

South Africa - Sustainable Development



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Sustainable Development

“At AngloGold Ashanti, we are making a case for the elevation of the social imperative to be a focal point of our work in developing a sustainable business. Our intention is not to undermine or reduce our efforts towards delivering enhanced environment and economic performance. Our intention is to increase our focus on the social aspects of our strategy, with the intention to better direct and deliver on improvements across all the dimensions of sustainable development.”

**AngloGold Ashanti CEO Mark Cutifani
Sustainable Development Framework**

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Safety & Health

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Our safety strategy

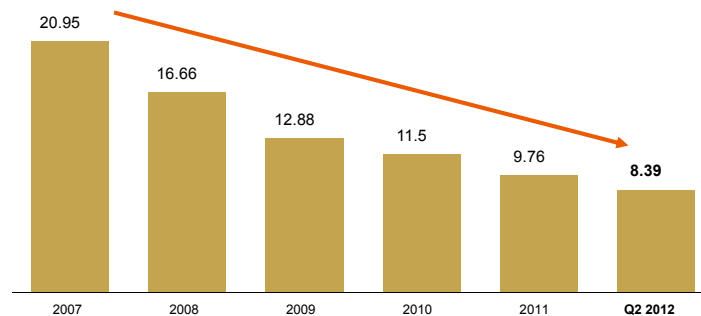


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Safety performance

Safety is our first value...

All injury frequency rate (AIFR)
per million hours worked - 2007 to 30 June 2012



...We have made great strides in improving safety, but there is more to do.

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Wellness in the workplace – People are our business

We provide access to healthcare for more than 32,000 people...



...with state-of-the art facilities.

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Providing healthcare to our people

- Labour:** 900 employees working in healthcare
- Budget:** R370m in 2012
- Services:** Primary healthcare (9 clinics)
Occupational healthcare (2 centers)
Hospital care (2 regional hospitals)
- Available to:** Some 32,000 employees (and some contractors and families)
- Key stats:** Medical surveillance (42,000 visits annually)
Clinic appointments (410,000 visits annually)
Hospital admissions (3,500 admissions annually)
HIV Wellness clinics (4,500 attending regularly)
HIV Counselling & Testing (66% of workforce)
Monthly prescriptions:
Anti-retroviral treatment (2,500 people)
Tuberculosis treatment (390 people)
Hypertension (2,300 people)
Diabetes (440 people)

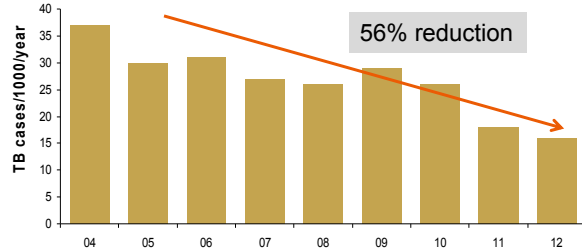


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Healthcare outcomes: TB & HIV/AIDS

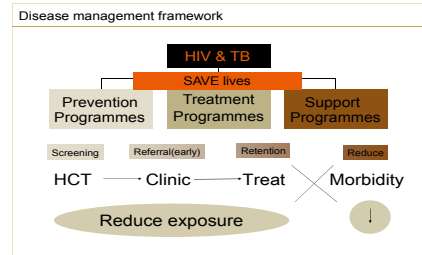
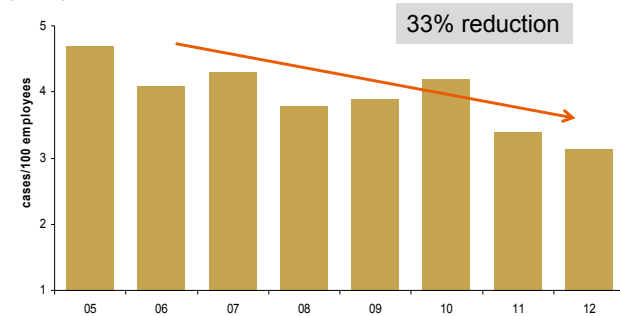
Occupational tuberculosis

