

# West Wits Operations

## Mining Charter Report: 2013

Date of Submission: 31 March 2014

### West Wits Mining Rights:

- 10/2006 MR (DMR Reference Nr: GP30/5/3/2/2(01) MR) (West Wits Operations : Mponeng, TauTona and Savuka mines)
- 30/2006 MR (DMR Reference Nr: GP30/5/3/2/2(11) MR) (Block 1C11)
- ML169/2012 (DMR Reference Nr: GP30/5/1/2/2/248 MRC) Farm Doornfontein 118 IQ (Remaining Extent 12 and Remaining Extent 13) (Magnum Farm)



AngloGold Ashanti Limited \ Reg. No.1944/017354/06. SOUTH AFRICA REGION : 76 Jeppe Street, Newtown 2001, PO Box 62117, Marshalltown 2107, South Africa, Tel: +27 (0) 11 637 6000, Fax: +27 (0) 11 637 6624, Website: www.anglogoldashanti.com. Directors: SM Pityana (Chairman) S Venkatakrishnan (British/Indian) (Chief Executive Officer) RN Duffy (Chief Financial Officer) TT Mboweni R Gasant NP January-Bardill MJ Kirkwood (British) Prof LW Nkuhlu RJ Ruston (Australian) Group General Counsel and Company Secretary: ME Sanz Perez

28 March 2014

I, **Mike O'Hare**, Chief Operating Officer, AngloGold Ashanti Limited Company South Africa Region, undersigned and duly authorized thereto by AngloGold Ashanti Limited, confirm that all information contained in this Mining Charter report for 2013 is true and reflective of the AngloGold Ashanti's South Africa Region's performance for 2013.

Signed at Johannesburg on 28 of March 2014.

Signature: .....  
Chief Operating Officer: South Africa Region



## A. CONTEXT AND BACKGROUND

As reported in the 2011 Social and Labour Plan (SLP) Report, the company submitted its West Wits (WW) Operations SLP as outlined below on 27 August 2010. The delay in the submission was due to the fact that during 2010, the Mining Charter was in the process of being reviewed by the government and relevant stakeholders, and it was envisaged that this process would be concluded during the first half of the year. Unfortunately, this was not the case and the amended Mining Charter was only gazetted in September 2010, a few weeks after the submission of the above-stated SLP.

On 7 July 2011, the company received a letter from the Gauteng Province DMR Regional Manager with respect to its conversion application for its old mining rights known as “Magnum Farm” directing it to reconsider some of the provisions of the above stated SLP. This precipitated a process of consultations with the GP( Gauteng ) DMR, unions and municipalities of Merafong and OR Tambo (Labour sending area), aimed at reviewing the above-stated SLP in line with the DMR directive , agreement was reached during the consultation process with all the stakeholders.

The abovementioned consultations resulted in the company substantially increasing its financial provisions, taking into account the DMR’s directive and recommendations, in particular the recommendation that if “Magnum Farm” had to form part of the WW SLP, it would have to increase its financial provisions parallel to the above review of the SLP. This resulted in a revised SLP being submitted to the DMR on 19 October 2011.

The company has subsequent to the submission of the abovementioned revised SLP, engaged with the DMR, including workshops attended by the Director: Mineral Regulations from the DMR Head Office, to get guidance on the SLP as well as its Implementation Plan. These engagements and workshops, held during the first quarter of 2012, resulted in the parties reaching the understanding that issues raised by the DMR subsequent to the submission of the abovementioned SLP, would be dealt within the abovementioned Implementation Plan due for submission together with the 2011 SLP Report.

On the 16<sup>th</sup> of October 2012 the d Revised SLP was approved by DMR GP, and registered at Mining Titles on 6 December 2012 resulting in the granting and execution of the Magnum Farm Mining Right.

Although the above stated process leading to the approval of the SLP on 16 October 2012 by the DMR led to the delay in the execution of the company’s LED projects, the company nevertheless had, through its Social and Institutional Fund and its Enterprise Development Fund, continued to discharge its social responsibility by continuing to support, financially and otherwise, the NGOs and SMMEs in Merafong Municipality and Labour Sending Areas in particular, the OR Tambo District Municipality. As reported in 2011, the company had already put in place structures, plans, processes and mechanisms that would enable it to deliver all its committed projects from 2010 beginning 2013 once approval was given to it by the DMR. Since the DMR officially approved the company’s Social and Labour Plan, we have been able to deliver the following projects; the Wedela Technical High School renovations, Laboratory and Computer Center, the Carletonville Hospital Medical Step-down Facility and Kiddies Ward and the Khutsong Community Recreation Park which were launched by the Deputy Minister of Mineral Resources and the Minister of Health on 14 June 2013 and a Science Laboratory at Goso Forest Junior Primary School in Lusikisiki in the Eastern Cape, which was launched by the Ministers of Mineral Resources and Basic Education on the 25<sup>th</sup> of September 2013. We have also completed the building of 5 additional classrooms in Retlile Primary School in Kokosi, a Science Laboratory in Tsitsiboga Primary School in Khutsong and a Library at Mbulelo Primary School in Khutsong.

