%	0.07%	0.72%	40.3%	0%	100%	59%
U/skilled & Def. dec. making	59.31%	0.08%	0%	13.51%	0.06%	0%	0.03%	0.31%	26.2%	0.51%	100%	73%
Total Permanent	54.67%	0.29%	0.08%	9.74%	0.05%	0%	0.68%	7.37%	26.79%	0.32%	100%	66%
Non-Permanent Employees	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GRAND TOTAL	54.67%	0.29%	0.08%	9.74%	0.05%	0%	0.68%	7.37%	26.79%	0.32%	100%	66%

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 17%.

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 2017:

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		
Top Management	1	0	1	0	2	1	3	17% of women against the total permanent workforce of 7728
Senior Management	4	1	3	7	15	0	15	
Prof.qual. - Mid Mngmnt.	32	5	8	52	97	3	100	
Skilled Technical	160	13	5	139	317	2	319	
Semi-skilled	225	4	1	39	269	1	270	
U/skilled & Def. dec. making	577	2	0	1	580	23	603	
Total Permanent	999	25	18	238	1280	30	1310	
Non-Permanent Employees	10	1	0	1	12	0	12	
GRAND TOTAL	1009	26	18	239	1292	30	1322	

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 2017.

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		
Top Managements	0	0	0	0	0	0	0	8% of women in core function against the total workforce of 7728
Senior Management	0	0	0	1	1	0	1	
Prof.qual. - Mid Mngmnt.	7	1	0	18	26	1	27	
Skilled Technical	58	0	0	21	79	1	80	
Semi-skilled	57	0	0	1	58	0	58	
U/skilled & Def. dec. making	479	2	0	1	482	18	500	
Total Permanent	601	3	0	42	646	20	666	
Non-Permanent Employees	0	0	0	0	0	0	0	
GRAND TOTAL	601	3	0	42	646	20	666	

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 2017.

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		
Top Management	1	0	1	0	2	1	3	8% of women in core function against the total workforce of 7728
Senior Management	4	1	3	6	14	0	14	
Prof.qual. - Mid Mngmnt.	25	5	8	35	73	2	75	
Skilled Technical	105	12	5	118	240	1	241	
Semi-skilled	175	5	1	38	219	1	220	
U/skilled & Def. dec. making	98	0	0	0	98	5	103	
Total Permanent	408	23	18	197	646	10	656	
Non-Permanent Employees					0		0	
GRAND TOTAL	408	23	18	197	646	10	656	

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 2017 WSP-ATR to the MQA.

TOTAL WEST WITS CRITICAL AND SCARCE SKILLS		
DISCIPLINE	POSITION	OCCUPATIONAL LEVEL
Engineering	Boilermaker	Skilled Technical
Engineering	Rigger Ropesman	Skilled Technical
Mining	Load-haul-dump (LHD) Operator	Semi-Skilled
Mining	Rock Engineer Officer	Prof.qual-Mid Mgt
Mining	Locomotive Driver	Semi-Skilled
Mining	Dump Truck Driver / Operator	Semi-Skilled
Engineering	Environmental Health Officer	Skilled Technical
Mining	Miner	Skilled Technical
Mining	Shift Foreman / Boss (Mining)	Skilled Technical
Engineering	Winding Engine Driver (Human and Material)	Skilled Technical
Engineering	Electrician (Engineering)	Skilled Technical
Engineering	Industrial Engineer (G)	Prof.qual.-Mid Mgt
Engineering	Instrumentation Technologist	Prof.qual.-Mid Mgt
MRM	Geologist	Prof.qual.-Mid Mgt

TOTAL WEST WITS CRITICAL AND SCARCE SKILLS		
DISCIPLINE	POSITION	OCCUPATIONAL LEVEL
Mining	Mining Technician	Prof.qual.-Mid Mgt
Mining	Strata Control Officer	Prof.qual.-Mid Mgt

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 2017. 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	1	0	0	0	1	0	3	2	5
Senior management	16	4	4	1	8	3	7	43	49	92
Middle Management	53	32	10	5	11	8	52	171	120	291
Junior Management	576	160	11	13	4	5	139	908	408	1316
Core & Critical Skills (1)	3216	555	14	3	5	0	37	3830	433	4263
Total of the above	3862	7952	39	22	28	17	235	4955	1012	5967

(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	5	60%	20%	25%	30%	35%	40%	3	
Senior management	43	92	47%	20%	25%	30%	35%	40%	4	
Middle Management	171	291	59%	30%	35%	40%	40%	40%	3	
Junior Management	908	1316	69%	40%	40%	40%	40%	40%	1	
Core and Critical Skills	3830	4263	90%	15%	20%	30%	35%	40%	5	
TOTAL	4955	5967	83%						16	

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 2017:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2017					
No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2017	PROGRESS ACHIEVED BY 31 DECEMBER 2017
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 2016.	The West Wits Operations 2015 to 2017 SLP local economic development (LED) projects are on track in the Merafong and OR Tambo District Municipalities.
		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.		

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 have been developed and implemented for some time while others are at developmental and implementation stages:

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 that have already been taken has been to begin the process of implementing 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 being 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 United Nations 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.

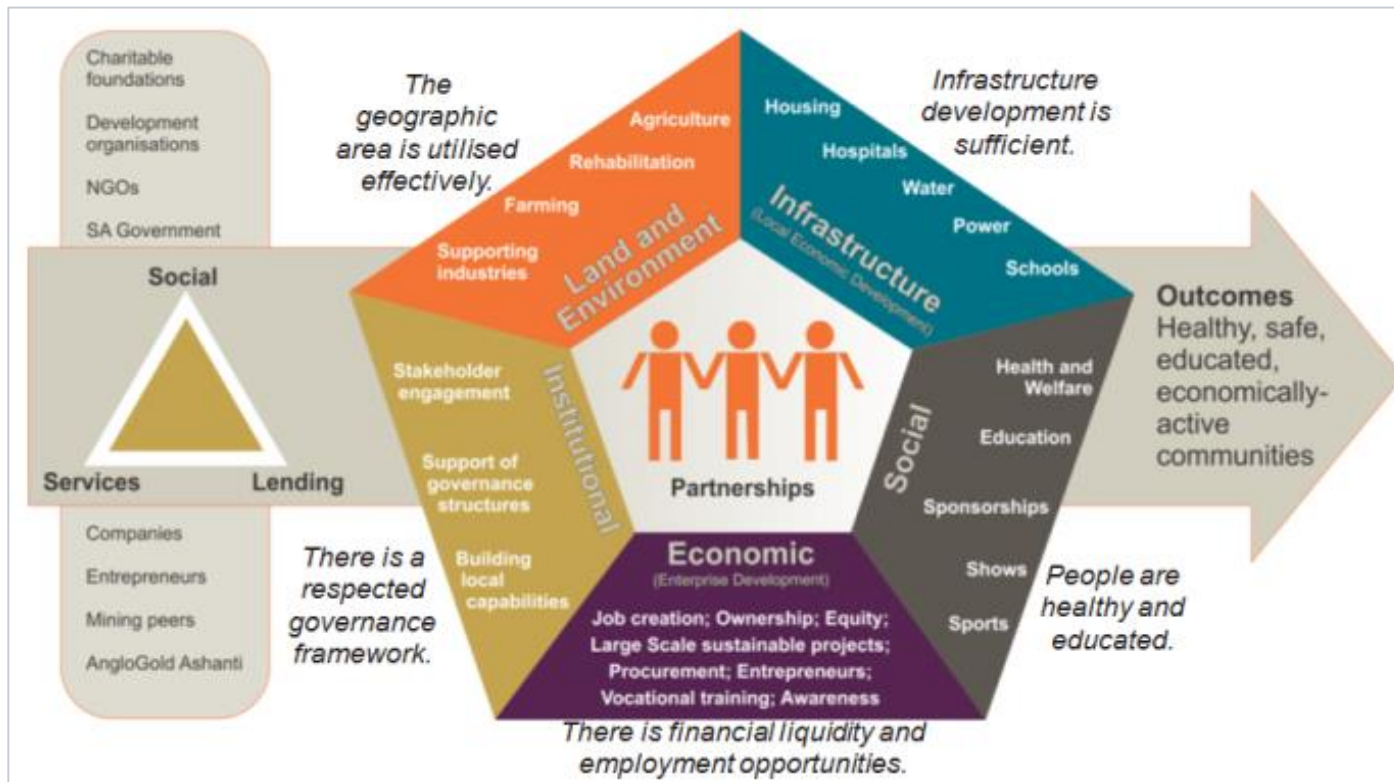
3.1.5 Economic Development – The current national challenges of poverty, high rates of unemployment and inequality requires that we adopt a multi-pronged approach to socio-economic development aimed at creating healthy, safe, educated and economically active communities as envisaged in the SEDF. Once 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. Due to challenges faced in collaborating with the Jobs Fund this partnership was terminated in 2016.

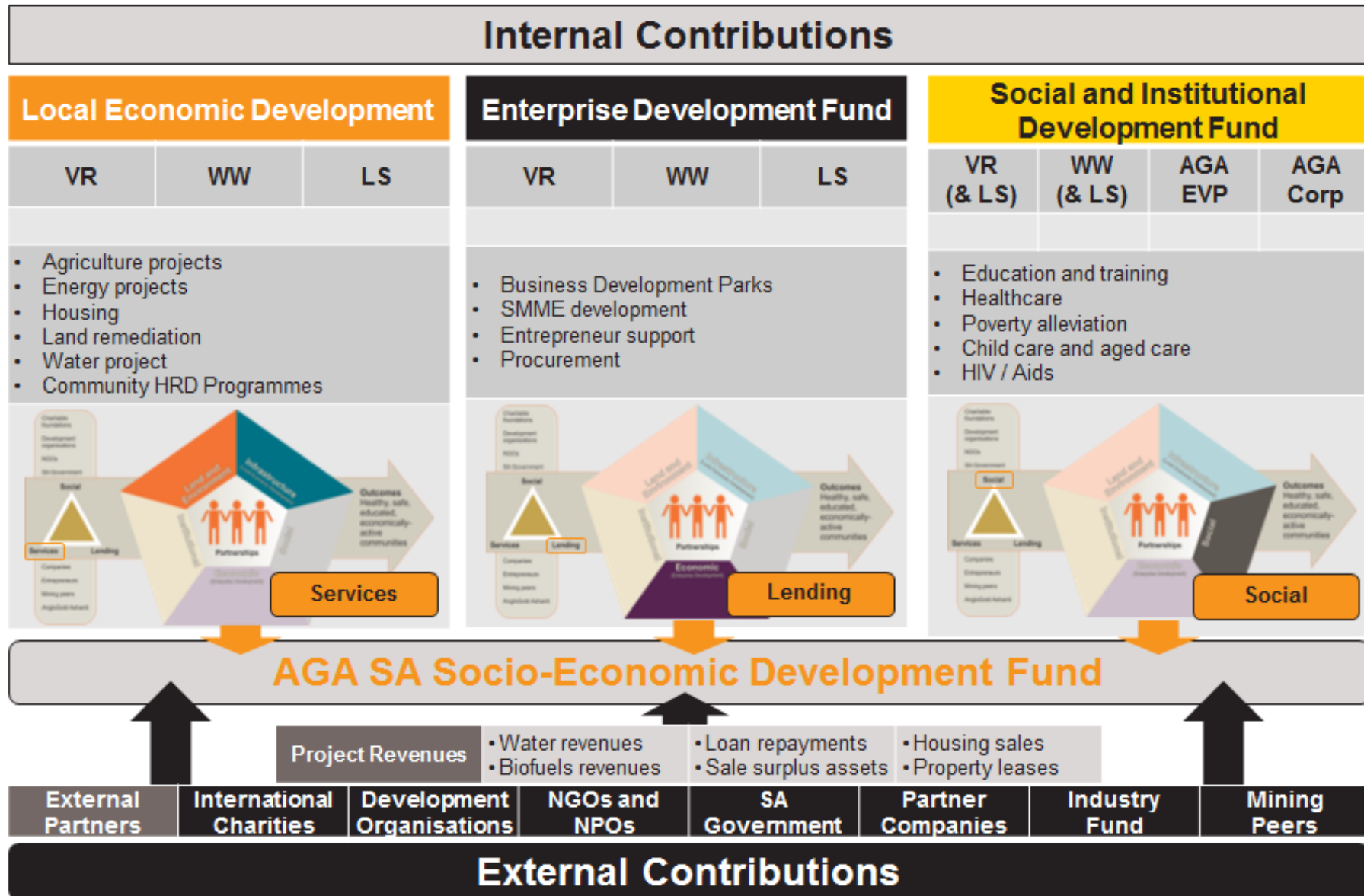
Moving into the next four years to 2019, the main challenge remains that of partnering with government and other businesses in increasing the local procurement spend and content as per the BBBEE Codes, in particular, the HDSA SMMEs, and developing the suppliers and entrepreneurs in line with the objectives 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 and recently the United Nations 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)

- Quarterly Mandating Committees were held through the year, chaired by the Executive Mayor of Merafong to discuss progress made in project implementation for 2017 as well as iron out any challenges.
- During the year under review the following projects were launched:
 - Merafong Enterprise Development Centre
 - Khamohelo and Phororong Science Laboratories
- Engagement were also held on 14 July 2017 with regard to the eminent closure of the Savuka and TauTona mine and the potential impact on communities

3.6.2 Consultation with OR Tambo District Municipality

- SLP progress on the 2015 – 2019 Plan and ongoing 2010 - 2014 projects
- Launch of the Sonata Early Childhood Development Centre and Computer Centre in Libode
- The eminent Closure of Savuka, TauTona and Kopanang mine and the subsequent sale of the operations (Kopanang and Moab Khotsong to Village Main Reef and Harmony respectively
- 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 in September 2017. This was Briefing Session with an objective to give the stakeholders feedback progress on the SLP 2015 – 2019 and the state of the business with respect to the eminent closure of the WW and VR operations.

- Meeting with the OR Tambo District to discuss the Enterprise Development, with the implementing agent in pursuant of the rolling out of the EDC in OR Tambo which is part of the Section 102 (Regulation 44) projects was held during the year.

3.6.3 Consultations with DMR Gauteng Regional offices

- On 10 October 2017 consultations were held with the Gauteng DMR with regard to the impact of the Savuka and TauTona closure on the SLP commitments and the need for Section 102 applications, Regulation 44 application.
- Applications in terms of Section 102 for the SLP were submitted in February 2018.

