

West Wits

Social and Labour Plan Report 2008



West Wits

social and labour plan contents

INTRODUCTION	1
SECTION ONE: HUMAN RESOURCES DEVELOPMENT PROGRAMME	2
Skills Development Plan (SDP)	2
ABET employee awareness	2
Financial incentives	2
ABET attendance 2008 and targets for 2009	3
ABET in the community	3
Internship and Bursary Scheme	3
- Internships	3
- Learnerships	3
- Bursaries	4
- Winter/Spring School	4
Career Progression (Path) Plan:	5
- Mponeng & Savuka Mines and Mine Services	6
- TauTona Mine	7
- SA Metallurgy	9
- South African Regional Services (SARS)	10
- AngloGold Ashanti Health	10
Mentorship plan	11
Employment Equity plan	11
Women in mining	13
SECTION TWO: COMMUNITY DEVELOPMENT	14
Community consultation and involvement	14
Social investment spending	14
Portable skills training	15
Measures to address housing and living conditions	16
Stakeholder engagement	16
Upgrading of residences	17
Conversion of residences to family units	17
Promotion of home ownership	18
Formalisation of West Wits Mine Village	18
SECTION THREE: PROCUREMENT	18
Procurement Progression Plan	18
SECTION FOUR: OWNERSHIP AND JOINT VENTURES	20
ANNEXURES	20
Annexure 1: Employment Equity statistics per business unit	20
Annexure 2: BEE procurement	26
Annexure 3: Enterprise development projects for 2008	28



Mponeng Mine, West Wits

INTRODUCTION

AngloGold Ashanti Limited is a global gold producer with 21 operations on four continents, a substantial project pipeline and an extensive, worldwide exploration programme. Despite its global nature, the company remains rooted in Africa, with a number of its operations located in South Africa.

AngloGold Ashanti reports to a wide range of stakeholders and business partners including shareholders, employees, community members and many other interested parties in all of the countries and regions in which it operates. The 2008 Annual Financial Statements and Report to Society will be published in March 2009, and can be found at www.anglogoldashanti.co.za.

AngloGold Ashanti has consistently supported the intention behind and spirit of the Mining Charter and its "pursuit of a shared vision of a globally competitive mining industry that draws on the human and financial resources of all South Africa's people and offers real benefits to all South Africans". This report is an account of the company's efforts to comply with the undertakings made in its Social and Labour Plan for West Wits, which were drafted in terms of the Mining Charter. Social and Labour Plans are compiled for each of AngloGold Ashanti's two main South African operating regions: West Wits and Vaal River.

West Wits

social and labour plan



Mponeng Mine, West Wits

SECTION ONE: HUMAN RESOURCES DEVELOPMENT PROGRAMME

Skills Development Plan

In 2008, AngloGold Ashanti spent 4,51% of its total payroll (R4,128,221,220) in South Africa on the provision of training and development for its employees. The Mining Qualifications Authority (MQA) of South Africa stipulates that mining companies submit a training report on an annual basis, and AngloGold Ashanti's 2008 training report (covering the period of 1 April 2007 to 31 March 2008) reflects that 19,566 employees were trained over a 12-month period. The racial breakdown of the training beneficiaries was as follows:

- African = 17,139 [87.60%]
- Coloured = 96 [0.49%]
- Indian = 24 [0.12%]
- White = 2,307 [11.79%]

The training spend for the reported period totalled R186,200,085. As part of the drive to address skills development and employment equity issues at operational level, AngloGold Ashanti has developed several management/union structures. The Central Skills Development Committee (CSDC) meets quarterly. Skills development matters at business unit level are addressed through the Business Unit Skills Development Committee.

Adult Basic Education Training (ABET) employee awareness

The annual budget set aside for Adult Basic Education Training (ABET) at the Vaal River and West Wits operations combined is R9 million.

One task of the CSDC is to promote and support the delivery of ABET at the operations. Particularly with the assistance of the National Union of Mineworkers (NUM), the CSDC ensures that employees receive timely and relevant information about ABET. Therefore, one of the CSDC's duties is to devise and implement strategies to market the ABET programme. Posters are placed on notice boards to invite employees to participate in the initiative. At a business unit level, ABET is also a regular feature on the agenda of the Skills Development Committee gatherings, where NUM is once again a key stakeholder.

On completion of the ABET programme, graduation ceremonies are held for employees at the specific business units, as well as in employee residences.

AngloGold Ashanti aims to maintain and enhance all these processes during 2009. The teacher to learner ratio at the ABET centres is 1:22 and there are currently four ABET centres in West Wits.

Financial incentives


Financial incentives for ABET learners are funded by the MQA at an amount of R1,170 per ABET level passed, excluding pre-ABET preparation and training where the completion fee is R250. The MQA requires learners to successfully complete an ABET/NOF1 programme in order to qualify for the incentives, which are paid once verification audits are done by the authority. AngloGold Ashanti registers all completed ABET programmes in order to facilitate payment from the MQA.

ABET attendance 2008 and targets for 2009

AngloGold Ashanti aims to maintain a similar intake of ABET learners in 2009 as in 2008. The table below shows 2008 progress and 2009 forecasts:

Table 1: ABET Targets - West Wits (Merafong)

WW Mines	Target '08	Actual '08	Target '09
NQF2 Fundamentals		41	85
NQF1	150	79	160
ABET3	300	383	300
ABET2	400	404	355
ABET1	500	435	360
Pre-ABET	400	1,021	915
Total	1,750	2,363	2,175




Mine Services, South Africa

ABET in the community

AngloGold Ashanti continues to execute its strategy to extend ABET classes to host communities. Community learners attend the part time classes presented at Wedela, Carletonville. The company aims to have similar ABET intakes in 2009, as demonstrated in the table below:

Table 2: Community ABET Targets - West Wits

Community ABET	Target '08	Actual '08	Target '09
NQF1	0	30	30
ABET3	75	47	75
ABET2	75	58	65
ABET1	50	55	35
Pre-ABET	0	22	0
Total	200	212	205



West Wits, South Africa

Internship and bursary scheme

AngloGold Ashanti remains committed to implementing programmes designed to improve the competencies of its talent pool. As a direct result of a national shortage of critical skills, the company's internship and bursary scheme has been grown substantially between 2006 and 2008. Internships and bursaries are centrally managed for the Southern Africa Division as a whole, and not allocated per region. As a result, Tables 3 to 5 are applicable to both the Vaal River and the West Wits regions.

Internships: The full-time internship programme is intended to develop employees for various career paths (see Table 3 on page four). The Management Trainee Programme (which lasts approximately three years) equips university or tertiary-level diploma graduates with the required skills for middle management positions.

Learnerships: Miners and artisans are engaged in learnerships (which last between one and two years) with the aim of obtaining the skills needed for supervisory positions. Learner officials participate in similar schemes to develop into supervisory positions. As shown in Table 3, the actual number of miner and artisan trainees differs from the budgeted/planned number of miners and artisan trainees. Reasons for this include the completion of studies; phasing in of new learners; turnover; and the recruitment and selection processes. As a result, discrepancies do exist at any given stage between the budget and actual in-service trainees. AngloGold Ashanti is aware of these challenges and is committed to achieving the forecast numbers for 2009.