During the second quarter of 2013, the company held a Mandating and Implementation Committee meetings with the Matlosana and OR Tambo Municipalities to sign off on the SLP Projects Implementation Schedules. 2013. The Company also presented its SLP projects to the West Rand District Municipality Mining Forum. A Future Forum meeting with all recognised unions was also held on the 21 June 2013.to brief them of the progress with regards to the SPL projects and programs

The company responded to the DMR directive to comply with the shortcomings identified by the DMR in the SLP/Mining Charter compliance Audit in November 2012 at a meeting held on the 3 May 2013 at the GP DMR offices.

The company was externally audited by Moloto Solutions on behalf of the DMR to assess its compliance to the SLP and Mining Charter. This audit also covered the issues pertaining to the BBBEE Code of Good Practice. The company has taken the opportunity to highlight areas that would need improvement in the current legislative framework.

The Company held a **Special Mandating Committee meetings** on 29 October and 7 November 2013 with OR Tambo District Municipality and Merafong Local Municipality respectively, at which the parties agreed to alternative projects to replace those that have been found not feasible to be implemented by December 2014 as per the 2010-2014 SLP, this led to the company's **application for Ministerial consent in terms of Section 102 and Regulation 44 (of the MPRDA)** to amend the approved SLP and replace the existing approved projects with the proposed alternative projects for AngloGold Ashanti West Wits Operations lodged at Gauteng DMR offices on 11 December 2013.

Although the above stated consultation process may have delayed the implementation of the local economic development projects, it has however had positive spin-offs in the sense it has fostered a relationship based on trust between the company, the DMR as well as the Municipalities. This relationship will enable the projects to be implemented smoothly as well as paving the way for the swift SLP approval process into the future.

Finally it should be noted that the company's South African Regional Offices which were located in Potchefstroom have moved to the West Wits area in Carletonville near the Tau Tona operations, renamed South Africa Regional Offices (SARO).

## B. EXECUTIVE SUMMARY

The following are the salient points in this report as they relate to the company's progress towards achieving its Mining Charter obligations of this reporting period:

1. **Reporting** – The Company submitted its 2012 Annual Report for 2012 on 28 March 2013. This report was externally audited by Ernst & Young Inc.
2. **Ownership** – The Company has achieved 26.8% HDSA ownership at the end of December 2013.
3. **Housing and Living Conditions** – At the end of the of December 2013, 92% of the West Wits (WW) Operations residences were converted into single accommodation against the Mining Charter target of 75%, and 100% of the residences were also converted into family units against the Mining Charter target of 75% during the reporting period. With respect to Home Ownership the company (at Chamber of Mines level) and organised labour reached an agreement on the Home Ownership Scheme which is now in the process of being implemented. With respect to nutrition, the Chamber of Mines Research Organisation (COMRO) report was used as a guide in terms of the dietary requirements.
4. **Procurement and Enterprise Development** – At the end of December 2013, the WW Operations achieved 43% on Capital Goods against the 2013 Mining Charter target of 30%, 57% against the Mining Charter target of 40% for Consumable Goods and 51% on Services against the Mining Charter target of 60%. It is worth noting that our procurement is centralized, so dividing it between West Wits and Vaal River results in actual spend for the Regions that are exclusive of the central spend. It is therefore our view that the SA Regional numbers are better reflection of our performance.

Thus, as much as the West Wits operations did not achieve its 2013 target of 60% on Services, it is worth noting that as a Region we have improved our performance in this regard from 43% in 2012 to 57% by end of 2013. This huge improvement is attributed to a concerted effort by the company to encourage all suppliers to comply to the Mining Charter requirements. As reported previously the misalignment between the Mining Charter and the BBBEE Code presents the company with the challenge as certain companies are rated highly in terms of their BEE status in accordance with the BBBEE Code even if their ownership status is below the 26% required by the Mining Charter. This obviously poses a risk that the company may not achieve the Mining Charter target of 70% on Services by 2014 despite all its efforts aimed at achieving such a target.

5. **Employment Equity (EE)** –The West Wits Operation has achieved the annual targets as set by the Mining Charter for the reporting period ending December 2013. However, the company continues to explore opportunities internally and externally to advance positive achievements leading to the 2014 targets and beyond, particularly at Top Management and Senior Management levels. Short and medium term action plans to achieve 40% target at these levels are in place and the plans are supported by Human Resources Development plans and strategies for 2014. The West Wits Operation has already met the 2014 targets at Middle Management level, Junior Management level, Female representation and Core and Critical Skills.

The SA Region workforce profile has declined in the last quarter of 2013 due to restructuring in accordance with the operational requirements of the business. However, the company has taken cognisance of the transformation commitments during this process, and is confident that it will meet all its Mining Charter targets with respect to employment equity. The West Wits Operation adheres to the guidelines with respect to Women in Mining as set in the Mining Charter by committing to a baseline of 10% women representation by 2014. The West Wits Operation has exceeded the 10% target by achieving 13.6% of female representation in the workforce as at the end of December 2013.

