



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS

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

Trade name	ANGLOGOLD ASHANTI LTD
DTI registration name	ANGLOGOLD ASHANTI LTD
DTI registration number	1944/17354/06
PAYE/SARS number	9640006608
UIF reference number	18596
EE reference number	4930
Seta classification	MINING QUALIFICATIONS AUTHORITY
Industry/Sector	MINING AND QUARRYING
Telephone number	0187003558
Fax number	0862060202
Email address	iheyns@anglogoldashanti.com
Postal address	PO Box 62117 Marshalltown 2107 MARSHALLTOWN
City/Town	JOHANNESBURG
Postal code	2107
Province	GAUTENG
Physical address	76 Jeppe Street Newtown Johannesburg JOHANNESBURG
City/Town	JOHANNESBURG
Postal code	2001
Province	GAUTENG
Details of CEO at the time of submitting this report	
Name and surname	Mr. Srinivasan Venkatakrishnan
Telephone number	0116376717
Fax number	0116376666
Email address	svenkat@anglogoldashanti.com
Details of Employment Equity Manager at the time of submitting this report	
Name and surname	Mr. Ian Heyns
Telephone number	0187003558
Fax number	0862060202
Email address	iheyns@anglogoldashanti.com
Information about the organization at the time of submitting this report	
Business type	Private Sector
Number of employees in the organization	150 or more
Is your organization an organ of State?	No
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Date of submitting this report	13/01/2014

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): 01/08/2012

To (date): 31/07/2013

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

From (date): 01/08/2009

To (date): 31/07/2014

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- 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. Occupational levels

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	3	1	0	0	1	1	1	8
Senior management	30	6	11	135	4	1	5	21	22	3	238
Professionally qualified and experienced specialists and mid-management	193	23	34	490	81	12	19	158	25	15	1050
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1794	52	5	1782	441	31	14	433	365	8	4925
Semi-skilled and discretionary decision making	5076	23	2	164	943	20	4	168	3066	11	9477
Unskilled and defined decision making	8340	32	0	96	1894	4	0	5	3837	68	14276
TOTAL PERMANENT	15434	136	52	2670	3364	68	42	786	7316	106	29974
Temporary employees	10	0	0	7	17	2	0	7	0	0	43
GRAND TOTAL	15444	136	52	2677	3381	70	42	793	7316	106	30017

1.2 Please report the total number of 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	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	1	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	4	0	0	0	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9	1	0	5	1	0	0	1	1	0	18
Semi-skilled and discretionary decision making	12	0	0	1	3	0	0	0	7	0	23
Unskilled and defined decision making	92	0	0	0	7	0	0	0	82	0	181
TOTAL PERMANENT	113	1	0	10	11	0	0	2	90	0	227
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	113	1	0	10	11	0	0	2	90	0	227

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 Operational 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	0	0	0	0	0	0	0	0	0	0	0
Senior management	14	2	1	45	0	0	0	1	1	0	64
Professionally qualified and experienced specialists and mid-management	101	10	6	240	24	0	6	27	6	1	421
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1313	35	3	1560	126	1	1	75	326	2	3442
Semi-skilled and discretionary decision making	3904	13	0	109	168	1	0	6	2925	9	7135
Unskilled and defined decision making	8018	32	0	96	1573	3	0	4	3696	66	13488
TOTAL PERMANENT	13350	92	10	2050	1891	5	7	113	6954	78	24550
Temporary employees	0	0	0	1	0	0	0	0	0	0	1
GRAND TOTAL	13350	92	10	2051	1891	5	7	113	6954	78	24551

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	3	1	0	0	1	1	1	8
Senior management	16	4	10	90	4	1	5	20	21	3	174
Professionally qualified and experienced specialists and mid-management	92	13	28	250	57	12	13	131	19	14	629
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	481	17	2	222	315	30	13	358	39	6	1483
Semi-skilled and discretionary decision making	1172	10	2	55	775	19	4	162	141	2	2342
Unskilled and defined decision making	322	0	0	0	321	1	0	1	141	2	788
TOTAL PERMANENT	2084	44	42	620	1473	63	35	673	362	28	5424
Temporary employees	10	0	0	6	17	2	0	7	0	0	42
GRAND TOTAL	2094	44	42	626	1490	65	35	680	362	28	5466

