

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, small employers are not required to complete Section F of the 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.

Guidance to overcome difficulties in order 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

Online reporting: www.labour.gov.za
Helpline: 0860101018

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

Trade name	ANGLOGOLD ASHANTI LTD
DTI registration name	ANGLOGOLD ASHANTI LTD
DTI registration number	1944/17354/06
PAYE/SARS number	9640/006/60/8 P
UIF reference number	18596
EE reference number	4930
Seta classification	MINING QUALIFICATIONS AUTHORITY
Industry/Sector	MINING AND QUARRYING
Telephone number	0116377138
Fax number	086 6808531
Email address	iboninelli@anglogoldashanti.com
Postal address	PO Box 62117
	Marshalltown
Postal code	2107
City/Town	Johannesburg
Province	Gauteng
Physical address	76 Jeppe Street
	Newtown
Postal code	2001
City/Town	Johannesburg
Province	Gauteng
Details of CEO at the time of submitting this report	
Name and surname	Mark Cutifani
Telephone number	0116376084
Fax number	0116376148
Email address	mcutifani@anglogoldashanti.com
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and Surname	Italia Boninelli
Telephone number	011 637 7138
Fax number	086 680 8531
Email address	iboninelli@anglogoldashanti.com
Business type	
<input checked="" 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
Is your organization an organ of State?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is your organisation part of a group / holding company? If yes, please provide the name.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of submitting this report	____ / ____ / ____

Please indicate below the period the report covers (in the case of large employers the preceding twelve months and for small employers twenty-four months, except for first time reporting where the period may be shorter):

From (date): 01/08/2010 **To (date):** 31/07/2011
 DD / MM / YYYY DD / MM / YYYY

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

From (date): 01/08/2009 **To (date):** 31/07/2014
 DD / MM / YYYY DD / MM / YYYY

Please read this first

- a. The method of reporting should remain for the period of the plan, and must be consistent from reporting period to reporting period.
- b. Employers must refrain from leaving blank spaces or using a dash (-) when referring to the value "0" (Zero) or the word "No". 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.
- c. "Temporary employees" mean workers who are employed to work for three consecutive months or less.
- d. The **Numerical goal** is the workforce profile the employer projects to achieve at the end of the employer's current employment equity plan (EE Plan). The numerical goals of the employer must be the same for the entire duration of the EE Plan.
- e. The **Numerical target** is the workforce profile the employer projects to achieve by the end of the next reporting period.
- f. 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 of Labour in a separate form as well.
- g. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.

SECTION B: WORKFORCE PROFILE AND CORE & SUPPORT FUNCTIONS

1. WORKFORCE PROFILE

1.1 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				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	4	1	0	0	1	2	0	9
Senior management	18	6	10	136	2	1	3	14	16	0	206
Professionally qualified and experienced specialists and mid-management	151	15	28	491	61	8	15	144	24	8	945
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1625	48	3	1749	349	26	10	447	335	9	4601
Semi-skilled and discretionary decision making	4840	17	1	141	692	16	2	162	3289	6	9166
Unskilled and defined decision making	8532	23	0	98	1671	7	0	3	4170	42	14546
TOTAL PERMANENT	15167	109	42	2619	2776	58	30	771	7836	65	29473
Temporary employees	7	0	0	10	8	1	0	7	3	0	36
GRAND TOTAL	15174	109	42	2629	2784	59	30	778	7839	65	29509

1.2 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	3	0	0	0	0	0	0	3
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9	1	0	6	1	0	0	1	1	0	19
Semi-skilled and discretionary decision making	16	0	0	1	4	0	0	0	11	0	32
Unskilled and defined decision making	108	0	0	0	9	0	0	0	92	0	209
TOTAL PERMANENT	133	1	0	10	14	0	0	1	104	0	263
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	133	1	0	10	14	0	0	1	104	0	263

2. Core Operation Functions and Support Functions by Occupational Level

A job could either be a **Core operation** function or a **Support** function. **Core operation Function** positions are those that directly relate to the core business of an organization and may lead to revenue generation e.g. sales production, etc. **Support Function** positions provide infrastructure and other enabling conditions for revenue generation e.g. human resources corporate services etc.

2.1 Please indicate the total number of employees (including people with disabilities), that are involved in **Core Operation Function** positions at each level in your organization only. 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	2	0	0	0	0	1	0	3
Senior management	12	2	3	66	0	0	0	1	7	0	91
Professionally qualified and experienced specialists and mid-management	87	9	9	264	29	1	4	36	11	3	453
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1185	34	0	1528	98	1	1	66	301	2	3216
Semi-skilled and discretionary decision making	3870	11	0	105	119	1	0	6	3143	1	7256
Unskilled and defined decision making	8194	22	0	97	1343	5	0	2	4011	40	13714
TOTAL PERMANENT	13348	78	12	2062	1589	8	5	111	7474	46	24733
Temporary employees	0	0	0	2	0	0	0	0	1	0	3
GRAND TOTAL	13348	78	12	2064	1589	8	5	111	7475	46	24736

