

Employment
Equity
Report

07



PLEASE READ THIS FIRST

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998.

This form contains the format for employment equity reporting by employers to the Department of Labour. Both small employers (i.e. employers employing fewer than 150 employees) and large employers (i.e. employers employing 150 or more employees) are required to use this form. Those employers who are not designated, but wish to voluntarily comply, must also use this reporting form.

Although all sections of this form apply to large employers, only certain sections of this form should be completed by small employers. Employers who report for the first time are not required to complete the progress report section of this form.

WHO SHOULD COMPLETE THIS FORM?

All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Employers who wish to voluntarily comply with the reporting requirements of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

- Large employers must submit their first report within six months of being designated, and thereafter annually on the first working day of October; and
- Small employers must submit their first report within twelve months of being designated, and thereafter on the first working day of October of every year that ends with an even number.

ESSENTIAL REQUIREMENTS

Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. All relevant areas of the form must be fully and accurately completed by employers. **Designated employers who fail to observe this provision will be deemed not to have reported.** Guidance to overcome difficulties on how to complete the form properly must be obtained from the Department prior to completing and submitting the report.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3094737 / 3094188
e-mail: ee@labour.gov.za

SECTION A: EMPLOYER DETAILS

Trade name	AngloGold Ashanti Ltd.
DTI registration name	AngloGold Ashanti Ltd.
DTI registration number	1944/17354/06
PAYE/SARS number	9640006/60/8 P
UIF reference number	BRANCH CODE: (18596). Vaal River, West Wits & Corporate (142343/3)
EE reference number	Username: 4930
Industry/Sector	Mining
Seta classification	25391[Mining of precious and semi-precious stones, except diamonds
Telephone number	011 637 6229
Fax number	011 937 6219
Email address	ljheynsanglogoldashanti.com
Postal address	PO BOX 62117
Postal code	2107
City/Town	Marshalltown
Province	Gauteng
Physical address	76 Jeppe Street
Postal code	2001
City/Town	Marshalltown
Province	Gauteng

Details of CEO at the time of submitting this report

Name and surname	Mr. Robert Michael Godsell
Telephone number	011 637 6150/1
Fax number	011 637 6148
Email address	RMGodsell@AngloGoldAshanti.com

Details of Equity Manager at the time of submitting this report

Name and Surname	Mr. Ian Heyns
Telephone number	011 637 6229
Fax number	011 637 6219
Email address	ijheyns@anglogoldashanti.com

Business type

- | | |
|--|--|
| <input type="checkbox"/> Private Sector | <input type="checkbox"/> Parastatal |
| <input type="checkbox"/> National Government | <input type="checkbox"/> Provincial Government |
| <input type="checkbox"/> Local Government | <input type="checkbox"/> Educational Institution |
| <input type="checkbox"/> Non-profit Organization | |

Information about the organization at the time of submitting this report

Number of employees in the organization	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more
In terms of Section 14 of the Act, are you voluntary complying?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is your organization an organ of State?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of submitting this report	

Please indicate the preceding twelve-month period (in the case of large employers) or twenty-four month period (in the case of small employers) covered by this report, except for first time reporting where this may not be possible:

From (Date): 31st July 2006 To (Date): 01st August 2007

Please indicate below the duration of your current employment equity plan.

