

# ANGLO GOLD

EMPLOYMENT  
EQUITY  
REPORT  
2002



**EMPLOYMENT EQUITY REPORT**

**SECTION A : EMPLOYER DETAILS**

<b>Employer</b>	AngloGold Ltd
<b>Registration Number</b>	05/17354/06
<b>SARS Registration Number</b>	9640/006/60/8
<b>UIF NUMBER</b>	Branch Code: (18596)
	Vaal River, West Wits & Corporate (142343/3)
<b>Industry Sector</b>	Mining
<b>Contact Person</b>	Mr. I Heyns
<b>Address</b>	11 Diagonal Street, Newtown, Johannesburg
<b>Town/City</b>	Johannesburg
<b>Postal Code</b>	2001
<b>Telephone Number</b>	(011) 637 6229/6217
<b>E-mail Address</b>	iheyns@anglogold.com
<b>Date of Submission</b>	October 1, 2002

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

1. Date of workforce profile : 01 August 2002.
2. Please report the total number of employees with (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	1	2	136	1	0	0	6	149
Professionals	50	5	7	739	2	4	4	70	881
Technicians and associate professionals	270	16	4	1192	8	2	2	146	1640
Clerks	654	7	1	192	70	7	3	231	1165
Craft and related trades workers	1495	55	3	1768	29	6	2	165	3523
Plant & machine operators and assemblers	5066	19	0	60	115	5	0	48	5313
Elementary occupations	25821	9	0	80	236	0	0	3	26149
Other									
<b>Total Permanent</b>	<b>33359</b>	<b>112</b>	<b>17</b>	<b>4172</b>	<b>461</b>	<b>24</b>	<b>11</b>	<b>669</b>	<b>38820</b>
Non-permanent employees	5352	339	0	687	32	0	0	4	6414
<b>TOTAL</b>	<b>38711</b>	<b>451</b>	<b>17</b>	<b>4854</b>	<b>493</b>	<b>24</b>	<b>11</b>	<b>673</b>	<b>45234</b>

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	0	0	0	2	0	0	0	0	2
Technicians and associate professionals	1	0	0	5	0	0	0	0	6
Clerks	0	0	0	1	0	0	0	1	2
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	8	0	0	6	0	0	0	0	14
Plant & machine operators and assemblers	190	0	0	0	0	0	0	0	190
Elementary occupations	323	0	0	0	0	0	0	0	323
Other									
<b>Total Permanent</b>	<b>522</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>537</b>
Non-permanent employees	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>522</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>537</b>

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	1	1	43	0	0	0	2	47
Senior Management	3	0	1	93	1	0	0	4	102
Professionally qualified and experienced specialists and min-management	50	5	7	739	2	4	4	70	881
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1765	71	7	2960	37	8	4	311	5163
Semi-skilled and discretionary decision making	1501	22	1	249	169	11	3	279	2235
Unskilled and defined decision making	30040	13	0	83	252	1	0	3	30392
<b>Other</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Permanent</b>	<b>33359</b>	<b>112</b>	<b>17</b>	<b>4167</b>	<b>461</b>	<b>24</b>	<b>11</b>	<b>669</b>	<b>38820</b>
Non-permanent employees	5352	339	0	687	32	0	0	4	6414
<b>TOTAL</b>	<b>38711</b>	<b>451</b>	<b>17</b>	<b>4854</b>	<b>493</b>	<b>24</b>	<b>11</b>	<b>673</b>	<b>45234</b>

5. Please report the total number of employees with disabilities in each of the following occupational levels.

Occupational Levels	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	0
Professionally qualified and experienced specialists and min-management	0	0	0	2	0	0	0	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9	0	0	11	0	0	0	0	20
Semi-skilled and discretionary decision making	4	0	0	1	0	0	0	1	6
Unskilled and defined decision making	509	0	0	0	0	0	0	0	509
<b>Total Permanent</b>	<b>522</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>537</b>
Non-permanent employees	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>522</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>537</b>



**SECTION C : WORKFORCE MOVEMENT – CONTINUED**

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

Occupational Levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	1	0	6	0	0	0	0	7
Senior Management	0	0	0	11	0	0	0	1	12
Professionally qualified and experienced specialists and min-management	10	3	0	77	2	0	0	4	96
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	130	9	1	334	3	1	0	23	501
Semi-skilled and discretionary decision making	433	1	0	38	11	2	0	26	511
Unskilled and defined decision making	2244	2	0	20	7	0	0	2	2275
<b>Total Permanent</b>	<b>2817</b>	<b>16</b>	<b>1</b>	<b>486</b>	<b>23</b>	<b>3</b>	<b>0</b>	<b>56</b>	<b>3402</b>
Non-permanent employees	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2817</b>	<b>16</b>	<b>1</b>	<b>486</b>	<b>23</b>	<b>3</b>	<b>0</b>	<b>56</b>	<b>3402</b>

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

Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Resignation	283	5	1	255	10	1	0	27	582
Non-renewal of contract	65	1	0	4	0	0	0	5	75
Dismissal – operational requirements (retrenchment)	589	6	0	61	3	2	0	10	671
Dismissal - misconduct	754	3	0	66	6	0	0	2	831
Dismissal - incapacity	567	1	0	12	0	0	0	0	580
Other	559	0	0	88	4	0	0	12	663
<b>TOTAL</b>	<b>2817</b>	<b>16</b>	<b>1</b>	<b>486</b>	<b>23</b>	<b>3</b>	<b>0</b>	<b>56</b>	<b>3402</b>