Bursaries: AngloGold Ashanti offers bursaries for full-time tertiary studies in specific fields of study which are critical to the company. Sixty one tertiary students benefited from AngloGold Ashanti's bursary support during 2008, detailed in Table 3 below under Actual Bursars.

West Wits

social and labour plan



Mponeng Mine, West Wits

Winter/Spring School: During 2008, 121 matric students from local schools surrounding West Wits and Vaal River were invited to participate in a supplementary education programme to help improve their performance in mathematics, science and english. This included one study school in July and another in September. The objective of the programme was to assist matriculants in obtaining final results which would enable them to pursue their tertiary education in areas which are critical to occupations in the mining business. Suitable scholars from this programme are also being considered for bursary support for tertiary studies in 2009.

Table 3: 2008 Plan vs Actual

Scheme		Mining	Eng	Met	MRM	Rock Eng	SHE	HR	Finance	Total
Bursars	Plan	17	21	10	15	0	0	0	0	63
	Actual	16	17	11	17	0	0	0	0	61
MTs	Plan	12	20	11	19	6	6	2	3	79
	Actual	09	24	11	16	5	3	2	3	73
Miners & Artisans	Plan	70	165	0	0	0	0	0	0	235
	Actual	115	159	0	0	0	0	0	0	274
Officials	Plan	39	18	0	4	4	0	2	3	70
	Actual	42	34	0	2	0	0	1	3	82
Total	Plan	138	224	21	38	10	6	4	6	447
Total	Actual	182	234	22	35	5	3	3	6	490

The racial break-down of AngloGold Ashanti bursars for 2008 is detailed in Table 4 below. It is intended to retain the percentage split of Historically Disadvantaged South Africans (HDSAs) represented in 2009.

Table 4

Discipline	HDSA's	White Males	Total
Mining	12	4	16
Engineering	10	7	17
MRM	11	6	17
Metallurgy	11	0	11
Total	44 (72%)	17 (28%)	61



Mponeng Mine, West Wits

Internship and bursaries targets: 2009

As per Table 5 below, an average increase in learners is planned for 2009

Table 5								
Scheme	Mining	Engineering	Met	MRM	Rock Eng	SHE	HR Finance	Total
Bursars	20	21	13	18	0	0	0	72
MTs	11	21	11	18	6	6	3	79
Miners & Artisans	107	160	0	0	0	0	0	267
Officials	42	15	0	3	0	0	1	64
Total	180	217	24	39	6	6	4	482

Career progression plans

A “career path” essentially maps out the successive steps and possible job titles available to an employee over the course of her or his career within an organisation. AngloGold Ashanti has established clear career paths for employees in the following core disciplines: mining, engineering, mineral resource management, metallurgy, financial services and human resources.

There are six business units in the West Wits and each has its own processes, which are detailed below.

Mponeng & Savuka Mine and Mine Services

Career progression plans at AngloGold Ashanti’s Mponeng & Savuka, and the Mine Services department include a combination of activities developed to prepare employees for elevated levels of work performance. These activities and skills sets are loosely categorised as follows:

- creating awareness of possibilities and challenges,
- performance management reviews,
- assistance in meeting minimum educational qualifications,
- assistance in focusing on coaching in areas of technical deficiency,
- assistance in coaching/training in non-technical areas,
- recognition and reward for good performance.



Mponeng, West Wits

West Wits

social and labour plan

Within each of these areas, the following developments have taken place during the past year:

Creating awareness of possibilities and challenges

- The NUM made presentations about possible career paths during the ex-leave induction presentation (when employees return from leave).
- Career path presentations were included in the ABET presentation during the ex-leave induction process.
- Development plans for all NQF level one learners were compiled as part of their development process.
- Career path opportunities were included in the selection process of full-time NQF level one and two learners.
- Development plans were compiled for all female employees, in conjunction with the National Union of Mineworkers.

Performance management reviews:

- Quarterly face-to-face performance review sessions were conducted for artisan and miner-level employees, and higher.
- A corporate office performance management review for all employees categorised as middle management above, including management trainees, was conducted.
- Various junior management employees (Paterson Band C and above) completed career development documents.
- Staff development panels for shift overseers in possession of Mine Overseer certificates were conducted every six months. These panels aim to identify shift overseers that have the potential to perform at the next level of responsibility, but also to identify and assist in addressing existing deficiencies.
- Staff development panels were conducted every six months for all Shift Overseers still awaiting their Mine Overseer certificates.

Assistance in meeting minimum educational qualifications

- Part-time ABET and NQF-level study opportunities to achieve the minimum qualification requirements applicable for certain job categories and learnerships were publicised.
- Full-time NQF study opportunities were made available for employees who need to enrol for learnerships as part of their development plans.
- Study loans and re-imbusement opportunities were made for any studies that the employee might have undertaken.
- Part-time coaching opportunities for employees to complete their Mine Overseer and Mine Manager certificates.

Assistance in focussing on the coaching of technical deficiencies

- Part-time training opportunities exist for section artisans to develop into artisans were provided. (Section artisans are trained to do specific jobs, while artisans are multi-skilled.)
- Promotional training to meet the technical pre-requisites for the next level occupation was provided: for example, team-leader training is required as a pre-requisite for becoming a learner miner.
- Ten percent of the complement were trained to be able to do their supervisor's job, thus improving eligibility for promotion and improving job mobility.

Assistance in coaching or training in non-technical areas

On-the-job coaching and training in non-technical disciplines was influenced by strategic training focus areas identified by the company. Examples include:

- Wellness training (HIV & AIDS/blood sugar/cholesterol/body mass index ratio);
- Financial planning skills;
- Communication;
- Leadership;
- Diversity; and
- Dialogue in the workplace.

Recognition and reward

Quarterly awards were given to the best performers, based on key results in all disciplines, and direct monthly outputs were rewarded through the monthly bonus system. A number of people have been identified as employees with the potential to be developed for the next level of performance. The numbers reflected are people who are currently enrolled in training for the next level.

Table 6: Employees currently enrolled in training for next level of performance

Job Category	HDSAs	White Males
Middle management potential (target D-Band)	15	3
Currently training for the C-Upper (junior management) categories	9	1
Currently registered for MQA learnerships	36	4

TauTona Mine

AngloGold Ashanti's talent retention strategy aims to use all structured development programmes as a resource pool which can be drawn on by higher levels of the organisation. The talent pool that is identified through these development programmes is monitored on a monthly basis to check for progress. TauTona mine offers the following structured development programmes:

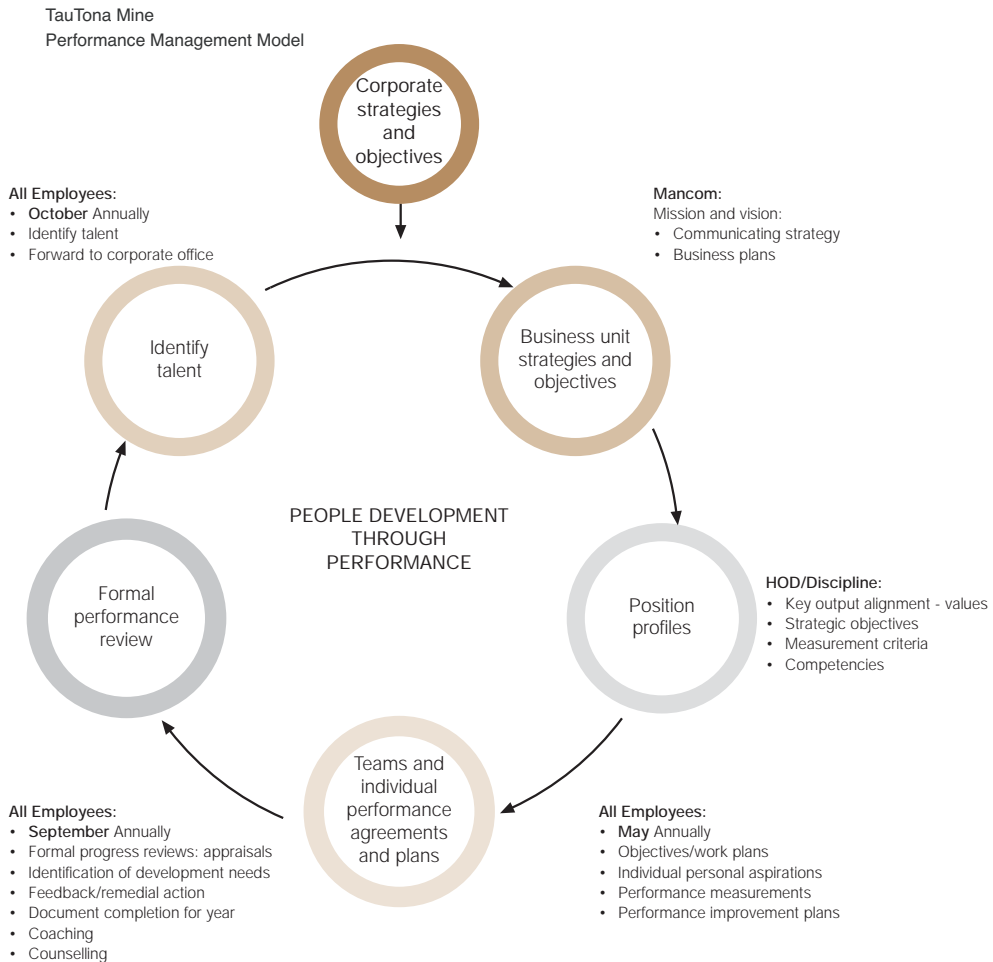
- Learner miners: 17 (EE 65%)
- Engineering learners: 22 (EE 76%)
- Trainee foreman: two (EE 50%)
- Trainee shift boss: eight (EE 63%)
- Learner officials: two (EE 100%)
- Mine Overseer Certificate of Competency (Part-Time): eight (EE 100%)
- Internal HR Learner officials: three (EE 100%)
- Management Trainees:14 (EE 64%)
- Management Development Programme: three (EE 33%)



TauTona Mine, West Wits

West Wits

social and labour plan



Assistance in meeting minimum educational qualifications

- Part-time ABET and NQF level study opportunities exist to assist employees to achieve the minimum qualification requirements applicable for certain job categories and learner ships.
- Full-time NQF study opportunities are also available for employees who need to enrol for learnerships as part of their development plans.
- Study loans and re-imbusement opportunities exist for any studies the employee wishes to undertake.
- Part-time coaching opportunities exist for employees to complete their Mine Overseer qualification, as well as the Mine Manager certificate.

Assistance focussing on the coaching of technical deficiencies

- Part-time training opportunities exist for section artisans to develop into artisans.
- Promotional training is offered to meet the technical pre-requisites for the next level, for example, team leader training as a pre-requisite to be trained as learner miner.
- Training matrices are used for all disciplines (promotional routes and as a guide for individuals).

Recognition and reward

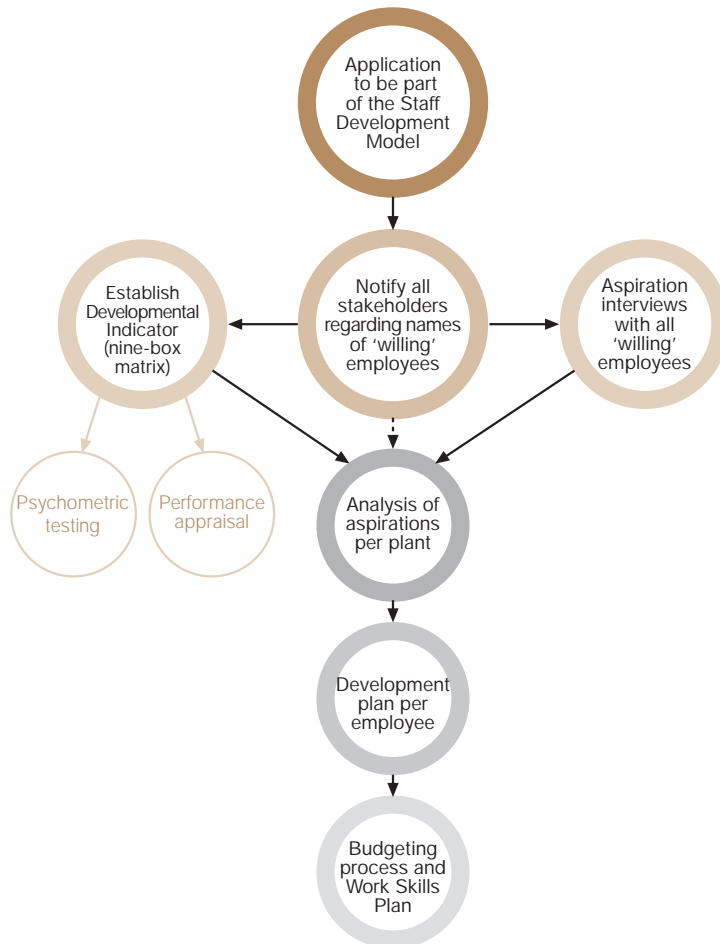
- Quarterly awards are given to the best performers in all disciplines.
- Direct monthly outputs are awarded through the monthly bonus system.

SA Metallurgy

South African Metallurgy's objectives are to identify employees with the potential to be developed to management level in the near future, particularly HDSA candidates. Along with this, facilitating and assisting with the process of transfer of skills from leaders to employees, and uplifting the general skill level of all employees in Metallurgy are key. Part of realising these objectives is making sure that there are development plans in place for all employees in Metallurgy.

The staff development model for SA Metallurgy is included below:

Southern Africa Division Metallurgy Staff Development Model



West Wits

social and labour plan

South African Regional Services (SARS)

The South African Regional Services (SARS), as a business unit of AngloGold Ashanti, has adopted a policy and procedure which governs the relationship between management and organised labour constituencies in the filling and monitoring of vacancies. The career management process is governed by the SARS Employment Equity committees, heads of discipline, heads of department and the AngloGold Ashanti Central Skills Development Committee with an emphasis on the employment of HDSA candidates.

SARS has 16 HDSA candidates on accelerated developmental programmes, all of whom have been allocated trained mentors, and an additional group of 109 employees who are being fast-tracked in their careers. Career development plans are put in place for all the candidates and bi-annual development panel reviews are conducted where line management and the human resource department interact with them.

By the end of 2008, SARS had achieved 38% against the target of 40% for HDSAs in management set by the Mining Charter. Fifteen percent of SARS's management is female, surpassing the 10% target set. SARS's workforce currently comprises 25% females.