3.6.4 Consultation with Government Department of SLP projects

Throughout the year several consultations 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 2017.
- Consultations were held on 27 February 2018 to brief the Forum on the Section 102 regulation 44 amendment to the WW SLP 2015 – 2019 with specific regard to the HRD component of the SLP.

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. We have entered into partnerships with the Department of Small Business Development (DSBD), Small Enterprise Development Agency (SEDA), Small Enterprise Finance Agency (SEFA), the National Empowerment Fund (NEF), ABSA Bank, North West Development Agency, the local municipalities of Matlosana and Merafong and the OR Tambo District Municipality with respect to the establishment of the Enterprise Development Centres (EDC) in Merafong, Matlosana and OR Tambo. 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. The Matlosana EDC was launch on 16 March 2017 and the Merafong EDC on 21 June 2017. The OR Tambo EDC will be relaunched first quarter of 2018.

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	Processing of essential oils	73.75%

Table 3.7.2 - Economic Scan as conducted by consultants Bigen Africa in OR Tambo

Economic Sector	Project	Score
(Including Fishing)	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	Umzikantu 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. 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, Pavilion, 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 2017 Local Economic Development Annual Report as committed in the 2015-2019 SLP:

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
LEDP2: ADMINISTRATION 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 has 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.	R 0.4m	R0.7m	The population of. Converting a mud structure into a proper brick and mortar structure would in addition to result 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	The Project is 100% completed.
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	R6m over 3 years	R6.4m	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	307 Land Owners and 6 employed for fencing	The project will benefit the communities OR Tambo District Municipality and 307 Land Owners	The following have been concluded: <ul style="list-style-type: none"> • Establishment of Legal entity i.e. Trust and Cooperative is in process. • MOU between AGA/ FarmSol and SAB • Feedback session completed in Qtr 3, 2017. • Co-operatives payments concluded • Seda training concluded on 3 Co-operatives • Liming and Soill correction done under Women in Maize grant funding.

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
	infrastructure for the delivery of IG support to these communities.			these communities.			<ul style="list-style-type: none"> • Delivery of inputs done in October 2017. • Ploughing and planting Maize on 556 Ha completed.
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	In partnership with the Department of Basic Education in the Gauteng and MCLM, AGA has committed to the refurbishment and equipping of a classroom into a Multi-Purpose Computer Laboratory at Reakgona Primary School in Kokosi. The Computer Laboratory will be built according to the Department of Basic Education's specification.	R0.5m	R0.12m	Job creation during the building of the project and conducive learning environment after the completion of the project.	7	To improve knowledge on Information Technology thereby increasing the pass rate in this regard over the years. Reakgona Primary School has a roll call of approximately 1 043 learners and is a feeder to Thuto Kisto Comprehensive School.	The project is 100% completed.
LEDP6: BUILDING OF A PHYSICAL AND LIFE SCIENCE LABORATORY AT KAMOHELO PRIMARY SCHOOL IN KHUTSONG-R1.9M	In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard.	R1.9m	R1.4m	Job creation during the building of the project and conducive learning environment after the completion of the project.	10	The Kamohelo Primary school has got approximately 750 learners on annual basis. Building a Physical and Life Science Laboratory would contribute towards improvement of	The project is 100% completed and was launched in Qtr. 4 of 2017.

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
	<p>Kamohelo Primary school has a roll of approximately 1022 learners and attracts many learners in the area. The school is a feeder to Relebogile Secondary School.</p> <p>In partnership with the Department of Basic Education and Merafong City Local Municipality, AGA has committed to build a Physical and Life Science Laboratory at Kamohelo Primary School in Khutsong. The Science Laboratory will be built according to the Department of Education's specification.</p>					<p>learner's performance in Maths and Science and also towards the quality of education. Furthermore, in the short term job opportunities have been created during the building phase.</p>	
LEDP7: BUILDING OF A PHYSICAL AND LIFE SCIENCE LABORATORY – PHORORONG PRIMARY SCHOOL IN KHUTSONG- R1.9M	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard.</p> <p>Phororong Primary School has a roll of approximately 1002 learners and attracts many learners in the area. The school is a feeder to Tswasongu Secondary School.</p> <p>In partnership with the Department of Basic Education and Merafong City Local Municipality, AGA has committed to build a Physical and Life Science Laboratory at Phororong Primary School in Khutsong. The Science Laboratory will be built</p>	R1.9m	R1.195m	<p>Job creation during the building of the project and conducive learning environment after the completion of the project.</p>	9	<p>The Phororong Primary school has got approximately 800 learners on annual basis. Building a Physical and Life Science Laboratory would contribute towards improvement of learner's performance in Maths and Science and also towards the quality of education. Furthermore, in the short term job opportunities have been created during</p>	<p>The project is 100% completed and was launched in Qtr.4 2017.</p>

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
	according to the Department of Education's specification.					the building phase.	
LEDP8: BUILDING OF AN INDOOR SPORTS CENTRE IN WEDELA - R2.5M	In using Sport, Arts and Culture as a catalyst for social cohesion, platform to fight crime, promote a healthy community; the Merafong City Local Municipality has embarked on building sport, art and recreation facilities in communities. Informed by the IDP document and through the Mandating Committee, the Municipality requested AGA to build an Indoor Sports Centre in Wedela. The facility will offer both able and disabled people the opportunity to practice their sport all year round, regardless of weather conditions. In addition to sports events these indoor facilities are able to host a number of other events and functions. The Centre will accommodate, amongst others, the following sporting codes, table tennis, basketball, volleyball, competitive dancing, and indoor soccer. It will also host a number of local events and functions such as weddings, birthday parties and year-end functions.	R2.5m	R0.029m	Job creation during the building of the project and socially cohesive community.		More than ±8751 community members will utilise the facility for sport activities.	The following have been concluded: <ul style="list-style-type: none"> • Preliminary drawings received and costed. • The project has been fully socialized with relevant stakeholders. • Awaiting the approval by Merafong City Local Municipality of the project site within the existing Wedela Library precinct. • Project implementation is scheduled for 2018.
LEDP9: SUPPORTING THE EXISTING SCHOOL SOCIAL ENTREPRENEURS HIP INITIATIVES E.G. SMALL SCALE INCOME GENERATING AND POVERTY	The scope is limited to the establishment of a sustainable agricultural project. The project will be located at various schools of Khutsong, Kokosi and Wedela in Merafong City Local Municipality on land belonging to Department of Education. The project will be implemented in phases depending on the availability	R0.5m	R0m	Job creation, poverty alleviation, food security to the targeted communities	20 EPWP employees are working on project sites.	The project has been rolled out at Mbulelo and Retlile Primary Schools in Merafong.	The following have been concluded: <ul style="list-style-type: none"> • Feasibility study. • Identification of projects sites. • In School with nutrition programme. • Procurement of seedlings and tools.

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
ALLEVIATION AGRICULTURAL PROJECTS- IN KHUTSONG SCHOOLS- R0.5M	<p>and suitability of the land. The project will be modelled as an income-generation project (IG), so that it can continue to generate income from its operation and sustain beyond the life of mining. The proceeds from the project will be allocated to community development initiatives such as feeding schemes, NGO's and old age homes in the surrounding communities. The project will be rolled out in different schools starting at Tswasongu Secondary School. The main beneficiaries of the project will be local communities by way of employment. This project is aimed at creating other downstream opportunities like poultry projects within NGOs. The aim is to operate it on a commercial basis in order to sustain its social objective of alleviating unemployment and poverty in the region. The produce would mainly be vegetables for distribution in the local market using the local fresh produce market-place. The type of vegetables to be planted will depend on soil condition and seasonal. It envisaged that this project would have links with big supermarkets to buy their produce.</p>						<ul style="list-style-type: none"> • Planting ongoing. • First harvesting done.

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
LEDP10: BUILDING OF A PHYSICAL AND LIFE SCIENCE LABORATORY AT WEDELA PRIMARY SCHOOL IN WEDELA-R1.9M	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education.</p> <p>Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard.</p> <p>Wedela Primary School has a roll of approximately 760 learners and attracts many learners in the area. The school is a feeder to Wedela Technical High School.</p> <p>In partnership with the Department of Basic Education and Merafong City Local Municipality, AGA has committed to build a Physical and Life Science Laboratory at Wedela Primary School in Wedela. The Science Laboratory will be built according to the Department of Education's specification.</p>	R1.9m	R0.02m	Job creation during the building of the project and socially cohesive community	Nil	The Wedela Primary School has got approximately 700 learners on annual basis.	<p>The following have been concluded:</p> <ul style="list-style-type: none"> • Site planning and procurement processes. • Tender to be awarded in 2018. • Construction to commence in Qtr 1 2018.
LEDP11: COMMUNITY DEVELOPMENT- BUILDING OF A COMMUNITY CARE CENTRE IN KHUTSONG - R3M. (THE INTENTION IS TO ESTABLISH A COMMUNITY CARE CENTRE	<p>The Merafong City Local Municipality approached AGA to contribute towards the building of a Community Care Centre in Khutsong.</p> <p>The Centre is one of the projects in the IDP of Merafong City.</p> <p>It is envisaged that the planned Community Care Centre will be a Multi-Purpose Centre comprising the Home-Based Care Centre,</p>	R3.0m		Job creation during the building of the project and socially cohesive community	Nil	Khutsong Community members	<p>The following have been concluded:</p> <ul style="list-style-type: none"> • Engagement with the Local Authority regarding the stand identification • Awaiting Council resolution.

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
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.	Orphanage, Old Age Home and Disability Facility. Although AGA will only build to this end, the Municipality and AGA will engage 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. AGA has committed to contribute R3m towards the establishment of a Home Based Day Care Centre and the design of the entire Community Care Centre. The Municipality will in due course source funding from other sources (Department of Social Development) to complete the Community Care Centre.						
LEDP12: BUILDING OF A PHYSICAL AND LIFE SCIENCE LABORATORY AT HLANGABEZA PRIMARY SCHOOL IN KHUTSONG - R1.9M	In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard. Hlangabeza Primary School has a roll of approximately 1073 learners	R1.9m	R0.058m	Job creation during the building of the project and socially cohesive community	Nil	Hlangabeza Primary School has a roll of approximately 1073 learners annually	The following have been concluded: <ul style="list-style-type: none"> • Site planning and procurement processes. • Tender to be awarded in 2018. Construction to commence in Qtr 1 of 2018.

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
	and attracts many learners in the area. The school is a feeder to Hlangabeza Technical High School. In partnership with the Department of Basic Education and Merafong City Local Municipality, AGA has committed to build a Physical and Life Science Laboratory at Hlangabeza Primary School in Khutsong . The Science Laboratory will be built according to the Department of Education's specification.						
LEDP13: BUILDING OF 4 ADDITIONAL CLASSROOMS AT GREENS PARK PRIMARY SCHOOL IN GREENSPARK - R1.5M	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. Greenspark Primary School was identified as a priority by the District – Department of Education Gauteng.</p> <p>Due to this background Anglo Gold Ashanti mine is committed to supporting the government in meeting the standard and norms as set by the Minister of Basic Education. The Department of Basic Education has requested the AGA to assist in building of 4 additional classrooms at Greens Park Primary School. AGA has committed to build 4 additional classrooms,</p> <p>Greenspark Primary School has a roll of approximately 613 learners. The school is also a feeder to Merafong local schools. All the constructions to be done will be according the Department of Education specifications.</p>	R1.5m	R0.026m	Job creation during the building of the project and socially cohesive community	Nil	Greenspark Primary School has a roll of approximately 613 learners annually	<p>The following have been concluded:</p> <ul style="list-style-type: none"> • Site planning and procurement processes. • Tender to be awarded in 2018 • Construction to commence in Qtr 1 of 2018.

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
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	<p>In terms of National Government Priorities, education has been identified by Government as priority number one.</p> <p>Due to this background Anglo Gold Ashanti is committed to supporting the government in meeting the standard and norms as set by the Minister of Basic Education. The Department of Basic Education has requested the AGA to replace a mud school by building of a new school. AGA has committed to be built 6 Classrooms, Admin Block and Ablution Facilities at Mthatha in OR Tambo District Municipality. Most learners prefer to travel long distances in avoiding this mud school causing overcrowding in surrounding schools.</p> <p>This is a public private partnership project between AGA and Department of Education. The Department of Education will supply the furniture and AGA will contribute towards the construction of facilities committed. All the constructions to be done will be according the Department of Education specifications.</p>	R4.5m	R0m	Job creation during the building of the project and socially cohesive community	Nil	Gobizizwe Secondary School has a roll of approximately 390 learners annually	<p>The following have been concluded:</p> <ul style="list-style-type: none"> • The identification of a replacement school, Gobizizwe Secondary School in Mthatha • Letter of approval received from ORT Department of Education, • Letter sent to GP DMR - awaiting approval from DMR Gauteng.

