



PLEASE READ THIS FIRST	SECTION A: EMPLOYER DETAILS & INSTRUCTIONS	
 <b>PURPOSE OF THIS FORM</b>	Trade name	
<p>This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.</p>	DTI registration name	
<p>This form contains the format for employment equity reporting by designated employers to the Department of Labour.</p>	DTI registration number	
<b>WHO COMPLETES THIS FORM?</b>	PAYE/SARS number	
<p>All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.</p>	UIF reference number	
<b>WHEN SHOULD EMPLOYERS REPORT?</b>	EE reference number	
<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>	Seta classification	
<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>	Industry/Sector	
<b>SEND TO:</b>	Telephone number	
<p>Employment Equity Registry The Department of Labour Private Bag X117 Pretoria 0001</p>	<b>Postal address</b>	
<b>Online reporting:</b> www.labour.gov.za Helpline: 0860101018	Postal code	
<b>NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED</b>	City/Town	
	Province	
	<b>Physical address</b>	
	Postal code	
	City/Town	
	Province	
	Postal code	
	City/Town	
	Province	
	<b>Details of CEO/Accounting Officer at the time of submitting this report</b>	
	Name and surname	
	Telephone number	
	Fax number	
	Email address	
	<b>Details of Employment Equity Senior Manager at the time of submitting this report</b>	
	Name and Surname	
	Telephone number	
	Fax number	
	Email address	
	<b>Business type</b>	
	<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	
	<b>Information about the organisation at the time of submitting this report</b>	
	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	
	_____ 2016	

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  /  2015   to (date):   31  /  07  /  2016    
 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  /  2018    
 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	1	1	0	1	0	1	1	6
Senior management	23	5	12	97	9	2	5	16	10	1	180
Professionally qualified and experienced specialists and mid-management	125	19	17	349	49	8	16	129	14	8	734
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1681	46	8	1400	465	24	12	349	319	5	4309
Semi-skilled and discretionary decision making	4266	21	1	120	882	18	1	113	2497	4	7923
Unskilled and defined decision making	7580	34	1	68	1834	3	0	2	3272	99	12893
<b>TOTAL PERMANENT</b>	<b>13676</b>	<b>125</b>	<b>39</b>	<b>2035</b>	<b>3240</b>	<b>55</b>	<b>35</b>	<b>609</b>	<b>6113</b>	<b>118</b>	<b>26045</b>
Temporary employees	0	0	0	1	0	0	0	1	0	0	2
<b>GRAND TOTAL</b>	<b>13676</b>	<b>125</b>	<b>39</b>	<b>2036</b>	<b>3240</b>	<b>55</b>	<b>35</b>	<b>610</b>	<b>6113</b>	<b>118</b>	<b>26047</b>

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	5	0	0	2	1	0	0	2	1	0	11
Semi-skilled and discretionary decision making	15	0	0	1	2	0	0	0	4	0	22
Unskilled and defined decision making	63	0	0	0	5	0	0	0	65	0	133
<b>TOTAL PERMANENT</b>	<b>83</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>70</b>	<b>0</b>	<b>169</b>
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>83</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>70</b>	<b>0</b>	<b>169</b>

## 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	1	0	0	0	0	0	1
Senior management	0	2	0	2	1	1	1	2	1	0	10
Professionally qualified and experienced specialists and mid-management	22	4	6	23	10	0	3	8	0	2	78
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	94	5	1	54	31	1	2	25	3	1	217
Semi-skilled and discretionary decision making	19	2	0	5	31	1	1	10	1	0	70
Unskilled and defined decision making	715	9	1	18	149	2	0	0	11	1	906
<b>TOTAL PERMANENT</b>	<b>850</b>	<b>22</b>	<b>8</b>	<b>102</b>	<b>223</b>	<b>5</b>	<b>7</b>	<b>45</b>	<b>16</b>	<b>4</b>	<b>1282</b>
Temporary employees	0	0	0	0	0	0	0	1	1	0	2
<b>GRAND TOTAL</b>	<b>850</b>	<b>22</b>	<b>8</b>	<b>102</b>	<b>223</b>	<b>5</b>	<b>7</b>	<b>46</b>	<b>17</b>	<b>4</b>	<b>1284</b>