In general, the entry into the mining industry at SARS is at group three level. However, there are various other entry points:

- All employees on learnership programmes in AngloGold Ashanti fall within SARS central, and are allocated to the different business units for various phases of their programmes.
- All management trainees in AngloGold Ashanti fall within SARS central, and are allocated to the different business units. They enter at a C3 level as they meet the tertiary education qualifications.
- Prospective employees can also enter the mine as learner officials; these candidates normally have to have good mathematics and science results at matric level, or the required tertiary qualification as per the discipline specifications.
- Candidates can also enter as learner section artisans if they have an N2 qualification with mathematics, science and engineering drawings, along with any trade theory.
- At lower levels within AngloGold Ashanti, individuals are also encouraged to enrol for Adult Basic Education Training (ABET) – especially with NQF level one and two – and also to nominate individuals for promotional training, with the involvement of line management. ABET incentives are also in place through the MQA. This is covered in detail in Section One of this report, on Human Resource Development.

Candidates can register as a level two mining learner if they have ABET 3 with mathematics and communication. Employees have various career paths to choose from within mining, engineering, mineral resource management, finance, human resources, human resource Internships, training and development, and commercial services. Vacancies that remain harder to fill are in rock engineering, surveying and planning, geology, senior health and safety officers.

AngloGold Ashanti Health

AngloGold Ashanti Health is a wholly-owned subsidiary of the company operating in South Africa, that provides healthcare services to 35,000 employees. AngloGold Ashanti Health operates two hospitals, Western Deep Levels and West Vaal, with 152 and 259 beds respectively.

AngloGold Ashanti has implemented a process that will ensure career paths for employees are clearly defined. In the West Wits region a project to set up career path matrices using the Employment Equity and Training and Development committees has begun.

The process of succession planning is being rolled out with employees at junior management level (C band and above). A number of briefings with organised labour and the Employment Equity/Skills Development Committee have also taken place to ensure clear communication around career paths.

At present, employees who are enrolled in learnership programmes include:

- Six non-nursing staff studying the Enrolled Nursing Assistant (ENA) course;
- Five students from the Enrolled Nurse course to the second year Professional Nurse course;
- Four bridging students from the Enrolled Nurse course to first year Professional Nurse course;
- Six students studying the Post Basic Nursing Primary Health Care; and
- Ten community development students doing the Enrolled Nursing Auxiliary course.

Mentorship Plan

AngloGold Ashanti's mentoring process involves the identification and training of mentors, the allocation of protégés, coaching sessions, panel interviews and interactions with heads of discipline and general managers.

In line with the company's accelerated development process, HDSA employees who would receive formal mentoring include:

- Bursars (72% currently from the HDSA population),
- Management Trainees (58% are currently from the HDSA population),
- Learner Officials, and
- Any individual with identified potential on a planned career path.

Furthermore, the company maintains a database of each trainee's progress, which is accessible to the trainees, their managers and mentors.

Employment Equity progress during 2008

AngloGold Ashanti continues with its efforts to meet the 2009 Employment Equity plan requirements. The first milestone is the Mining Charter target of 40% HDSAs in management, and 10% representation of women in the workforce. A structured plan is in place to reach these targets by April 2009. Each business unit has identified issues which might present challenges to achieving these targets, and is actively addressing these issues.

A number of diversity management and awareness training interventions have taken place over the years, across the operations. Recently, the Southern Africa Division launched the Care Training Programme which is aimed at encouraging an open, honest and transparent work environment.

Over the past 12 months, the company has initiated two employee retention initiatives: the first initiative was aimed at management level, with an emphasis on retaining critical skills and HDSA employees, including women. The second, started in July 2008, saw the Southern Africa Division launching a skills retention scheme aimed particularly at miners, artisans and selected officials.

AngloGold Ashanti's leadership engages with employees in various business units by using the structure of the business unit Skills Development Committees (SDC). One of the issues discussed in 2008 was the findings of a 2007 Employment Equity audit conducted across the South African operations, and the recommendations and insights gained from this audit. Matters that are business unit specific are addressed at each operation.

Some examples of various initiatives and steps taken to address Employment Equity issues during 2008 are:

- The revisiting and relaunching of the company's values, driven by AngloGold Ashanti's Chief Executive Officer Mark Cutifani and the executive committee, and rolled out at each operation.
- Southern Africa Division diversity awareness initiatives such as the Care Training Programme.
- Ongoing engagement with and capacity building of SDCs at business unit level.
- The termination of the traditional practice of the recruitment of family members (except in the case of a fatality). Recruitment is now conducted through TEBA offices – TEBA being the industry recruitment agency for novices.

West Wits

social and labour plan

- Accelerated development plans are being established for HDSAs and female employees.
- Broader communication around the selection criteria used for employee training and development.
- Communication of Employment Equity-related matters is now included in the company's induction programme, and regular updates are posted on notice boards.
- Exit interviews at management level are now conducted at general manager level in an effort to support and assist with the skills retention initiative.
- Positions are identified into which persons with disabilities (PWDs) can be recruited.

As at December 2008, the West Wits region had 38.99% HDSAs in management (D, E and F Bands). This is slightly short of the 40% target set for April 2009. Maximum effort is being made to close performance gaps in relation to Employment Equity targets by April 2009.

Table 7: West Wits Employment Equity 2008 Plan vs. Actual as at December 2008

West Wits region		Total Workforce	Band A	Band B	Band C	Band D	Band E	Band F	Non-Permanent Employees
Number of females	'08 Plan	1,731	861	387	387	89	7	0	0
	'08 Actual	1,361	606	309	334	80	4	0	27
Number of males	'08 Plan	11,340	7,107	2,092	1,767	300	65	6	3
	'08 Actual	12,112	8,131	1,905	1,737	266	53	4	16
Number of designated employees	'08 Plan	7,627	4,539	1,749	1,160	168	10	0	1
	'08 Actual	8,026	5,260	1,489	1,081	150	8	0	37
Number of foreign nationals (NB: included in male/female totals above)	'08 Plan	4,189	3,389	649	132	9	7	1	2
	'08 Actual	4,270	3,462	645	153	8	1	1	0
Total number of employees (includes foreign nationals)	'08 Plan	13,071	7,968	2,479	2,154	389	72	6	3
	'08 Actual	13,473	8,737	2,214	2,072	345	57	4	43
% Female employees	'08 Plan	13	11	16	18	23	10	0	0
	'08 Actual	10.10	6.94	13.95	16.14	23.05	7.67	0	63.06
% Designated employees	'08 Plan	58	57	71	54	43	14	0	33
	'08 Actual	59.57	60.21	67.23	52.20	43.53	14.23	0	85.41
Persons with disability (included in totals above)	'08 Plan	253	211	33	9	0	0	0	0
	'08 Actual	238	213	12	12	1	0	0	0

Notes:

a. The above figures:

- For the plan - includes the mines in the West Wits Region as well as a 50% numerical split of each of the service areas (AngloGold Ashanti Health, South African Metallurgy, South African Services and corporate office).
- The actuals reflect the exact split as employees are allocated in their respective regions for the service areas (AngloGold Ashanti Health, Southern Africa Division Metallurgy, Southern Africa Division Services), except for the corporate office whose actuals are split on a 50% basis between the two regions. See Form S for the business unit profile.
- Within the A band and B band, the plan originally reflected Group 5-8 employees as "B Band" whilst the actuals reflect them correctly in the A Band.

b. The column on "Total Workforce" reflects the population A Band to F Band and non-permanent employees.

c. Designated includes all HDSAs (Africans, Coloureds, Indians, females and persons with disability).