SECTION 102/REGULATION 44 PROJECTS

Listed below is a summary table of the amended projects followed by a detailed annual report:

Original SLP project (s)	Proposed replacement project (s)	Initial Budget	New Budget
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
LED 4: Business Development Park (Enterprise Development Centre)	Roll over of project to the 2015-2019 SLP period	R15 million	R15 million
LED 11: Housing Development (Fochville / Egoli)	Roll over of project to the 2015-2019 SLP period	R0	R0
WW ED 2: Cooking Oil Production Plant	Agricultural Project	R4 million	R8 million (R4m from ED 2)

Annual Report for 2017 reporting period:

Project Name	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
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.	R7m	R0.08m Expenditure will start from the end of February 2018	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	The feasibility study is under way. To determine the status quo of the bulk infrastructure in the mining area of the West Wits. The services included surveying each individual service network: Road network, Sewer network, Water Reticulation, Storm water system and Electrical work. Status quo analysis completed at a cost of R8.2m. Township establishment application submitted to Merafong Municipality for approval. Phase 2 to 4 of the project has commenced during Jan 2018. Engagements with Merafong has been scheduled. AGA position paper is expected to be received during Sept 2018 outlying whether incorporation will be feasible or not. Next steps include comparing existing bulk infrastructure to council and the red book compliances. Costing possible upgrade requirements and completing the AGA position paper.
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	R15m	R0.92m	Creation of 89 enterprises (comprising 71 new and 18 existing enterprises) over a 3-year period which has the potential to deliver jobs at an estimated rate of 2.5 jobs per enterprise (222 jobs).	6 (project ed) for 2017	The project will benefit the communities of Merafong	<ul style="list-style-type: none"> After more than a year working with the Jobs Fund, AGA requested National Treasury to be released from its contractual obligations. The compliance processes of the Jobs Fund are very tedious and bureaucratic in nature and slowed the implementation of the project down. In January 2017 AGA received confirmation from the Investment Committee of the Jobs Fund that its request was granted. Alternative models that are more cost effective but still can deliver the same outcomes were explored. A referral

Project Name	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
							<p>model, similar to the models used by the Jozi SME Hub and Transnet, proved to be very successful and cost effective. A multi-disciplinary partnership is created comprising of commercial banks, development funding institutions, venture capitalists and government enterprise development agencies. Each of these agencies offers their services at no cost and aligned to their own mandates. AGA will assume overall responsibility for the management of the centre and the referral of clients to the appropriate partner / service provider.</p> <ul style="list-style-type: none"> • On 21 June 2017, AGA launched the Merafong Enterprise Development Centre (EDC) which is based in Merafong in collaboration with Merafong City Local Municipality and community members. • As at the end of December 2017 the EDC had 1 520 visitors, 15 training workshops and 123 first interviews with clients. • Masakhisane funded one project to the value R331 000 and the National Empowerment Fund (NEF) funded a project to the value of R10 million. • Amidst strong support for the project from SEDA, SEFA, the Department of Small Business Development, NEF and ABSA bank the challenge remains to formalise the relationship in the form of colocation agreements.

Project Name	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
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 transfer-red to the development @ zero value		Job creation, economic development and empowerment of building consortium.			HDA recommended social housing as CRU are not feasible projects. A tender process will commence during March 2018 to package the social housing project as a feasible project for SRA and HDA to assist council to fund the developments.
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 8.0m	R5.39m	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.	15	The project will benefit the communities and NGO's in Merafong	The following has been concluded: <ul style="list-style-type: none"> • Project on Operational Phase • Procurement of equipment and machinery in process. • Planted vegetables on 4 Tunnels. • Renovation of store room, workshop, office, ablution and cold room facilities on-going • Project is on the operational phase. • Department of Rural Development and Land Reform provided the project with intern specialist on crop management, MOU still to be signed. • Established market with local retails and community.

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 10 social type leases. The Wedela Police Station was successfully donated to the Department of Public Works on 30 April 2017. The table below shows a list of such entities with their nominal rentals charged vs. Market related rates applicable as at the end of 2017.

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	MONTHLY MARKET RELATED RENTAL FOR PREMISES	MARKET RELATED RENTAL FOR PREMISES PER ANNUM	
CANCER ASSOCIATION OF SA	Unit	1 271	2 860	34 320	33 049
NG WELSYN CARLETONVILLE	Unit	848	2 860	34 320	33 472
MALOPE (AIDS CENTRE NUFCOR)	1,955	1	33 235	398 820	398 819
TIMBERTWIG PRE PRIMARY	480	7 353	8 160	97 920	90 567
FOCHVILLE SPEEL EN LEER	Unit/s	12 072	9 920	119 040	106 968
WEDELA PRE PRIMARY	982	12 462	16 694	200 328	187 866
JUBILEE BIBLE CHURCH	380	5 678	6 460	77 520	71 842
DEPT. PUBLIC WORKS (WEDELA POLICE STATION)	500	23 440	0	34 000	10 560
MERAFONG CITY LOCAL MUNICIPALITY (LIBRARY)	150	-	2 550	30 600	30 600
MERAFONG CITY LOCAL MUNICIPALITY (OFFICE)	48	100	816	9 792	9 692
AKE AZUME DAY CARE CENTRE	470	5 240	7 990	95 880	90 640
TOTALS		R68 465	R91 545	R1 132 540	R 1 064 075

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 2017, amounts of **R1.6m** in the West Wits and **R1.6m** in the OR Tambo areas were spent by the Social and Institutional Development Fund.

The following figures show a breakdown of the 2017 community investment by the company on social projects:

Name of Beneficiary	Sector	West Wits	Labour Sending
Vision is Vital	Health & Welfare	R185 845.36	
Arise and Shine Home Base Care	Health & Welfare	R161 376.64	
Avongloor Trust	Health & Welfare	R112 285.45	
Mandela Day 2017 Food Parcels	Poverty & Hunger	R125 600.00	
Tshepo Temba	Education & Skills Development	R209 455.00	
Christmas Drive Dec 2017	Poverty & Hunger	R234 181.88	
Matric Excellence Awards-Best Performing Teacher	Education & Skills Development	R6 000.00	
Namibian Championships July 2017	Sponsorship	R36 000.00	
Greens Park Old Age Home	Health & Welfare	R53 457.74	
Ebenezer Elderly Support Center	Health & Welfare	R65 680.00	
2017 Academic Tour for Emely Mafalala	Sponsorship	R26 923.80	
2017 Academic Tour for Thato Ntlhare	Sponsorship	R40 843.80	
1 Million School Shoes	Poverty & Hunger	R75 000.00	

Name of Beneficiary	Sector	West Wits	Labour Sending
Katlego Ka Kgotlelo	Poverty & Hunger	R64 057.06	
16days of activism	Health & Welfare	R25 999.48	
Ubuntu Safe Home	Health & Welfare	R36 070.40	
Vukani Care Home Based Care	Health & Welfare	R29 905.20	
Thembelihle Home	Health & Welfare		R203 226.40
St Bernard's Hospice	Health & Welfare		R128 544.00
Mzomtsha Child Youth Care Centre	Health & Welfare		R205 308.93
Great Kei Disability Multipurpose Centre	Health & Welfare		R118 864.63
Grace Vision Primary Eye Care	Education & Skills Development		R200 000.00
Christmas Drive	Poverty & Hunger		R100 089.00
Canaan Care Center	Poverty & Hunger		R144 000.00
Matric Excellence Awards-Best Performing Teacher	Education & Skills Development		R9 000.00
Siyakhanyisa HIV/AIDS Support Group	Health & Welfare		R63 024.68
Mayibenathi Service Center	Health & Welfare		R50 864.21
Inspire Foundation Group Africa (IFG Africa)	Education & Skills Development		R70 118.00
Ibandla Lasemthini Evangelical Movement	Poverty & Hunger		R66 936.14
Masimanyane	Poverty & Hunger		R64 121.00
Bethany Home	Health & Welfare		R74 937.00
Sinako Wellness and Development Organisation	Health & Welfare		R74 889.10
Umtata Child Abuse Resource Centre	Health & Welfare		R26 000.00
GRAND TOTAL SOCIAL FUND EXPENDITURE		R1 488 681.81	R1 599 923.09

The following figures show a breakdown of the 2017 community investment by the company's Local Area Committee on social projects:

Name of Beneficiary	Sector	West Wits
Lena's Day Care Centre	Health & Welfare	R9 500.00
Dream Finders Day Care	Health & Welfare	R9 500.00
Winter Warm Up Campaign 2017 LAC WW	Health & Welfare	R15 000.00
Christmas Drive	Poverty & Hunger	R14 500.00
Laerskool Blyvooruitsig Feeding Scheme	Poverty & Hunger	R15 000.00
Dorcus Women Club	Health & Welfare	R10 000.00
Kideokid Educare Centre	Sponsorship	R5 000.00
Bohloeki Feeding Scheme	Sponsorship	R5 000.00

Name of Beneficiary	Sector	West Wits
Mashigo Youth Disability Centre	Sponsorship	R12 000.00
Ithuteng	Sponsorship	R12 000.00
Christmas Drive	Sponsorship	R12 518.00
GRAND TOTAL LOCAL AREA COMMITTEE EXPENDITURE		R120 018.00

Monies spent during 2017 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	Tekkie Tax Day Fund Raiser	Sold Tekkie Tax Day stickers and shoe laces for animals. As well as donations received from employees for dog food which was given to the SPCA in Carletonville	R1 150.00	
TOTAL PHILANTHROPIC EXPENDITURE BY AGA HEALTH			R1 150.00	

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees’ Donations	Company Donations
Mponeng	SAVF	NGO/ Wors rolls		R8 800.00
	Ubuntu Home Base care	This NGO assists homeless children and adults, and blankets were donated to this organisation	R1 070.00	
	Dorcas Old Age	This NGO takes care of elderly in terms food and health. They have their own garden project and the funds were used to buy the elderly food parcels and lunch for one day	R19 325.20	
TOTAL PHILANTHROPIC EXPENDITURE BY MPONENG MINE			R20 395.00	R8 800.00

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees’ Donations	Company Donations
SARS	CANSA Shavathon	West Wits fund raising for The Cancer Association of SA		R3 570.00
TOTAL PHILANTHROPIC EXPENDITURE BY SOUTH AFRICAN REGION SERVICES				R3 570.00

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees’ Donations	Company Donations
TauTona	CANSA Shavathon	Annual CANSA Shavathon fund raiser	R2 460.00	
	Tekkie Tax 2017	Tekkie Tax is a national fundraising campaign for a proud group of welfare organisations in SA. TauTona and Savuka supported this day that caters for many areas e.g. education, animals, welfare and disabled	R260.00	R2 390.00
TOTAL PHILANTHROPIC EXPENDITURE BY TAUTONA MINE			R2 720.00	R2 390.00

Corporate Social Investment Expenditure for 2017 is as follows:

Name of Beneficiary	Geographical Area	Rand Value
Department of Education	Johannesburg	R100 000
National Education Collaboration Trust	Johannesburg	R633 305
Afrika Tikkun	Johannesburg	R870 923
Emmanuel Disability and Old Age Center	Matlosana	R526 437
Sivenathi Special Care Center	Eastern Cape	R440 908
Zanele Mtshali Disability Home	Merafong	R500 000
Music is a Great Investment	Johannesburg	R50 000
Tomorrow Trust	Johannesburg	R334 950
Hegebe Cultural Trust	Eastern Cape	R600 000
Rural Education Access Programme	Eastern Cape and Johannesburg	R402 000
Ikusasa Student Financial Aid Programme	Johannesburg (where institute is based)	R1 225 000
Unity in Africa	Eastern Cape	R1 580 000
Adopt a School Foundation	Johannesburg	R50 000
Adopt a School Foundation	Lesotho	R640 047
Inkanyiso School Shoes	Johannesburg	R28 888
Charities Aid Foundation	Johannesburg	R100 000
Section 27	Johannesburg	R400 000
Total AGA Fund		R8 482 458
Chairman's Fund		
Bursaries	Johannesburg & Eastern Cape	R915 988.61
South Africa Washington Internship Programme	Johannesburg	R300 000
Rorisang Moseli	Eastern Cape	R27 054
Amampondo Agricultural Project	Eastern Cape	R4 000 000
Chuli Kate	Eastern Cape	R119 399
University of Cape Town	Cape Town	R300 000
Studies in Poverty and Inequality	Johannesburg	R300 000
Coalition of Anglican Children's Home	Johannesburg	R160 000
OR Tambo Foundation	Johannesburg	R500 000
Chairman's Education Performance Awards (School awards)	Eastern Cape	R129 000
George Bizo Saheti Scholarship and Bursary Fund	Johannesburg	R100 000

Name of Beneficiary	Geographical Area	Rand Value
St Mary's Cathedral	Johannesburg	R30 000
Inkazimlo Yokulunga	Johannesburg	R10 000
Total Chairman's Fund		R6 891 441.61
Total Corporate Office Expenditure		R15 378 899.61

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 2017:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2017					
No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED BY 31 DECEMBER 2017
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 vacant stands, non-strategic holding housing stock including the 56 newly built houses in Wedela to employees. 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. The AGA Home Ownership Scheme aims to enable employees at AGA's operations in South Africa to purchase a home and

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2017

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED BY 31 DECEMBER 2017
					step onto the home ownership ladder. 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. The scheme has also been structured to improve affordability levels on participating employees. Employees have shown high level of interest to purchase rented houses from the company, by the end of the 4th quarter of 2017, 760 applications to purchase company owned houses were still in process and 166 house sales had been successfully concluded. The sale of houses is conducted within the scope of relevant approved AGA policies.

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.

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.
- 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
- As part of the commitment to facilitate home ownership for employees, support is extended to purchasers by establishing a one stop shop to assist employees with the process of purchasing company houses and facilitating loan application, property registration and transfer and training on home ownership

- AGA is selling the properties at market value to avoid Purchasers being lured into immediately on-selling them at a profit to make a “windfall” gain however to enhance affordability, the purchasers were granted the following concessions: 10% incentive to buy, concession based on years of service, concession on refurbishment costs and 10% discount for employees affected by the s189 process. The concessions have assisted home ownership for employees with the purchasers reaping the long-term benefits of homeownership. The company engages on a quarterly basis with organised labour structures regarding the promotion of home ownership. Employees have demonstrated high level of interest to purchase the company owned houses and to date 166 employees have purchased the company owned houses.
- Merafong City Local Municipality has expressed support for the AGA project to develop the vacant Fochville stands for a housing project that will benefit employees and members of the community in the Merafong area. The project will be in partnership with the Merafong City Local Municipality, Gauteng Human Settlements Department and the National Housing Development Agency. AGA and the Housing Development Agency are busy with administrative and legal processes to initiate the project.

4. Incorporation of Mine Villages

AGA has commissioned the detailed Service Status Quo, to provide a record of the extent and state of services to uses and buildings in the establishment area, as part of the process to establish feasibility of proclamation of mining village (point where the township / part of the area is legally no longer a mining village, but a public township under control of the local authority - ownership of land (erven) still vests with the mine at this point). The services status quo assessment included in the investigation included the following: roads network, sewer network, potable water reticulation, storm water system and electrical network. The work consisted of gathering information from plans, surveying each individual service network and drawing up as built plans and condition reports. The services status quo reports and the township establishment application has been submitted to the municipality. The municipality is studying the services assessment report to establish suitability of the AGA bulk services infrastructure.