### 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	2	0	0	2	1	0	0	1	0	0	6
Professionally qualified and experienced specialists and mid-management	0	2	0	3	0	0	1	4	0	0	10
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	62	0	0	7	17	2	0	5	9	0	102
Semi-skilled and discretionary decision making	295	1	0	9	54	0	0	0	96	0	455
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL PERMANENT</b>	<b>359</b>	<b>3</b>	<b>0</b>	<b>21</b>	<b>72</b>	<b>2</b>	<b>1</b>	<b>10</b>	<b>105</b>	<b>0</b>	<b>573</b>
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>359</b>	<b>3</b>	<b>0</b>	<b>21</b>	<b>72</b>	<b>2</b>	<b>1</b>	<b>10</b>	<b>105</b>	<b>0</b>	<b>573</b>

## 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	0	0	0	1	0	0	2
Senior management	5	1	0	10	0	0	1	1	2	0	20
Professionally qualified and experienced specialists and mid-management	31	4	4	38	9	2	1	3	0	2	94
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	143	5	3	130	41	2	1	39	18	0	382
Semi-skilled and discretionary decision making	283	3	1	13	64	2	1	12	133	0	512
Unskilled and defined decision making	509	5	0	11	51	2	0	1	184	4	767
<b>TOTAL PERMANENT</b>	<b>971</b>	<b>18</b>	<b>8</b>	<b>203</b>	<b>165</b>	<b>8</b>	<b>4</b>	<b>57</b>	<b>337</b>	<b>6</b>	<b>1777</b>
Temporary employees	0	0	0	0	0	0	0	1	0	0	1
<b>GRAND TOTAL</b>	<b>971</b>	<b>18</b>	<b>8</b>	<b>203</b>	<b>165</b>	<b>8</b>	<b>4</b>	<b>58</b>	<b>337</b>	<b>6</b>	<b>1778</b>

## 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	0	0
Senior management	11	0	5	32	1	0	0	6	55
Professionally qualified and experienced specialists and mid-management	87	14	10	216	34	3	8	73	445
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1182	28	6	916	289	13	3	160	2597
Semi-skilled and discretionary decision making	2238	15	2	96	641	15	2	51	3060
Unskilled and defined decision making	2861	16	0	30	625	3	0	1	3536
<b>TOTAL PERMANENT</b>	<b>6379</b>	<b>74</b>	<b>23</b>	<b>1290</b>	<b>1590</b>	<b>34</b>	<b>13</b>	<b>291</b>	<b>9693</b>
Temporary employees	1	1	0	8	1	1	1	2	15
<b>GRAND TOTAL</b>	<b>6380</b>	<b>74</b>	<b>23</b>	<b>1298</b>	<b>1591</b>	<b>35</b>	<b>14</b>	<b>293</b>	<b>9708</b>

## 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	1	0	0	1	1	0	1	0	1	0	5
Senior management	33	6	12	98	13	3	5	16	10	1	197
Professionally qualified and experienced specialists and mid-management	162	20	17	343	67	8	16	129	12	8	782
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1740	49	8	1322	489	27	12	349	259	5	4260
Semi-skilled and discretionary decision making	4683	41	13	570	3387	38	13	193	2436	4	11378
Unskilled and defined decision making	4450	46	1	68	1990	10	0	9	1148	89	7811
<b>TOTAL PERMANENT</b>	<b>11069</b>	<b>162</b>	<b>51</b>	<b>2402</b>	<b>5947</b>	<b>86</b>	<b>47</b>	<b>696</b>	<b>3866</b>	<b>107</b>	<b>24433</b>
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>11069</b>	<b>162</b>	<b>51</b>	<b>2402</b>	<b>5947</b>	<b>86</b>	<b>47</b>	<b>696</b>	<b>3866</b>	<b>107</b>	<b>24433</b>