Women in mining

Female employee representation in the West Wits region has essentially been maintained, from 10.30% in 2007 to 10.70% in 2008. The West Wits Region has already met and exceeded its targets set in the 2009 plan e.g. planned 23% females at the D Band and achieved 23.05%. Across the operations, where feasible, women are actively being recruited in an attempt to deliver on the company's target of 10% representation by April 2009. Some interventions taking place at the business units include the following:

- Underground ablution facilities for female employees are being upgraded and increased. Change-house facilities for female employees were upgraded at the employees' residences during 2008.
- Clear targets have been set and budgets allocated to facilitate greater intake of female employees. Ratios for recruitment, for example, now stipulate a 70:30 female to male ratio (and additional positions have been budgeted for in 2009) and a target of engaging three female employees a month has been set in order to ensure compliance with the 10% representation target set for 2009.
- Existing positions inside the company have been identified for the placement of female employees as soon as possible. An example of success with this strategy has been the increased number of female Asset Protectors engaged in the South African Metallurgy division during 2008. A review of increased security measures at the South African Metallurgy plant for female employees working on night shift is currently underway to ensure optimal working conditions.
- Various skills audits have been conducted to assist in identifying the potential of existing female employees for other positions within AngloGold Ashanti. Mponeng Mine is currently in the process of identifying female employees for developmental programmes such as engineering learnerships and learner miner programs, through skills audit processes.
- AngloGold Ashanti's policy on maternity leave and maternity benefits is communicated during the induction process.



Savuka Mines - West Wits

West Wits

social and labour plan

SECTION TWO: COMMUNITY DEVELOPMENT

Community consultation and involvement

AngloGold Ashanti continues to engage in an open and transparent way with all its stakeholders. Communications with the following representative structures is key:

- **The North West Growth and Development working groups and mining forums.** Discussions from these forums are filtered through to the municipalities, to inform the integrated plans put together by the municipalities. The provincial working groups have enjoyed varied levels of success. The skills development working group has led to a partnership project to train 20 learners in various engineering learnerships. On completion of the learnership the beneficiaries will be placed within various municipalities in full time positions.
- **The Matlosana, Merafong and Moqhaka Implementing and Mandating Committee meeting forums:** these are being held as scheduled. The Mining Charter requires AngloGold Ashanti to participate in these discussions and consult the municipalities on community development issues. The company and the local government representatives have identified and implemented a number of community development initiatives.

Anglogold Ashanti aims to continue with the quarterly briefings to key stakeholders in local communities. The Southern Africa Division used the community briefings platform to award monetary grants to deserving charitable institutions, six local schools were presented with R45,000, and three local NGOs were granted R30,000 each. Stakeholder engagement plans for two pilot sites were drawn up and implemented. Each mine has been allocated a community to look after, to prevent different business units from spending their CSI allocation at the same institutions.

Social investment spending

The company's community and social development initiatives are guided by the company business principle which states that AngloGold Ashanti "aims to form partnerships with host communities; sharing their environments, traditions and values".

The company's social investment spending is managed and disbursed through the following structures:

- AngloGold Ashanti's Corporate Social Investment (CSI) programme: this considers support for non-profit organisations and institutions working towards the upliftment of the community, focusing on areas such as education, HIV & AIDS, health, job creation, skills development and welfare. Funding decisions are taken by the Board of Trustees which meets on a quarterly basis. The company has spent over R16 million on social development projects in host communities and labour sending areas throughout the Southern Africa Division.

The project list is attached as Annexure 1. See Table 8 below for the 2008 CSI spend.

Province	Provincial giving by value		Sectoral giving by value		
	Target 2008	Actual 2008	Sector	Target for 2008	Actual 2008
North West	R7,224,000	R 8,227,628	Education	R7,419,586	R6,563,707
National	R168,800	R 8,221,790	Arts and Culture	R100,00,000	R0
Eastern Cape	R3,192,000	R1,979,412	HIV/AIDS	R2,435,602	R1,800,000
Gauteng	R2,688,000	R1,180,000	Welfare and Development	R2,435,460	R2,620,500
Outside South Africa	R1,680,000	R2,717,500	Skills Training & Job Creation	R1,759,352	R2,042,500
KwaZulu Natal	R1,344,000	R280,000	Health	R1,350,000	R1,736,000
Free State	R336,000	R280,000	Area Committee	R1,300,000	R1,631,833
Western Cape	R168,800	R300,000	National Initiatives	R0	R6,791,790
Grand Total	R16,800,000	R23,186,330	Grand Total	R16,800,000	R23,186,330

- Local Area Committees (LACs) for each geographical region: these also consider projects which resonate with the communities and are able to grant once-off donations on behalf of AngloGold Ashanti, with a maximum grant of R10,000 per project. Funding decisions are made by a committee, which meets on monthly basis. The LAC total spend is included in Table 7. The business units have also spent over R1.4 million contributing to various social development projects in the community through various fund raising activities and other initiatives.

The funding requirements for local economic development or job creation projects stipulate that the project should be able to demonstrate financial viability, and the initiative seeking funding must be able to make a significant contribution towards the required project funding. The company stimulates local economic development through small enterprise development initiatives, aimed at empowering local entrepreneurs to run their own businesses. Nineteen entrepreneurs are currently benefiting from AngloGold Ashanti financial assistance and the collective turnover of these businesses was R5.8 million. These businesses have created and sustained employment for 180 people.

(A list of the West Wits businesses supported by the Masakhisane Local Economic Development Fund can be found in Annexure 2.)

Portable skills training

AngloGold Ashanti is currently running a project to assist its employees and members of the community to develop portable skills. Through this initiative 1,177 people have been able to acquire additional skills as reflected below:

Trade	Beneficiaries trained	Business Unit	Beneficiaries trained
Basic refrigeration	38	Community	408
Basic computer	173	TauTona Employees	7
Basic plumbing	112	Mponeng Employees	184
Basic welding	383	Savuka Employees	4
Basic wiring	211	AGA Health Employees	2
Fork lift	33	SARS Employees	55
Engine service	50	SA Metallurgy Employees	4
Carpentry	8	Great Nologwa Employees	136
Chicken farming	12	Moab Khotsong Employees	82
		Tau Lekoa Employees	146
Brick laying	157	Kopanang Employees	149
Total	1,177	Total	1,177

NB. 1,171 beneficiaries are Historical Disadvantaged South Africans



West Wits, South Africa

West Wits

social and labour plan

Measures to address housing and living conditions

The upgrading of residences has been a priority for both government and AngloGold Ashanti in recent years, in order to begin to address the legacy of the industry's use of migrant labour. The Mining Charter requires companies to establish a programme for improving the quality of accommodation.