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:

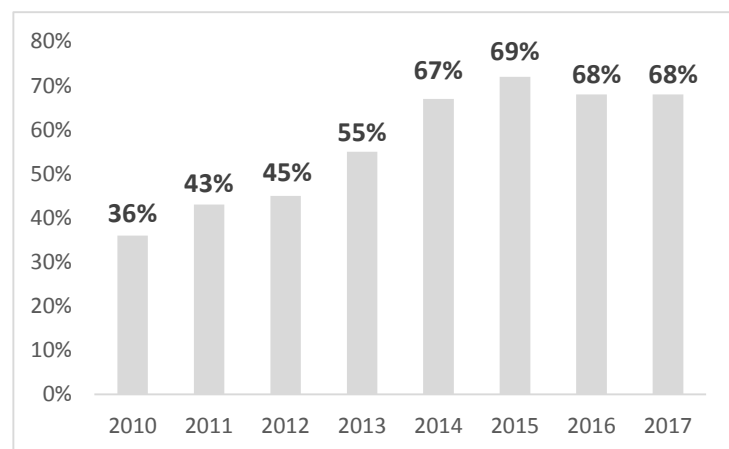
“The procurement progression plan and its implementation for the HDSA companies in terms of capital goods, services and consumables and the breakdown of the procurement which must be completed in the form of Form T contained in Annexure 4.

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 since 2010:

Categories	DMR BEE Compliance DMR BEE Compliance Targets													
	Section 2.2 of the Mining Charter													
	2010		2011		2012		2013		2014		2015		2016	2017
	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	ACTUAL	ACTUAL
Capital	5%	39%	10%	36%	20%	39%	30%	46%	40%	53%	Not Available	57%	66%	60%
Consumables	10%	40%	15%	48%	25%	51%	40%	56%	50%	67%		66%	67%	74%
Services	30%	29%	40%	41%	50%	43%	60%	57%	70%	73%		76%	71%	63%
Multinational Contribution	0.50%	Pending	0.50%	Pending	0.50%	Pending	0.50%	Pending	0.50%	Pending		Pending	Pending	Pending



The previous table shows that as at the end of December 2017, AGA the SA Region achieved a performance of 60% BEE Spend on Capital Goods, against the Mining Charter target of 40%; and 63% BEE Spend on Services, against the Mining Charter target of 70%; and 74% BEE Spend on Consumable Goods, against the Mining Charter target of 50%.

The overall performance of spend with qualifying BEE entities is at 68%, while the remaining non-compliant suppliers will be engaged with respect to their own BEE ownership compliance initiatives.

The West Wits operations achievements against the Mining Charter as at December 2017 are detailed as follows:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - WEST WITS OPERATIONS AS AT 31 DECEMBER 2017.

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED BY 31 DECEMBER 2017
4	Procurement & Enterprise Development	Procurement spent from BEE entity	Capital goods	40%	64%
			Services	70%	68%
			Consumable goods	50%	73%
		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 2017, the WW Region achieved the Mining Charter targets with respect to BEE Capital Spend (**64%** against the target of 40%), Services Spend (**68%** against the target of 70%) and Consumable Goods Spend (**73%** against the target of 50%).

4.2.1 Localisation Strategy

The SA Region has also exceeded the informal target of 15% Host Community Procurement Spend as suggested by the DMR by achieving a performance of 26% of total measurable procurement spend, with 6% attributable to the Merafong City Local Municipal area.

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) Incubation – Establish Enterprise Development Centres that will help in the development of new entrants from our host communities

4.2.2 Procurement - Key Focus Areas for 2015-2019

The SA Region is in the process of reviewing the Preferential Procurement Policy to maximise the use of and development of black businesses across all mining operations; through creating access within the company's mainstream procurement systems. The reviewed policy will also focus on promoting entrepreneurship within the Local host communities.

The policy will not only be limited to compliance deliverables, but drive the broader transformation of AngloGold Ashanti and open the procurement system further for Black business participation. Issues relating to contractor's compliance/ non-compliance, fronting and socio-economic commitments will be addressed formally through this process.

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 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 communities.

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 funding initiative experienced loan repayment defaults and a number of assisted small businesses closed. The funding of enterprises was then placed on hold while the governance and resource structure of Masakhisane Limited as a development funding vehicle were reviewed.

The outcome of a 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 R40m 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 and the total project budget to R48m.

The JF was identified as a potential partner to enter into a co-funding agreement with respect to the EDCs project, given its stated mandate of job creation.

The parties began negotiations in 2012 and reached agreement in 2014, after a laborious process of due diligence on the part of the Jobs Fund. This led to the company missing its delivery date of the EDCs by end of 2014 and applying for a Section 102 to the DMR which extension was granted, with the project planned to be delivered in 2015 to 2018. The Jobs Fund agreed to match the R48m committed by the company in the above-mentioned EDCs.

The first EDC was launched in 2015 in OR Tambo as planned and the other two were planned to be launched in 2016 with a SLA outlining detailed project deliverables. The Service Provider in the OR Tambo failed to perform in terms of the above-mentioned agreement entered into between the parties, and after consultation with the Jobs Fund, and NUM as a cofounder in this project, the Service Level Agreement between AGA and the Service Provider was terminated for non-performance. A total amount of R2.34m was spent at the OR Tambo EDC. The Service Provider declared a dispute which was settled in November 2016 after a lengthy arbitration process.

Following the termination of the SLA with the Service Provider in OR Tambo a new implementation plan was drafted. The Jobs Fund however required that a due diligence on the New Implementation Plan, whose requirements were just as laborious as when we applied in 2012, be done. This had the potential to further delay the implementation of the project. The compliance processes of the Jobs Fund are very tedious and bureaucratic in nature and slowed the implementation of the project down. Given the pressures from the community and the commitments of AGA in the SLP it was decided to terminate the grant agreement with the Jobs Fund. Confirmation that the grant agreement was terminated by the Jobs Fund was only received in December 2016.

Revised Model

Given the above setbacks alternative models that are more cost effective but still can deliver the same outcomes were explored. A referral model, similar to the model used by the Jozi SME Hub and Transnet, proved to be very successful and cost effective. A multi-disciplinary partnership is created comprising of commercial banks, development funding institutions, venture capitalists and government enterprise development agencies. Each of these agencies offers their services at no cost and aligned to their own mandates. AGA will assume overall responsibility for the management of the centre and the referral of clients to the appropriate partner / service provider. This model will be implemented in Merafong from the onset. In Matlosana, an implementing agent has already been identified and will be appointed for a one-year period where after AGA will resume responsibility to operate the EDC. In OR Tambo, Ntinga OR Tambo Development Agency will be the designated implementing agent.

Colocators

Various agencies and funding institutions expressed interest in colocating at the various EDCs in order to create a “one-stop shop” for new and existing entrepreneurs. Formal expressions of interest were received from the Small Enterprise Development Agency (SEDA), National Empowerment Fund (NEF), Department of Small Business Development (DSBD), North West Development Agency (NWDA), and ABSA Bank. Consultations with other commercial banks and development agencies are in progress. Formal colocation agreements will be entered into to ensure the objectives of the EDCs are met.

Rolling Out

All the three main hubs in the three regions are secured through lease agreements with the respective local authorities. The OR Tambo site is in KSD Local municipality, at Wonkumntu Craft Centre. In Matlosana the main hub will be the Electrical Engineering Complex in Orkney and in Merafong the premises adjacent to the Merafong Civic Centre in Carletonville. All three the hubs have been renovated, furnished and equipped with the necessary ICT infrastructure.

On 21 June 2017, AGA launched the Merafong Enterprise Development Centre (EDC) which is based in Merafong in collaboration with Merafong City Local Municipality and community members. As at end of December 2017, the EDC had 1 520 visitors, 15 training workshops and 123 first interviews with clients. Masakhisane funded one project to the value R331 000 and the National Empowerment Fund (NEF) funded a project to the value of R10 million.

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 and functioning since 2012. It consists of Management and Organised 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.

Only one meeting was held for both Regions (Vaal River and West Wits Future Forum) on 15 May 2017, as agreed to by the parties (unions and management) who engaged in a S189A process under the auspices of the CCMA.

Restructuring Plenary Committee:

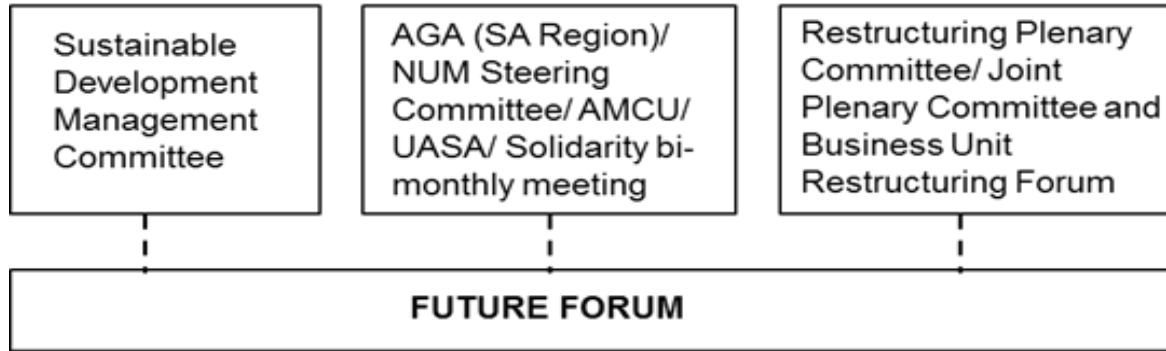
As a concomitant part of the Future Forum, the Restructuring Plenary Committee was convened during 2017.

- 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 retrenchments. The Plenary Committee ensures that all processes are fair and transparent. The Plenary Committee receives reports and recommendations from the committees which ratifies work done by the business unit committees dealing with restructuring. The NUM, AMCU, UASA and Solidarity are represented at the Restructuring Plenary Committee which serves to unlock disagreement and provide strategic direction and mandate to the various Business Unit Restructuring Committees.
- Following various briefings by the Chief Operating Officer, Senior Vice Presidents and General Managers the SA Region issued a formal S189A notice on 17 January 2017. This was in response to the overall objective of setting the SA Region up for a sustainable future as embedded in a new Operating Model and the resultant Employee Transition Framework. 849 employees were identified to be possibly affected by restructuring, the restructuring process ensued under the auspices of the CCMA following notice to the DMR Minerals and Petroleum Board in terms of S52. The S189A CCMA Facilitated sessions commenced on 7 February 2017 and were concluded on 3 April 2017. The number of employees dismissed due to operational requirements was reduced to only 21 employees, 15 which were from the WW Region employed at Mponeng mine at the time of their retrenchment. The retrenchments followed a rigorous process of implementing various agreed (with Organised Labour) avoidance measure initiatives including the offering of Voluntary Separation Packages (VSP's), facilitating of transfers, reskilling and the offering of early retirement options to qualifying employees. The close out report of the formal S189A process was provided to the DMR Minerals and Petroleum Board (S52) and to Organised Labour in a Plenary meeting.
- As a concomitant part of setting the SA Region up for a sustainable future a need again arose during mid 2017 for a restructuring and downscaling process. The Chief Operating Officer once again held a Management briefing in June 2017 where the Road Ahead was presented and Voluntary Severance Packages were open for employees. Given that a number of assets reached the end of their designed life as well as consecutive losses at a number of other assets, such as TauTona/Savuka, a formal S189A notice was issued on 28 June 2017. 8500 employees were expected to be dismissed for operational requirements (mostly due to the closure of the mines that had reached the end of their Life of Mine, deferral of projects due to unaffordability and unsustainable losses which continued unabated). The formal CCMA facilitation process commenced on 14 July 2017 and concluded on 28 August 2017, where all unions (incl. Non-Unionised employee representatives) were represented. A Retrenchment Job Loss Avoidance agreement was signed with all Parties under the auspices of the CCMA. The agreement is aligned with the Leaders Declaration, where approximately 469 jobs were saved through a variety of measures contained in the Retrenchment Job Loss Avoidance Agreement. The implementation of the Retrenchment Job Loss Avoidance Agreement took place at the different Business Units which was overseen by the Business Unit Restructuring Committees.
- Notice was given to the DMR in terms of S52 of the MPRDA, a number of interactions with the DMR were held in accordance with the legislation.

Business Unit Restructuring Forums/Committees:

- Committees were established to implement the decisions made by the Central Restructuring Plenary at the different operations/mines.
- It acts as a consultative forum at Business Units to give effect to downsizing and restructuring at the business units in a fair and transparent manner.
- UASA, Solidarity, AMCU and the NUM are represented in the above committees, which report into the Restructuring Plenary Committee.
- Each union was afforded a Full-Time representative (per Business Unit) to monitor adherence to the "Retrenchment Job Loss Avoidance Agreement".

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.

AngloGold Ashanti and Organised Labour (incl. Non-unionised employee representatives) signed a Retrenchment Job Loss Avoidance Agreement in accordance with the Leaders Declaration. Mechanisms such as the Sale of a Distressed Asset, offering Voluntary Separation Packages (VSP's), terminating Sub-Contractors (replacing them with affected employees) and transfer of affected employees in vacancies/vacancies created by VSP applicants.

The Restructuring Plenary Committee provided the infrastructure to implement pre-emptive strategies as outlined above to avoid employment losses.

During 2017 the Company continued with cost saving initiatives to optimise efficiencies throughout the business through its P500 project, which is driven from the office of the CEO.

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

The following alternative solutions were applied:

- A moratorium was placed on the recruitment and promotions;
- Reviewing fixed term employees, temporary workers, consultants and contractors;
- Implementing the company's retirement policy including offering early retirement;
- Offering Voluntary Severance Packages, with an additional enhancement to achieve employee reduction in areas that was over staffed;
- Initiatives such as demotions, optionality planning, restructuring and reviewing capital expenditure and projects; and
- Initiating austerity measures.

The Company's Labour Management Forum convened regularly to co-ordinate the transfer of employees from surplus areas to Business Units where a shortage existed.

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

Two Operations were closed. AngloGold Ashanti strived to ensure that all its undertakings in the event of retrenchment and or closure of operations were adhered to:

- The Portable skills training interventions were broadened following the establishment of a Task Team (Management, Organised Labour and Non-Unionised employee Representatives), these Skills were intended to lessen the impact of unemployment in labour sending areas and to encourage self-employment;
- These Skills for Tomorrow were identified as adequate training that would allow affected employees to seek alternative employment;
- These Skills encourage self-employment (incl. Entrepreneurial skills training);
- The Department of Labour was approached directly and through the Chamber of Mines to facilitate speedy processing of unemployment fund benefits; and
- The Company approached other Companies in the mining industry to try and facilitate employment, 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. The signed agreement makes provision for a Recall procedure should any vacancies arise within 24 months.