From (Date): July 2007 To (Date): July 2009

Please read this first

- a. The preceding twelve-month period (in the case of large employers) or twenty-four month period (in the case of small employers) covered by employment equity employer reports must be the same for every reporting period.
- b. A summary providing guidelines on occupational categories and levels is provided in annexure 3 and annexure 4 of the regulations. Employers must complete the EEA2 form and the EEA4 form in accordance with Annexure 3 and Annexure 4.
- c. Non-permanent workers refer to those workers who are employed to work for less than 24 hours per month, or those workers engaged to work for not more than 3 continuous months.
- d. In Section B, the subtotals in terms of race and gender in the row dealing with **total permanent** employees in the table on occupational categories for **all employees**, which includes people with disabilities, must be exactly the same as the subtotals in the table on occupational levels for **all employees**. The same must apply to the subtotals in the **grand total** rows for occupational categories and levels as well.
- e. In Section B, the subtotals in terms of race and gender in the row dealing with **total permanent** employees in the table on occupational categories for **people with disabilities** must be exactly the same as the subtotals in the table on occupational levels for **people with disabilities**. The same must apply to the subtotals in the **grand total** rows for occupational categories and levels as well.
- f. Employers, from the second cycle of reporting onwards, must complete Section G that deals with progress reports.
- g. Employers must complete Section H that deals with **numerical goals** and **numerical targets**. **Numerical goals** are the workforce profile the employer is striving to achieve in the workplace at the end of the duration of the employer's current employment equity plan. The numerical goals of the employer must be the same for the entire duration of the employment equity plan. **Numerical targets** are the workforce profile the employer is striving to achieve at the end of the period following the period covered by the current report of the employer.
- h. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Areas that only apply to small employers shall be made available by the Department in a separate form as well. All relevant areas of the form must be fully and accurately completed by employers.
- i. The alphabets "A", "C", "I" and "W" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians" and "Whites" respectively.
- j. "**Designated groups**" means Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are natural persons and are citizens of the Republic of South Africa by birth or descent; or are citizens of the Republic of South Africa by naturalisation before the commencement date of the Constitution of the Republic of South Africa Act of 1993; or became citizens of the Republic of South Africa after the commencement date of the Constitution of the Republic of South Africa Act of 1993, but who, not for Apartheid policy that had been in place prior to that date, would have been entitled to acquire citizenship by naturalisation prior to that date.
- k. All population groupings who are not part of the Black group, but in substance fall within the definition described in paragraph (j) in terms of citizenship or descent, must be counted and included in the column of each table in the form that require data on the White group.
- l. Foreign nationals and South African citizens that fall outside the definition described in paragraphs (j) or (k) must be counted and included in the column of each table in the form that require data on foreign nationals.

Section B: Workforce Profile

1. Occupational Categories

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational categories**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories								White Male	Foreign Nationals		TOTAL	
	Male				Female				Male	Female		
	A	C	I		A	C	I	W				W
Legislators, senior officials and managers	5	1	4		2	0	0	14	135	12	1	174
Professionals	87	11	22		16	7	11	101	522	16	3	796
Technicians and associate professionals	331	19	4		64	3	2	198	845	39	1	1506
Clerks	518	3	0		238	17	3	194	123	53	0	1149
Craft and related trades workers	1165	32	2		214	10	8	233	1256	297	6	3223
Plant and machine operators and assemblers	4525	23	0		321	4	0	37	51	3939	2	8902
Elementary occupations	9137	22	0		1075	6	0	4	100	6649	27	17020
TOTAL PERMANENT	15768	111	32		1930	47	24	781	3032	11005	40	32770
Non – permanent employees	41	0	0		44	0	1	36	38	0	0	160
GRAND TOTAL	15809	111	32		1974	47	25	817	3070	11005	40	32930

1.2 Please report the total number of **employees with disabilities only** in each of the following occupational categories: Note: A=Africans, C=Coloureds, I=Indians and W=White

Occupational Categories								Foreign Nationals		TOTAL	
	Male				Female				Male		Female
	A	C	I	W	A	C	I	W			
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	2	0	0	0	1	1	0	4
Technicians and associate professionals	1	0	0	5	0	0	0	0	0	0	6
Clerks	1	0	0	2	1	0	0	1	0	0	5
Service and sales workers	0	0	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0
Craft and related trades workers	9	0	0	6	0	0	0	0	0	0	15
Plant and machine operators and assemblers	51	0	0	0	3	0	0	0	31	0	85
Elementary occupations	237	0	0	1	1	0	0	0	184	1	424
TOTAL PERMANENT	299	0	0	16	5	0	0	2	216	1	539
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	299	0	0	16	5	0	0	2	216	1	539