Historically, a large proportion of the industry's workforce has been recruited from rural areas of South Africa and its neighbouring states, and accommodated in single-sex hostels. Large numbers of men were obliged to live in high-density dormitory-style rooms. In the West Wits region, AngloGold Ashanti has focussed on five key strategic interventions to improve the living conditions of miners:

- **Stakeholder engagement.**
- **Upgrading of residences.**
- **Conversion of residences to family units.**
- **Promotion of home ownership.**
- **Formalisation of West Wits Mine Village.**

A list summarising the achievements and actions to date in each area of intervention follows:

Stakeholder engagement

The following forums are currently in existence:

- The AngloGold Ashanti Accommodation Forum with representation from all organised labour organisations. This forum meets when the need arises.
- The Operational Accommodation Forum in West Wits, with representation of all organised labour formations, which meets on a monthly basis.
- 'Senators' at residence levels. The senators are five full-time, elected employee representatives at each of the residences. Residents have the opportunity to influence the decision-making process within their respective residences in relation to key housing issues such as nutrition, health and safety, leisure activities, industrial relations and general communication matters.

Accommodation issues are discussed in all these forums, as mandated by the AngloGold Ashanti Accommodation Forum, and accommodation issues are also referred to AngloGold Ashanti senior management if all efforts to resolve these fail at an operational level.



West Wits, South Africa

Upgrading of residences

The following resolutions were agreed upon in the various consultation forums, as the strategic basis for residence upgrading:

- The reduction of high-density residences to 'single bunking' which was achieved, and has increased levels of privacy by the redevelopment of communal accommodation units via brick walling to individual rooms.
- The proposed architectural designs for upgrading residences were shared with the Operational Accommodation Forum in previous years, and stakeholders' acceptance and approval was received to provide greater privacy for individuals presently sharing a room. The physical work of upgrading began during 2005 and it is anticipated that this process will be completed by 2019.
- The record to date for privacy and upgrading projects at Numba Wani and Motebong Residences is as follows:
 - **2005:** R2.7 million was spent for the conversion from shared dormitories to private rooms in four sections of each residence (Numba Wani four blocks: 98 rooms, Motebong five blocks: 171 rooms total 269).
 - **2006:** R4.7 million was spent for upgrading of three blocks, and the conversion of another block into private rooms, at each of the residences (Motebong one block: 63 rooms Numba Wani two blocks: 70 rooms total 133).
 - **2007:** R7.5 million was spent for work in progress on privacy, and the upgrade of three additional blocks at each residence (Motebong three blocks: 153 rooms Numba Wani: three blocks 136 rooms total 289).
 - **2008:** R4.94 million was allocated and a total of 168 rooms were completed by the end of 2008 at a cost of R6.19 million (Motebong two blocks: 72 rooms, Numba Wani: three blocks 96). The total number of rooms built to date is 859.

A total of 672 rooms were earmarked for upgrading in 2009 at an estimated cost of R18.392 million but the upgrade has been pushed back to 2010 due to the rescheduling of capital projects.

Conversion of residences to family units

As part of AngloGold Ashanti's planning, thought is given to sustainable residential developments which can continue after closure of the mines. In order to facilitate this, reviews have been conducted to identify potential projects for redevelopment and conversion into family unit accommodation. In the early 2000s, the Ekhayalile residence at AngloGold Ashanti's West Wits operations was evaluated and identified as suitable for a phased redevelopment into flats for family accommodation. The designs and concept were distributed and accepted by the West Wits Accommodation Forum in 2004. Progress achieved to date is as follows:

- **2004/5:** Block seven was redeveloped at a cost of R5.2 million. As of December 2005, 48 units were fully constructed and occupied by families.
- **2006/7:** Block six was redeveloped at a cost of R5.7 million. In March 2007, 48 units were completed and occupation taken.
- **2007/8:** Blocks four and five were redeveloped at an approved budget of R15.8 million with 112 units being completed. Total number of units redeveloped to date: 208. The capital expenditure in 2008 was R4.37 million

A review of alternative housing delivery models is in progress to ensure on going sustainable utilisation of land post-mining.

West Wits

social and labour plan

Promotion of home ownership

The sale of residential units and vacant stands was begun in November 2005, and is an ongoing project depending on availability of surplus units. A memorandum of agreement was reached with labour organisations on the process to be followed for these transactions. Accommodation assistance payments to employees who elect to provide their own accommodation were substantially increased for Group 3-8 employees over a number of years. Since September 2008, employees in the Patterson Bands A and B receive R1,200 accommodation allowance, while those in the C Band receive R1,300 accommodation allowance per month.

Formalisation of West Wits Mine Village

AngloGold Ashanti has embarked on the formalisation and integration of the West Wits Village (as well as adjacent land and properties) into the municipal area of Merafong. Following significant technical planning and extensive consultation with accommodation forums, local authorities and other stakeholders, incorporation applications were lodged with the local government. A principle agreement from the local authority of Merafong to proceed was received in July 2006 and the scoping report approved in September 2006. The approval of a general plan is anticipated by January 2009 and proclamation of land in May 2010. The objective of the process is to formalise the village into a township within the Merafong Local Authority and in so doing promote self-sustainable communities. The project is scheduled for completion in 2010, at an estimated cost of R6.55 million. As at the end of 2008, R3.9 million has been spent toward the formulation of the West Wits Mine Village.

SECTION THREE: PROCUREMENT

Procurement Progression Plan

AngloGold Ashanti regards historically disadvantaged companies as preferred suppliers. In practice, this does not mean accepting higher tender prices from Black Economic Empowerment (BEE) companies but rather that BEE companies complying with AngloGold Ashanti criteria are placed on the company's vendor list and that they receive preferred status in securing contracts, should they be commercially competitive.

The company has identified current levels of procurement from HDSA-owned companies in terms of capital goods, consumables and services as per Table 9 on page 19. The company has also developed a programme for progressively increasing the sourcing of these goods from HDSA companies, with annual targets set for a 10-year period as per Table 9. The Black Economic Empowerment profile will be incorporated as part of the Vendor Administration (Supplier Approval Process) in order to drive the BEE initiative. Table 9 reflects that BEE procurement currently stands at 34.87% against a target of 41.46%



Tau Tona Mine, West Wits

Table 9: BEE Procurement spend targets and actuals.

	Original Target	Revised Target 1	Revised Target 2 – April 2004	Actual
2001	7.53%	7.53%	7.53%	7.53%
2002	8.42%	8.04%	8.04%	8.04%
2003	9.85%	11.61%	10.96%	10.96%
2004	11.47%	15.31%	26.48%	21.05%
2005	14.30%	16.82%	27.61%	33.49%
2006	17.70%	21.38%	33.94%	37.41%
2007	19.93%	24.74%	37.75%	34.59%
2008	22.12%	28.09%	41.46%	34.87%
2009	24.27%	31.43%	45.07%	
2010	26.38%	34.76%	48.58%	
2011	28.45%	38.07%	51.99%	
2012	30.49%	41.37%	55.29%	

Local procurement spend has increased by over R100.3 million, from R481.1 million to R581 million. The increase is as result of new local suppliers and escalation in prices. The list of suppliers is reflected in form T as per Annexure 3.