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 for 2017 and actual expenditure:

HRD FP 1: HUMAN RESOURCE DEVELOPMENT PROGRAMME: FINANCIAL PROVISION FOR WEST WITS- 2017

	2017 Plan	2017 Actual
HRD	R 186 800 000	R 178 060 539
% OF PAYROLL	5.8%	5.11%

*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

LED PROJECTS		
Year	2015 - 2017	2017 Actual
Budget	R28m	
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	R1.3m
	LEDP2 (WW SLP): Building of an administration block at Bholani Primary School in Port St Johns - R0.4m	R0.7m
	LEDP3 (WW SLP): Refurbishment of a Science Laboratory at St John's College in Mthatha - R0.5m	R0.49m
	LEDP4 (WW SLP): Establishment of an Agricultural Project in OR Tambo District/AmaMpondo Kingdom - R6.0m (over 3 years)	R6.4m
	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	R0.12m
	LEDP6: Building of a Physical and Life Science Laboratory at Kamohelo Primary School in Khutsong -R1.9m	R1.4m
	LEDP7: Building of a Physical and Life Science Laboratory – Phororong Primary School in Khutsong -R1.9m	R1.2m
	LEDP8: Building of an Indoor Sports Centre in Wedela - R2.5m	R0.029m
	LEDP9: Supporting the existing School Social Entrepreneurship Initiatives e.g. small scale income generating and poverty alleviation Agricultural projects- in Khutsong Schools- R0.5m	R0m
	LEDP10: Building of a Physical and Life Science Laboratory at Wedela Primary School in Wedela – R1.9m	R0.016m
	LEDP11: Community development – Building of a Community Care Centre in Khutsong – R3m	R0m
	LEDP12: Building of a Physical and Life Science Laboratory at Hlangabeza Primary School in Khutsong – R1.9m	R0.058m
	LEDP13: Building of 4 additional classrooms at Greens Park Primary School in Greenspark – R1.5m	R0.026m
	LEDP14 (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	R0m

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	2017 PLAN	2017 ACTUAL
ED – WW	R 21 000 000	R 4 200 000	R331 000
LED	R 38 900 000	R 12 800 000	R 895 574
INCOME Generating	R 500 000	-	-
SI Funding	R 12 000 000	R 2 400 000	R2 408 662
TOTAL	R 72 400 000	R 19 400 000	R 3 635 239

*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.

Comments

ED West Wits: The Masakhisane fund operating as a disbursement vehicle has been fully set-up and one loan to the value of R0.33m has been disbursed in the year 2017 in the West Wits area.

SI FUNDING: Actual spent in line with set budgeted amount in 2017.

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 to no less than R30 000 by 2018. It was increased by R3 500 in 2017, and the increments will continue yearly in accordance with the Wage Agreement.

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 2017 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 2017	PROGRESS ACHIEVED BY 31 DECEMBER 2017
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 is in place to 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 all the compliance reports to the DMR and Chamber of Mines. Such reports are 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.

SECTION 8: SUSTAINABLE GROWTH AND DEVELOPMENT

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 emphasize 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 2017 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 2017

No.	ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET BY 2017	PROGRESS ACHIEVED BY 31 DECEMBER 2017
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 revised and resubmitted its Environmental Management Programme (EMP) to the DMR in December 2016. Prior to the EMP revision AGA conducted its last Environmental Performance Assessment 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, Dust 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

8.2.1 IMPLEMENTATION OF THE CULTURAL TRANSFORMATION FRAMEWORK

The following table 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	2	Bonuses and Performance Incentives	2
Leading Practices	4	Leading Practices	4
Elimination of discrimination	4	Elimination of discrimination	4
Total	18	Total	18
'Achievement Current Year'	18/20 * 100 = 90%	'Points Awarded'	18/10 = 1.8

Leadership

The portfolio of Supervisory Skills training continues to be rolled out to Team Leader, Miner, Shift Overseer and Mine Overseer levels. This includes courses such as:

- Basic / Advanced Supervisory Skills,
- Safety Leadership Practice Training
- Coaching 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 was conducted on management participants.

The set of leadership behaviours, as agreed by SAR EXCO was 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.

Risk Assessment

The SAR Risk assessment strategy is in line with the CTF requirements.

Bonuses and Performance Incentives

Leading Indicator incentive system is in place for senior management and for mining crews on Mponeng mine, however this has not been included 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.

Leading Practices

All leading practices was considered and those appropriate was adopted

8.2.2 PERCENTAGE OF EMPLOYEES EMBARKING ON OHS REP TRAINING

Percentage of employees embarking on OHS representative training				
Total number employed (including contractors) in 2017	Total number trained on OHS rep course (Jan 2009 – Dec 2017)	2017 Target	% Achievement by 2017	Comments
5363	3988	8%	74.36%	

8.2.3 PERCENTAGE OF LEADING PRACTICES FROM THE MOSH LEARNING HUB INVESTIGATED FOR IMPLEMENTATION

Percentage of Leading Practices from the MOASH Learning Hub investigated for implementation						
	MOSH LP completed in 2015	LP investigated? (Yes=1 / No=0)	Will adopt? (Y/N)	If adopting, by when?	If NOT adopting, why?	Comments
1	Continuous Real-Time Monitoring of Airborne Pollutant Engineering Controls	1	Y	2016	N/A	Adoption commenced in 2016, installation and commissioning of sensors commenced in 2017. TauTona and Mponeng are 100%
Total		1				
2017 Target		100%				
% Achievement in 2017		100%				

8.2.4 PERCENTAGE OF RESEARCH FINDINGS FROM THE MHSC INVESTIGATED FOR IMPLEMENTATION

Percentage of research findings from MHSC investigated for implementation (1)						
	MHSC research completed in 2016	Research Findings investigated (Yes=1 / No=0)	Will adopt? (Y/N)	If adopting by when?	If NOT adopting why?	Comments
	SIM 130102 "How can we best monitor behaviour change from interventions related to the people-centred adoption of leading practices?"	1	Y	Completed		This is part of the MOSH adoption Process and the COO has implemented this as part of the Safe Production Strategy

Percentage of research findings from MHSC investigated for implementation (1)					
MHSC research completed in 2016	Research Findings investigated (Yes=1 / No=0)	Will adopt? (Y/N)	If adopting by when?	If NOT adopting why?	Comments
SIM 150101 "Develop elements that will address racism, genderism and all forms of unfair discrimination that the mining industry can integrate into existing leadership development programmes at all levels taking into account the varying styles of leadership"	1	Y	Completed		Discrimination training was rolled out in SAR.
SIM 120201 "Technology Transfer for - A Risk Based Approach to Support Design in Bushveld Underground Mines"	1	N	N/A	Specific to the Bushveld Complex / Platinum Mines	
SIM 140201 "Training on the Technology transfer on Support design in the Bushveld Complex"	1	N	N/A	Specific to the Bushveld Complex / Platinum Mines	
SIM 140202 "Identify opportunities to improve the safety of barring-down practices."	1	Y	Completed		Implemented as part of entry examination MOSH adoption
SIM 140204 "Integration of the South African National Seismograph Network and Database with Mining Networks as per the recommendations in Chapter 1 of the Presidential Mine and Safety Audit 2008; Phase 2."	1	Y	Completed		A complete seismic network is in place that works on the principles of the research findings
SIM 150202 "Design a feasible methodology for selecting permanent areal support for varying environments in underground mines."	1	Y	Completed		Part of the support regime in the FOG COP
SIM 140301 "Technology transfer on minimising seismic risk in the platinum mines."	1	N	N/A	Specific to the Platinum Mines	
SIM 130401 "Which types of pressurised gases exist in the Bushveld Complex platinum mines, where do these originate and how their existence can be predicted?"	1	N	N/A	Specific to the Bushveld Complex / Platinum Mines	
SIM 120501 "Noise controls for mining equipment."	1	Y	Completed		Part of the Noise MOSH Adoption and "buy quiet" process
SIM 140905 "Handbook On Personal Protective Equipment (PPE) For Women In Mining (WIM)"	1	Y	Completed		WIM COP implemented
Total	11				
2017 Target	100%				
% Achievement in 2017	100%				

8.2.5 PERCENTAGE OF MANDATORY OCCUPATIONAL HEALTH REPORTS SUBMITTED

Health: Percentage of mandatory occupational health reports submitted						
Mandatory reports	Submitted? (Yes=1/No=0)	Date Submitted	Comments			
Medical Reports						
Annual Medical Report (DMR 90)	1	2016 report was submitted on 28 February 2017 2017 report to be submitted on 28 February 2018				
Hygiene Reports						
			Quarter 1	Quarter 2	Quarter 3	Quarter 4
Particulates Personal Exposure Report Form 21.9(2)(a)	1	Mponeng	31/5/2017	29/8/2017	23/11/2017	Pending
		TauTona/Sav	31/5/2017	8/8/2017	8/11/2017	Pending
		Metallurgy	20/06/2017	29/08/2017	11/12/2017	Pending
		SARS	18/4/2017	11/7/2017	11/10/2017	Pending
		Mponeng	31/5/2017	29/8/2017	23/11/2017	Pending
Thermal Stress Report Form 21.9(2)(b)(c)	1	Mponeng	31/5/2017	23/11/2017	N/A	N/A
		TauTona/Sav	8/11/2017	8/11/2017	N/A	N/A
		Metallurgy	20/06/2017	11/12/2017	N/A	N/A
		SARS	5/4/2017	11/10/2017	N/A	N/A
		Mponeng	31/5/2017	23/11/2017	N/A	N/A
Personal Noise Exposure -Report form 21.9(2)(e)	1	Mponeng	31/5/2017	29/8/2017	23/11/2017	Pending
		TauTona/Sav	31/5/2017	8/8/2017	8/11/2017	Pending
		Metallurgy	20/06/2017	29/08/2017	11/12/2017	Pending
		SARS	18/4/2017	11/7/2017	11/10/2017	Pending
		Mponeng	31/5/2017	29/8/2017	23/11/2017	Pending
Total	4					
2017 Target	100%					
% Achievement in 2017	100%					

8.2.6 ADHERENCE TO THE HIV/AIDS AND TB GUIDELINES

HEALTH: Adherence to the HIV/Aids and TB Guidelines						
	The company guidelines should be compliant to:	Do you have a signed off policy? (Yes=1/No=0)	Date policy signed	Annual TB Programme Reviews done? (Yes=1/No=0)	Date reviews done	Comments
1	NTBCP & DMR TB Guidance Note	1	AGA Health approved TB policy - Oct 2009, and revised 2012.	1	8-11 September 2015. Internal TB Reviews are completed annually for 2014, 2015, 2016 and 2017 within AGA Health	TB & HIV programmes are aligned to the National TB Control Programmes, the DMR Guidance Note on TB, and the relevant National HIV/AIDS Guidelines.

HEALTH: Adherence to the HIV/Aids and TB Guidelines						
		Do you have a signed off policy? (Yes=1/No=0)	Date policy signed	Report on HCT Uptake (Yes=1/No=0)	Date report submitted	Comments
2	HIV/AIDS National Guideline	1	AGA Board approved HIV policy - April 2005.	1	HCT submitted annually to the DMR and Chamber of Mines as part of the DMR164 forms – submitted in March 2014, Feb 2015, Feb 2016, Feb 2017 and Feb 2018.	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. Once this work is complete, company policies will be updated.
Total		2	Total	2		
2017 Target		100%				
% Achievement in 2017		100%				

8.3 Samples

All samples are done in-house and are therefore undertaken by South African facilities.

SECTION 9: BENEFICIATION

9.1 Beneficiation in South Africa

AngloGold Ashanti is the world's third largest gold producer, with 417 operations in 9 countries and is domiciled in South Africa. In all the countries where we operate, governments are focusing on value-adding activities that benefit local economies, either by increasing revenue or up-skilling 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 has been an integral part of the company's strategic vision and marketing activities since 1999. It was, at that time, a novel approach in an industry that had hitherto failed to consider its responsibility beyond the mining activity. Since then, AngloGold Ashanti has undertaken a number of initiatives to support both upstream and downstream activities. Between 1999 and 2014, AngloGold Ashanti hosted a number of jewellery design competitions in South Africa, and also extended the competition to markets such as India, China and Brazil. We also took custodianship of the Gold of Africa Collection, a West-African collection of gold artefacts. It was displayed for a number of years in a museum in Cape Town before being returned to Johannesburg.

AngloGold Ashanti is member of the World Gold Council, and our involvement is instrumental in initiatives aimed at supporting the gold market beyond South Africa. We also continue to conform to the Conflict-Free Gold Standard. We are also investors in Rand Refinery (Pty) Limited, and view gold refining as an important part of the process to convert our mined product to metal for use in in jewellery manufacture, investment or technology.

9.1.1 Rand Refinery

AngloGold Ashanti is committed to the beneficiation of gold. This has included the provision of structural support to assist the growth and development of downstream industries.

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. It complies with the highest standards required by bullion banks, commodity traders and coin distributors. The Refinery goes beyond just refining ore; 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 places South Africa in a competitive position, opening up various beneficiation opportunities.

Through our significant stake in Rand Refinery, AngloGold Ashanti contributes to a number of beneficiation initiatives. The Rand Refinery Gold Zone offers both local and international jewellery manufacturers a cost-effective location for 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 non-profit organisation founded in 2002. Since it became operational in 2004, the company has been using teaching skills in mineral beneficiation, using precious and semi-precious minerals and stones. The project was initiated to assist with youth development, 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 then 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 theoretical training, and participation in the project adds the necessary practical skills. It also provides a nationally recognised qualification. After a training period, learners are upskilled for the relevant industry.