2. Occupational levels

2.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				White Male	Foreign Nationals		TOTAL
	A	C	I		A	C	I	W	W	Male	Female	
Top Management	1	0	0		1	0	0	1	11	1	0	15
Senior Management	4	1	4		1	0	0	13	124	11	1	159
Professionally qualified and experienced specialists and mid-management	87	11	22		16	7	11	101	522	16	3	796
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1496	51	6		278	13	10	431	2101	336	7	4729
Semi-skilled and discretionary decision making	5043	26	0		559	21	3	231	174	3992	2	10051
Unskilled and defined decision making	9137	22	0		1075	6	0	4	100	6649	27	17020
TOTAL PERMANENT	15768	111	32		1930	47	24	781	3032	11005	40	32770
Non – permanent employees	41	0	0		44	0	1	36	38	0	0	160
GRAND TOTAL	15809	111	32		1974	47	25	817	3070	11005	40	32930

2.2 Please report the total number of **employees with disabilities only** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	2	0	0	0	1	1	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	10	0	0	11	0	0	0	0	0	0	21
Semi-skilled and discretionary decision making	36	0	0	2	2	0	0	1	28	0	69
Unskilled and defined decision making	253	0	0	1	3	0	0	0	187	1	445
TOTAL PERMANENT	299	0	0	16	5	0	0	2	216	1	539
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	299	0	0	16	5	0	0	2	216	1	539

2.3 Operational/Core function and Support function by occupational level

Job evaluation or grading systems, as illustrated in the EEA9, are used to measure a job in terms of content in order to establish its worth or value in relation to other jobs in an organization. The worth or value of a job is represented on a vertical axis as an occupational level. A job could either be an **Operational/Core** function or a **Support** function. **Operational/Core Function** positions carry the responsibility mainly for revenue generation, e.g. sales, production, etc. Whereas **Support Functions** positions provide infrastructure and other enabling conditions for revenue generation, e.g. human resources, corporate services, etc. Please indicate on table 2.3.1 the number of employees that are in **Operational/Core Function** positions and in table 2.3.2 the number of employees that are in **Support Function** positions at each occupational level.

- 2.3.1 Please indicate the total number of employees (including people with disabilities), that are involved in **Operational/Core Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels											TOTAL
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	1	0	1	43	0	0	0	0	3	0	48
Professionally qualified and experienced specialists and mid-management	42	7	5	220	3	0	1	23	10	0	311
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1041	39	3	1775	68	2	0	78	290	2	3298
Semi-skilled and discretionary decision making	4169	17	0	135	93	4	1	58	3853	0	8330
Unskilled and defined decision making	8298	20	0	88	734	4	0	3	6286	26	15459
TOTAL PERMANENT	13551	83	9	2261	898	10	2	162	10442	28	27446
Non – permanent employees	7	0	0	17	1	0	0	3	0	0	28
GRAND TOTAL	13558	83	9	2278	899	10	2	165	10442	28	27474

- 2.3.2 Please indicate the total number of employees (including people with disabilities), that are involved in **Support Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels											TOTAL
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	1	0	0	11	1	0	0	1	1	0	15
Senior Management	3	1	3	81	1	0	0	13	8	1	111
Professionally qualified and experienced specialists and mid-management	45	4	17	302	13	7	10	78	6	3	485
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	455	12	3	326	210	11	10	353	46	5	1431
Semi-skilled and discretionary decision making	874	9	0	39	466	17	2	173	139	2	1721
Unskilled and defined decision making	839	2	0	12	341	2	0	1	363	1	1561
TOTAL PERMANENT	2217	28	23	771	1032	37	22	619	563	12	5324
Non – permanent employees	34	0	0	21	43	0	1	33	0	0	132
GRAND TOTAL	2251	28	23	792	1075	37	23	652	563	12	5456