6. **Human Resources Development (HRD)** – The company has done exceptionally well in terms of implementation of its Community Human Resources Development Programmes (CHRDP), in particular the bursaries, internships and portable skills to the Host and major Labour Sending Areas. These programmes have been highly valued by the stakeholders in the mining industry but especially the beneficiaries.

However, in the areas of ABET, In Service Bursaries and National Certificate Vocational (NCV), we have been unable to achieve the annual targets. With respect to ABET there was over planning due to the inaccurate data contained in the Form Q as many of the employees' qualifications were not correctly captured. This has since been rectified and the plan changed accordingly. With respect to In Service Bursaries fewer than planned nominations were received primarily due to the restructuring that took place at management level. However this has been offset by a large number of employees (202 of which 87% are HDSAs) who are studying at Institutions of Higher Learning on a part time basis through our Study Assistance Scheme. With respect to In Service bursaries fewer than planned nominations were received primarily due to the restructuring that took place at management level. With regards to NVCs we continued to get less than planned applications in spite of all the efforts we put to try and attract candidates into this programme. A Section 102 application will be lodged with the DMR in the 1<sup>st</sup> quarter of 2014 to amend the targets/plans of the above mentioned programmes in the SLP.

The West Wits expenditure as a percentage of the total annual payroll as at end December 2013 was 6.30% against the Mining Charter target of 4.5%, mainly due to additional financial provision for the CHRDP aimed at alleviating youth unemployment in our Host and Labour Sending Areas.

**7. Mine Community Development** – Much as the delay in the approval of the SLP by the DMR led to the backlog in terms of implementation of the Local Economic Development (LED) projects, the company was able to deliver on many of the projects as contained in the SLP primarily due to the positive relationship between it and the DMR which enabled us to start with the projects whilst awaiting for the official approval of the SLP from the DMR. To this end we have been able to deliver the following projects during this reporting period, Khutsong Community Recreation Park, Carletonville Hospital Medical Step-down facility and kiddies ward, Wedela Technical High School Refurbishment: Science and Mathematics laboratories, a science laboratory at Goso Forest Junior Primary School in Lusikisiki.

We have also completed the building of 5 additional classrooms in Retlile Primary School in Kokosi, a Science Laboratory in Tsitsiboga Primary School in Khutsong and a Library at Mbulelo Primary School in Khutsong all of which have officially been handed over to the School Management and are ready to be launched by the Ministers at the appropriate time.

We are also on track with respect to the remaining LED projects, save for those which the company and the municipalities have agreed to change namely the Peanut Butter factory which budget will be deployed to the two Youth Multi Car Wash projects in Merafong and Cooking Oil Production plant which the budget will be redeployed to the Agriculture projects, the Community Development Programme and Community Parks, whose budgets will be transferred to the Community Multipurpose Centre in Lutshaya as contained in the Vaal River SLP. The other projects to be extended to the 2015-2019 SLP cycle will be the Urban Planning and Formalisation of Non-Urban AGA Land & Property Holdings, Business Development Park and Housing Development (Fochville). To this end a Section 102 application to amend the SLP was lodged on the 11 December 2013.

The company has also implemented its Stakeholder and Communication strategies resulting in it having structured relationships with the Merafong Local Municipality and OR Tambo District Municipality. The Mandating and Implementing Committees established in terms of the MOUs the parties have met on a quarterly basis to deal with SLP projects implementation and other community related issues. We have also introduced the Sustainable Development Projects 2012-2013 Community Report (attached to this report), which was distributed on the 30<sup>th</sup> of May at the COO Community Briefing in Merafong and at subsequent briefings by the SVP Sustainability. This report was also distributed at all the subsequent SLP project launches which took place.

**8. Sustainable Development and Growth** – With respect to **Environment Management** the company revised and resubmitted its EMP during the fourth quarter of 2011 following the DMR comments on the initial submissions made in 2009. With respect to **Health and Safety** commitments, the company also complied with the commitments in the Mining Industry Tri-Partite Action Plan on Health and Safety.

**9. Beneficiation-** The status as reported in 2012 remains the same and we await further guidance from the pending MPRDA Amendment Bill.

**10. Definition of “employee”** – In the engagements with the DMR, it was brought to the attention of the company that the MPRDA’s definition of an “employee” includes those of contractors. An Action Plan has been put in place to engage with the major contractors on how they will have to comply with the relevant pillars of the SLP and submit their reports to the company on an annual basis, beginning end of 2012, for inclusion in the company’s Annual Reports to the DMR. This process is ongoing.