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 AS AT 3 JANUARY 2018

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total
BOTSWANA		KWENENG	MOLEPOLOLE			3						3
		NGWAKETSE	MOLEPOLOLE			1						1
		RAMOTSWA	MOLEPOLOLE			1						1
CODE NOT FOUND						1						1
LESOTHO		BUTHA BUTHE	BUTHA BUTHE		2	28						30
			LERIBE			3	1					4
			MAFETENG			1						1
		LERIBE	BUTHA BUTHE			1						1
			LERIBE		4	110	1		8	6	1	130
			MASERU		1	9			1			11
			TEYATEYANENG		1	2						3
		MAFETENG	MAFETENG		5	137	3		5	3		153
			MASERU			30			2			32
			TEYATEYANENG			1						1
		MASERU	MAFETENG			2						2
			MASERU		3	209	4		5	1		222
		MOHALESHOEK	MASERU		1	22			1			24
			MOHALESHOEK		4	76	2		2	3		87
		MOKHOTLONG	LERIBE			1						1
			MASERU			2						2
			MOKHOTLONG		1	15	1					17
		OTHER	MASERU								1	1
		QACHASNEK	MASERU			20						20
			QACHAS NEK			6						6
	QUTHING	MASERU			3						3	

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total
			QUTHING			24						24
		TEYATEYANENG	LERIBE			18	1					19
			MASERU		2	13				2		17
			TEYATEYANENG		8	56	1			3		68
		THABA TSEKA	LERIBE			1						1
			MASERU			24			1			25
MOZAMBIQUE		BILENE	RESSANO GARCIA		2	37	1		1	1		42
		BOANE	RESSANO GARCIA			1						1
		CANICADO	RESSANO GARCIA		1	5						6
		CHIBUTO	RESSANO GARCIA			77	3		2			82
		CHICUALACUALA	RESSANO GARCIA			1						1
		FUNHALOURO	RESSANO GARCIA			1						1
		GOVURO	RESSANO GARCIA			1				1		2
		HOMOINE	RESSANO GARCIA			12						12
		INHAMBANE	RESSANO GARCIA			3						3
		INHARRIME	RESSANO GARCIA			13			1			14
		JANGAMO	RESSANO GARCIA			2						2
		LIMPOPO	RESSANO GARCIA		1	36	1		2			40
		MABALANE	RESSANO GARCIA			1						1
		MABOTE	RESSANO GARCIA			1						1
		MAGUDE	RESSANO GARCIA			5				1		6
		MANHICA	RESSANO GARCIA			16						16
		MANJACAZE	RESSANO GARCIA		1	32	4		1	3		41
		MAPUTO	RESSANO GARCIA		2	33	2			5		42
		MARRACUENE	RESSANO GARCIA			1						1
		MASSINGA	RESSANO GARCIA		1	24			1	1		27
		MATOLA	RESSANO GARCIA		3	19	3		1	2		28
		MAXIXE	RESSANO GARCIA			11	1			1		13
		MORRUMBENE	RESSANO GARCIA			23				1		24
		MUCHOPES	RESSANO GARCIA		1							1
		NAMAACHA	RESSANO GARCIA						1			1

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total	
		NORTH OF SAVE RIVER	RESSANO GARCIA			1						1	
		PANDA	RESSANO GARCIA			3				1		4	
		VILANCULOS	RESSANO GARCIA		1	2	1					4	
		XAI-XAI	RESSANO GARCIA		1	67	1		1	4		74	
		ZAVALA	RESSANO GARCIA		1	25	3					29	
SOUTH AFRICA	EASTERN CAPE	ALICE	TOM WEST WITS			8			1			9	
		ALI WAL NORTH	TOM WEST WITS			5						5	
		BIZANA	BIZANA			20			1				21
			FLAGSTAFF			1							1
			KLERKSDORP			1							1
			TOM WEST WITS			15	97	3		7			122
		BURGHERSDORP	TOM WEST WITS			1							1
		CALA	TOM WEST WITS			3	21	1		4			29
		CATHCART	TOM WEST WITS			1							1
		COFIMVABA	TOM WEST WITS			7	36			8	2		53
		CRADOCK	TOM WEST WITS			1							1
		DORDRECHT	TOM WEST WITS			1							1
		EAST LONDON	TOM WEST WITS			8	7			3			18
		ELLIOT	TOM WEST WITS			2							2
		ELLIOTDALE	MTHATHA			1							1
			TOM WEST WITS			25				5			30
		ENGCOBO	CARLETONVILLE DEPOT			1							1
			NGCOBO			8							8
			TOM WEST WITS			16	147			12	1		176
		FLAGSTAFF	FLAGSTAFF			10							10
	TOM WEST WITS			6	78	2		11	1		98		
FORT BEAUFORT	TOM WEST WITS			1	1				1		3		
GCUWA	TOM WEST WITS			2	19	1		4	1		27		
GRAHAMSTOWN	TOM WEST WITS							1			1		

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total
		HERSCHEL	CARLETONVILLE DEPOT			1						1
			KLERKSDORP		1							1
			STERKSPRUIT			3						3
			TOM WEST WITS		4	34	1			2		41
		HIGHFLATS	TOM WEST WITS		1	6						7
		HUMANSDORP	TOM WEST WITS			1						1
		IDUTYWA	BUTTERWORTH			1						1
			TOM WEST WITS		9	63	3		8	2	1	86
		INDWE	TOM WEST WITS		1	2						3
		KEISKAMAHOEK	TOM WEST WITS			3	1					4
		KENTANI	TOM WEST WITS		5	36	2		6			49
		KING WILLIAMS TOWN	KINGWILLIAMSTOWN			1						1
			KLERKSDORP		1		1					2
			TOM WEST WITS		12	30	2		3	3		50
		LADY FRERE	TOM WEST WITS		4	14	1		4			23
		LADY GREY	TOM WEST WITS			1						1
		LIBODE	MTHATHA			2						2
			TOM WEST WITS		9	47	3		12	3		74
		LUSIKISIKI	FLAGSTAFF			2						2
			KLERKSDORP				1					1
			LUSIKISIKI			18						18
			TOM WEST WITS		11	95	2		17			125
		MACLEAR	TOM WEST WITS			8			2	1		11
		MATATIELE	TOM WEST WITS		18	92	5		29	2		146
		MIDDELBURG - CAPE	TOM WEST WITS						1			1
		MIDDLEDRIFT	TOM WEST WITS		1	7	1			2		11
		MOUNT AYLIFF	TOM WEST WITS		1	17			2	1		21
		MOUNT FLETCHER	KLERKSDORP		1							1
			TOM WEST WITS		8	40			4	1		53
		MOUNT FRERE	KLERKSDORP		1							1
			MOUNT FRERE			2						2

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total
			TOM WEST WITS		2	36	2		11	1		52
		MQANDULI	TOM WEST WITS		7	47	3		5			62
		MTHATHA	MTHATHA			1				1		2
			TOM WEST WITS		11	84	5		20	3		123
		NGQELENI	MTHATHA			6			2			8
			TOM WEST WITS	1	6	87	1		6	1		102
		NQAMAKWE	BUTTERWORTH			2						2
			TOM WEST WITS		6	33	4		4	2		49
		PEDDIE	TOM WEST WITS			5			5			10
		PORT ELIZABETH	TOM WEST WITS		3	2			1			6
		PORT ST JOHNS	TOM WEST WITS		4	26	2		2			34
		QUEENSTOWN	TOM WEST WITS		4	18			3	1		26
		QUMBU	KLERKSDORP							1		1
			TOM WEST WITS		2	26			7			35
		STERKSTROOM	TOM WEST WITS		1							1
		STEYNSBURG	TOM WEST WITS						2			2
		STUTTERHEIM	TOM WEST WITS		2	9	1		1			13
		TABANKULU	MOUNT FRERE			2						2
			TOM WEST WITS		5	56	1		5			67
		TSOLO	MTHATHA			1						1
			TOM WEST WITS		4	38	4		10			56
		TSOMO	TOM WEST WITS		2	16	1		5			24
		UGIE	TOM WEST WITS			1						1
		WHITTLESEA	TOM WEST WITS		1	3			1	1		6
		WILLOWVALE	TOM WEST WITS		5	28			1	3		37
SOUTH AFRICA	FREE STATE	BETHLEHEM	TOM WEST WITS			5	1		2	1		9
		BLOEMFONTEIN	TOM WEST WITS		10	28	1		6	1		46
		BOTHAVILLE	KLERKSDORP			1						1
			TOM WEST WITS		2	9	2		3	1		17
		BRANDFORT	TOM WEST WITS			1						1
		BULTFONTEIN	TOM WEST WITS			2	1		3			6
		CLOCOLAN	TOM WEST WITS			1						1

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total
		DEWETSDORP	TOM WEST WITS							1		1
		EXCELSIOR	TOM WEST WITS			4	1		1			6
		FICKSBURG	KLERKSDORP		1							1
			TOM WEST WITS		2	25			2	1		30
		FOURIESBURG	TOM WEST WITS		2	3			3			8
		HARRISMITH	TOM WEST WITS			2	1					3
		HENNENMAN	TOM WEST WITS			2						2
		HERTZOGVILLE	TOM WEST WITS		1							1
		HOBHOUSE	TOM WEST WITS			4			1			5
		HOOPSTAD	TOM WEST WITS			1						1
		KROONSTAD	TOM WEST WITS		2	4						6
		LADYBRAND	TOM WEST WITS			5				1		6
		ODENDAALSRUS	TOM WEST WITS	3	2	14	1		3			23
		PARYS	TOM WEST WITS		1	7			2			10
		REITZ	TOM WEST WITS			1						1
		SENEKAL	TOM WEST WITS		1	2				2		5
		SPRINGFONTEIN	TOM WEST WITS			1						1
		STEYNSRUST	TOM WEST WITS			1						1
		THABA NCHU	TOM WEST WITS		3	13	1		2	1		20
		THEUNISSEN	TOM WEST WITS			5			2	1		8
		VENTERSBURG	TOM WEST WITS		1	2						3
		VILJOENSKROON	KLERKSDORP		1				1			2
			TOM WEST WITS	1	5	8				1		15
		VIRGINIA	TOM WEST WITS	1	1	18	1		2			23
		VREDE	TOM WEST WITS			1						1
		VREDEFORT	KLERKSDORP			1						1
			TOM WEST WITS			5			2			7
		WELKOM	KLERKSDORP		1							1
			TOM WEST WITS	12	16	60	3	1	19	5		116
		WEPENER	TOM WEST WITS		3	7			3			13
		WESSELBRON	TOM WEST WITS		1	2			1			4
		WINBURG	TOM WEST WITS			1						1

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total	
		WITZIESHOEK	TOM WEST WITS	1	7	23			6			37	
		ZASTRON	CARLETONVILLE DEPOT			1						1	
			KLERKSDORP		1							1	
			TOM WEST WITS		1	7			2			10	
SOUTH AFRICA	GAUTENG	ALBERTON	KLERKSDORP		1							1	
			TOM WEST WITS		3	3			2			8	
		BENONI	TOM WEST WITS		6	6					1		13
		BOKSBURG	TOM WEST WITS		8	4				3			15
		BRAKPAN	TOM WEST WITS		1	1							2
		BRONKHORSTSPRUIT	KLERKSDORP			1							1
			TOM WEST WITS				2						2
		CARLETONVILLE	KLERKSDORP			6	1		1	2	1		11
			TOM WEST WITS	70	319	1209	79	3	625	96	188		2589
		EVATON	TOM WEST WITS	1	5	19	1		9	1			36
		GERMISTON	TOM WEST WITS	1	3	11			1				16
		HAMMANSKRAAL	TOM WEST WITS			6	1		1				8
		JOHANNESBURG	KLERKSDORP			2					1		3
			TOM WEST WITS	3	24	75	2		32	5			141
		KAGISO	TOM WEST WITS			1							1
		KEMPTON PARK	TOM WEST WITS			3	5	1		7			16
		KRUGERSDORP	TOM WEST WITS			6	10	2		7	1		26
		PRETORIA	TOM WEST WITS			10	16	1		8			35
		RANDFONTEIN	KLERKSDORP					1					1
			TOM WEST WITS			10	36	4		17	1		68
		ROODEPOORT	TOM WEST WITS			4	7			3	1		15
		SEBOKENG	TOM WEST WITS			4	13			2			19
		SPRINGS	KLERKSDORP							1			1
	TOM WEST WITS	1	2	4				1			8		
VANDERBIJLPARK	TOM WEST WITS			13	10			10			33		
VEREENIGING	TOM WEST WITS	1	3	14				10			28		
WESTONARIA	KLERKSDORP					2					2		