### 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	1	0	0	1	1	0	1	0	1	0	5
Senior management	32	6	12	98	13	3	5	16	11	1	197
Professionally qualified and experienced specialists and mid-management	155	20	17	348	67	8	16	129	14	8	782
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1710	47	8	1346	479	25	12	349	279	5	4260
Semi-skilled and discretionary decision making	4665	41	12	570	3347	38	12	193	2496	4	11378
Unskilled and defined decision making	4330	36	1	68	1934	5	0	4	1344	89	7811
<b>TOTAL PERMANENT</b>	<b>10893</b>	<b>150</b>	<b>50</b>	<b>2431</b>	<b>5841</b>	<b>79</b>	<b>46</b>	<b>691</b>	<b>4145</b>	<b>107</b>	<b>24433</b>
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>10893</b>	<b>150</b>	<b>50</b>	<b>2431</b>	<b>5841</b>	<b>79</b>	<b>46</b>	<b>691</b>	<b>4145</b>	<b>107</b>	<b>24433</b>

## 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	Yes	-	Yes	-	01/10/2014	31/07/2018
Advertising positions	Yes.	-	Yes	-	01/08/2016	31/07/2018
Selection criteria	Yes	-	Yes	-	01/08/2016	31/07/2018
Appointments	Yes	-	Yes	-	01/10/2014	31/07/2018
Job classification and grading	Yes	-	Yes	-	01/08/2016	31/07/2018
Remuneration and benefits	YES	-	YES	-	01/02/2014	31/07/2018
Terms & conditions of employment	-	NO	-	NO		
Job assignments	-	NO	-	NO		
Work environment and facilities	Yes	-	Yes	-	01/08/2013	31/07/2016
Training and development	Yes	-	Yes	-	01/08/2016	31/07/2017
Performance and evaluation	-	No	-	No		
Promotions	-	No	-	No		
Transfers	-	No	-	No		
Succession & experience planning	Yes	-	Yes	-	01/10/2013	31/07/2017
Disciplinary measures	Yes	-	Yes	-	01/08/2016	31/07/2018
Dismissals	-	No	-	No		
Retention of designated groups	Yes	-	Yes	-	01/08/2014	31/07/2016
Corporate culture	Yes	-	Yes	-	01/08/2016	31/07/2017
Reasonable accommodation	Yes	-	Yes	-	01/10/2013	31/12/2017
HIV&AIDS prevention and wellness programmes	-	No	-	No		
Assigned senior manager(s) to manage EE implementation	-	No	-	No		
Budget allocation in support of employment equity goals	-	No	-	No		
Time off for employment equity consultative committee to meet	-	No	-	No		

## 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>Despite the fluid workforce profile the company has been able to report a consistent positive year-on-year trend in terms of HDSA representation across all occupational levels.</p> <p>Compared to the previous year's workforce profile an increase of 1.5% HDSA representivity is reported, as well as an increase of 11% HDSA recruitment.</p> <p>The company continues to address HDSA representivity in Management levels. As a result the Employment Equity implementation process will be intensified together with talent management and development of Senior Management. Further fast tracking opportunities for HDSA individuals, retention strategies to retain HDSA employees as well as space creation initiatives are in place. The progress of these initiatives will be monitored to ensure the desired results are achieved.</p> <p>Within the labour market in which we operate (adjacent to the mining operations) Economical Active Population remains a challenge across all the occupational levels for Indian and Coloured representivity.</p> <p>AngloGold Ashanti is committed to achieving its Employment Equity objectives, regardless of the challenges of attracting and retaining suitable HDSA talent to the mining industry.</p>

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

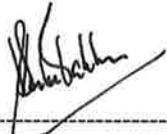
**Chief Executive Officer/Accounting Officer**

I SRINIVASAN VENKATAKRISHNAN (full Name) CEO/~~Accounting Officer~~ of  
ANGLOGOLD ASHANTI LIMITED

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

Signed on this 30 day of November (month) year 2016

At (place): Johannesburg

  
\_\_\_\_\_  
Chief Executive Officer/~~Accounting Officer~~