**11. Assurance-** This report was externally audited by Ernst & Young Inc.

# Mining Charter Scorecard

The table below indicates West Wits operations progress as at end of the 2013 reporting period as per the Scorecard for the Broad-Based Socio-Economic Empowerment Charter for the South African Mining Industry:

Element	Description	Measure	2014 MC Compliance Targets	Progress Achieved By				
				2010 Actual	2011 Actual	2012 Actual	2013 Actual	
1	<b>Reporting</b>	Has the company reported the level of compliance with the charter for the calendar year	Documentary proof of receipt from the department	End March	100%	100%	100%	100%
2	<b>Ownership</b>	Minimum target for effective HDSA ownership	Meaningful economic participation	26% by 2014	26%	26.8%	26.8%	26.8%
			Full shareholder rights	26% by 2014	26%	26.8%	26.8%	26.8%
3	<b>Housing and living conditions</b>	Conversion and upgrading of hostels to attain the occupancy rate of one person per room.	Percentage reduction of occupancy rate towards 2014 target.	Occupancy rate of one person per room	29%	46%	64%	92%
		Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units against units available for conversion	Family units established	40%*	70%*	70%	100%
		Home Ownership	Implement initiatives to facilitate home ownership e.g. preference surveys, advice on purchasing homes, training on benefits of home ownership	Facilitate home ownership for all mine employees, with organised labour	The company (at Chamber of Mines level) and organised labour reached an agreement on the Home Ownership Scheme which is now in the process of being implemented. Pilot project for 100 homes has been given AGA Board approval. Budget approved. Developer has been identified and appointed. Land consolidation and subdivision completed. House designs and layouts finalized with all stakeholders.6 Show houses in progress. 50 additional houses in progress with completion scheduled for end of 1st Qtr. 2014			
4	<b>Procurement &amp; Enterprise Development</b>	Procurement spent from BEE entity	Capital goods	40%	39%	39%	48%	43%
			Services	70%	29%	39%	38%	51%
			Consumable goods	50%	40%	52%	56%	57%
		Multi-national suppliers contribution to the social fund <b>(New requirement of revised charter)</b>	Annual spend on procurement from multi-national suppliers	0.5% of procurement value	Awaiting the DMR's guidance	Awaiting the DMR's guidance	Awaiting the DMR's guidance	Awaiting the DMR's guidance
5	<b>Employment Equity</b>	Diversification of the workplace to reflect the country's demographics to attain competitiveness.	Top Management (F Band)	40%	25% **	40% **	40%	37.5%
			Senior Management (E Band)	40%	22.20 %	32% <sup>1</sup>	32%	34.7%
			Middle Management (D Band)	40%	35%	53% <sup>2</sup>	53%	50.6%
			Junior Management (C Band)	40%	48.5%	59% <sup>3</sup>	59%	59.9%
			Core Skills	40%	49.0% **	53%	52.7%	53.0%

Element	Description	Measure	2014 MC Compliance Targets	Progress Achieved By				
				2010 Actual	2011 Actual	2012 Actual	2013 Actual	
6	<b>Human Resource Development</b>	Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation, as well as environmental conservation and rehabilitation	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy)	2010 = 3% 2011 = 3.5% 2012 = 4% 2013 = 4.5% 2014 = 5%	5.1%	4.6%	5.3%	6.3%
7	<b>Mine community development</b>	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis	Implement approved community projects in line with IDP's of local and major labour sending municipalities.	Up-to-date project implementation	R23 672 979 ****	R 11 751 964(Community Development) plus Community HRD R8 995 509, which amounts to 1.1% NPAT	2012 total = R29 272 157. This amounts to 1,17% of NPAT	All LED SLP projects on track. Community Development Expenditure= R43,130,515.57 YTD. This amounts to 2.76% of NPAT
8	<b>Sustainable Development</b>	Improvement of the industry's environmental management	Implementation of the approved EMPs	100%	The DMR approved the revised West Wits Environmental Management Programme (EMP) during the 2nd Quarter 2012. Formal environmental performance assessments will be conducted on a two-yearly basis from the date of EMP approval.			
		Improvement of the industry's mine health and safety performance	Implementation of the tripartite action plan on Health & Safety	100%	N/A	100%	100%	95.4%.The variance between the 2012 and 2013 reported figure is due to change in definition in Chamber of Mines Guidance.
		Utilisation of South African based research facilities for analysis of samples across the mining value chain	Percentage of samples in South African facilities	100%	Clarified (100%. All AGA samples done in RSA.)	Clarified. (100%. All AGA samples done in RSA.)	Clarified. (100%. All AGA samples done in RSA.)	100%. All AGA samples done in RSA.
9	<b>Beneficiation</b>	Contribution of a mining company towards beneficiation (this measure is effective from 2012)	Additional production volume contributory to local value addition beyond the base-line	Section 26 of the MPRDA (percentage above baseline )	To be clarified			