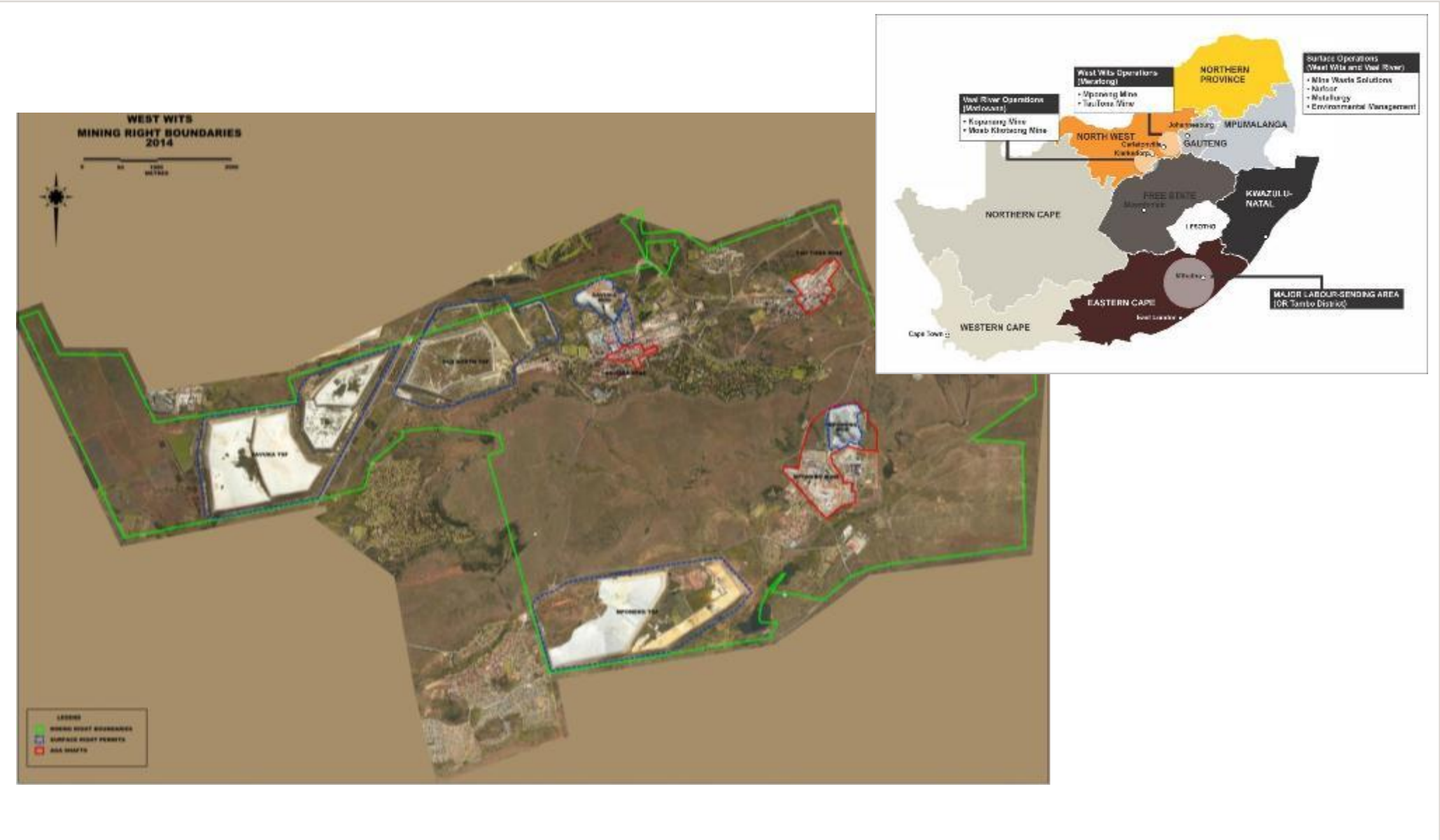
Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total		
SOUTH AFRICA	KWAZULU NATAL		TOM WEST WITS		15	46	3		15	2		81		
		BERGVILLE	TOM WEST WITS		1	3						4		
		DUNDEE	TOM WEST WITS			2						2		
		DURBAN	TOM WEST WITS			1	19			1			21	
		EMPANGENI	TOM WEST WITS				8	1			1		10	
		ESHOWE	TOM WEST WITS			4	5			1			10	
		ESTCOURT	TOM WEST WITS				2						2	
		GRABOUW	TOM WEST WITS			1	1						2	
		GREYTOWN	TOM WEST WITS				1			3			4	
		HARDING	TOM WEST WITS			2	14	2					18	
		HLABISA	TOM WEST WITS				4	1					5	
		HLUHLUWE	TOM WEST WITS				6	1		1	1		9	
		INGWAVUMA	MKUZE				1						1	
			TOM WEST WITS				5	75	2		1	2		85
		IXOPO	TOM WEST WITS				1	9	1		1			12
		IZINGOLWENI	TOM WEST WITS				1	1						2
		KOKSTAD	TOM WEST WITS					2			2			4
		KWANGWANASE	TOM WEST WITS					2						2
		LADYSMITH - NATAL	TOM WEST WITS				2				6			8
		MAHLABATINI	TOM WEST WITS					11	2		1			14
			ULUNDI RECRUITING				1	1						2
		MELMOTH	TOM WEST WITS					6						6
		MKUZE	TOM WEST WITS				1	11			1			13
		MTUBATUBA	TOM WEST WITS					8						8
		NEWCASTLE	TOM WEST WITS				1	7			1	1		10
		NKANDHLA	TOM WEST WITS					3			1			4
		NONGOMA	NONGOMA					1						1
			TOM WEST WITS				3	71			5	1		80
		NQUTU	TOM WEST WITS					3						3
		PAULPIETERSBURG	TOM WEST WITS					1						1
		PIETERMARITZBURG	TOM WEST WITS					5						5
		PINETOWN	TOM WEST WITS					2			1			3

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total
		PONGOLA	TOM WEST WITS		1	16			9			26
		PORT SHEPSTONE	TOM WEST WITS		1	5			1			7
		STANGER	TOM WEST WITS		1	2			1			4
		TUGELA FERRY	TOM WEST WITS			2						2
		UBOMBO	TOM WEST WITS						1			1
		UMZIMKULU	TOM WEST WITS		5	31			9	1		46
		UMZIMKULU	TOM WEST WITS			1						1
		UTRECHT	TOM WEST WITS			1						1
		VERULAM	TOM WEST WITS			1						1
		VRYHEID	TOM WEST WITS		5	10			2			17
SOUTH AFRICA	LIMPOPO	BOCHUM	TOM WEST WITS		3							3
		BUSHBUCKRIDGE	TOM WEST WITS		11	41	3		5	1		61
		DRIEKOP	TOM WEST WITS			9			1			10
		GIYANI	TOM WEST WITS		2	21			3	2		28
		LOUIS TRICHARDT	TOM WEST WITS		1	5			2			8
		MALAMULELE	TOM WEST WITS		3	6			1	2		12
		MESSINA	TOM WEST WITS		2	1						3
		MHALA	TOM WEST WITS			1						1
		MUTALE	TOM WEST WITS			2			1			3
		PHALABORWA	TOM WEST WITS		3	2			5	1		11
		PIETERSBURG	TOM WEST WITS		1	1			1	1		4
		POLOKWANE	TOM WEST WITS	1	15	31	2		5	2		56
		POTGIETERSRUS	TOM WEST WITS		2	1						3
		SEKHUKHUNE	TOM WEST WITS			1						1
		SESHEGO	TOM WEST WITS		1							1
		SIBASA	TOM WEST WITS		3	5	1		4			13
		THABAMOOPO	TOM WEST WITS		1							1
		THABAZIMBI	TOM WEST WITS			2						2
		TZANEEN	TOM WEST WITS		2	18	2		3			25
		VUWANI	TOM WEST WITS	1	2							3
SOUTH AFRICA	MPUMALANGA	BARBERTON	TOM WEST WITS			3						3
		BELFAST	TOM WEST WITS						1			1

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total			
SOUTH AFRICA	NORTH WEST	CAROLINA	TOM WEST WITS						1			1			
		DELMAS	TOM WEST WITS		1								1		
		ERMELO	TOM WEST WITS	1	1	1							3		
		EVANDER	TOM WEST WITS			2							2		
		GROBLERSDAL	TOM WEST WITS			1	4						5		
		KOMATIPOORT	TOM WEST WITS			1	15	1		1	2		20		
		LYDENBURG	TOM WEST WITS				2						2		
		MIDDLEBURG - TVL	TOM WEST WITS				3						3		
		NELSPRUIT	KLERKSDORP							1				1	
			TOM WEST WITS			4	53	2		3	2			64	
		PIET RETIEF	TOM WEST WITS				13	1		1				15	
		STANDERTON	TOM WEST WITS			1	1							2	
		WITBANK	TOM WEST WITS			1	4			1				6	
		SOUTH AFRICA	NORTH WEST	BLOEMHOF	TOM WEST WITS			1			1				2
	BOITEKONG			TOM WEST WITS		1								1	
	BRITS			TOM WEST WITS			3	5			5			13	
	DELAREYVILLE			TOM WEST WITS			4	7			7	4		22	
	DITSOBOTLA			TOM WEST WITS			2	1	1					4	
	GANYESA			TOM WEST WITS				5						5	
	KLERKSDORP			KLERKSDORP	3	38	10	3	1	8	7			70	
				TOM WEST WITS	14	87	221	9	18	132	14	7			502
	LICHTENBURG			TOM WEST WITS	1	7	12	1		6	2			29	
	MADIKWE			TOM WEST WITS			1							1	
	MAHIKENG			KLERKSDORP			1	1						2	
				TOM WEST WITS	2	16	23	4		11				56	
	MOLOPO			TOM WEST WITS				1						1	
	PILANESBERG	TOM WEST WITS			1				1			2			
POTCHEFSTROOM	KLERKSDORP	1	2	2							5				
	TOM WEST WITS	17	34	107	3		32	14	1			208			
RUSTENBURG	TOM WEST WITS			3	26	2		4				35			
SCHWEIZER RENEKE	TOM WEST WITS			3	3			1				7			
TAUNG	KLERKSDORP			3								3			

Country Description	Province Description	District Description	TEBA Office Desc	Corporate Office	Metallurgy	Mponeng Mine	Savuka Mine	SA Ops	SARS	TauTona Mine	AGAH	Grand Total
			TOM WEST WITS		16	16	1		8	4		45
		VENTERSDORP	TOM WEST WITS		7	5	1		8	1		22
		VRYBURG	TOM WEST WITS		3	14			4	2		23
		WOLMARANSTAD	KLERKSDORP							1		1
			TOM WEST WITS	1	3	9			4			17
		ZEERUST	TOM WEST WITS		5	26			2	1		34
SOUTH AFRICA	NORTHERN CAPE	HARTSWATER	TOM WEST WITS		1				1			2
		KIMBERLEY	TOM WEST WITS		2	4	1		3			10
		KURUMAN	TOM WEST WITS		3	6			5	1		15
		WARRENTON	KLERKSDORP						1			1
			TOM WEST WITS	2	1	13			4	2		22
SOUTH AFRICA	WESTERN CAPE	CAPE PENINSULA	TOM WEST WITS			3	1					4
SWAZILAND		HLATIKULU	MBABANE			3			2		1	6
			NHLANGANO		1	8	1			1		11
		MANKAYANE	MBABANE			5			1	1		7
		MANZINI	MBABANE		3	101			4			108
			NHLANGANO			3						3
		MBABANE	MBABANE		1	35			2			38
		NHLANGANO	MBABANE			5						5
			NHLANGANO			68	5		7	1		81
		PIGGS PEAK	MBABANE			31			1			32
		SITEKI	MBABANE			21	1		2			24
ZIMBABWE		BULAWAYO	TOM WEST WITS			1	1		1			3
		CHINHOYI	TOM WEST WITS			1						1
		CHIRUMHANZU	TOM WEST WITS			1						1
		CHIVI	TOM WEST WITS			1						1
		HARARE	TOM WEST WITS			1			3			4
ZAMBIA		LUSAKA	TOM WEST WITS						1			1
Grand Total				140	1125	5999	256	24	1455	278	200	9477

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 2017

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	120	1	3	47	44	0	0	23	171	67	238
		Pre-AET Fail	377	1	0	0	0	0	0	0	378	0	378
		Pre-AET	673	2	0	0	22	0	0	0	675	22	697
		Grade 1 / Sub A	57	0	0	0	0	0	0	0	57	0	57
		Grade 2 / Sub B	9	0	0	0	0	0	0	0	9	0	9
		Grade 3 / Std 1 / AET 1	370	1	0	0	27	0	0	0	371	27	398
		Grade 4 / Std 2	57	0	0	0	0	0	0	0	57	0	57
		Grade 5 / Std 3 / AET 2	232	0	0	1	21	0	0	0	233	21	254
		Grade 6 / Std 4	92	0	0	0	2	0	0	0	92	2	94
		Grade 7 / Std 5 / AET 3	302	1	0	1	7	0	0	0	304	7	311
	Grade 8 / Std 6	96	0	0	2	3	0	0	0	98	3	101	
	1	Grade 9 / Std 7 / AET 4 / General Education Certificate / N1	596	0	0	10	39	0	0	2	606	41	647
Further Education and Training	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	401	3	0	91	92	1	0	3	495	96	591
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	766	1	0	91	188	1	0	4	858	193	1051
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	1517	14	2	233	491	9	2	108	1766	610	2376
Higher Education and Training	5	Higher Certificate	63	1	1	50	38	0	0	26	115	64	179
	6	Advanced Certificate / Diploma	67	2	2	12	45	1	1	11	83	58	141
	7	Bachelor Degree (360 credits) / Advanced Diploma	26	4	3	14	43	3	1	17	47	64	111
	8	Honours Degree / Postgraduate Diploma / Bachelors Degree (480 credits)	19	2	4	31	18	0	2	13	56	33	89
	9	Masters Degree	1	0	1	4	4	0	0	5	6	9	15
	10	Doctoral Degree	0	0	0	1	0	0	0	1	1	2	
Grand Total			5841	33	16	588	1084	15	6	213	6478	1318	7796

CONTRACTORS LEVEL 1 WEST WITS TOTAL AS AT DECEMBER 2017

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	197	3	0	11	152	2	0	1	211	155	366
		Pre-AET Fail	0	0	0	0	0	0	0	0	0	0	0
		Pre-AET	1	0	0	0	0	0	0	0	1	0	1
		Grade 1 / Sub A	0	0	0	0	0	0	0	0	0	0	0
		Grade 2 / Sub B	0	0	0	0	0	0	0	0	0	0	0
		Grade 3 / Std 1 / AET 1	1	0	0	0	1	0	0	0	1	1	2
		Grade 4 / Std 2	0	0	0	0	0	0	0	0	0	0	0
		Grade 5 / Std 3 / AET 2	0	0	0	0	1	0	0	0	0	1	1
		Grade 6 / Std 4	1	0	0	0	0	0	0	0	1	0	1
		Grade 7 / Std 5 / AET 3	3	0	0	0	1	0	0	0	3	1	4
		Grade 8 / Std 6	3	0	0	0	0	0	0	0	3	0	3
	1	Grade 9 / Std 7 / AET 4 / General Education Certificate / N1	1	0	0	0	4	0	0	0	1	4	5
Further Education and Training	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	5	0	0	1	6	0	0	0	6	6	12
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	12	0	0	0	6	0	0	0	12	6	18
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	10	0	0	1	18	0	0	1	11	19	30
Higher Education and Training	5	Higher Certificate	2	0	0	0	1	0	0	0	2	1	3
	6	Advanced Certificate / Diploma	1	0	0	0	0	0	0	0	1	0	1
	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			237	3	0	13	190	2	0	2	253	194	447

GRAND TOTAL WEST WITS (AGA, CONTRACTORS AND AGAH) AS AT DECEMBER 2017

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	317	4	3	58	196	2	0	24	382	222	604
		Pre-AET Fail	377	1	0	0	0	0	0	0	378	0	378
		Pre-AET	674	2	0	0	22	0	0	0	676	22	698
		Grade 1 / Sub A	57	0	0	0	0	0	0	0	57	0	57
		Grade 2 / Sub B	9	0	0	0	0	0	0	0	9	0	9
		Grade 3 / Std 1 / AET 1	371	1	0	0	28	0	0	0	372	28	400
		Grade 4 / Std 2	57	0	0	0	0	0	0	0	57	0	57
		Grade 5 / Std 3 / AET 2	232	0	0	1	22	0	0	0	233	22	255
		Grade 6 / Std 4	93	0	0	0	2	0	0	0	93	2	95
		Grade 7 / Std 5 / AET 3	305	1	0	1	8	0	0	0	307	8	315
	Grade 8 / Std 6	99	0	0	2	3	0	0	0	101	3	104	
	1	Grade 9 / Std 7 / AET 4 / General Education Certificate / N1	597	0	0	10	43	0	0	2	607	45	652
Further Education and Training	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	406	3	0	92	98	1	0	3	501	102	603
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	778	1	0	91	194	1	0	4	870	199	1069
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	1527	14	2	234	509	9	2	109	1777	629	2406
Higher Education and Training	5	Higher Certificate	65	1	1	50	39	0	0	26	117	65	182
	6	Advanced Certificate / Diploma	68	2	2	12	45	1	1	11	84	58	142
	7	Bachelor Degree (360 credits) / Advanced Diploma	26	4	3	14	43	3	1	17	47	64	111
	8	Honours Degree / Postgraduate Diploma / Bachelors Degree (480 credits)	19	2	4	31	18	0	2	13	56	33	89
	9	Masters Degree	1	0	1	4	4	0	0	5	6	9	15
	10	Doctoral Degree	0	0	0	1	0	0	0	1	1	1	2
Grand Total			6078	36	16	601	1274	17	6	215	6731	1512	8243