2.2 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	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	2	1	0	0	1	1	0	6
Senior management	6	4	7	70	2	1	3	13	9	0	115
Professionally qualified and experienced specialists and mid-management	64	6	19	227	32	7	11	108	13	5	492
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	440	14	3	221	251	25	9	381	34	7	1385
Semi-skilled and discretionary decision making	970	6	1	36	573	15	2	156	146	5	1910
Unskilled and defined decision making	338	1	0	1	328	2	0	1	159	2	832
TOTAL PERMANENT	1819	31	30	557	1187	50	25	660	362	19	4740
Temporary employees	7	0	0	8	8	1	0	7	2	0	33
GRAND TOTAL	1826	31	30	565	1195	51	25	667	364	19	4773

SECTION C: WORKFORCE MOVEMENT

3. Recruitment

3.1 Please report the total number of new recruits, including people with disabilities. 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	3	2	2	15	1	0	1	3	2	0	29
Professionally qualified and experienced specialists and mid-management	13	0	6	36	7	2	3	11	10	2	90
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	84	5	2	139	15	2	0	20	11	1	279
Semi-skilled and discretionary decision making	108	0	1	23	42	3	1	27	2	1	208
Unskilled and defined decision making	1062	2	0	19	108	0	0	1	73	3	1268
TOTAL PERMANENT	1270	9	11	232	173	7	5	62	98	7	1874
Temporary employees	47	5	1	45	48	3	0	49	6	1	205
GRAND TOTAL	1317	14	12	277	221	10	5	111	104	8	2079

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	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	1	0	0	0	0	0	0	1
Senior management	3	0	3	9	0	0	0	0	1	0	16
Professionally qualified and experienced specialists and mid-management	4	1	0	15	1	0	0	3	0	0	24
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	114	2	0	18	29	3	0	9	27	0	202
Semi-skilled and discretionary decision making	240	0	0	12	44	0	0	0	74	0	370
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	361	3	3	55	74	3	0	12	102	0	613
Temporary employees	1	0	0	0	0	0	0	0	0	0	1
GRAND TOTAL	362	3	3	55	74	3	0	12	102	0	614

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	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	2	0	1	23	2	0	0	1	0	1	30
Professionally qualified and experienced specialists and mid-management	24	2	2	58	15	0	2	7	1	1	112
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	184	9	0	233	50	1	1	41	52	0	571
Semi-skilled and discretionary decision making	560	2	1	33	78	3	0	36	357	0	1070
Unskilled and defined decision making	800	0	0	28	71	0	0	0	392	0	1291
TOTAL PERMANENT	1570	13	4	375	216	4	3	85	802	2	3074
Temporary employees	72	3	1	43	71	1	0	52	8	1	252
GRAND TOTAL	1642	16	5	418	287	5	3	137	810	3	3326

5.2 Please report the total number of terminations, including people with disabilities, 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	237	8	3	221	96	4	3	45	41	2	660
Non-renewal of contract	58	3	1	33	53	1	0	54	7	0	210
retrenchment – Operational requirements	301	4	0	61	28	0	0	18	171	0	583
Dismissal - misconduct	502	0	0	30	29	0	0	1	203	0	765
Dismissal - incapacity	418	0	1	31	55	0	0	10	290	1	806
Retirement	32	0	0	32	9	0	0	8	16	0	97
Death	94	1	0	10	17	0	0	1	82	0	205
TOTAL	1642	16	5	418	287	5	3	137	810	3	3326

SECTION D: SKILLS DEVELOPMENT

6. Skills Development

- 6.1 Please report the total number of people from the designated groups, including people with disabilities, who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	6	1	2	24	0	0	0	2	35
Professionally qualified and experienced specialists and mid-management	82	7	16	221	30	1	5	44	406
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1441	36	0	1273	214	13	5	201	3183
Semi-skilled and discretionary decision making	4089	23	1	58	205	3	1	64	4444
Unskilled and defined decision making	6377	16	0	64	801	0	0	2	7260
TOTAL PERMANENT	11995	83	19	1640	1250	17	11	313	15328
Temporary employees	1830	16	0	429	39	0	0	10	2324
GRAND TOTAL	13825	99	19	2069	1289	17	11	323	17652

- 6.2 Please report the total number of **people with disabilities only** who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
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 mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	8	1	0	5	0	0	0	0	14
Semi-skilled and discretionary decision making	5	0	0	1	0	0	0	0	6
Unskilled and defined decision making	53	0	0	0	6	0	0	0	59
TOTAL PERMANENT	66	1	0	6	6	0	0	0	79
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	66	1	0	6	6	0	0	0	79