<b>Legend</b>	
<b>*</b>	Family Units: No specific targets set by the Mining Charter. We have measured ourselves on actual units converted against total units available for conversion
<b>**</b>	Clarity regarding definition of core skills is required. AGA describes Core and Critical Skills as all employees within Mining, Engineering, MRM and Metallurgy disciplines.
<b>***</b>	The 4.63% is the figure which includes white males. It should be noted that when we exclude WM, the HDSA contribution is at 5.84%
<b>****</b>	This figure is for the entire AGA-SAR operations including Corporate Office and excluded Community HRD programmes.
<b>1</b>	34.7% HDSA representation at Senior Management level. If we take into account the EAP of White females(6%),HDSA representation is 34.1%
<b>2</b>	50.6% HDSA representation at Middle management level. If we take into account the EAP of White females(6%),HDSA representation is 43.0%
<b>3</b>	59.9% HDSA representation at this level If we take into account the EAP of White females(6%),HDSA representation is 56.6%
<b>Note</b>	The 4.63% is the figure which includes white males. It should be noted that when we exclude WM, the HDSA contribution is at 5.84%
<b>Note</b>	Due to the organisation structures in the SAR, some numbers are reported regionally e.g. Ownership

The tables that follow reflect information captured in the templates which are required by the DMR:

## Reporting & Contact Details

REPORTING ON COMPLIANCE WITH MINING CHARTER: 31 DECEMBER 2013		2013
<b>Name of mining company</b>	<b>AngloGold Ashanti</b>	
<b>Postal address</b>	PO Box 8044, Western Levels, 2501	
<b>Operations covered by report</b>	<b>West Wits Mining Rights:</b> <ul style="list-style-type: none"> <li>• 10/2006 MR (DMR Reference Nr: GP30/5/3/2/2(01) MR) (West Wits Operations : Mponeng, TauTona and Savuka mines)</li> <li>• 30/2006 MR (DMR Reference Nr: GP30/5/3/2/2(11) MR) (Block 1C11)</li> <li>• ML169/2012 (DMR Reference Nr: GP30/5/1/2/2/248 MRC) Farm Doornfontein 118 IQ (Remaining Extent 12 and Remaining Extent 13) (Magnum Farm)</li> </ul>	
<b>Details of person completing questionnaire:</b>		
<b>Name</b>	Mr SM Moloko for Mr M O'Hare	
<b>Designation</b>	Senior Vice President: Sustainability	
<b>Tel</b>	018 700 3557	
<b>Cell</b>	082 650 2543	
<b>E-mail</b>	smoloko@anglogoldashanti.com	
<b>Comments (if any)</b>		
<b>SUMMARY OF CHARTER SCORES (DMR OFFICE USE ONLY)</b>		
	<b>POINTS</b>	<b>COMMENTS</b>
<b>OWNERSHIP (Yes / No)</b>		
<b>PROCUREMENT</b>		
<b>EMPLOYMENT EQUITY</b>		
<b>HUMAN RESOURCE DEV</b>		
<b>ACCOMMODATION (Yes / No)</b>		
<b>COMMUNITY DEVELOPMENT</b>		
<b>HEALTH AND SAFETY</b>		
<b>ENVIRONMENT</b>		
<b>SAMPLE ANALYSIS</b>		
<b>TOTAL</b>		

# 1. Ownership

1. REPORT ON OWNERSHIP FOR THE YEAR 2013			2013
		% <i>meaningful economic participation</i> (1)	% full shareholder rights (1)
1.1	Percentage HDSA ownership credits of company (%) (Target in 15% in 2010 and 26% in 2014)	26.8% (please note that 20.8% of this resides with ARMgold Limited in respect of assets sold to ARM)	26.8% (please note that 20.8% of this resides with ARMgold Limited in respect of assets sold to ARM)
		(1) Please provide details separately if figures are not the same	
		TOTAL (Rm)	
1.2	South African market capitalisation of company (Rm)		
1.3	Total current value of HDSA transaction (Rm)		
1.4	Nature of HDSA Ownership Credits	Percentage of company based on equity and units of production	
1.4.1	Percentage HDSA credits earned through transfer of shares or issue of new shares to following beneficiaries:		
	a) BEE entrepreneurs	1.50% (Izingwe)	
	b) Employees (e.g. ESOPs)	4.5% (91.5 % of beneficiaries are HDSA)	
	c) Community interests	0	
1.4.2	Percentage HDSA credits earned through sale of assets to the following beneficiaries:		
	a) BEE company or consortium	22.30%	
	b) Employees (e.g. ESOPs)	4.5%	
	c) Community interests	0%	
1.4.3	Percentage HDSA credits earned by other means - provide short description		
1.4.4	TOTAL percentage HDSA ownership credits	26.80%	
<b>OWNERSHIP COMPLIANCE (DMR OFFICE USE ONLY) YES OR NO</b>			