(rate/1 000)



New HIV positive blood tests – Cases confirmed in hospital labs

(as a %)



*HCT: HIV Counselling & Testing



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Future focus: Wellness in the workplace

- Implement the new integrated National Strategic Plan on TB and HIV (2012-2016)
- Deliver on the Mine Health Safety Council Tripartite Summit Commitments on Health and Safety (2012-2014)
- Improvements in Employee Wellness and Community Wellness to hinge on 3 broad pillars:
 - **Housing strategies** to continue work aimed at reducing dependency on migrancy and build on significant progress in improving employee housing
 - To continue reducing occupational exposures
 - **Health strategies** to reduce communicable diseases (TB and HIV) and non-communicable diseases (Hypertension, Diabetes)



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Socio-economic Development

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Significant investment – 5 year targets

To create a sustainable future...

Projects	<ul style="list-style-type: none"> ▪ Zaaiplaats (Phase 1 & 2): R3,43bn ▪ Mponeng (Phase 1 & 2): R6bn ▪ Creating >1,000 jobs ▪ Uranium Expansion: R200m 	Extending mine life and ensuring good jobs into the future
Technology Innovation	<ul style="list-style-type: none"> ▪ Work underway to safely mine pillars, remnants, ultra-deep areas R520m 	Developing technologies to further improve safety and lift productivity
Sustainable Development Funding	<ul style="list-style-type: none"> ▪ Socio-economic development: R322m ▪ Community human resource development ~R160m 	Developing skills and creating platform for economic growth
Accommodation strategy	<ul style="list-style-type: none"> ▪ Privacy rooms: R400m ▪ Housing Project: R240m 	Working toward world-class housing for mine staff

...for us all.

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Community development: 2004 to 2010

We've undertaken good work in the past...

Projects / initiatives embarked on	616 projects
Value non-financial commitments	R92m (Infrastructure, buildings, land)
Direct cash expenditure	R132m (cash disbursements to projects)
Initiatives include:	
Local Economic Development	13 projects
Enterprise Development	50 projects
Social Development	553 projects

...but in 2011 embarked on a more intensive socio-economic development strategy.

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Community development: R482m commitment 2010 to 2014

We're aligning our projects with similar initiatives by other stakeholders...

Initiatives and Projects identified	
Local Economic Development	R 172m
Enterprise Development	R90m
Social Institutional Development	R45m
Human Resource Development	R160m
Host and Labour sending Areas (2012-2014)	R111m
National Programmes (2010-2014)	R49m
Social Development: Corporate	R15m
Total Value	R482m



...to ensure we align objectives and priorities urgent needs.

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Stakeholder relations

- Structured approach with Municipalities – Mandating and Implementing Committees.
- Future Forums established.
- Community Briefings each quarter.
- Labour briefings each quarter.
- Presentations to MEC's (Elected Provincial Members of Executive Committee) in Gauteng and Eastern Cape Provinces.
- Presentation to the Premier of North West and her Executive Committee.
- Distribution of Project Booklets.
- Department of Mineral Resources and Union involvement in projects.

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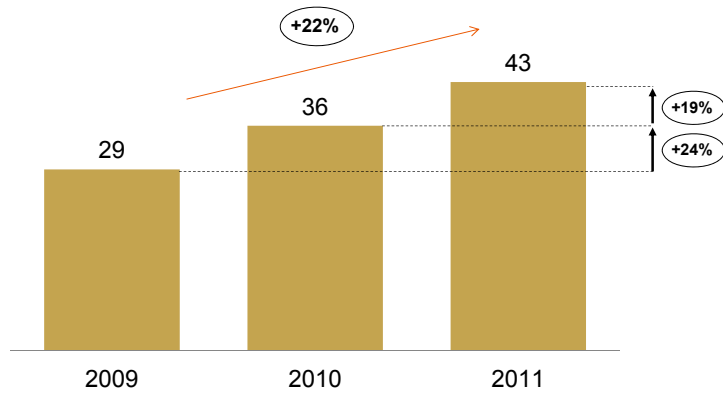


Procurement

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Procurement

Approximately 43% (R2.5bn) of expenditure with qualifying BEE entities...



