

04 Employment Equity Report



AngloGold Ashanti Limited (formerly AngloGold Limited) \ Reg. No.1944/017354/06
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EMPLOYMENT EQUITY REPORT

SECTION A: Employer Details

Employer	AngloGold Ashanti 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 IJ Heyns
Address	11 Diagonal Street, Newtown, Johannesburg
Town/City	Johannesburg
Postal Code	2001
Telephone Number	(011) 637 6229/6217
E-mail Address	<u>iheyns@anglogoldashanti.com</u>
Date of Submission	October 1, 2004

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 2004.
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	10	0	4	169	1	0	0	9	193
Professionals	93	9	15	742	9	4	5	104	981
Technicians and associate professionals	387	24	5	1157	156	5	3	242	1979
Clerks	729	6	1	220	122	15	3	277	1373
Craft and related traders workers	1694	47	2	1617	237	8	2	245	3852
Plant & machine operators and assemblers	9330	22	0	83	276	6	0	97	9814
Elementary occupations	18934	15	0	130	514	0	0	6	19599
Total Permanent	31177	123	27	4118	1315	38	13	981	37791
Non-permanent employees	6922	332	0	880	182	1	0	11	8328
TOTAL	38099	455	27	4998	1497	39	13	991	46119

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	6	0	0	0	0	7
Technicians and associate professionals	1	0	0	10	0	0	0	1	12
Clerks	2	0	0	3	0	0	0	1	6
Craft and related traders workers	11	0	0	9	0	0	0	0	20
Plant & machine operators and assemblers	57	0	0	0	0	1	0	1	59
Elementary occupations	531	0	0	0	1	0	0	0	532
Total Permanent	602	0	1	28	1	1	0	3	636
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	602	0	1	28	1	1	0	3	636

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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	3	0	1	44	1	0	0	2	51
Senior management	7	0	3	125	0	0	0	7	142
Professionally qualified and experienced specialists and mid management	93	9	15	742	9	4	5	104	981
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2040	66	7	2785	296	14	5	477	5690
Semi-skilled and discretionary decision making	1696	25	1	281	478	20	3	383	2887
Unskilled and defined decision making	27338	23	0	141	531	0	0	7	28040
Total Permanent	31177	123	27	4118	1315	38	13	980	37791
Non-permanent employees	6922	332	0	880	182	1	0	11	8328
TOTAL	38099	455	27	4998	1497	39	13	991	46119

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 mid management	0	0	1	6	0	0	0	0	7
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	11	0	0	19	0	0	0	1	31
Semi-skilled and discretionary decision making	14	0	0	3	0	1	0	2	20
Unskilled and defined decision making	577	0	0	0	1	0	0	0	578
Total Permanent	602	0	1	28	1	1	0	3	636
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	602	0	1	28	1	1	0	3	636

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 2003 - 1 August 2004.

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	2	0	0	7	0	0	0	2	11
Professionally qualified and experienced specialists and mid management	11	0	0	67	4	0	0	12	87
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	223	12	1	420	84	3	0	76	607
Semi-skilled and discretionary decision making	156	6	0	62	44	2	0	83	217
Unskilled and defined decision making	3429	1	0	69	26	0	0	3	3528
Total Permanent	3821	19	1	625	158	5	0	176	4805
Non-permanent employees	81	0	2	0	0	8	0	15	106
TOTAL	3902	19	3	625	158	13	0	191	4911

- 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	
Resigned	1319	6	1	323	40	3	0	62	1754
Non renewal of contract	100	1	2	9	14	8	0	50	184
Dismissal Retrenchment	40	1	0	16	7	1	0	13	78
Dismissal Misconduct	902	6	0	122	8	0	0	3	1041
Medical Incapacity	743	0	0	34	2	0	0	0	779
Deceased	548	0	0	12	5	0	0	0	565
Retirement	141	1	0	40	4	0	0	2	188
Other	109	4	0	68	78	1	0	62	322
TOTAL	3902	19	3	625	158	13	0	191	4911

SECTION D: DISCIPLINARY ACTION

9. **Disciplinary Action:** (report the total number of disciplinary actions during the twelve months preceding this report) 31 July 2003 - 1 August 2004.