4. Promotion

4.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels								White Male	Foreign Nationals		TOTAL		
	Male				Female				W	Male		Female	
	A	C	I		A	C	I						W
Top Management	0	0	0		0	0	0	0	0	0	0		
Senior Management	1	1	0		0	0	0	5	13	1	0	21	
Professionally qualified and experienced specialists and mid-management	16	3	3		2	1	1	19	77	5	0	127	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	273	8	1		36	10	2	87	233	92	1	743	
Semi-skilled and discretionary decision making	571	1	1		88	1	0	25	22	448	0	1157	
Unskilled and defined decision making	938	9	0		73	1	0	1	14	617	1	1654	
TOTAL PERMANENT	1799	22	5		199	13	3	137	359	1163	2	3702	
Non – permanent employees	0	0	0		0	0	0	0	0	0	0	0	
GRAND TOTAL	1799	22	5		199	13	3	137	359	1163	2	3702	

4.2 Please report the total number of promotions involving **people with disabilities only** in each occupational level. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels								Foreign Nationals		TOTAL	
	Male				Female				Male		Female
	A	C	I	W	A	C	I	W			
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	1	0	1	0	0	0	0	0	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	3	0	0	0	1	0	0	0	4	0	8
Unskilled and defined decision making	16	0	0	0	0	0	0	0	6	0	22
TOTAL PERMANENT	19	1	0	1	1	0	0	0	10	0	32
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	19	1	0	1	1	0	0	0	10	0	32

5. Termination

5.1 Please report the total number of terminations in each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels											TOTAL	
	Male				Female				White Male	Foreign Nationals		
	A	C	I		A	C	I	W	W	Male		Female
Top Management	0	0	0		0	0	0	1	1	0	0	2
Senior Management	0	1	0		0	0	0	1	9	1	0	12
Professionally qualified and experienced specialists and mid-management	20	1	0		9	2	1	15	68	2	2	120
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	286	13	2		38	4	2	47	443	52	0	887
Semi-skilled and discretionary decision making	295	4	0		37	2	1	57	33	225	0	654
Unskilled and defined decision making	839	1	0		41	0	0	0	48	610	2	1541
TOTAL PERMANENT	1440	20	2		125	8	4	121	602	890	4	3216
Non – permanent employees	43	1	0		62	0	1	64	41	4	1	217
GRAND TOTAL	1483	21	2		187	8	5	185	643	894	5	3433

5.2 Please report the total number of terminations involving **people with disabilities only** in each occupational level. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels										TOTAL	
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male		Female
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	0	4	0	0	0	0	0	0	5
Semi-skilled and discretionary decision making	1	0	0	1	0	0	0	0	1	0	3
Unskilled and defined decision making	16	0	0	0	0	0	0	0	11	0	27
TOTAL PERMANENT	18	0	0	5	0	0	0	0	12	0	35
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	18	0	0	5	0	0	0	0	12	0	35

5.3 Please report the total number of terminations in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations	Male			Female				White Male	Foreign Nationals		TOTAL
	A	C	I	A	C	I	W	W	Male	Female	
	Resignation	248	13	1	61	3	3	55	401	68	
Non-renewal of contract	47	2	0	81	3	2	84	52	4	1	276
Dismissal – Operational requirements (retrenchment)	58	0	0	8	0	0	8	16	13	1	104
Dismissal - misconduct	496	3	0	16	1	0	2	93	202	1	814
Dismissal - incapacity	433	0	0	6	0	0	4	22	435	1	901
Other	201	3	1	15	1	0	32	59	172	0	484
TOTAL	1483	21	2	187	8	5	185	643	894	5	3433

5.4 Please report the total number of terminations involving **people with disabilities only** in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
	Resignation	3	0	0	1	0	0	0	0	3	
Non-renewal of contract	0	0	0	0	0	0	0	0	0	0	0
Dismissal – Operational requirements (retrenchment)	0	0	0	1	0	0	0	0	0	0	1
Dismissal - misconduct	1	0	0	1	0	0	0	0	2	0	4
Dismissal - incapacity	7	0	0	1	0	0	0	0	4	0	12
Other	7	0	0	1	0	0	0	0	3	0	11
TOTAL	18	0	0	5	0	0	0	0	12	0	35

Section D: Disciplinary Action (This section is *not applicable to small employers*)

6. **Disciplinary action:** (report the total number of disciplinary actions during the twelve months preceding this report). Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Disciplinary Action	Male			Female				White Male	Foreign Nationals		TOTAL
	A	C	I	A	C	I	W	Male	Female		
	8895	54	0	393	2	0	73	1215	5826	16	16474

Section E: Skills Development (This section is *not applicable to small employers*)

7. Training

7.1 Please report the total number of people who received training, including for people with disabilities, and not the number of training courses attended, in each occupational category.