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	0	0	12	2	0	1	1	2	1	22
Professionally qualified and experienced specialists and mid-management	24	4	1	40	16	0	4	13	1	4	107
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	135	6	1	146	43	7	1	21	16	1	377
Semi-skilled and discretionary decision making	224	6	5	26	181	3	3	36	3	1	488
Unskilled and defined decision making	124	1	0	8	51	0	0	1	103	9	297
TOTAL PERMANENT	510	17	7	232	293	10	9	72	125	16	1291
Temporary employees	28	1	0	40	39	5	1	35	0	0	149
GRAND TOTAL	538	18	7	272	332	15	10	107	125	16	1440

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	0	0	0	0	0	0	1	1
Senior management	3	0	0	6	0	0	0	1	0	0	10
Professionally qualified and experienced specialists and mid-management	15	0	0	15	2	0	0	3	0	0	35
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	98	1	0	12	36	2	0	18	12	0	179
Semi-skilled and discretionary decision making	400	2	0	14	77	1	0	1	102	1	598
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	516	3	0	47	115	3	0	23	114	2	823
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	516	3	0	47	115	3	0	23	114	2	823

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	1	0	1
Senior management	2	0	1	22	1	0	0	2	6	0	34
Professionally qualified and experienced specialists and mid-management	34	5	1	46	10	3	3	13	10	1	126
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	163	10	1	201	37	3	1	45	25	2	488
Semi-skilled and discretionary decision making	615	4	5	29	91	6	1	26	244	2	1023
Unskilled and defined decision making	844	2	0	24	66	1	0	2	261	1	1201
TOTAL PERMANENT	1658	21	8	322	205	13	5	88	547	6	2873
Temporary employees	41	1	1	63	69	7	2	51	1	2	238
GRAND TOTAL	1699	22	9	385	274	20	7	139	548	8	3111

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	231	8	1	151	53	5	4	36	21	5	515
Non-Renewal Of Contract	170	4	6	77	131	11	1	65	11	2	478
Dismissal – Operational Requirements(Retrenchment)	147	1	2	29	20	3	1	21	128	1	353
Dismissal - Misconduct	758	5	0	45	36	0	0	1	142	0	987
Dismissal - Incapacity	263	1	0	31	12	1	0	1	170	0	479
Retirement	36	2	0	44	9	0	1	13	19	0	124
Death	94	1	0	8	13	0	0	2	57	0	175
TOTAL	1699	22	9	385	274	20	7	139	548	8	3111

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	1	0	0	0	1
Senior management	7	1	3	42	3	1	3	10	70
Professionally qualified and experienced specialists and mid-management	87	5	13	138	42	7	9	49	350
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1449	36	3	1255	318	15	5	184	3265
Semi-skilled and discretionary decision making	4282	22	2	115	524	6	3	71	5025
Unskilled and defined decision making	5522	20	0	61	806	1	0	4	6414
TOTAL PERMANENT	11347	84	21	1611	1694	30	20	318	15125
Temporary employees	2	1	0	4	3	0	0	1	11
GRAND TOTAL	11349	85	21	1615	1697	30	20	319	15136

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	4	1	0	1	0	0	0	0	6
Semi-skilled and discretionary decision making	6	0	0	0	1	0	0	0	7
Unskilled and defined decision making	30	0	0	0	2	0	0	0	32
TOTAL PERMANENT	40	1	0	1	3	0	0	0	45
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	40	1	0	1	3	0	0	0	45

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	3	1	0	0	1	1	1	9
Senior management	27	6	10	80	9	2	6	17	10	3	170
Professionally qualified and experienced specialists and mid-management	162	16	23	336	65	10	16	101	20	5	754
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1827	56	8	1338	414	27	14	381	280	4	4349
Semi-skilled and discretionary decision making	4228	17	0	153	764	19	1	159	2184	9	7534
Unskilled and defined decision making	7768	38	0	84	1699	3	0	7	2871	50	12520
TOTAL PERMANENT	14014	133	41	1994	2952	61	37	666	5366	72	25336
Temporary employees	4	0	0	3	7	0	0	3	0	0	17
GRAND TOTAL	14018	133	41	1997	2959	61	37	669	5366	72	25353

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	0	0	0	0	1	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	4	0	0	0	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9	1	0	3	2	0	0	1	1	0	17
Semi-skilled and discretionary decision making	14	0	0	1	3	0	0	0	8	0	26
Unskilled and defined decision making	87	0	0	0	9	0	0	0	84	0	180
TOTAL PERMANENT	110	1	0	8	14	0	0	2	93	0	228
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	110	1	0	8	14	0	0	2	93	0	228

