



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	9640/006/60/8P
	UIF reference number	18596
	EE reference number	4930
	Seta classification	MINING QUALIFICATIONS AUTHORITY
	Industry/Sector	MINING AND QUARRYING
	Telephone number	(018) 700 8286
	Postal address	P.O.BOX 62117
		MARSHALLTOWN
	Postal code	2107
	City/Town	JOHANNESBURG
	Province	GAUTENG
	Physical address	76 JEPPE STREET
		NEWTOWN
		JOHANNESBURG
	Postal code	2001
	City/Town	JOHANNESBURG
	Province	GAUTENG
	Details of CEO/Accounting Officer at the time of submitting this report	
	Name and surname	MR. 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	MR. STEVE RICKMAN	
Telephone number	018 700 3588	
Fax number	086 678 7989	
Email address	SRICKMAN@ANGLOGOLDASHANTI.COM	
Business type		
<input checked="" type="checkbox"/> Private Sector	<input type="checkbox"/> State-Owned Enterprise	
<input type="checkbox"/> National Government	<input type="checkbox"/> Provincial Government	
<input type="checkbox"/> Local Government	<input type="checkbox"/> Educational Institution	
<input type="checkbox"/> Non-profit Organisation		
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	_____ 2017 _____	

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 / 2016 to (date): 31 / 07 / 2017
 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	2	1	0	1	0	1	1	7
Senior management	31	4	11	88	8	2	6	15	10	1	176
Professionally qualified and experienced specialists and mid-management	124	19	17	320	68	8	14	126	16	8	720
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1621	43	8	1296	459	22	11	325	332	6	4123
Semi-skilled and discretionary decision making	4040	24	3	120	972	18	3	98	2345	5	7628
Unskilled and defined decision making	6821	30	1	66	1810	3	0	2	3054	101	11888
TOTAL PERMANENT	12638	120	40	1892	3318	53	35	566	5758	122	24542
Temporary employees	0	0	0	0	0	0	0	0	1	0	1
GRAND TOTAL	12638	120	40	1892	3318	53	35	566	5759	122	24543

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	1	1	0	0	0	0	0	7
Semi-skilled and discretionary decision making	11	0	0	1	1	0	0	0	5	0	18
Unskilled and defined decision making	51	0	0	0	5	0	0	0	47	0	103
TOTAL PERMANENT	67	0	0	4	7	0	0	1	52	0	131
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	67	0	0	4	7	0	0	1	52	0	131

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	7	0	1	2	1	0	0	0	0	0	11
Professionally qualified and experienced specialists and mid-management	24	2	1	22	13	1	2	0	5	2	72
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	51	1	1	28	21	3	1	17	0	0	123
Semi-skilled and discretionary decision making	118	1	1	11	112	3	3	6	16	0	271
Unskilled and defined decision making	218	3	0	5	61	0	0	0	39	0	326
TOTAL PERMANENT	418	7	4	68	208	7	6	23	60	2	803
Temporary employees	0	0	0	0	0	0	0	0	1	0	1
GRAND TOTAL	418	7	4	68	208	7	6	23	61	2	804

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	1	0	0	0	0	0	0	1
Senior management	5	0	0	3	0	0	1	0	1	0	10
Professionally qualified and experienced specialists and mid-management	9	1	0	2	12	0	0	7	0	0	31
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	90	0	0	9	23	1	1	7	17	0	148
Semi-skilled and discretionary decision making	254	1	0	3	34	0	0	0	78	0	370
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	358	2	0	18	69	1	2	14	96	0	560
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	358	2	0	18	69	1	2	14	96	0	560

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	0	0	0	0	0	0	0	0
Senior management	4	1	2	12	2	0	0	1	2	0	24
Professionally qualified and experienced specialists and mid-management	29	2	2	52	10	1	3	12	10	0	121
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	177	3	1	136	43	6	2	48	27	2	445
Semi-skilled and discretionary decision making	605	1	1	21	149	5	1	17	251	2	1053
Unskilled and defined decision making	733	6	0	5	70	0	0	1	319	1	1135
TOTAL PERMANENT	1548	13	6	226	274	12	6	79	609	5	2778
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1548	13	6	226	274	12	6	79	609	5	2778

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	12	1	4	36	2	0	2	7	64
Professionally qualified and experienced specialists and mid-management	93	16	6	232	42	3	8	78	478
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1053	25	3	875	221	9	7	101	2294
Semi-skilled and discretionary decision making	2130	14	2	88	539	9	1	42	2825
Unskilled and defined decision making	3112	18	1	44	658	1	0	1	3835
TOTAL PERMANENT	6400	74	16	1275	1462	22	18	229	9496
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	6400	74	16	1275	1462	22	18	229	9496

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
TOTAL PERMANENT	11069	162	51	2402	5947	86	47	696	3866	107	24433
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	11069	162	51	2402	5947	86	47	696	3866	107	24433

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	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
TOTAL PERMANENT	11069	162	51	2402	5947	86	47	696	3866	107	24433
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	11069	162	51	2402	5947	86	47	696	3866	107	24433

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		

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

Chief Executive Officer/Accounting Officer

SRINIVASAN VENKATAKRISHNAN


I _____ (full Name) CEO/Accounting Officer of

ANGLOGOLD ASHANTI LIMITED

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

Signed on this **4th** day of **DECEMBER** (month) year **2017**

At (place): **JOHANNESBURG**



Chief Executive Officer/Accounting Officer