Occupational Categories										TOTAL		
	Male				Female				White Male		Foreign Nationals	
	A	C	I		A	C	I	W	W		Male	Female
Legislators, senior officials and managers	3	0	3		3	0	1	10	90	7	0	117
Professionals	73	10	16		16	4	11	87	365	5	3	590
Technicians and associate professionals	310	16	2		98	3	4	157	671	22	0	1283
Clerks	527	4	0		216	10	2	124	106	24	0	1013
Craft and related trades workers	861	24	3		262	7	4	170	1054	166	3	2554
Plant and machine operators and assemblers	2106	19	0		253	4	0	37	28	1351	0	3798
Elementary occupations	5250	20	0		653	1	0	5	73	3024	14	9040
TOTAL PERMANENT	9130	93	24		1501	29	22	590	2387	4599	20	18395
Non – permanent employees	14	0	0		1	0	0	0	1	0	0	16
GRAND TOTAL	9144	93	24		1502	29	22	590	2388	4599	20	18411

7.2 Please report the total number of **people with disabilities only**, and not the number of training courses attended, who received training in each occupational category.

Occupational Categories										TOTAL	
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male		Female
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	3	0	0	0	0	1	0	4
Technicians and associate professionals	0	0	0	1	0	0	0	0	0	0	1
Clerks	1	0	0	1	1	0	0	0	0	0	3
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	5	0	0	6	1	0	0	0	1	0	13
Plant and machine operators and assemblers	26	0	0	0	0	0	0	0	7	0	33
Elementary occupations	93	0	0	1	0	0	0	0	62	0	156
TOTAL PERMANENT	125	0	0	12	2	0	0	0	71	0	210
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	125	0	0	12	2	0	0	0	71	0	210

7.3 Please report the total number of people, including for people with disabilities, and not number of training courses attended, who received training in each occupational level.

Occupational Levels											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top Management	0	0	0	1	0	0	1	3	0	0	5
Senior Management	3	0	3	2	0	1	9	87	7	0	112
Professionally qualified and experienced specialists and mid-management	73	10	16	16	4	11	87	365	5	3	590
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1171	40	5	360	10	8	327	1725	188	3	3837
Semi-skilled and discretionary decision making	1855	14	0	457	14	2	161	141	637	0	3281
Unskilled and defined decision making	6028	29	0	665	1	0	5	66	3762	14	10570
TOTAL PERMANENT	9130	93	24	1501	29	22	590	2387	4599	20	18395
Non – permanent employees	14	0	0	1	0	0	0	1	0	0	16
GRAND TOTAL	9144	93	24	1502	29	22	590	2388	4599	20	18411

7.4 Please report the total number of **people with disabilities only**, and not the number of training courses attended, who received training in each occupational level.

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	3	0	0	0	0	1	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	5	0	0	7	0	0	0	0	0	0	12
Semi-skilled and discretionary decision making	14	0	0	1	2	0	0	0	4	0	21
Unskilled and defined decision making	106	0	0	1	0	0	0	0	66	0	173
TOTAL PERMANENT	125	0	0	12	2	0	0	0	71	0	210
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	125	0	0	12	2	0	0	0	71	0	210

Section F: Qualitative Assessment (This section is *not applicable to small employers*)

8. Awareness of Employment Equity

8.1 Please indicate which of the following awareness measures were implemented by your organization:

	No. of employees covered	Yes	No	Please explain
Formal written communication	24253	X		Training & induction manuals
Policy statement includes reference to employment equity	23146	X		Policies and procedures accessible via intranet or HR.
Summary of the Act displayed	32930	X		On notice boards
Employment Equity training	13044	X		Skills development committees – capacity building.
Diversity management programmes	6997	X		Business units conduct a variety of programs
Discrimination awareness programmes	23583	X		Covered during induction process.
Other (please specify):	5350	X		Women's Forum, SDC Capacity Building; Aids Awareness; Sexual Harassment
Total	129 303			