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	3	1	0	0	1	1	1	8
Senior management	23	5	9	92	5	2	4	17	11	3	171
Professionally qualified and experienced specialists and mid-management	143	16	22	368	55	10	16	104	20	5	759
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1780	52	4	1511	421	26	14	408	310	5	4531
Semi-skilled and discretionary decision making	4175	17	0	158	737	19	1	158	2480	10	7755
Unskilled and defined decision making	7781	35	0	85	1798	3	0	5	3253	58	13018
TOTAL PERMANENT	13903	125	35	2217	3017	60	35	693	6075	82	26242
Temporary employees	5	0	0	3	8	0	0	4	0	0	20
GRAND TOTAL	13908	125	35	2220	3025	60	35	697	6075	82	26262

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	0	0	0	0	1	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	4	0	0	0	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	8	1	0	3	1	0	0	1	1	0	15
Semi-skilled and discretionary decision making	13	0	0	1	3	0	0	0	7	0	24
Unskilled and defined decision making	86	0	0	0	7	0	0	0	81	0	174
TOTAL PERMANENT	107	1	0	8	11	0	0	2	89	0	218
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	107	1	0	8	11	0	0	2	89	0	218

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). 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	
	16048	108	0	320	1904	15	0	23	9513	61	

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	Yes		30017
Policy statement includes reference to employment equity	Yes		30017
Summary of the Act displayed	Yes		30017
Employment Equity training	Yes		162
Diversity Management Programmes	Yes		1289
Discrimination awareness programmes	Yes		30017

11. Consultation

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

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

12. 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	
			Start Date (DD/MM/YYYY)	End Date (DD/MM/YYYY)
Recruitment Procedures	Yes	Yes	01/10/2013	30/12/2014
Advertising Positions	No	No		
Selection criteria	Yes	Yes	01/10/2013	30/12/2014
Appointments	No	No		
Job classification and grading	No	No		
Remuneration and benefits	Yes	Yes	01/02/2014	31/12/2014
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	Yes	Yes	01/08/2014	31/07/2016
training and development	Yes	Yes	01/01/2014	31/03/2014
Performance and evaluation systems	No	No		
Promotions	No	No		
transfers	No	No		
Succession and experience planning	Yes	Yes	01/10/2013	31/07/2016
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	Yes	Yes	01/08/2014	31/07/2016
Corporate culture	No	No		
Reasonable accommodation	Yes	Yes	01/08/2013	31/12/2014
HIV and AIDS education and prevention programmes	No	No		
Appointed senior manager(s) to manage EE implementation	No	No		
Budget allocation in support of employment equity goals	No	No		
Time off for employment equity consultative committee to meet	No	No		

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
	Monthly		

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

Yes	No	Please explain
		The Company has engaged officials of the DoL with respect to the fundamental changes experienced in our operations within the 5 year period of our EE Plan. These changes impacted the company's workforce profile, thus affecting the numerical goals and targets on the approved 5 year Plan. The declining workforce profile and other operational constraints made it challenging to achieve the numerical targets of 2013 as per the approved EE plan. These changes were highlighted in the DG Review Follow Up session held on 12/05/12

No

and further in meetings held with the DoL, where it was recommended that, the company's numerical targets and goals should be reviewed in order to align the targets with the operational objectives in line with the company's Business Planning. This process has been initiated in the company's EE Successive Plan, submitted to the DoL for the Period 01/10/2013– 31/07/2016. However, positive progress has been achieved with respect to HDSA movements, in that amongst other HDSA appointments, 2 African females, 1 Indian female and 1 white female have been appointed in Senior Management during the period under review, and plans are in place to promote and appoint other candidates in this area. The company has achieved 38% of HDSA employees in Top Management, 33% in Senior Management, 50.% in Professionally qualified, 56% in Skilled and Technical, 66% in Semi-Skilled and 72% in Unskilled employees. The Company has operations in other countries such as Brazil, Ghana, Australia, etc. and as part of skills development and exposure; other employees are seconded to these countries for a period of time. Due to the fact that these movements are considered as internal transfers, such employees are not reported as terminations nor engagements in cases of de-secondments. Therefore, the numerical comparison of our workforce profile and staff movements will not balance with that of 2012 reporting period

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 13 th Day of January Year 2014	
At Place : West Wits	
Signature Chief Executive Officer	<u>Mr. Srinivasan Venkatakrishnan</u>
	Full Name