



PLEASE READ THIS FIRST	SECTION A: EMPLOYER DETAILS & INSTRUCTIONS	
<p style="text-align: center;">↓</p> <p>PURPOSE OF THIS FORM</p> <p>This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.</p> <p>This form contains the format for employment equity reporting by designated employers to the Department of Labour.</p> <p>WHO COMPLETES THIS FORM?</p> <p>All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.</p> <p>WHEN SHOULD EMPLOYERS REPORT?</p> <p>Designated employers must submit their report annually on the first working day of October or by 15 January of the following year in the case of electronic reporting.</p> <p>Employers who become designated on or after the first working day of April but before the first working day of October must only submit their first report on the first working day of October of the following year.</p> <p>SEND TO:</p> <p>Employment Equity Registry The Department of Labour Private Bag X117 Pretoria 0001</p> <p>Online reporting: www.labour.gov.za Helpline: 0860101018</p> <p>NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED</p>	Trade name	ANGLOGOLD ASHANTI LTD
	DTI registration name	ANGLOGOLD ASHANTI LTD
	DTI registration number	1944/17354/06
	PAYE/SARS number	9640/006/60/8 P
	UIF reference number	18596
	EE reference number	4930
	Seta classification	MINING QUALIFICATIONS AUTHORITY
	Industry/Sector	MINING AND QUARRYING
	Telephone number	018 700 3558
	Postal address	PO BOX 62117 Marshalltown
	Postal code	2107
	City/Town	Johannesburg
	Province	Gauteng
	Physical address	76 Jeppe Street Newtown
	Postal code	2001
	City/Town	Johannesburg
	Province	Gauteng
	Details of CEO/Accounting Officer at the time of submitting this report	
	Name and surname	Srinivasan Venkatakrishnan
	Telephone number	011 637 6717
Fax number	011 637 6666	
Email address	SVenkat@AngloGoldAshanti.com	
Details of Employment Equity Senior Manager at the time of submitting this report		
Name and Surname	Steve Rickman	
Telephone number	018 700 3559	
Fax number	086 678 7989	
Email address	srickman@anglogoldashanti.com	
Business type		
<input checked="" type="checkbox"/> Private Sector <input type="checkbox"/> National Government <input type="checkbox"/> Local Government <input type="checkbox"/> Non-profit Organisation	<input type="checkbox"/> State-Owned Enterprise <input type="checkbox"/> Provincial Government <input type="checkbox"/> Educational Institution	
Information about the organisation at the time of submitting this report		
Number of employees in the organisation	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more	
Is your organisation an organ of State?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Is your organisation part of a group / holding company?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
If yes, please provide the name	_____	
Year for which this report is submitted	2015 _____	

Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): 01 / 08 / 2014 to (date): 31 / 07 / 2015
DD / MM / YYYY DD / MM / YYYY

Please indicate below the duration of your current Employment Equity Plan:

From (date): 01 / 08 / 2013 to (date): 31 / 07 / 2016
DD / MM / YYYY DD / MM / YYYY

PLEASE READ THIS FIRST

- a. The report should cover a twelve month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. Employers must complete the EEA2 and the EEA4 forms and submit them together to the Department of Labour. Reports submitted by employers to the Department may only be hand delivered, posted or submitted online by the first working day of October or by 15 January of the following year only in the case of electronic reporting.
- c. An employer, who becomes designated on or after the first working day of April, but before the first working day of October, must only submit its first report on the first working day of October in the following year.
- d. "Designated groups" mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalisation (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.
- f. "Temporary employees" are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. **Numerical goals** must include the entire workforce profile, and **NOT** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end of its Employment Equity Plan (EE Plan).
- i. **Numerical targets** must include the entire workforce profile, and **NOT** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must **not** leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".

