



employment equity report 2003



EMPLOYMENT EQUITY REPORT

Section A: Employer Details

Employer	AngloGold Ltd
Registration Number	05/17354/06
SARS Registration Number	9640/006/60/8
UIF NUMBER	Branch Code: (18596)
	Vaal River, West Wits & Corporate (142343/3)
Industry Sector	Mining
Contact Person	Mr. I Heyns
Address	11 Diagonal Street, Newtown, Johannesburg
Town/City	Johannesburg
Postal Code	2001
Telephone Number	(011) 637 6229/6217
E-mail Address	iheyns@anglogold.com
Date of Submission	October 1, 2003

Organ of State

YES	<input checked="" type="radio"/> NO
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Are you voluntarily complying with this Act as specified in Section 14?

YES	<input checked="" type="radio"/> NO
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SECTION B: WORKFORCE PROFILE

1. Date of workforce profile: 01 August 2003
2. Please report the total number of employees (including employees with disabilities) in each of the following occupational categories:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	5	0	3	142	1	0		7	158
Professionals	64	6	7	747	3	3	3	76	909
Technicians and associate professionals	294	23	4	1196	10	2	2	166	1697
Clerks	678	5	1	220	77	9	3	225	1218
Craft and related trades workers	1578	48	3	1733	39	6	3	173	3583
Plant & machine operators and assemblers	5168	19		81	132	3		55	5458
Elementary occupations	25628	14		132	364			4	26142
Total Permanent	33415	115	18	4251	626	23	11	706	39165
Non-permanent employees	7003	80	2	730	146	9	0	26	7996
TOTAL	40418	195	20	4981	772	32	11	732	47161

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3. Please report the total number of employees with disabilities in each of the following occupational categories:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0
Professionals	0	0	1	3	0	0	0	0	4
Technicians and associate professionals	1	0	0	7	0	0	0	0	8
Clerks	2	0	0	3	0	0	0	0	5
Craft and related trades workers	6	0	0	7	0	0	0	0	13
Plant & machine operators and assemblers	21	0	0	0	0	0	0	0	21
Elementary occupations	505	0	0	0	0	0	0	0	505
Total Permanent	535	0	1	20	0	0	0	0	556
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	535	0	1	20	0	0	0	0	556

4. Please report the total number of employees (including employees with disabilities) in each of the following:

Occupational Levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	1	0	1	44	0	0	0	2	48
Senior Management	4		2	98	1			5	110
Professionally qualified and experienced specialists and min-management	64	6	7	747	3	3	3	76	909
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1872	71	7	2929	49	8	5	339	5280
Semi-skilled and discretionary decision making	1520	21	1	288	187	11	3	279	2310
Unskilled and defined decision making	29954	17	0	145	386	1	0	5	30508
Total Permanent	33415	115	18	4251	626	23	11	706	39165
Non-permanent employees	7003	80	2	730	146	9	0	26	7996
TOTAL	40418	195	20	4981	772	32	11	732	47161

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5. Please report the total number of employees with disabilities in each of the following occupational levels.

Occupational Levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and min-management	0	0	1	3	0	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	7	0	0	14	0	0	0	0	21
Semi-skilled and discretionary decision making	7	0	0	3	0	0	0	0	10
Unskilled and defined decision making	521	0	0	0	0	0	0	0	521
Total Permanent	535	0	1	20	0	0	0	0	556
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	535	0	1	20	0	0	0	0	556

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SECTION C: WORKFORCE MOVEMENT – CONTINUED

8. Termination

a. Termination : (report the total number of terminations in each occupational level during the twelve months preceding this report) 31 July 2002 - 01 August 2003

Occupational Levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	0	0	0	0	0	0	0	0
Senior Management	1	0	0	2	0	0	0	0	3
Professionally qualified and experienced specialists and min-management	17	1	1	87	1	1	0	2	110
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	142	11	0	406	6	1	1	30	597
Semi-skilled and discretionary decision making	113	2	0	56	24	1	0	65	261
Unskilled and defined decision making	2370	3	0	87	8	0	0	1	2469
Total Permanent	2643	17	1	638	39	3	1	98	3440
Non-permanent employees	0	259	0	0	0	0	0	0	259
TOTAL	2643	276	1	638	39	3	1	98	3699

b. Termination categories: (report the total number of terminations in each category during the twelve months preceding this report)

Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Resignation	239	3	1	333	14	3	0	33	626
Non-renewal of contract	0	0	0	0	0	0	0	0	0
Dismissal – operational requirements (retrenchment)	56	0	0	14	2	0	0	3	75
Dismissal - misconduct	1037	8	0	131	10	0	0	4	1190
Dismissal - incapacity	597	1	0	20	1	0	0	0	619
Other	714	264	0	140	12	0	1	58	1189
TOTAL	2643	276	1	638	39	3	1	98	3699

SECTION D : DISCIPLINARY ACTION

9. **Disciplinary Action:** (report the total number of disciplinary actions during the twelve months preceding this report) 31 July 2002 - 01 August 2003

Disciplinary action	Male				Female			
	African	Coloured	Indian	White	African	Coloured	Indian	White
	19962	40	1	1663	120	1	0	28

SECTION E: SKILLS DEVELOPMENT

10. **TRAINING:** (report the total number of people who received training in each occupational category during the twelve months preceding this report) *April 2002 to March 2003 as per Annual Training Report*

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	2	0	1	29	0	0	0	0	32
Professionals	88	3	6	653	6	0	3	24	783
Technicians and associate professionals	590	8	1	766	1	3	3	27	1399
Clerks	697	5	0	148	32	1	1	75	959
Craft and related trades workers	1412	32	1	1552	47	1	1	88	3134
Plant & machine operators and assemblers	5585	12	0	12	43	0	0	19	5671
Elementary occupations	17188	0	0	53	58	0	0	0	17299
Total Permanent	25562	60	9	3213	187	5	8	233	29277
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	25562	60	9	3213	187	5	8	233	29277

SECTION F: QUALITATIVE ASSESSMENT

11. Awareness of Employment Equity

a. Please indicate which of the following awareness measures were implemented by your organisation:

	YES	NO
Formal written communication	X	
Policy statement includes reference to employment equity	X	
Summary of the Act displayed	X	
Diversity management programmes	X	
Discrimination awareness programmes	X	
Other (please specify)		

b. Please indicate how many employees received employment equity / non-discrimination training during the past year:

Number of employees	10465
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12. Consultation:

a. Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan:

	YES	NO
Workplace forum		
Consultative body or forum	X	
Registered Trade Union(s)	X	
Employees	X	
Other (please specify)		

b. What was the level of agreement reached in the formulation of the plan:

Total	Sufficient ✓	Some	None
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c. How regularly to you meet with the stakeholders mentioned in 12.a:

Weekly	Monthly	Quarterly ✓	Yearly	Other
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SECTION F : QUALITATIVE ASSESSMENT – CONTINUED:

13. Analysis

Please indicate in which categories of employment policy or practices barriers to employment equity were identified:

CATEGORIES	YES	NO	IF YES, SPECIFY
Recruitment procedures		X	
Advertising		X	
Selection Criteria		X	
Appointments	X		Preference of internal employees for appointments and the preferred recruitment of "sons of fathers" who are boarded on medical grounds or die in service
Job Classification and grading		X	
Remuneration and benefits	X		Collective agreements over period of time results in different conditions of employment
Terms and conditions of employment	X		Accommodation policy discriminates with regard to marital status
Job assignments		X	
Work environment and facilities		X	
Training and development		X	
Performance and evaluation systems		X	
Promotions		X	
Transfers		X	
Demotions		X	
Succession and experience planning		X	
Disciplinary measures		X	
Dismissals		X	
Corporate culture		X	
HIV/AIDS education and prevention programme		X	
Other (please specify)			

SECTION F : QUALITATIVE ASSESSMENT – CONTINUED

14. Employment Equity Plan:

Please indicate in which categories affirmative action measures have been implemented:

CATEGORIES	YES	NO	IF YES, SPECIFY
Recruitment procedures	X		A new human resource policy on fair selection practices for appointments and promotions has been implemented
Advertising	X		Staffing will target the external market when there are no suitable skills internally
Selection Criteria	X		EE targets are considered when selecting candidates
Appointments	X		All appointments take place in consideration of the EE targets
Job Classification and grading	X		An agreement to review job evaluation systems and job design with key stakeholders
Remuneration and benefits	X		Progressive shift towards an all inclusive salary, including the incorporation of water and lights allowances and the value of accommodation benefits
Terms and conditions of employment	X		Ongoing progress in modernising terms and conditions of service to develop a single set of conditions applicable to all employees
Job assignments	X		Issue of prolonged night shift has been addressed by the mines
Work environment and facilities	X		Ongoing exercise with labour partners to address deficiencies
Training and development	X		Applied quotas on all new learner intake and renewed focus on ABET programmes.
Performance and evaluation systems		X	
Setting numerical goals	X		Organised labour was consulted in setting up targets
Promotions	X		All promotions in consideration of the EE targets
Transfers	X		Done in accordance with the employment contract as well as fair labour practice
Demotions		X	
Succession and experience planning		X	
Disciplinary measures		X	
Diversity programme and sensitisation	X		Elements incorporated in mine level team training programmes and induction programmes
Community investment and bridging programme	X		Various funds are in existence for social investment programmes. In support of the DoL skills development initiatives AngloGold provides engineering skills training to unemployed matriculants identified by the DoL.
Retention measures	X		Talent management system is currently being piloted at selected sites
Reasonable accommodation	X		Access facilities for disabled people has been addressed
Other (please specify)			

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SECTION F: QUALITATIVE ASSESSEMENT – CONTINUED

15. Numerical goals:

- a. Please use the table below to indicate the numerical goals you have set for your current employment equity plan:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	24	11	0	110	2	1	0	9	157
Professionals	172	26	0	592	19	10	0	90	909
Technicians and associate professionals	574	46	0	877	34	8	0	157	1696
Clerks	1 051	12	0	62	33	5	0	55	1218
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	1851	143	0	1306	127	10	0	146	3583
Plant & machine operators and assemblers	4 711	54	0	279	146	25	0	244	5459
Elementary occupations	24887	105	0	814	272	17	0	47	26142
Total Permanent	33270	397	0	4040	633	76	0	748	39164
Non-permanent employees					0	0	0	0	0
TOTAL	33270	397	0	4040	633	76	0	748	39164

NB. The numerical goals are based on the percentage target of the original plan submitted on 01st June 2000.

By which year do you plan to achieve the above numerical goals set for **employees with disabilities** for your current employment **(2004)**

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	1	0	0	0	0	1
Technicians and associate professionals	1	0	0	4	0	0	0	0	5
Clerks	0	0	0	2	0	0	0	0	2
Craft and related trades workers	8	0	0	2	0	0	0	0	10
Plant & machine operators and assemblers	68	0	0	0	0	0	0	0	68
Elementary occupations	334	0	0	0	0	0	0	0	334
Total Permanent	411	0	0	9	0	0	0	0	420
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	411	0	0	9	0	0	0	0	420

16. Resources

Please indicate what resources have been allocated to the implementation of employment equity during the past year:

Allocation of Resources	YES	NO
Appointed a designated officer to manage the implementation	X	
Allocated a budget to support the implementation of goals of employment equity	X	
Time off for employment equity consultative committee (or equivalent) to meet on a regular basis	X	
Other (please specify)		

17. Monitoring and evaluation of implementation:

How regularly do you monitor progress on the implementation of the employment equity plan:

Weekly	Monthly	Quarterly ✓	Yearly	Other
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SECTION G: Progress Report

(Section G to be completed from the second cycle of reporting onwards)

18. Reporting period: From 31 July 2002 to 01 August 2003

19. Did you achieve the numerical goals as set out in your equity plan for this period:

Yes No ✓

20. Did you achieve the affirmative action objectives as set out in your employment equity plan for this period

Yes ✓ No

If not, what were the obstacles you experienced?

If yes, what factors promoted the accomplishment of your goals and objectives:

- Held a management workshop to discuss Employment Equity strategic issues (i.e. retention of graduates and diplomats, progress towards achieving targets, women on the mines and communication)
- Formal managerial responsibilities for employment equity have been defined and allocated
- Progress has been made in building a supportive environment for employment equity, partly by defining it as a key business driver for all business units

SECTION H: SIGNATURE OF CHIEF EXECUTIVE OFFICER

Signed on this day of year at place:

_____ ROBERT MICHAEL GODSELL _____

Signature

Full Name