In order to set achievable targets and establish a working mechanism for the procurement staff, it was necessary to understand AngloGold Ashanti's status with regard to BEE. This formed the base from which targets were set. This process involved a number of specific activities which included:

- Verifying the status of current suppliers.
- Identifying products and/or services that could be procured from BEE companies.
- Establishing a BEE database.
- Accreditation of BEE suppliers, which is currently pending awaiting the approval of the recognised accreditation providers.
- Incorporating the BEE database into current systems (MIMS).
- Growth and optimisation of the BEE vendor base.
- Establishment of working groups to focus on procurement-related topics, including price fixing, price matching, sub contracting, set aside commodities, creative payment terms, "payment premiums".
- Sensitising the existing supplier base to BEE requirements.
- Establishment of an AngloGold Ashanti BEE monitoring forum to facilitate and evaluate progress.
- Commodity procurement teams including BEE in their strategic procurement initiatives.
- The establishment of active networks within AngloGold Ashanti, industry wide and with the various role players; e.g. the Black Economic Empowerment Forum, NAFCOG, etc.
- Establishing a transition process from the current Mining Charter measurement system to the Promulgated Code of Good Practice.
- Recognising challenges in achieving the set Mining Charter Targets with the introduction of the new BBBEE Codes of practice.
- Re-engineering of all of the above to be compliant with the Codes by 2009, subject to the implementation of the accreditation and verification process.

SECTION FOUR: OWNERSHIP AND JOINT VENTURES

There were no new developments in this area in 2008. AngloGold Ashanti has met its targets in this sphere. The work of the Bokamoso Employee Share Ownership Plan continued, including the work of its Board of Trustees.

West Wits

social and labour plan

ANNEXURES

Annexure 1 – West Wits (Actual as at December 2008)

Total West Wits Region								
Occupational Levels	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
Top management	0	0	0	3	0	0	0	0
Senior management	2	0	1	48	0	0	0	4
Professionals & middle management	56	6	9	187	21	2	6	49
Junior/supervisory/skilled technicians	727	20	1	837	142	8	3	181
Semi skilled	1,176	4	0	81	220	4	0	84
Defined decision making	4,639	28	0	15	588	1	0	3
Total permanent	6,600	59	11	1,171	972	15	10	322
Non-permanent	10	0	0	6	17	0	0	10
Grand Total	6,610	59	11	1,177	989	15	10	332

Corporate Office – West Wits Allocation

Occupational Levels	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
Top management	0	0	0	3	0	0	0	0
Senior management	1	0	1	18	0	0	0	3
Professionals & middle management	7	0	4	25	4	1	4	15
Junior/supervisory/skilled technicians	5	0	0	4	7	3	2	14
Semi skilled	36	0	0	0	4	1	0	7
Defined decision making	0	0	0	0	0	0	0	0
Total permanent	49	0	5	50	15	5	6	39
Non-permanent	0	0	0	2	0	0	0	0
Grand Total	49	0	5	52	15	5	6	39

Mponeng Mine (Includes Savuka)

Occupational Levels	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
Top management	0	0	0	0	0	0	0	0
Senior management	0	0	0	8	0	0	0	0
Professionals & middle management	13	3	2	57	6	0	0	12
Junior/supervisory/skilled technicians	282	12	0	449	22	1	0	25
Semi skilled	132	0	0	39	31	0	0	23
Defined decision making	2,970	22	0	9	332	0	0	2
Total permanent	3,397	37	2	562	391	1	0	62
Non-permanent	0	0	0	0	0	0	0	0
Grand Total	3,397	37	2	562	391	1	0	62

Annexure 1 – West Wits (Actual as at December 2008) cont.

Total West Wits Region

Occupational Levels	FOREIGN NATIONAL			PWDs	% HDSA	% Females	% HDSA in Management
	Male	Female	Total				
Top management	1	0	4	0	0.00	0.00	38.99
Senior management	1	0	57	0	14.23	7.67	
Professionals & middle management	7	1	345	1	43.53	23.05	
Junior/supervisory/skilled technicians	153	0	2,072	12	52.20	16.14	
Semi skilled	644	1	2,214	12	67.23	13.95	
Defined decision making	3,448	13	8,737	213	60.21	6.94	
Total permanent	4,255	15	13,429	238	59.49	9.93	
Non-permanent	0	0	43	0	85.41	63.06	
Grand Total	4,255	15	13,473	238	59.57	10.10	

Corporate Office – West Wits Allocation

Occupational Levels	FOREIGN NATIONAL			PWDs	% HDSA	% Females	% HDSA in Management
	Male	Female	Total				
Top management	1	0	4	0	0.00	0.00	44.44
Senior management	1	0	24	0	20.83	12.50	
Professionals & middle management	2	0	62	0	56.45	38.71	
Junior/supervisory/skilled technicians	0	0	35	0	88.57	74.29	
Semi skilled	0	0	48	0	100.00	25.00	
Defined decision making	0	0	0	0	0.00	0.00	
Total permanent	4	0	173	0	68.79	37.57	
Non-permanent	0	0	2	0	0.00	0.00	
Grand Total	4	0	175	0	68.00	37.14	

Mponeng Mine (Includes Savuka)

Occupational Levels	FOREIGN NATIONAL			PWDs	% HDSA	% Females	% HDSA in Management
	Male	Female	Total				
Top management	0	0	0	0	0.00	0.00	34.95
Senior management	0	0	8	0	0.00	0.00	
Professionals & middle management	2	0	95	0	37.89	18.95	
Junior/supervisory/skilled technicians	104	0	895	5	38.21	5.36	
Semi skilled	31	0	256	0	72.66	21.09	
Defined decision making	2,469	6	5,810	119	57.25	5.85	
Total permanent	2,606	6	7,064	124	55.07	6.51	
Non-permanent	0	0	0	0	0.00	0.00	
Grand Total	2,606	6	7,064	124	55.07	6.51	

West Wits

social and labour plan

Annexure 1 – West Wits (Actual as at December 2008)

TauTona Mine								
Occupational Levels	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
Top management	0	0	0	0	0	0	0	0
Senior management	1	0	0	5	0	0	0	1
Professionals & middle management	15	1	0	43	3	0	0	3
Junior/supervisory/skilled technicians	236	3	0	210	16	0	0	20
Semi skilled	655	1	0	13	24	1	0	5
Defined decision making	1,176	0	0	1	79	0	0	0
Total permanent	2,083	5	0	272	122	1	0	29
Non-permanent	0	0	0	0	0	0	0	0
Grand Total	2,083	5	0	272	122	1	0	29

SA Division Metallurgy – West Wits								
Occupational Levels	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
Top management	0	0	0	0	0	0	0	0
Senior management	0	0	0	1	0	0	0	0
Professionals & middle management	5	1	0	11	4	0	2	1
Junior/supervisory/skilled technicians	58	2	0	72	7	1	0	11
Semi skilled	135	1	0	5	17	1	0	4
Defined decision making	177	5	0	3	33	1	0	0
Total permanent	375	9	0	92	61	3	2	16
Non-permanent		0	0	1	1	0	0	1
Grand Total	375	9	0	93	62	3	2	17

SA Division – Services – West Wits								
Occupational Levels	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
Top management	0	0	0	0	0	0	0	0
Senior management	0	0	0	9	0	0	0	0
Professionals & middle management	11	1	1	47	1	0	0	11
Junior/supervisory/skilled technicians	112	3	1	94	36	2	1	61
Semi skilled	157	1	0	23	47	1	0	25
Defined decision making	267	1	0	2	71	0	0	0
Total permanent	547	7	2	175	156	3	2	98
Non-permanent	4	0	0	3	3	0	0	7
Grand Total	551	7	2	178	159	3	2	105