## 2. Procurement

2. REPORT ON PROCUREMENT AND MULTINATIONALS FOR THE YEAR 2013													2013	
2.1 PROCUREMENT														
	Targets					Calendar year					Points (office use only)			
	2010	2011	2012	2013	2014	Total Procurement spend (Rm)(1A)	Non-Discretionary spend (Rm)(1B)	Discretionary Spend (Rm) (1A-1B =1C)	Spend with BEE Entities (Rm)(1D)	% Spend with BEE entities (1D as % of 1C)	Maximum	Awarded 2010	Awarded towards 2013	
2.1.1 Procurement of capital goods	5%	10%	20%	30%	40%	576 453 581	4 116 294	572 337 287	246 774 237	43%	5	5.00	5	
2.1.2 Procurement of services	30%	40%	50%	60%	70%	620 842 674	8 954 486	611 888 188	311 984 360	51%	5	3.84	4	
2.1.3 Procurement of consumables	10%	15%	25%	40%	50%	789 764 342	14 073 326	775 691 016	444 889 789	57%	2	2.00	2	
Note: One point will be deducted for each full 2% below target														
2.2 CONTRIBUTIONS BY MULTINATIONAL SUPPLIERS OF CAPITAL GOODS														
2.2.1 Have all multinational suppliers of capital goods with operations in SA, provided evidence of contributing at least 0.5% of their income generated from your company, to social development?										YES/NO (if NO, provide full details separately)				
Note: If your company does not procure any capital goods from multinational companies, the points in Section 2.1 are to be increased to 6 points each under Subsection 2.1.1 and 2.1.2 and 3 points under Subsection 2.1.3														
	Target	Calendar year							Points (office use only)					
2.2.2 Detail of procurement spend and contributions:									Maximum	Awarded				
a) Your company's total spending on procurement of capital goods from multinational suppliers operating in SA (Rm)(2A)		1.00												
b) Total contribution by such suppliers to social development in respect of your company's procurement (Rm)(2B)		Awaiting DMR to set up the social fund.												
c) Percentage of procurement spend (2A as percentage of 2B)	0.5%	0.00%							3	0				
2.3 TOTAL POINTS FOR PROCUREMENT - 2010														
Total of 2.1.1, 2.1.2,2.1.3 and 2.2.2(c)				10.84										72%
2.3 TOTAL POINTS FOR PROCUREMENT – 2013														
Total of 2.1.1, 2.1.2,2.1.3 and 2.2.2(c)				10.64										71%

### 3. Employment Equity

3. EMPLOYMENT EQUITY FOR THE YEAR 2013										2013
3.1 Number of employees (NOTE: Place an employee in the category that best resembles his/her job. Do not double count)										
Category	African		Coloured		Indian		White	Subtotals (A)	White	Grand totals (B)
	Male	Female	Male	Female	Male	Female	Female		Male	
Top management	1	1	0	0	0	0	1	3	3	6
Senior management	13	2	3	0	8	1	6	33	58	91
Middle Management	70	31	8	4	15	6	50	184	166	350
Junior Management	827	188	20	13	5	5	193	1251	671	1922
Core & Critical Skills (1)	5456	743	7	1	0	0	3	6210	43	6253
Total of the above	6367	965	38	18	28	12	253	7681	941	8622
<p>These are skills necessary and inextricably linked to day-to-day operations OR skills that enhance the performance of an operation and are in scarce supply. This could include artisans, engineers incl rock engineers, professionals (i.e. recognized by a professional body), specialists (e.g. surveyor, safety, geologist, metallurgist, winding engine driver, environmental, etc.), technologists, technicians, and persons with mining specific qualifications or licenses.</p>										
3.2 Percentage HDSAs at different levels										
	Subtotals as in table above (A)	Grand totals as in table above (B)	A as percentage of B	TARGET					Points (office use only)	
				2010	2011	2012	2013	2014	Maximum	Awarded (2)
Top management	3	6	50.00	20%	25%	30%	35%	40%	3	
Senior management	33	91	36.26	20%	25%	30%	35%	40%	4	
Middle Management	184	350	52.57	30%	35%	40%	40%	40%	3	
Junior Management	1251	1922	65.09	40%	40%	40%	40%	40%	1	
Core and Critical Skills	6210	6253	99.31	15%	20%	30%	35%	40%	5	
TOTAL	7681	8622	89.09						16	0
Note: One point will be deducted for every full 0.5% below target										