SECTION E: NUMERICAL GOALS & TARGETS

7. Numerical goals

7.1 Please indicate the numerical goals (i.e. the workforce profile) you project 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	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	0	0	5	1	0	0	0	2	0	10
Senior management	32	10	8	122	17	6	3	10	5	0	213
Professionally qualified and experienced specialists and mid-management	234	27	28	387	93	13	18	110	14	2	926
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1956	102	28	1429	445	72	30	392	293	2	4749
Semi-skilled and discretionary decision making	4329	41	0	194	673	69	11	190	2449	4	7960
Unskilled and defined decision making	7962	208	45	233	2908	191	28	100	4529	35	16239
TOTAL PERMANENT	14515	388	109	2370	4137	351	90	802	7292	43	30097
Temporary employees	7	0	0	7	19	0	0	5	0	0	38
GRAND TOTAL	14522	388	109	2377	4156	351	90	807	7292	43	30135

7.2 Please indicate the numerical goals (i.e. the workforce profile) you project 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	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	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	1	4	0	0	0	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	14	0	0	11	3	1	0	2	5	0	36
Semi-skilled and discretionary decision making	28	1	0	3	5	0	0	1	29	0	67
Unskilled and defined decision making	252	3	2	4	4		2	1	128	0	396
TOTAL PERMANENT	294	4	3	23	12	1	2	4	162	0	505
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	294	4	3	23	12	1	2	4	162	0	505

8. Numerical targets

8.1 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of the next reporting 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	1	0	0	5	1	0	0	0	2	0	9
Senior management	28	8	6	133	12	4	3	11	5	0	210
Professionally qualified and experienced specialists and mid-management	197	21	26	444	77	11	16	113	14	2	921
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1949	90	17	1738	427	50	19	441	324	2	5057
Semi-skilled and discretionary decision making	4618	39	0	197	645	49	7	191	2971	4	8721
Unskilled and defined decision making	9156	148	27	201	2674	113	18	78	5330	35	17780
TOTAL PERMANENT	15949	306	76	2718	3836	227	63	834	8646	43	32698
Temporary employees	10	0	0	0	20	0	0	11	0	0	41
GRAND TOTAL	15959	306	76	2726	3856	227	63	845	8646	43	32747

8.2 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of **employees with disabilities only** at the end of the next reporting period 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	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	1	4	0	0	0	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	12	1	0	11	1	0	0	1	5	0	31
Semi-skilled and discretionary decision making	20	1	0	3	5	0	0	1	27	0	57
Unskilled and defined decision making	242		1	4	4	0	0	0	120	0	371
TOTAL PERMANENT	274	2	2	23	10	0	0	2	152	0	465
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	274	2	2	23	10	0	0	2	152	0	465

SECTION F: MONITORING & EVALUATION *(This section is not applicable to small employers)*

9. Disciplinary Action

9.1 Disciplinary action: (report the total number of disciplinary actions during the twelve months preceding this report). Report on formal outcomes only. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

DISCIPLINARY ACTION	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
	1913	0	0	530	284	10	0	39	1307	0	

10. Awareness of Employment Equity

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

	Yes	No	No. of employees covered
Formal written communication	X		All
Policy statement includes reference to employment equity	X		All
Summary of the Act displayed	X		All
Employment Equity training	X		EE Committee members
Diversity management programmes		X	
Discrimination awareness programmes	X		All

11. Consultation

11.1 Please indicate which stakeholders were involved in the consultation process when developing and implementing your employment equity plan and when preparing this Employment Equity Report:

	Yes	No
Consultative body or employment equity forum	X	
Registered trade union (s)	X	
Employees		X

Barriers and affirmative action measures

12.1 Please indicate in which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether you have developed affirmative action measures and the timeframes to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIMEFRAME FOR IMPLEMENTATION OF AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures	X		X		2011/11/01	2012/07/31
Advertising positions		X				
Selection criteria		X				
Appointments	X		X		2011/11/01	2012/07/31
Job classification and grading		X				
Remuneration and benefits	X		X		2010/09/01	2012/12/31
Terms & conditions of employment		X				
Job assignments		X				
Work environment and facilities		X				
Training and development	X		X		2011/09/01	2012/12/31
Performance and evaluation		X				
Promotions		X				
Transfers		X				
Succession & experience planning	X		X		2011/09/01	2012/12/31
Disciplinary measures		X				
Dismissals		X				
Retention of designated groups	X		X		Initiative already in place	Ongoing
Corporate culture		X				
Reasonable accommodation	X		X		2010/09/01	Ongoing
HIV&AIDS prevention and wellness programmes		X				
Appointed senior manage(s) to manage EE implementation		X				
Budget allocation in support of employment equity goals		X				
Time off for employment equity consultative committee to meet		X				

12. 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
	X		

13.2 Did you achieve the annual objectives as set out in your employment equity plan for this period?

Yes	No	Please explain
	X	AngloGold Ashanti finalised the sale of one of its Business Units (Tau Lekoa) on 01 August 2010, which affected 2697 employees. The numerical targets and goals stipulated in our Five year EE Plan incorporated Tau Lekoa employees. The company is in the process of reviewing the current numerical targets on the EE Plan. However, targets were achieved for Top Management at 33.3%, Semi-skilled at 62.1% and unskilled at 70.3%.

SECTION G: 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 2011

At place: JOHANNESBURG

MARK CUTIFANI
Chief Executive Officer (Full Name)

Chief Executive Officer (Signature)