



EMPLOYMENT EQUITY REPORT

Section A: Employer Details

Employer	AngloGold Ltd
Registration Number	05/17354/06
SARS Registration Number	9640/006/60/8
UIF NUMBER	Branch Code: (18596)
	Vaal River & Corporate (142343/3)
	Free State (2442159)
	West Wits (399146)
Industry Sector	Mining
Contact Person	Mr. G Van Veijeren
Address	11 Diagonal Street, Newtown, Johannesburg
Town/City	Johannesburg
Postal Code	2001
Telephone Number	(011) 637 6176/6217
E-mail Address	Gvanveijeren@anglogold.com
Date of Submission	October 1, 2001

Organ of State

YES	<input checked="" type="radio"/> NO
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Are you voluntarily complying with this Act as specified in Section 14?

YES	<input checked="" type="radio"/> NO
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SECTION B: WORKFORCE PROFILE

1. Date of workforce profile: JUNE 2001
2. Please report the total number of employees (including employees with disabilities) in each of the following occupational categories:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	3	2	2	155	1	0	0	6	169
Professionals	57	8	6	944	4	4	4	78	1105
Technicians and associate professionals	335	35	1	1691	10	4	2	194	2272
Clerks	884	22	1	287	82	10	3	323	1612
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	1884	76	0	2578	31	4	2	214	4789
Plant & machine operators and assemblers	7395	37	0	87	148	6	0	2	7760
Elementary occupations	37731	11	0	18	328	2	0	2	38092
Other	0	0	0	0	0	0	0	0	0
Total Permanent	48289	191	10	5760	604	30	11	904	55799
Non-permanent employees	8193	513	0	1116	44	0	0	7	9873
TOTAL	56482	704	10	6876	648	30	11	911	65672

Employment Equity Report

3. Please report the total number of employees with disabilities in each of the following occupational categories:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0
Professionals	1	1	0	0	0	0	0	0	2
Technicians and associate professionals	0	1	0	3	0	0	0	0	4
Clerks	0	0	0	0	0	0	0	0	0
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	4	0	0	2	0	0	0	0	6
Plant & machine operators and assemblers	11	0	0	0	0	0	0	1	12
Elementary occupations	239	0	0	0	0	0	0	0	239
Other	0	0	0	0	0	0	0		
Total Permanent	255	2	0	5	0	0	0	1	263
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	255	2	0	5	0	0	0	1	263

4. Please report the total number of employees (including employees with disabilities) in each of the following:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	2	1	47	0	0	0	2	52
Senior Management	3	0	1	108	1	0	0	4	117
Professionally qualified and experienced specialists and min-management	57	8	6	944	4	4	4	78	1105
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2219	111	1	4269	41	8	4	408	7061
Semi-skilled and discretionary decision making	8279	59	1	374	230	16	3	410	9372
Unskilled and defined decision making	37731	11	0	18	328	2	0	2	38092
Other	0	0	0	0	0	0	0	0	0
Total Permanent	48289	191	10	5760	604	30	11	904	55799
Non-permanent employees	8193	513	0	1116	44	0	0	7	9873
TOTAL	56482	704	10	6876	648	30	11	911	65672

Employment Equity Report	Page 4 of 12
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5. Please report the total number of employees with disabilities in each of the following occupational levels.

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	
Professionally qualified and experienced specialists and min-management	1	1	0	0	0	0	0	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	1	0	5	0	0	0	0	10
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	250	0	0	0	0	0	0	1	251
Total Permanent	255	2	0	5	0	0	0	1	263
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	255	2	0	5	0	0	0	1	263

SECTION C: WORKFORCE MOVEMENT

Reporting period for workforce movement (past 12 months): From: June 2000 to June 2001

6. **Recruitment** (report the total number of new recruits during the twelve months preceding this report:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	0	0	0	0	0	0	0	0
Senior Management	1	0	1	7	1	0	0	2	12
Professionally qualified and experienced specialists and min-management	13	1	0	11	0	0	0	5	30
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	127	34	0	8	13	2	0	0	146
Semi-skilled and discretionary decision making	49	28	0	9	42	43	0	12	116
Unskilled and defined decision making	9	368	0	1	0	16	0	0	394
Total Permanent	199	431	1	36	56	61	0	22	805
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	199	431	1	36	56	61	0	22	805

7. **Promotion:** (report the total number of promotions into each occupational level during the twelve months preceding this report)

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	15	0	0	0	0	15
Professionally qualified and experienced specialists and min-management	14	2	0	174	2	1	1	18	212
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	142	13	0	298	534	11	0	421	1419
Semi-skilled and discretionary decision making	1192	7	0	102	83	3	0	88	1475
Unskilled and defined decision making	2420	2	0	10	90	1	0	0	2523
Total Permanent	3768	24	0	599	709	16	1	527	5644
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	3768	24	0	599	709	16	1	527	5644