**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
	14557	55	0	586	53	0	0	15

**SECTION E : SKILLS DEVELOPMENT**

10. Training : (Occupation category during the twelve months preceding this report)

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	1	0	0	54	0	0	0	6	61
Professionals	66	3	20	595	1	0	2	42	729
Technicians and associate professionals	553	37	4	1710	8	3	22	114	2451
Clerks	1840	47	8	1268	56	2	3	189	3413
Craft and related trades workers	2436	61	26	2842	32	0	1	169	5567
Plant & machine operators and assemblers	1044	29	1	356	149	0	0	110	1689
Elementary occupations	31356	33	6	247	107	0	0	21	31770
Other	0	0	0	0	0	0	0	0	0
<b>Total Permanent</b>	<b>37296</b>	<b>210</b>	<b>65</b>	<b>7072</b>	<b>353</b>	<b>5</b>	<b>28</b>	<b>651</b>	<b>45680</b>
Non-permanent employees	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>37296</b>	<b>210</b>	<b>65</b>	<b>7072</b>	<b>353</b>	<b>5</b>	<b>28</b>	<b>651</b>	<b>45680</b>



**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	4548
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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	Sufficient ✓	Some	None
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12.3 How regularly to you meet with the stakeholders mentioned in 11.1:

Weekly	Monthly	Quarterly ✓	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:

<b>CATEGORIES</b>	<b>YES</b>	<b>NO</b>	<b>IF YES, SPECIFY</b>
Recruitment procedures		X	
Advertising		X	
Selection Criteria		X	
Appointments	X		Preference of internal employees for appointments and the preferred recruitment of "sons of fathers" who are boarded on medical grounds or die in service
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		Although the issue has been addressed in most business units, there are still odd cases of prolonged night shift for black miners
Work environment and facilities	X		The follow up employment equity audit indicated that there are still workplaces where inadequate facilities for women and the disabled remain a barrier
Training and development		X	
Performance and evaluation systems		X	
Promotions	X		Although a new human resources policy on fairness in selection process has been implemented, prolonged acting/insufficient career pathing programmes is 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)			

<b>EMPLOYMENT EQUITY REPORT</b>
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**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		A new human resource policy on fairness in selection practices for appointments and promotions has been implemented
Advertising	X		Staffing will target the external market when there are no suitable skills internally
Selection Criteria	X		EE targets are considered when selecting candidates
Appointments	X		All appointments will now take place in consideration of the EE targets
Job Classification and grading	X		An agreement to review job evaluation systems and job design with key stakeholders
Remuneration and benefits	X		Progressive shift towards an all inclusive salary, including the incorporation of water and lights allowances and the value of accommodation benefits
Terms and conditions of employment	X		Ongoing progress in modernising terms and conditions of service to develop a single set of conditions applicable to all employees
Job assignments	X		Issue of prolonged night shift being addressed in the mines
Work environment and facilities	X		Ongoing exercise with labour partners to address deficiencies
Training and development		X	
Performance and evaluation systems		X	
Setting numerical goals	X		Organised labour was consulted in setting up targets
Promotions	X		All promotions will be in consideration of the EE targets
Transfers	X		Done in accordance with the employment contract as well as fair labour practice
Demotions		X	
Succession and experience planning		X	
Disciplinary measures		X	
Diversity programme and sensitisation	X		Elements incorporated in mine level team training programmes
Community investment and bridging programme	X		Various funds are in existence for social investment programmes. Extensive ABET programme taking place
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)			

EMPLOYMENT EQUITY REPORT

SECTION F : QUALITATIVE ASSESSMENT (CONTINUED)

15. Numerical Goals

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	23	11	0	104	2	1	0	8	149
Professionals	167	25	0	573	18	10	0	88	881
Technicians and associate professionals	555	45	0	847	33	8	0	152	1640
Clerks	1005	11	0	61	31	5	0	52	1165
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	1820	141	0	1284	125	10	0	143	3523
Plant & machine operators and assemblers	4585	52	0	272	143	24	0	237	5313
Elementary occupations	24893	105	0	814	273	17	0	47	26149
Other	0	0	0	0	0	0	0	0	0
<b>Total Permanent</b>	<b>33048</b>	<b>390</b>	<b>0</b>	<b>3956</b>	<b>624</b>	<b>75</b>	<b>0</b>	<b>727</b>	<b>38820</b>
Non-permanent employees	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>33048</b>	<b>390</b>	<b>0</b>	<b>3956</b>	<b>624</b>	<b>75</b>	<b>0</b>	<b>727</b>	<b>38820</b>

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	0	0	0	1	0	0	0	0	1
Technicians and associate professionals	1	0	0	4	0	0	0	0	5
Clerks	0	0	0	2	0	0	0	0	2
Craft and related trades workers	8	0	0	2	0	0	0	0	10
Plant & machine operators and assemblers	68	0	0	0	0	0	0	0	68
Elementary occupations	334	0	0	0	0	0	0	0	334
<b>Total Permanent</b>	<b>411</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>420</b>
Non-permanent employees	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>411</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>420</b>

**SECTION F : QUALITATIVE ASSESSMENT (CONTINUED)**

## 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 August 2001 to July 2002

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:

- Human resource policies and procedures have been revised to eliminate risks and barriers, and formal conditions of service are being re-negotiated to achieve uniformity and equalization
- Formal managerial responsibilities for employment equity have been defined and allocated
- Progress has been made in building a supportive environment for employment equity, partly by defining it as a key business driver for most business units
- A follow up audit on employment equity barriers was conducted by an external consultant

**SECTION H : SIGNATURE OF CHIEF EXECUTIVE OFFICER**

Signed on this      day of                      year                      at place:

\_\_\_\_\_

Signature

\_\_\_\_\_

Full Name