TauTona Mine

Occupational Levels	FOREIGN NATIONAL			PWDs	% HDSA	% Females	% HDSA in Management
	Male	Female	Total				
Top management	0	0	0	0	0.00	0.00	33.33
Senior management	0	0	7	0	28.57	14.29	
Professionals & middle management	0	0	65	0	33.85	9.23	
Junior/supervisory/skilled technicians	37	0	522	2	52.68	6.90	
Semi skilled	560	0	1,259	10	54.49	2.38	
Defined decision making	839	7	2,102	54	59.71	4.09	
Total permanent	1,436	7	3,955	66	56.64	4.02	
Non-permanent	0	0	0		0.00	0.00	
Grand Total	1,436	7	3,955	66	56.64	4.02	

SA Division Metallurgy – West Wits

Occupational Levels	FOREIGN NATIONAL			PWDs	% HDSA	% Females	% HDSA in Management
	Male	Female	Total				
Top management	0	0	0	0	0.00	0.00	52.00
Senior management	0	0	1	0	0.00	0.00	
Professionals & middle management	0	0	24	1	54.17	29.17	
Junior/supervisory/skilled technicians	1	0	152	3	51.97	12.50	
Semi skilled	16	0	179		88.27	12.29	
Defined decision making	35	0	254	2	85.04	13.39	
Total permanent	52	0	610	6	76.39	13.44	
Non-permanent	0	3	0	66.67	66.67		
Grand Total	52	0	613	6	76.35	13.70	

SA Division – Services – West Wits

Occupational Levels	FOREIGN NATIONAL			PWDs	% HDSA	% Females	% HDSA in Management
	Male	Female	Total				
Top management	0	0	0	0	0.00	0.00	31.76
Senior management	0	0	10	0	11.11	3.70	
Professionals & middle management	3	0	76	0	34.47	16.50	
Junior/supervisory/skilled technicians	10	0	320	1	67.36	31.37	
Semi skilled	34	1	289	0	80.05	25.58	
Defined decision making	100	0	443	36	76.79	16.28	
Total permanent	148	1	1,138	37	71.56	22.78	
Non-permanent	0	0	17	0	80.85	59.57	
Grand Total	148	1	1,156	37	71.70	23.34	

West Wits

social and labour plan

Annexure 1 – West Wits (Actual as at December 2008) cont.

AngloGold Ashanti Health Services

Occupational Levels	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
Top management	0	0	0	0	0	0	0	0
Senior management	0	0	0	7	0	0	0	0
Professionals & middle management	5	0	2	4	3	1	0	7
Junior/supervisory/skilled technicians	34	0	0	8	54	1	0	50
Semi skilled	61	1	0	1	97	0	0	20
Defined decision making	49		0	0	73	0	0	1
Total permanent	149	1	2	20	227	2	0	78
Non-permanent	6	0	0	0	13	0	0	2
Grand Total	155	1	2	20	240	2	0	80



AngloGold Ashanti Health Services

Occupational Levels	FOREIGN NATIONAL			PWDs	% HDSA	% Females	% HDSA in Management
	Male	Female	Total				
Top management	0	0	0	0	0.00	0.00	60.00
Senior management	0	0	7	0	0.00	0.00	
Professionals & middle management	0	1	23	0	78.26	52.17	
Junior/supervisory/skilled technicians	1	0	148	1	93.92	70.95	
Semi skilled	3	0	183	2	97.81	63.93	
Defined decision making	5	0	128	2	96.09	57.81	
Total permanent	9	1	489	5	93.87	62.99	
Non-permanent	0	0	21	0	100.00	71.43	
Grand Total	9	1	510	5	94.12	63.33	



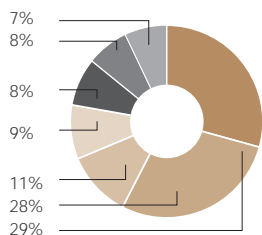
West Wits, South Africa

West Wits

social and labour plan

Annexure 2 – AngloGold Ashanti Fund Southern Africa Division spending graphs

Sector	Amount	Percentage %
National initiatives	R6,791,790	29
Education	R6,563,707	28
Welfare and Development	R2,620,500	11
Skills Training and Job Creation	R2,042,500	9
HIV/AIDS	R1,800,000	8
Health	R1,736,000	8
Area Committee	R1,631,833	7
TOTAL	R23,186,330	100



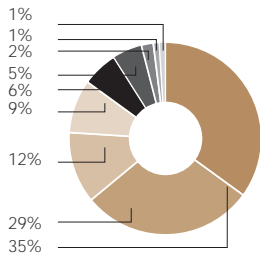
Sectoral giving by value

■ National initiatives	29%
■ Education	28%
■ Welfare and development	11%
■ Skills training and job creation	9%
■ HIV & Aids	8%
■ Health	8%
■ Area committee	7%



West Wits, South Africa

Province	Amount	Percentage %
North West	R8,227,628	35
National Initiatives	R6,791,790	29
Outside South Africa	R2,717,500	12
Eastern Cape	R1,979,412	9
National	R1,430,000	6
Gauteng	R1,180,000	5
Western Cape	R 300,000	2
KwaZulu Natal	R 280,000	1
Free State	R 280,000	1
TOTAL	R23,186,330	100



Provisional giving by value

North West	35%
National Initiatives	29%
Outside South Africa	12%
Eastern Cape	9%
National	6%
Gauteng	5%
Western Cape	2%
KwaZulu Natal	1%
Free State	1%



West Wits, South Africa

West Wits

social and labour plan

Annexure 3

No.	Area	Business name	Entrepreneur	No. of Empl.	Product/service description
1	WW	Duswan Services	Cliff Botes	0*	Snatch Block & Electric Lifting Equip. Repair
2	WW	The Clean shop	T Mulaudzi	120	Changehouse Cleaning
3	WW	Thuthuka Jewellers	Nonzwakazi	0*	Jewellery design
4	WW	Ekhayelihle Kiosk	Mr. Mahlalela	5	Tuck-shop
5	WW	Nyovane Fish & Chips	Mrs. Nyovane	4	Tuck-shop
6	WW	Marole Vegetables	Azwi Morole	2	Vegetable sales
7	WW	Amazing Laundry	Vuyiwa Nyaniso	3	Laundry
8	WW	Jacqui's Leather Sales	Jacqueline Khoua	2	Sales of leather products
9	WW	Bokamoso Steel	John Moraba	8	Manufacturing of steel products
10	WW	Ekhaya Accommodation	Vuyiswa Nyaniso	6	Boarding facility
11	WW	EZ Trade 276 CC	Alfred Aphane	0*	Cleaning services
12	WW	MPS Pool and Games	Petrus Sibeko	1	Pools and games
13	WW	Itumeleng Tents Hire	Boipelo Itumeleng	1	Tents hire
14	WW	Potch Brick Manufacturing Project	Still to be finalised	11	Brick manufacturing
15	WW	Arlindo Tuckshop	Arlindo	0*	Tuck-shop
16	VR	Kena Telephone Services	Kena Ntekiso	2	Telephone services
17	WW	Da Bling Hair and Beauty Care	Manini Mnitshana	4	Salon business
18	WW	Sizanani Royal Steel	Moses Langa	10	Furniture manufacturing
19	WW	Tautona Brickyard	Kabelo Lesufi		Bricks manufacturing

180

* Businesses with no employees are either in the process of establishment or liquidation.