9. Consultation

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

	Yes	No	Please explain
Workplace forum (in terms of the LRA)		X	Consultation conducted via consultative body and employment equity forum
Consultative body or employment equity forum	X		Committees at Business Unit + 1 Central Consultative committee
Registered trade union (s)	X		4 recognised unions involved. NUM, Solidarity, UASA, SAEWA.
Employees	X		Non – unionized employees also represented on committees.
Other (Please specify):			

9.2 What was the level of agreement reached in the formulation of the plan? Please choose one.

Total	Sufficient	Some	None
	X		

9.3 How regularly do you meet with the stakeholders mentioned in 9.1? Please choose one.

Weekly	Monthly	Quarterly	Yearly	Other
		X		

10. Analysis

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

Categories	Yes	No	Please explain
Recruitment procedures		X	No barriers to employment equity were identified.
Advertising positions		X	No barriers to employment equity were identified.
Selection criteria		X	No barriers to employment equity were identified.
Appointments	X		Preference of internal employees for appointments and the preferred recruitment of "children of employees" who are boarded on medical grounds or die in service
Job classification and grading		X	No barriers to employment equity were identified.
Remuneration and benefits		X	No barriers to employment equity were identified.
Terms and conditions of employment		X	No barriers to employment equity were identified.
Job assignments		X	No barriers to employment equity were identified.
Work environment and facilities		X	No barriers to employment equity were identified.
Training and development		X	No barriers to employment equity were identified.
Performance and evaluation systems		X	No barriers to employment equity were identified.
Promotions		X	No barriers to employment equity were identified.
Transfers		X	No barriers to employment equity were identified.
Demotions		X	No barriers to employment equity were identified.
Succession and experience planning		X	No barriers to employment equity were identified.
Disciplinary measures		X	No barriers to employment equity were identified.
Dismissals		X	No barriers to employment equity were identified.
Corporate culture		X	No barriers to employment equity were identified.
HIV and AIDS education and prevention programmes		X	No barriers to employment equity were identified.
Other (please specify):		X	No barriers to employment equity were identified.

11. Affirmative Action measures

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

Categories	Yes	No	Please Explain
Recruitment procedures	X		A human resource policy on fair selection practices for appointments and promotions has been implemented.
Advertising positions	X		Our job adverts state that we are committed to non-discriminatory practices and support the principle of appropriate employee development and advancement.
Selection criteria		X	Our selection criteria are based on the inherent job requirements.
Appointments	X		All appointments 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.
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 has been addressed by the mines.
Work environment and facilities	X		Ongoing exercise with labour partners to address deficiencies.
Training and development	X		Applied quotas on all new learner intake and given more support for ABET programmes.
Performance and evaluation systems		X	No affirmative action measures are implemented. Performance is measured against criteria as per job requirement.
Setting numerical goals	X		Targets being broken down to Business Unit level.
Promotions	X		All promotions are made in consideration of the EE targets.
Transfers	X		Done in accordance with the employment contract as well as fair labour practice.
Demotions		X	No affirmative action measures implemented.
Succession and experience planning		X	No affirmative action measures implemented.
Disciplinary measures		X	No affirmative action measures implemented.
Diversity programme and sensitization	X		Diversity framework has been drawn up and rolled out to the business units for implementation.
Community investment and bridging programme	X		ABET classes offered to the community.
Retention measures	X		We have enhanced our Talent Management program by introducing programs such as Nexus in the SA Region. The share scheme has been revised to improve retention in the management ranks.
Reasonable accommodation	X		Access facilities for disabled people have been addressed.
Other (please specify):		X	No affirmative action measures implemented.