ANNEXURE 2.2: FORM R – HARD TO FILL VACANCIES

TABLE 2.2: TOTAL WIT WEST 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	Draughts person	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 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White	Foreign Nationals			
	A	C	I	A	C	I	W	Male	Male	Female		
Senior management	22.2%	0%	11.1%	0%	0%	0%	0%	66.7%	0%	0%	100%	33.3%
Professionally qualified...management	23.3%	4.7%	3.5%	7.0%	0%	0%	10.5%	48.8%	2.3%	0%	100%	48.8%
Skilled technical...superintendents	40.6%	1.0%	0.3%	6.8%	0%	0%	2.7%	35.2%	13.3%	0.1%	100%	51.4%
Semi-skilled... decision making	52.3%	0.1%	0%	5.0%	0.1%	0%	0.3%	0.6%	41.7%	0%	100%	57.7%
Unskilled & defined dec. making	59.1%	0%	0%	12.7%	0%	0%	0%	0.3%	27.3%	0.4%	100%	71.9%
Total Permanent	54.1%	0.2%	0.1%	9.7%	0%	0%	0.6%	6.1%	28.8%	0.2%	100%	64.8%
Non-permanent employees	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	100.0%
Grand Total	54.0%	0.2%	0.1%	9.7%	0.0%	0.0%	0.6%	6.1%	28.8%	0.2%	100%	64.8%

TABLE 2.3.H: TAU TONA EE ACTUAL AS AT DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W	White	Male	Female		
Senior management	25%	0%	0%	0%	0%	0%	25%	50%	0%	0%	100%	50.0%
Professionally qualified management	20%	5.0%	0%	0%	0%	0%	15%	60%	0%	0%	100%	40.0%
Skilled technical...superintendents	40.7%	1.9%	0%	13%	0%	0%	2.8%	35.2%	6.5%	0%	100%	58.3%
Semi-skilled... decision making	58.4%	0%	0%	13.9%	0%	0%	3%	3%	21.8%	0%	100%	75.2%
Unskilled & defined dec. making	47.3%	0%	0%	20.9%	0%	0%	0%	0%	29.7%	2.1%	100%	68.2%
Total Permanent	46.8%	0.6%	0%	16.5%	0.0%	0%	2.1%	11.7%	21.2%	1.1%	100%	66.1%
Non-permanent employees	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grand Total	46.8%	0.6%	0.0%	16.5%	0%	0.0%	2.1%	11.7%	21.2%	1.1%	100%	66.1%

TABLE 2.3.H: SAVUKA EE ACTUAL AS AT 31 DECEMBER 2017

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100.0%
Professionally qualified...management	0.0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0.0%
Skilled technical...superintendents	46.8%	0%	0%	8.1%	0%	0%	3.2%	38.7%	3.2%	0%	100%	58.1%
Semi-skilled... decision making	67.3%	0%	0%	21.2%	0%	0%	0%	0%	11.5%	0%	100%	88.5%
Unskilled & defined dec. making	52.1%	0%	0%	21.9%	0%	0%	0%	0%	24.7%	1.4%	100%	74.0%
Total Permanent	53.8%	0%	0%	18.3%	0.0%	0.0%	0.8%	9.5%	16.8%	0.8%	100%	72.9%
Non-permanent employees	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grand Total	53.8%	0%	0%	18.3%	0.0%	0.0%	0.8%	9.5%	16.8%	0.8%	100%	72.9%

TABLE 2.3.H: METALLURGY EE ACTUAL AS AT 31 DECEMBER 2017

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Current % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	22.2%	0%	0%	0%	0%	0%	11.1%	66.7%	0.0%	0%	100%	33.3%
Professionally qualified...management	27.6%	1.3%	0%	11.8%	0%	1.3%	15.8%	39.5%	1.3%	1.3%	100%	57.9%
Skilled technical...superintendents	49.7%	0.7%	0.3%	9.7%	0.5%	0.3%	6.2%	31.0%	1.5%	0.2%	100%	67.3%
Semi-skilled... decision making	67.3%	1.2%	0%	20.9%	0.5%	0%	0.9%	4.0%	5.0%	0.1%	100%	90.9%
Unskilled & defined dec. making	64.3%	1.7%	0%	20.5%	0.2%	0%	0%	1.5%	11.5%	0.2%	100%	86.8%
Total Permanent	59.0%	1.1%	0.1%	16.7%	0.4%	0.2%	3.1%	14.0%	5.1%	0.2%	100%	80.7%
Non-permanent employees	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%
Grand Total	59.1%	1.1%	0.1%	16.7%	0.4%	0.2%	3.1%	14.0%	5.1%	0.2%	100%	80.7%

TABLE 2.3.H: WW METALLURGY EE ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White	Foreign Nationals			
	A	C	I	A	C	I	W	Male	Male	Female		
Senior management	66.7%	0%	0%	0%	0%	0%	0%	33.3%	0%	0%	100%	66.7%
Professionally qualified...management	31.8%	0%	0%	22.7%	0%	0%	9.1%	36.4%	0%	0%	100%	63.6%
Skilled technical...superintendents	60.8%	0%	0.5%	9.0%	0.5%	0%	5.5%	20.6%	3.0%	0%	100%	76.4%
Semi-skilled... decision making	72.7%	0.5%	0%	14.4%	0%	0%	1.0%	2.9%	8.6%	0%	100%	88.5%
Unskilled & defined dec. making	66.4%	1.3%	0%	18.7%	0.4%	0%	0%	0.4%	12.8%	0%	100%	86.8%
Total Permanent	65.6%	0.6%	0.1%	14.5%	0.3%	0%	2.2%	8.5%	8.1%	0%	100%	83.4%
Non-permanent employees	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100.0%
Grand Total	65.6%	0.6%	0.1%	14.5%	0.3%	0%	2.2%	8.5%	8.1%	0%	100%	83.4%

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 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W	Male	Female			
Senior management	21.2%	9.1%	3.0%	3%	0%	0%	6.1%	54.5%	3.0%	0%	100%	42.4%
Professionally qualified...management	10.1%	3.6%	2.9%	8%	0.7%	2.9%	23.2%	47.8%	0.7%	0%	100%	51.4%
Skilled technical...superintendents	28.8%	0.8%	0.5%	14.8%	1.8%	0.5%	19.6%	29.1%	3.8%	0.3%	100%	66.8%
Semi-skilled... decision making	43.9%	0.3%	0%	33.4%	0.3%	0.3%	8.4%	0.7%	12.2%	0.3%	100%	86.8%
Unskilled & defined dec. making	44.9%	0.3%	0%	39.6%	0%	0%	0%	0.8%	12.8%	1.6%	100%	84.8%
Total Permanent	35.0%	1.1%	0.6%	25.7%	0.7%	0.6%	11.0%	16.6%	8.2%	0.7%	100%	74.6%
Non-permanent employees	35.7%	0%	3.6%	32.1%	3.6%	0.0%	10.7%	14.3%	0%	0%	100%	85.7%
Grand Total	35.0%	1.0%	0.6%	25.8%	0.8%	0.6%	11.0%	16.5%	8.0%	0.6%	100%	74.8%

TABLE 2. 3.L: WW SOUTH AFRICAN REGIONAL SERVICES (SARS) ACTUAL AS AT 31 DECEMBER 2017

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	17.4%	13.0%	4.3%	4.3%	0%	0%	4.3%	56.5%	0%	0%	100%	43.5%
Professionally qualified...management	10.9%	4.7%	6.3%	12.5%	1.6%	4.7%	21.9%	37.5%	0%	0%	100%	62.5%
Skilled technical...superintendents	28.5%	0%	0%	18.3%	2.7%	0.5%	22.0%	22.6%	4.8%	0.5%	100%	72.0%
Semi-skilled... decision making	41.4%	0.9%	0%	33.6%	0.9%	0.9%	9.5%	0%	12.1%	0.9%	100%	87.1%
Unskilled & defined dec. making	47.7%	0%	0%	36.6%	0%	0%	0%	0.6%	12.8%	2.3%	100%	84.3%
Total Permanent	34.6%	1.2%	0.9%	25.8%	1.2%	0.9%	11.9%	14.3%	8.0%	1.1%	100%	76.6%
Non-permanent employees	44.4%	0%	0%	38.9%	5.6%	0%	0%	11.1%	0%	0%	100%	88.9%
Grand Total	34.9%	1.2%	0.9%	26.3%	1.4%	0.9%	11.6%	14.2%	7.8%	1.0%	100%	77%

TABLE 2.3.J: ANGLOGOLD ASHANTI HEALTH (AGAH) ACTUAL AS AT 31 DECEMBER 2017

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	14.3%	0%	14.3%	0%	0%	0%	0%	71.4%	0%	0%	100%	28.6%
Professionally qualified...management	36.8%	0.0%	0%	36.8%	5.3%	0.0%	10.5%	5.3%	5.3%	0%	100%	89.5%
Skilled technical...superintendents	25.1%	0%	0%	46.8%	0.5%	0.5%	23.6%	2.5%	0%	1.0%	100%	96.6%
Semi-skilled... decision making	31.2%	1%	0%	58.2%	1.0%	0.0%	5.8%	1.4%	1.4%	0.3%	100%	96.9%
Unskilled & defined dec. making	22.6%	0%	0%	61.3%	3.2%	0%	0%	0%	9.7%	3.2%	100%	87.1%
Total Permanent	28.4%	0.4%	0.2%	52.7%	1.1%	0.2%	12.1%	2.7%	1.4%	0.7%	100%	95.1%
Non-permanent employees	33.3%	0%	4.2%	37.5%	0%	0%	16.7%	8.3%	0%	0%	100%	91.7%
Grand Total	28.6%	0.3%	0.3%	52.1%	1.0%	0.2%	12.3%	3.0%	1.4%	0.7%	100%	95.0%

TABLE 2.3.J: WW ANGLOGOLD ASHANTI HEALTH (AGAH) ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	0%	0%	33.3%	0%	0%	0%	0%	66.7%	0%	0%	100%	33.3%
Professionally qualified...management	44.4%	0%	0%	22.2%	11.1%	0%	22.2%	0%	0%	0%	100%	100%
Skilled technical...superintendents	26.8%	0%	0%	35.2%	1.4%	0%	33.8%	2.8%	0%	0%	100%	97.2%
Semi-skilled... decision making	37%	0%	0%	47.8%	0%	0%	8.7%	2.2%	4.3%	0%	100%	93.5%
Unskilled & defined dec. making	66.7%	0%	0%	33.3%	0%	0%	0%	0%	0%	0%	100%	100%
Total Permanent	33.7%	0%	0.6%	40.3%	1.1%	0%	18.8%	3.3%	2.2%	0.0%	100%	94.5%
Non-permanent employees	33.3%	0%	0%	66.7%	0%	0%	0%	0%	0%	0%	100%	100%
Grand Total	33.7%	0%	0.5%	40.8%	1.1%	0%	18.5%	3.3%	2.2%	0.0%	100%	94.6%

COMBINED CORPORATE ACTUAL AS DEC 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14%	0%	0%	14%	0%	14%	0%	29%	14%	14%	100%	43%
Senior management	11%	1%	9%	6%	3%	6%	10%	46%	9%	1%	100%	45%
Professionally qualified...mana	11%	2%	4%	10%	3%	5%	24%	34%	4%	3%	100%	59%
Skilled technical...superintende	16%	3%	1%	17%	8%	4%	40%	10%	1%	0%	100%	89%
Semi-skilled... decision making	47%	0%	0%	29%	4%	0%	17%	2%	1%	0%	100%	96%
Unskilled & defined dec. makin	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Permanent	19%	2%	3%	14%	4%	4%	24%	24%	4%	1%	100%	70%
Non-permanent employees	21%	7%	7%	7%	0%	0%	14%	43%	0%	0%	100%	57%
Grand Total	19%	2%	3%	14%	4%	4%	24%	25%	4%	1%	100%	70%

TABLE 2.3.N: WW INCLUDING CORPORATE ACTUAL AS AT DECEMBER 2017

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14.3%	0%	0%	14.3%	0%	14.3%	0%	28.6%	14.3%	14.3%	100%	42.9%
Senior management	16.5%	4.1%	8.2%	4.1%	1.0%	3.1%	7.2%	50.5%	5.2%	0%	100%	44.3%
Professionally qualified...management	17.7%	3.3%	3.7%	10.7%	1.7%	2.7%	17.4%	40.1%	1.7%	1.0%	100%	57.2%
Skilled technical...superintendents	40.0%	0.8%	0.3%	11.1%	0.9%	0.3%	9.7%	28.3%	8.5%	0.1%	100%	63.1%
Semi-skilled... decision making	53.4%	0.1%	0%	11.0%	0.2%	0%	1.9%	1.0%	32.2%	0%	100%	66.7%
Unskilled & defined dec. making	58.1%	0.1%	0%	15.0%	0.1%	0%	0%	0.3%	25.8%	0.6%	100%	73.3%
Total Permanent	51.4%	0.4%	0.3%	12.9%	0.3%	0.2%	3.1%	7.9%	23.1%	0.4%	100%	68.6%
Non-permanent employees	35.7%	3.6%	0%	35.7%	3.6%	0%	3.6%	17.9%	0%	0%	100%	82.1%
Grand Total	51.3%	0.4%	0.3%	13.0%	0.3%	0.2%	3.1%	8.0%	23.0%	0.4%	100%	68.7%