## 4. Human Resource Development

4. HUMAN RESOURCE DEVELOPMENT (HRD) REPORT FOR THE YEAR 2013										
4.1 Total HRD expenditure (excluding mandatory skills development levy) in R million										
Expenditure items	African		Coloured		Indian		White	Total (HDSA)	White	Grand Total (Incl White Males)
	Male	Female	Male	Female	Male	Female	Female		Male	
a) Learnership	12.91	2.53	0.09	0.00	0.00	0.09	0.49	16.11	0.53	16.64
b) Artisans and apprentices	1.46	0.36	0.02	0.00	0.00	0.00	0.00	1.84	0.21	2.05
c) ABET Training	4.46	1.25	0.00	0.02	0.00	0.00	0.00	5.73	0.00	5.73
d) Other training initiatives	101.02	13.11	0.68	0.11	0.20	0.14	2.20	117.45	13.36	130.81
e) Bursaries and scholarships	13.29	5.66	0.11	0.06	0.50	0.12	0.75	20.48	4.66	25.14
f) Transfer of skills and capacity building of mine communities	5.40	3.25	0.10	0.10	0.00	0.00	0.00	8.86	0.07	8.92
g) Other school support & post matric programmes										
h) Support for South African based research and development initiatives	0.25	0.07	0.00	0.00	0.03	0.03	0.05	0.42	0.41	1.41
i) Total HRD expenditure (R million) (A)	138.79	26.21	1.00	0.28	0.73	0.37	3.49	170.88	19.24	193.82
4.2 Calculation of percentage of payroll										
a) Total HRD expenditure (R million) as per table above (A)	193.82	TARGETS					Points (DMR office use only)			
b) Total annual payroll (Rm) (B)	3,078	2010	2011	2012	2013	2014	Maximum	Awarded (1)		
c) HRD expenditure as percentage of payroll (excluding skills levy)(A as % of B)	6.30%	3%	3.5%	4%	4.5%	5%	25			
NOTES: One point will be deducted for every full 0.1% below target.										
a) Learnership: Relates to all learners who were still on learnership programs as at 31 December 2013										
b) Artisans and Apprentices: Relates to all Engineering learners who qualified as artisans during 2013										
g) Other school support & post matric programmes: Cost represented relates to funding for school library refurbishment, maths and science lab refurbishment, Star Schools and FET college workshop refurbishment. Cost not split per demographic grouping as it does not relate to individuals.										
h) Support for South African based research and development initiatives: METF costs. Employee figures include West Wits and Corporate Office. Additional cost represents METF funding for CARO and Navachab										

## 5. Accommodation

5. ACCOMMODATION REPORT FOR THE YEAR 2013		2013
Note: This report applies only to employees in company accommodation		
<b>5.1 Report in respect of 31 December 2012</b>		
a) Number of employees in company accommodation? (1A)	5747	
b) Number of these employees who share rooms with other employees?(1B)	2628	
c) Percentage of employees who share rooms with other employees (1B as % of 1A)	<b>45.72%</b>	
<b>5.2 Report in respect of 2013 and thereafter</b>		
	<b>TARGET</b>	<b>ACHIEVEMENT</b>
a) Number of employees in company accommodation at the end of the current calendar year? (2A)	n/a	5444
b) Number of employees who share rooms with other employees at the end of the <b>current</b> calendar year? (2B)	n/a	1225
c) <b>TARGET 1:</b> Percentage of employees who share rooms with other employees at end of current year (2B as % of 2A)	25%	<b>22.50%</b>
d) Number of employees who share rooms with other employees at the end of the <b>previous</b> calendar year? (2C)	n/a	2628
e) Reduction in number of employees (2B minus 2C = 2D)	25%	<b>-1403</b>
f) <b>TARGET 2:</b> Percentage decline in shared accommodation (2D as % of 2C)	25% improvement per annum	<b>-53.38%</b>
<b>ACCOMMODATION COMPLIANCE (office use only) YES OR NO</b>		
5.4 How many employees who shared rooms at the end of the previous year, moved to one person per room?		<b>1100</b>
5.4.1 How many employees who shared rooms at the end of the previous year, moved to family accommodation?		<b>104</b>

## 6. Community Development

6. MINE COMMUNITY DEVELOPMENT REPORT FOR THE YEAR 2013		2013
<b>6.1 Consultation process</b>		Yes
a) Did the company consider the profiles of relevant communities, and identify credible leaders of the communities?		Yes
b) Did the company consult with such leaders prior to the implementation of projects?		Yes
c) Did the company consult with the leaders to identify projects within the needs analysis and prioritise such projects?		Yes
d) Did the company consult with the relevant Ward/Municipality to determine possibility of partnerships in respect of identified projects and the Ward/Municipality's Integrated Development Plan (IDP)?		Yes
e) Has provision been made for the transfer of skills and capacity building within the relevant community?		Yes
<b>TOTAL NUMBER OF YES RESPONSES</b>		
Points awarded: One point for each yes (Office use only)		5
<b>Points maximum</b>		<b>5 points</b>
<b>6.2 Expenditure on mine community development projects</b>		
a) Expenditure on community development in R million (A)		R43,1m
b) Company's net profit after tax in South Africa (NPAT) (B)		R1 562m
c) Indication of proportionality (i.e. A as percentage of B)		2.76%
d) Target (NOTE: The BBBEE Codes have a target of 1% of NPAT)		
<b>Points maximum</b>		<b>10 Points</b>
Points awarded (Office use only) (1)		
<b>TOTAL POINTS AWARDED</b>		<b>0</b>