...shows good progress on this front, though we're striving to improve further.

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Procurement

Establish Supplier Development Centres...

Supplier Parks

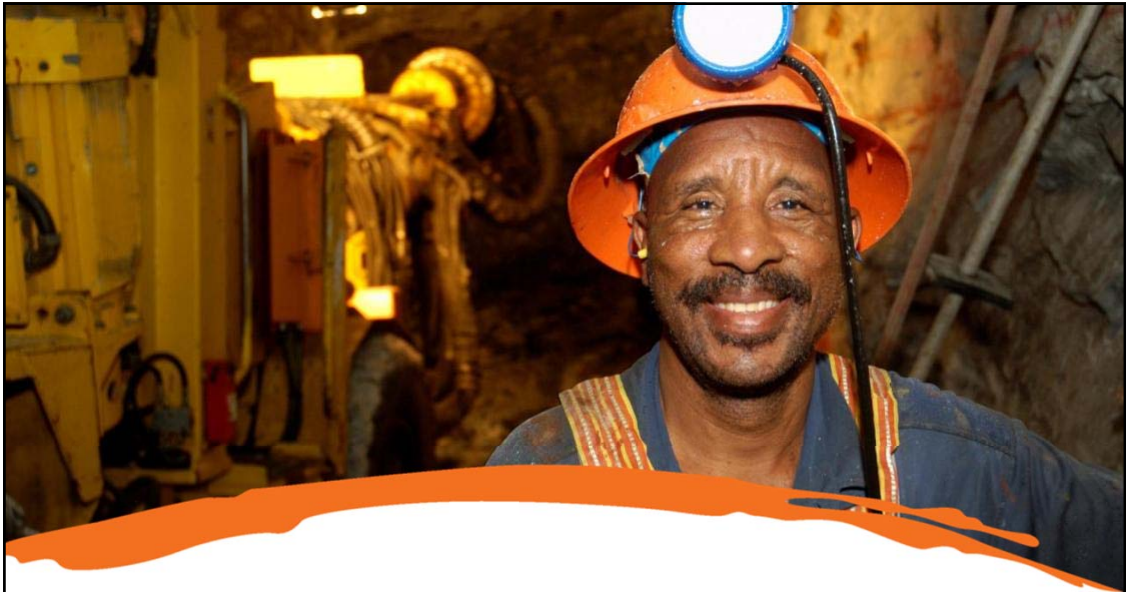
- Establishing supplier development centres in the areas where we operate and in labour sending areas.

Benefits to Communities

- These centres will be gateways for suppliers to access business from us and other key stakeholders.
- SMME's to receive training and development in areas of entrepreneurship and basic business management skills.

...and give the necessary support to emerging SMMEs.

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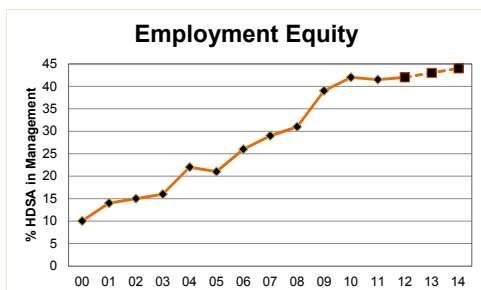
People

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Employment equity

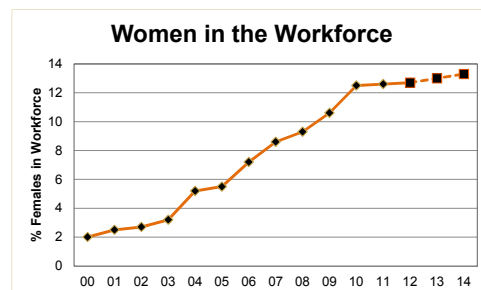
Positive trends in achieving representation in management structures...