SECTION B: WORKFORCE PROFILE**1. WORKFORCE PROFILE**

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	2	0	0	1	1	1	1	7
Senior management	26	4	12	103	7	1	5	14	10	1	183
Professionally qualified and experienced specialists and mid-management	129	17	16	360	48	10	13	124	15	8	740
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1627	45	8	1464	447	24	10	359	325	4	4313
Semi-skilled and discretionary decision making	4152	20	0	120	859	19	2	118	2531	6	7827
Unskilled and defined decision making	7372	30	0	69	1784	3	0	3	3486	101	12848
TOTAL PERMANENT	13307	116	36	2118	3145	57	31	619	6368	121	25918
Temporary employees	0	0	0	1	0	0	0	0	0	0	1
GRAND TOTAL	13307	116	36	2119	3145	57	31	619	6368	121	25919

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	2	0	0	0	1	0	0	3
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	6	0	0	4	1	0	0	0	1	0	12
Semi-skilled and discretionary decision making	10	0	0	1	2	0	0	0	4	0	17
Unskilled and defined decision making	67	0	0	0	5	0	0	0	69	0	141
TOTAL PERMANENT	83	0	0	7	8	0	0	1	74	0	173
Temporary employees	0		0	0	0	0	0	0	0	0	0
GRAND TOTAL	83	0	0	7	8	0	0	1	74	0	173

SECTION C: WORKFORCE MOVEMENT

2. Recruitment

2.1. Please report the total number of new recruits, **including people with disabilities**. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	3	1	0	4	0	0	1	1	1	0	11
Professionally qualified and experienced specialists and mid-management	18	0	3	25	6	0	1	6	1	1	61
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	77	1	1	84	45	3	0	20	2	0	233
Semi-skilled and discretionary decision making	84	0	1	5	53	1	2	9	31	0	186
Unskilled and defined decision making	760	6	0	16	125	0	0	1	127	20	1055
TOTAL PERMANENT	942	8	5	134	229	4	4	37	162	21	1546
Temporary employees	0	0	0	1	0	0	0	1	0	0	2
GRAND TOTAL	942	8	5	135	229	4	4	38	162	21	1548

3. Promotion

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	1	1	0	2	1	0	1	0	3	0	9
Professionally qualified and experienced specialists and mid-management	3	0	0	9	1	1	3	3	3	1	24
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	134	1	0	14	42	1	0	4	21	0	217
Semi-skilled and discretionary decision making	389	4	0	10	89	1	0	1	129	2	625
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	527	6	0	35	133	3	4	8	156	3	875
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	527	6	0	35	133	3	4	8	156	3	875

4. Termination

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	1							1
Senior management	2	2	1	6	2	1	1	2	4	2	23
Professionally qualified and experienced specialists and mid-management	27	1	8	62	12	0	1	18	4	4	137
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	207	4	1	210	57	9	2	48	20	0	558
Semi-skilled and discretionary decision making	468	1	1	9	83	3	1	18	226	0	810
Unskilled and defined decision making	828	2	0	14	82	0	0	0	282	2	1210
TOTAL PERMANENT	1532	10	11	302	236	13	5	86	536	8	2739
Temporary employees	0	0	0	0	0	0	0	2	0	0	2
GRAND TOTAL	1532	10	11	302	236	13	5	88	536	8	2741

SECTION D: SKILLS DEVELOPMENT

5. Skills Development

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

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	1	1
Senior management	2	0	0	7	1	0	0	0	10
Professionally qualified and experienced specialists and mid-management	15	2	1	33	9	1	3	19	83
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	774	16	3	615	157	7	2	69	1643
Semi-skilled and discretionary decision making	1972	14	2	39	333	7	0	27	2394
Unskilled and defined decision making	2843	15	0	22	421	0	0	0	3301
TOTAL PERMANENT	5606	47	6	716	921	15	5	116	7432
Temporary employees	0	0	0	1	2	0	0	0	3
GRAND TOTAL	5606	47	6	717	923	15	5	116	7435

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical goals

6.1. Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile **including people with disabilities**) you project to achieve at the end of your current Employment Equity Plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites:

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

7. Numerical targets

7.1. Please indicate the numerical targets as contained in the EE Plan (i.e. the entire workforce profile **including people with disabilities**) you project to achieve at the end of the next reporting cycle, in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