12. Resources

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

Allocation of Resources	Yes	No	Please explain
Appointed a designated officer to manage the implementation	X		Head of Human Resources - Africa Underground Region - Patterson - E Band.
Allocated a budget to support the implementation goals of employment equity	X		A dedicated budget allocation has been made towards Employment Equity.
Time off for employment equity consultative committee (or equivalent) to meet on a regular basis	X		Time is given to committee members to attend employment equity consultative meetings on a regular basis.
Other (Please specify)		X	

13. Monitoring and evaluation of implementation:

13.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Weekly	Monthly	Quarterly	Yearly	Other
		X		

Section G: Progress Report

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

14. Reporting period: From 31ST July 2006 to 01 August 2007

14.1 Did you achieve the numerical goals as set out in your employment equity plan for this period?

Yes	No
	X

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

Yes	No
	X

14.3 If not, what were the obstacles you experienced:

What were the obstacles to reaching the employment equity goals and objectives during the past year?
Faced challenges with attraction, retention, and skills shortages.

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

What were the factors that contributed to the accomplishment of the employment equity goals and objectives during the past year?

14.5 Please indicate the numerical goals you have set to achieve for the total number of employees (including people with disabilities) at the end of your current employment equity plan in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male				Female				White Male	Foreign Nationals		TOTAL
	A	C	I		A	C	I	W	W	Male	Female	
Legislators, senior officials and managers	13	0	5		4	0	2	15	129	14	2	184
Professionals	174	14	24		47	9	16	122	420	17	4	847
Technicians and associate professionals	420	25	5		86	7	5	218	756	23	0	1545
Clerks	563	11	4		256	16	3	188	83	57	0	1181
Craft and related trades workers	1221	50	3		275	15	8	232	1091	297	5	3197
Plant and machine operators and assemblers	4233	29	4		426	3	0	48	118	3268	2	8131
Elementary occupations	8366	69	0		2312	33	5	53	218	5081	86	16223
TOTAL PERMANENT	14990	198	45		3406	83	39	876	2815	8757	99	31308
Non – permanent employees	3	0	0		0	0	0	1	1	4	0	9
GRAND TOTAL	14993	198	45		3406	83	39	877	2816	8761	99	31317

14.6 Please indicate the numerical goals you have set to achieve for the total number of **employees with disabilities only** at the end of your current employment equity plan in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	1	0	0	2	0	0	0	1	1	0	5
Technicians and associate professionals	0	0	0	4	0	0	0	1	0	0	5
Clerks	5	1	0	4	1	0	0	5	0	0	16
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	14	0	0	9	4	0	0	1	0	0	28
Plant and machine operators and assemblers	42	0	0	3	6	0	0	0	14	0	65
Elementary occupations	254	0	0	1	2	0	0	0	138	0	395
TOTAL PERMANENT	316	1	0	23	13	0	0	8	153	0	514
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	316	1	0	23	13	0	0	8	153	0	514

14.7 Please indicate the numerical goals you have set to achieve for the total number of employees (including people with disabilities) at the end of your current employment equity plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels										TOTAL	
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male		Female
Top management	1	0	0	1	0	0	0	11	2	0	15
Senior management	12	0	5	3	0	2	15	118	12	2	169
Professionally qualified and experienced specialists and mid-management	174	14	24	47	9	16	122	420	17	4	847
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1641	75	8	362	22	13	450	1846	320	5	4742
Semi-skilled and discretionary decision making	4116	30	8	681	19	3	235	201	2504	2	7799
Unskilled and defined decision making	9046	79	0	2312	33	5	54	219	5902	86	17736
TOTAL PERMANENT	14990	198	45	3406	83	39	876	2815	8757	99	31308
Non – permanent employees	3	0	0	0	0	0	1	1	4	0	9
GRAND TOTAL	14993	198	45	3406	83	39	877	2816	8761	99	31317

14.8 Please indicate the numerical goals you have set to achieve for the total number of **employees with disabilities only** at the end of your current employment equity plan in terms of occupational levels:

Occupational Levels										TOTAL	
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male		Female
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	0	0	2	0	0	0	1	1	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	11	0	0	13	3	0	0	2	0	0	29
Semi-skilled and discretionary decision making	45	1	0	7	7	0	0	5	14	0	79
Unskilled and defined decision making	259	0	0	1	3	0	0	0	138	0	401
TOTAL PERMANENT	316	1	0	23	13	0	0	8	153	0	514
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	316	1	0	23	13	0	0	8	153	0	514

14.9 Please indicate the numerical targets you have set to achieve for the total number of employees (including people with disabilities) for the end of the period following the period covered by the current report in terms of occupational categories.