**PROGRESSION OF % HDSA* IN
MANAGEMENT 2000 – 2011**



*historically disadvantaged South Africans

**PROGRESSION OF FEMALE REPRESENTATION
2000 – 2011**



...and we continue to aggressively identify, develop and retain talent at all levels.

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Total human resource development (HRD)

Community Human Resource Development (National programmes)					
Programmes	2010 Actual	2011	2012	2013	2014
Community Abet	543	400	400	400	400
Portable Skills (Engineering)	377	150	90	90	78
Community Mining Skills	393	156	226	202	182
Vocational Bursaries	33	34	33	30	28
Apprentices/Learnerships (18.2)	11	3	6	4	4
Mining Qualification Authority Learnerships (GDE, P1 and P2)	40	38	36	34	32
Total	1397	781	791	760	724

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Human resource development

Total Community Human Resource Development				
Project	Total	Merafong	Matlosana	Labour Sending Area
	Total Budget (R'000) 2012 - 2014	Total Budget (R'000) 2012 - 2014	Total Budget (R'000) 2012 - 2014	Total Budget (R'000) 2012 - 2014
Bursaries	13 500	4 860	5 400	3 240
Internships	18 000	6 000	5 100	6 900
Apprentice / Learnerships	20 104	5 744	6 606	7 754
Engineering Portable Skills	1 800	480	600	720
Nurses	7 500	2 438	2 063	3 000
National Certificate Vocational Students Practicals	5 250	1 500	1 650	2 100
Mining Community Training	4 200	1 392	1 164	1 644
Further Education & Training Colleges	18 000	9 000	9 000	
Local Schools Project	12 000	6 000	6 000	
Minerals Education Trust Fund Levy	11 019	4 407	6 611	
Total	111 373	41 821	44 193	25 358

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Community human resources development

- Focus on the youth in our area of operation
- 80% Local and 20% labour sending areas
- 420 Opportunities created (learnership programmes; skills development & other training).
- 500 Additional mining positions created
- Job creation through accommodation projects
 - Single room conversions - 500 new jobs
 - Affordable housing - 400 new jobs



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Employee financial education

Empowering our employees to be money wise by...

- **The financial education and planning includes:**
 - Informing employees of risks and responsibilities
 - Education on rights and benefits
 - Long-term planning & financial security
- **Key themes:**
 - How to be money wise
 - Analysing income & expenses
 - Understanding credit
 - Implications of interest on debt
 - Reading payslips and bank statements
- Financing home ownership and providing for the future

...providing financial education and planning.

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Accommodation

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Improved housing and living conditions

Privacy for mineworkers contributes to human dignity and...



Targets:

- One person per room by 2013
- Provide family units by 2014 (converting to bigger units)
- Affordable home ownership (empowering access to home finance)

...improved health and wellness.

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Privacy rooms

	Rooms	Target	Score	Cost
2004-2010	2812	-	-	R88m
2011	1846	25%	43%	R49m
2012	3443	50%	75%	R64m
2013	2836	75%	100%	R101m
2014		100%	100%	
Total	10940			R302m



Family Unit redevelopment

	Units	Target	Score	Cost
2004-2010	299	-	-	R35m
2011	102	25%	70%	R22m
2012	133	50%	92%	R30m
2013 -2014	42	100%	100%	R14m
Total	576			R101m



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Home ownership project



The AGA plan includes:

- Initial pilot project of 200 houses approved
- Long-term plan is to build 600 houses
- Stakeholder consultation process underway
- Funding model approved – R70m
- Project Framework and affordability analysis complete
- Subdivision of property lots in progress

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Getting sustainable development right

“Only an organization that is in tune with the needs and expectations of its communities will create a model for sustainable development that can meet the eternally changing imperatives of our complex global society.”

**AngloGold Ashanti CEO Mark Cutifani
Sustainable Development Framework**

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