People with disabilities	0	0	0	0	0	0	0	0	0
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SECTION C: WORKFORCE MOVEMENT – CONTINUED

8. Termination

8.1 Termination : (report the total number of terminations in each occupational level during the twelve months preceding this report)

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	0	0	0	0	0	0	0	0
Senior Management	1	0	0	24	0	0	0	0	25
Professionally qualified and experienced specialists and min-management	12	2	3	185	1	0	1	9	213
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	242	14	0	453	42	0	1	37	769
Semi-skilled and discretionary decision making	1776	12	0	150	36	3	1	158	2136
Unskilled and defined decision making	6161	0	0	40	34	0	0	12	6247
Total Permanent	8192	29	3	1083	115	3	3	250	9678
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	8192	29	3	1083	115	3	3	250	9678

8.2 Termination categories: (report the total number of terminations in each category during the twelve months preceding this report)

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Resignation	184	7	3	436	21	1	3	92	747
Non-renewal of contract	4	0	0	0	1	1	0	3	9
Dismissal – operational requirements (retrenchment)	5044	12	0	321	43	1	0	54	5475
Dismissal - misconduct	1519	6	0	88	4	0	0	6	1623
Dismissal - incapacity	2	0	0	2	0	0	0	0	4
Other	1439	4	0	236	46	0	0	95	1820
TOTAL	8192	29	3	1083	115	3	3	250	9678

SECTION D : DISCIPLINARY ACTION

9. **Disciplinary Action:** (report the total number of disciplinary actions during the twelve months preceding this report)

Disciplinary action	Male				Female			
	African	Coloured	Indian	White	African	Coloured	Indian	White
	54211	77	1	1034	326	1	0	17

SECTION E : SKILLS DEVELOPMENT

10. **TRAINING:** (report the total number of people who received training in each occupational category during the twelve months preceding this report) *April 2001 to March 2001 as per SDL*

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	1	0	0	48	0	0	0	0	49
Professionals	36	7	3	606	4	2	45	703	
Technicians and associate professionals	670	96	8	2216	7	2	146	3151	
Clerks	639	163	1	132	62	0	0	123	1120
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	1597	71	4	3045	33	1	0	101	4852
Plant & machine operators and assemblers	6329	295	0	80	105	0	0	50	6859
Elementary occupations	26759	4	0	3	156	3	0	0	26925
Other	0	0	0	0	0	0	0	0	0
Total Permanent	36031	636	16	6130	363	10	8	465	43659
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	36031	636	16	6130	363	10	8	465	43659

SECTION F: QUALITATIVE ASSESSMENT

11. Awareness of Employment Equity

11.1 Please indicate which of the following awareness measures were implemented by your organisation:

	YES	NO
Formal written communication	X	
Policy statement includes reference to employment equity	X	
Summary of the Act displayed	X	
Diversity management programmes		X
Discrimination awareness programmes		X
Other (please specify)		

11.2 Please indicate how many employees received employment equity / non-discrimination training during the past year:

Number of employees	0
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12. Consultation:

12.1 Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan:

	YES	NO
Workplace forum		
Consultative body or forum	X	
Registered Trade Union(s)	X	
Employees	X	
Other (please specify)		

12.2 What was the level of agreement reached in the formulation of the plan:

Total	<i>Sufficient</i> ✓	Some	None
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12.3 How regularly to you meet with the stakeholders mentioned in 12.1:

Weekly	Monthly	<i>Quarterly</i> ✓	Yearly	Other
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SECTION F : QUALITATIVE ASSESSMENT – CONTINUED:

13. Analysis

Please indicate in which categories of employment policy or practices barriers to employment equity were identified:

CATEGORIES	YES	NO	IF YES, SPECIFY
Recruitment procedures		X	
Advertising		X	
Selection Criteria		X	
Appointments		X	
Job Classification and grading	X		
Remuneration and benefits	X		Collective agreements over period of time results in different conditions of employment
Terms and conditions of employment	X		Accommodation policy discriminates with regard to marital status
Job assignments	X		There has been a practice of prolonged night shift for black miners
Work environment and facilities	X		Inadequate facilities for women and the disabled have been identified
Training and development		X	
Performance and evaluation systems		X	
Promotions	X		Prolonged acting/insufficient career pathing programmes seen to be a barrier
Transfers		X	
Demotions		X	
Succession and experience planning		X	
Disciplinary measures		X	
Dismissals		X	
Corporate culture		X	
HIV/AIDS education and prevention programme		X	
Other (please specify)			