Occupational Categories	Male				Female				White Male	Foreign Nationals		TOTAL
	A	C	I		A	C	I	W	W	Male	Female	
Legislators, senior officials and managers	5	0	4		2	0	1	13	130	13	1	169
Professionals	104	13	22		30	5	13	109	503	19	5	823
Technicians and associate professionals	364	17	1		65	3	2	214	808	25	0	1499
Clerks	575	3	0		234	17	3	191	106	52	0	1181
Craft and related trades workers	1133	30	1		226	9	6	234	1169	317	4	3129
Plant and machine operators and assemblers	4276	21	0		335	6	0	56	65	3308	2	8069
Elementary occupations	9031	69	3		1445	14	2	30	224	6629	24	17471
TOTAL PERMANENT	15488	153	31		2337	54	27	847	3005	10363	36	32341
Non – permanent employees	3	0	0		0	0	0	1	1	4	0	9
GRAND TOTAL	15491	153	31		2337	54	27	848	3006	10367	36	32350

14.10 Please indicate the numerical targets you have set to achieve for the total number of **employees with disabilities only** for the end of the period following the period covered by the current report in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	1	0	0	2	0	0	0	1	1	0	5
Technicians and associate professionals	0	0	0	4	0	0	0	1	0	0	5
Clerks	2	0	0	3	2	0	0	1	0	0	8
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	8	0	0	8	0	0	0	1	0	0	17
Plant and machine operators and assemblers	28	0	0	1	2	0	0	0	14	0	45
Elementary occupations	201	0	0	1	2	0	0	0	137	0	341
TOTAL PERMANENT	240	0	0	19	6	0	0	4	152	0	421
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	240	0	0	19	6	0	0	4	152	0	421

14.11 Please indicate the numerical targets you have set to achieve for the total number of employees (including people with disabilities) for the end of the period following the period covered by the current report in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				White Male	Foreign Nationals		TOTAL
	A	C	I		A	C	I	W	W	Male	Female	
Top management	1	0	0		1	0	0	1	12	2	0	17
Senior management	4	0	4		1	0	1	12	118	11	1	152
Professionally qualified and experienced specialists and mid-management	104	13	22		30	5	13	109	503	19	5	823
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1497	47	2		291	12	8	448	1977	342	4	4628
Semi-skilled and discretionary decision making	4166	14	0		569	23	3	246	170	2539	2	7732
Unskilled and defined decision making	9716	79	3		1445	14	2	31	225	7450	24	18989
TOTAL PERMANENT	15488	153	31		2337	54	27	847	3005	10363	36	32341
Non – permanent employees	3	0	0		0	0	0	1	1	4	0	9
GRAND TOTAL	15491	153	31		2337	54	27	848	3006	10367	36	32350

14.12 Please indicate the numerical targets you have set to achieve for the total number of **employees with disabilities only** for the end of the period following the period covered by the current report in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	0	0	2	0	0	0	1	1	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	8	0	0	12	0	0	0	2	0	0	22
Semi-skilled and discretionary decision making	30	0	0	4	4	0	0	1	14	0	53
Unskilled and defined decision making	201	0	0	1	2	0	0	0	137	0	341
TOTAL PERMANENT	240	0	0	19	6	0	0	4	152	0	421
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	240	0	0	19	6	0	0	4	152	0	421

Section H: Signature of the Chief Executive Officer

Chief Executive Officer

I hereby declare that I have read, approved and authorized this report.

Signed on this _____ day of _____ year _____

At place: _____

Signature Chief Executive Officer

Full Name