	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Disciplinary Action	20497	64	3	1836	235	2	1	101	22739

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 2003 to March 2004 as per Annual Training Report.*

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	2	1	1	70	0	0	0	2	76
Professionals	108	1	8	638	15	1	23	39	833
Technicians and associate professionals	452	29	7	1054	106	6	21	117	1792
Clerks	775	23	2	116	86	3	0	148	1153
Craft and related traders workers	1684	56	0	1176	189	7	1	126	3239
Plant & machine operators and assemblers	8123	14	0	41	112	19	0	40	8349
Elementary occupations	16538	1	1	68	84	0	0	1	16693
Total Permanent	27682	125	19	3163	592	36	45	473	32135
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	27682	125	19	3163	592	36	45	473	32135

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	6725
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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	<i>Sufficient 4</i>	Some	None
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c. How regularly to you meet with the stakeholders mentioned in 12.a:

Weekly	Monthly	<i>Quarterly 4</i>	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	
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		Our job adverts state that we are committed to non-discriminatory practices and support the principle of appropriate employee development and advancement
Selection Criteria	X		Our selection criteria are based on the inherent job requirements.
Appointments	X		All appointments take place in consideration of the EE targets. Set a target of 60/40 for all appointments.
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.
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 given more support for ABET programmes.
Performance and evaluation systems		X	
Setting numerical goals	X		Organised labour was consulted in setting up targets
Promotions	X		All promotions are made in consideration of the EE targets and the 60/40 promotion ratio
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		Implemented a new disciplinary procedure.
Diversity programme and sensitisation	X		Diversity framework has been drawn up and rolled out to the business units for implementation.
Community investment and bridging programme	X		In support of the DoL skills development initiatives AngloGold provides engineering skills training to unemployed matriculants identified by the DoL.. Funded a school in C/ ville to upgrade maths and science classes.
Retention measures	X		Supported the establishment of the black professionals forum and retention is also a key performance area for all managers.
Reasonable accommodation	X		Access facilities for disabled people has been addressed
Other (please specify)			

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	18	4	5	149	4	0	0	14	194
Professionals	196	6	14	544	23	6	7	114	910
Technicians and associate professionals	528	23	8	702	76	6	4	172	1519
Clerks	546	6	0	101	216	14	2	205	1090
Craft and related traders workers	1414	56	4	1035	276	15	6	183	2989
Plant & machine operators and assemblers	7133	52	11	264	439	19	6	98	8022
Elementary occupations	13950	57	27	501	2039	37	42	57	16710
Total Permanent	23785	204	69	3296	3073	97	67	843	31434
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	23785	204	69	3296	3073	97	67	843	31434

NB: The numerical goals have been revised and aligned to the mining charter targets.

- b. By which year do you plan to achieve the above numerical goals set for **employees with disabilities** for your current employment (**2007**)

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	2	0	0	0	0	3
Technicians and associate professionals	0	0	0	3	0	0	0	0	3
Clerks	3	0	0	2	0	0	0	0	5
Craft and related traders workers	3	0	0	3	0	0	0	0	6
Plant & machine operators and assemblers	27	1	0	0	0	0	0	1	29
Elementary occupations	343	0	0	0	0	0	0	0	343
Total Permanent	376	1	1	10	0	0	0	1	389
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	376	1	1	10	0	0	0	1	389

SECTION F: QUALITATIVE ASSESSEMENT – CONTINUED**14. 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)		

15. Monitoring and evaluation of implementation

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

Weekly	Monthly	Quarterly 4	Yearly	Other
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SECTION G: Progress Report

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

16. Reporting period: From 31 July 2003 to 01 August 2004.

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

No

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

Yes

If not, what were the obstacles you experienced?

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

- Reviewed our employment equity strategy and agreed to a new strategy (four point plan) focusing on how do we get the numbers right, action plans to accelerate progress, how we better retain our designated employees and the measurability of progress.
- Conducted the third employment equity audit in the SA Region to assess the level of progress in removing the barriers and implementing employment equity. The findings reflect that 61% of the original risk areas have been resolved and 35 still in progress of being resolved.

SECTION H: SIGNATURE OF CHIEF EXECUTIVE OFFICER

Signed on this day of year at place:

Signature

ROBERT MICHAEL GODSELL

Full Name