## 7. Health and Safety

7. HEALTH AND SAFETY COMPLIANCE REPORT FOR THE YEAR 2013							
Measure	Achievement current year	TARGETS				Points (Office use only)	
		2011	2012	2013	2014	Maximum	Awarded
Implementation of culture transformation framework	65%	NA	50%	75%	100%	2	1.95
Percentage of employees embarking on OHS representative training	4.4%	2%	4%	6%	8%	2	1.5
Percentage of leading practices from MOSH Learning Hub investigated for implementation (1)	100%	100%	100%	100%	100%	2	2
Percentage of research findings from MHSC investigated for implementation (1)	100%	100%	100%	100%	100%	2	2
Health: Percentage of mandatory occupational health reports submitted	100%	100%	100%	100%	100%	2	2
Health: Adherence to HIV/AIDS and TB guidelines	Achieved	Yes	Yes	Yes	Yes	2	2
<b>TOTAL POINTS</b>						<b>12</b>	<b>11.45</b>
(1) Only those leading practices and research findings completed during the current reporting period need to be investigated							

## 8. Environment

8. ENVIRONMENTAL MANAGEMENT COMPLIANCE REPORT FOR THE YEAR						2013
MEASURE	REQUIREMENTS	Item to consider:	AGA Comments:	Yes/No	POINTS (office use only)	
					Maximum	Awarded
<b>8.1 Implementation of approved EMPs</b>	8.1.1 Assess performance towards achievement of the objectives, targets and Actions of the EMP.	a) Is the company in compliance with the requirements of MPRDA Regulation 55 on Monitoring and Performance Assessments of Environmental Management Programme/Plan	The DMR approved the revised West Wits Environmental Management Programme (EMP) during the 2nd Quarter 2012. Formal environmental performance assessments will be conducted on a two-yearly basis from the date of EMP approval.	Y	3	
		b) If the company received feedback from DMR in relation to compliance to regulation 55, has the company acted thereon?	No specific comments received on last Performance Assessment Report and Action Plan submitted to the DMR in 2005.	Y	1	
	8.1.2 Monitor and Evaluate environmental changes and update the EMP	Are all mining activities and related activities included in the existing approved EMP's and Amendments in terms of the MPRDA?	All mining and related activities were included in the EMP approved in 2012 – any changes or future projects will either be incorporated through the two yearly EPA process or formally incorporated into EMP as Addendums / Amendments if required.	Y	1	
	8.1.3 Undertake environmental compliance auditing	Have compliance audits been conducted (e.g. ISO 14001)?	All AGA business units have retained ISO14001 certification since 2006, supplemented with annual AGA internal systems audits. External legal compliance audits conducted on a 2-yearly basis. In addition, compliance assessments are conducted on key environmental authorisations e.g. waste and water use licences (permits), CORs, etc. AGA corporate audits on compliance with AGA Standards.	Y	1	
	8.1.4 Periodic Assessment of the adequacy of Financial Provision	a) Are all closure liability assessments done for all operations?	Closure Liability Assessments are updated annually for all operations and submitted to the DMR.	Y	2	
b) Is the closure liability adequately funded as per the prescribed method of financial provision in terms of the MPRDA		An AGA closure trust fund has been established and any shortfall between the trust fund and the closure liability estimates is covered by bank guarantees following annual audits of liability and trust fund financial statements.	Y	2		

**8. ENVIRONMENTAL MANAGEMENT COMPLIANCE REPORT FOR THE YEAR**

**2013**

MEASURE	REQUIREMENTS	Item to consider:	AGA Comments:	Yes/No	POINTS (office use only)	
					Maximum	Awarded
<b>8.2 Implementation of the approved Rehabilitation plan</b>	Progress towards implementation of the rehabilitation plan and concurrent rehabilitation	Are all operations with EMP commitments towards concurrent rehabilitation, up to date with the rehabilitation process?	An extensive concurrent rehabilitation programme has been in place in AGA for many years and areas suitable for concurrent rehabilitation is identified and scheduled for rehabilitation on an annual basis.	Y	1	
<b>8.3 Implementation of approved Closure Plan</b>	Progress towards implementation of the closure plan	Have closure plans been developed, taking into consideration sustainable closure?	Interim Closure plans have been drafted detailing very specific closure objectives. Final closure plans will be developed and submitted for approval within the timeframes as specified in the EMP.	Y	1	
<b>TOTAL POINTS</b>					12	0

## 9. Sample Analysis

9. REPORT ON ANALYSIS OF SAMPLES FOR THE YEAR 2013				
9.1 Number of all samples across the value chain analysed per annum (A = 65 692)			The company does gas, dust, medical sampling and others such as geology, metallurgy, etc. throughout the year. Analysis is done in-house or with SA Companies.	
9.2 Number of samples analysed at South African based research facilities and laboratories - internally or externally (B = 65 692)				
9.3 Percentage of samples analysed at South African based organisations (B as % of A) = 100%				
<b>TARGETS</b>				
<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Baseline</b>	<b>25%</b>	<b>50%</b>	<b>75%</b>	<b>100%</b>
9.4 TOTAL POINTS AWARDED (DMR office use only)			<b>POINTS</b>	
Maximum points			<b>5</b>	
Points awarded (1)				
1) One point will be deducted for each full 5 percentage points below target, e.g. if percentage in 9.3 above is 20%, one point will be deducted (only 4 points will be awarded).				