SECTION F : QUALITATIVE ASSESSMENT – CONTINUED

14. Employment Equity Plan:

Please indicate in which categories affirmative action measures have been implemented:

CATEGORIES	YES	NO	IF YES, SPECIFY
Recruitment procedures	X		Competency profile project in progress
Advertising	X		Staffing will target the external market as well as where there are no suitable skills internally
Selection Criteria	X		This is already in place for majority of positions : process to be ongoing
Appointments	X		All appointments will now take place in consideration of the EE Plan
Job Classification and grading	X		A process is underway with the NUM to address this issue
Remuneration and benefits		X	
Terms and conditions of employment	X		Terms and conditions of employment in place for all and discrepancies addressed
Job assignments	X		Issue of prolonged night shift being urgently addressed in the mines
Work environment and facilities	X		Ongoing exercise with labour partners to correct deficiencies
Training and development	X		Training system will be enhanced to promote the employment equity programme
Performance and evaluation systems	X		Revised performance management system being implemented
Setting numerical goals	X		Principal plan agreed with unions and associations
Promotions	X		All promotions will be in consideration of the plan
Transfers	X		Done in accordance with the employment contract as well as fair labour practice
Demotions	X		Follows normal practice in terms of the Labour Relations Act
Succession and experience planning	X		Succession programmes in place for most of the employees
Disciplinary measures	X		Follows normal practice in terms of the Labour Relations Act
Diversity programme and sensitisation		X	Developing an appropriate diversity programme will form part of the EE goals
Community investment and bridging programme	X		Various funds are in existence for social investment programmes
Retention measures	X		Extensive study done and action plans to manage retention have been implemented
Reasonable accommodation	X		Access facilities for disabled people has been addressed
Other (please specify)			

SECTION F: QUALITATIVE ASSESSEMENT – CONTINUED

15. Numerical goals:

15.1 Please use the table below to indicate the numerical goals you have set for your current employment equity plan:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	28	13	0	127	2	1	0	10	181
Professionals	200	30	0	688	22	12	0	105	1057
Technicians and associate professionals	834	67	0	1275	50	12	0	228	2466
Clerks	1229	14	0	73	38	6	0	64	1424
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	3209	248	0	2264	221	17	0	253	6212
Plant & machine operators and assemblers	6031	69	0	357	187	32	0	312	6988
Elementary occupations	40467	171	0	1324	443	27	0	76	42508
Other	0	0	0	0	0	0	0	0	0
Total Permanent	51998	612	0	6108	963	107	0	1048	60836
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	51998	612	0	6108	963	107	0	1048	60836

***The figures above are 2004 projected target figures as at June 2000. The figures are under review due to the downscaling of our operations and changes in operational goals (e.g. life of mine plans).**

15.2 By which year do you plan to achieve the above numerical goals set for **employees with disabilities** for your current employment (2004)

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0
Professionals	1	0	0	1	0	0	0	0	2
Technicians and associate professionals	0	0	0	4	0	0	0	0	4
Clerks	10	0	0	2	0	1	0	0	13
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	1	0	0	0	1
Plant & machine operators and assemblers	807	0	0	2	0	1	0	0	810
Elementary occupations	1201	0	0	0	0	0	0	0	1201
Other	0	0	0	0	0	0	0	0	0
Total Permanent	2019	0	0	9	1	2	0	0	2031
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	2019	0	0	9	1	2	0	0	2031

16. Resources

Please indicate what resources have been allocated to the implementation of employment equity during the past year:

Allocation of Resources	YES	NO
Appointed a designated officer to manage the implementation	X	
Allocated a budget to support the implementation of goals of employment equity	X	
Time off for employment equity consultative committee (or equivalent) to meet on a regular basis	X	
Other (please specify)		

17. Monitoring and evaluation of implementation:

How regularly to you monitor progress on the implementation of the employment equity plan:

Weekly	Monthly	Quarterly ✓	Yearly	Other
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SECTION G: Progress Report

(Section G to be completed from the second cycle of reporting onwards)

18. Reporting period: From June 2000 to June 2001

19. Did you achieve the numerical goals as set out in your equity plan for this period:

Yes ✓ No

20. Did you achieve the affirmative action objectives as set out in your employment equity plan for this period

Yes ✓ No

If not, what were the obstacles you experienced?

If yes, what factors promoted the accomplishment of your goals and objectives:

Alignment of our Human Resources processes to ensure the achievement of our Employment Equity/Affirmative Action Plan. Support of especially senior managers and supervisors.

SECTION H: SIGNATURE OF CHIEF EXECUTIVE OFFICER

Signed on this day of year at place:

Signature

Full Name