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

SECTION F: MONITORING & EVALUATION**8. Consultation**

8.1. Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

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

9. Barriers and affirmative action measures

9.1. Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIME-FRAME FOR IMPLEMENTATION OF AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures	X		X		01/10/2014	31/12/2015
Advertising positions		X				
Selection criteria	X		X		01/10/2014	31/12/2015
Appointments		X				
Job classification and grading		X				
Remuneration and benefits	X		X		01/02/2014	31/12/2016
Terms & conditions of employment		X				
Job assignments		X				
Work environment and facilities	X		X		01/08/2013	31/07/2016
Training and development		X				
Performance and evaluation		X				
Promotions		X				
Transfers		X				
Succession & experience planning	X		X		01/10/2013	31/07/2016
Disciplinary measures		X				
Dismissals		X				
Retention of designated groups	X		X		01/08/2014	31/17/2016
Corporate culture		X				
Reasonable accommodation	X		X		01/10/2013	31/12/2016
HIV&AIDS prevention and wellness programmes		X				
Assigned senior manager(s) to manage EE implementation		X				
Budget allocation in support of employment equity goals		X				
Time off for employment equity consultative committee to meet		X				

10. Monitoring and evaluation of implementation

10.1. How regularly do you monitor progress on the implementation of the Employment Equity Plan?
Please choose one.

Monthly	Quarterly
x	

10.2. Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain
	x	<p>The Industry is currently facing many challenges; among others are high production costs, low productivity, low gold price, electricity crisis, marginal mines and deep mining areas. Many Investors and other stakeholders including Government believe that the Industry is not meeting expectations. AngloGold Ashanti has also faced such challenges within this reporting period, which included five months of tough wage negotiations with Trade Unions. However, AngloGold Ashanti has continued to work towards meeting the numerical targets contained in the Employment Equity Plan submitted and approved by the Department of Labour and other commitments towards transformation.</p> <p>The company has undertaken workforce downscaling processes during the period under review. At the same time, due to capital projects happening at some of our operating business units, there was significant number of new recruits and promotions across all levels. As at the end of this reporting period, company has exceeded the overall numerical target of the total workforce by 910, from a total Plan of 25009 to 25919.</p> <p>Positive progress is noted at Senior Management and Semi-skilled levels in that, the numerical targets were achieved at Senior Management where 69 HDSA target was set and 69 HDSA representation was achieved. At Semi-Skilled level, a numerical target for HDSA representation was set at 4986 and 5170 was achieved (exceeded by 3.6%). These achievements improved the HDSA representation at these levels which also improved the EAP representation in line with the National EAP demographics. Recruitment at Senior Management Level was in favour of HDSA candidates at 63% and at Professionally qualified and Skilled Technical candidates it was 56% and 63% respectively. With respect to promotions, at Senior Management Level, 44% of the total promotions were HDSA, at Professionally Qualified, 46% of the total promotions were HDSA and at Skilled Technical, a significant 83% of the total recruits were HDSA. However, with respect to terminations at Senior Management, a total of 48% HDSA employees were terminated, 49% HDSA at Professionally qualified and 59% at Semi-Skilled employees.</p> <p>The company has shown a positive nett decrease of white males and Foreign nationals at Senior Management and Professionally qualified levels with respect to recruitments. Recruitments and promotions plans have been successful during the period under review and ensured that our employment equity achievements have been enhanced.</p> <p>For the period under review, the company has achieved 43% of HDSA representation in Top Management, 37.7% in Senior Management, 48.2% in Professionally qualified and experienced specialists, 58% in Skilled and Technical, 66% in Semi-Skilled and 72% in Unskilled employees.</p> <p>The Company has operations in other countries such as Brazil, Ghana, Australia, etc. and as part of skills development and exposure; certain employees are seconded to these countries for a period of time. Due to the fact that these movements are considered as internal transfers, such employees are not reported as terminations nor engagements in cases of de-secondments. Therefore, the numerical comparison of our workforce profile and staff movements will not balance with that of 2014 reporting period.</p>

SECTION G: Signature of the Chief Executive Officer/Accounting Officer

Chief Executive Officer/Accounting Officer

I -----(full Name) CEO/Accounting Officer of

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

Signed on this -----day of -----(month) year-----

At (place):-----

Chief Executive Officer/Accounting Officer