

05 Employment
Equity
Report



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

SECTION A: Employer Details

Employer	AngloGold Ashanti Ltd
Registration Number	1944/17354/06
SARS Registration Number	9640/006/60/8 P
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	ijheyns@anglogoldashanti.com
Date of Submission	October 1, 2005

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 2005.
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	9	1	5	160	2	0	1	11	189
Professionals	80	10	15	678	10	3	7	87	890
Technicians and associate professionals	375	23	6	1032	50	3	3	213	1705
Clerks	667	7	0	175	206	12	5	254	1326
Craft and related traders workers	1544	42	2	1423	212	8	2	218	3451
Plant & machine operators and assemblers	8890	22	1	59	252	6	0	65	9295
Elementary occupations	17073	14	0	112	587	1	0	7	17794
Total Permanent	28638	119	29	3639	1319	33	18	855	34650
Non-permanent employees	8311	308	0	812	265	1	0	21	9718
TOTAL	36949	427	29	4451	1584	34	18	876	44368

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	4	0	0	0	0	5
Technicians and associate professionals	1	0	0	12	0	0	0	0	13
Clerks	3	0	0	2	0	0	0	0	5
Craft and related traders workers	12	0	0	14	0	0	0	0	26
Plant & machine operators and assemblers	104	0	0	0	2	1	0	1	108
Elementary occupations	620	0	0	1	4	0	0	0	625
Total Permanent	740	0	1	33	6	1	0	1	782
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	740	0	1	33	6	1	0	1	782

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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	4	0	1	40	1	0	0	2	48
Senior management	5	1	4	120	1	0	1	9	141
Professionally qualified and experienced specialists and mid management	80	10	15	678	10	3	7	87	890
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	1919	65	8	2455	262	11	5	431	5156
Semi-skilled and discretionary decision making	1415	21	1	221	439	18	5	317	2437
Unskilled and defined decision making	25215	22	0	125	606	1	0	9	25978
Total Permanent	28638	119	29	3639	1319	33	18	855	34650
Non-permanent employees	8311	308	0	812	265	1	0	21	9718
TOTAL	36949	427	29	4451	1584	34	18	876	44368

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	4	0	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	13	0	0	26	0	0	0	0	39
Semi-skilled and discretionary decision making	11	0	0	2	2	1	0	1	17
Unskilled and defined decision making	716	0	0	1	4	0	0	0	721
Total Permanent	740	0	1	33	6	1	0	1	782
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	740	0	1	33	6	1	0	1	782

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 2004 - 1 August 2005.

Occupational Levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	0	0	0	5	0	0	0	0	5
Senior management	2	0	0	11	0	0	0	0	13
Professionally qualified and experienced specialists and mid management	22	0	1	97	3	1	0	19	143
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	360	13	2	509	50	2	1	60	997
Semi-skilled and discretionary decision making	293	6	3	59	53	1	0	63	478
Unskilled and defined decision making	2836	2	0	66	38	0	0	2	2944
Total Permanent	3513	21	6	747	144	4	1	144	4580
Non-permanent employees	0	24	0	68	0	0	0	0	92
TOTAL	3513	45	6	815	144	4	1	144	4672

- 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	817	7	5	425	68	3	1	66	1392
Dismissal – (Operational requirements) - Retrenchments	434	7	1	82	46	0	0	57	627
Dismissal – Misconduct	709	5	0	140	10	1	0	3	868
Dismissal - Incapacity	1003	2	0	29	3	0	0	2	1039
Deceased	441	0	0	12	8	0	0	0	461
Retirement	108	0	0	58	9	0	0	13	188
Other	1	24	0	69	0	0	0	3	97
TOTAL	3513	45	6	815	144	4	1	144	4672

SECTION D: DISCIPLINARY ACTION

9. **Disciplinary Action:** (report the total number of disciplinary actions during the twelve months preceding this report) 31 July 2004 - 1 August 2005.

	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Disciplinary Action	22038	77	2	2020	458	0	2	120	24717

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 2004 to March 2005 as per Annual Training Report.*

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	5	1	1	70	3	0	0	10	90
Professionals	80	6	15	630	6	4	4	66	811
Technicians and associate professionals	482	19	8	1159	71	4	4	183	1930
Clerks	577	4	9	135	149	8	2	175	1059
Craft and related traders workers	1366	27	36	1435	238	5	0	181	3288
Plant & machine operators and assemblers	1283	19	7	49	157	1	0	112	1628
Elementary occupations	16911	2	0	114	425	1	0	2	17455
Total Permanent	20704	78	76	3592	1049	23	10	729	26261
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	20704	78	76	3592	1049	23	10	729	26261

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	18046
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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</i> ✓	Some	None
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c. How regularly to you meet with the stakeholders mentioned in 12.a:

Weekly	Monthly	<i>Quarterly</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 "children 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 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.
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		Targets being broken down to Business Unit level.
Promotions	X		All promotions are made 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		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		ABET classes offered to the community.
Retention measures	X		We have enhanced our Talent Management program by introducing programs such as Nexus in the SA Region. The share scheme has been revised to improve retention in the management ranks.
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	<i>Quarterly</i> ✓	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 2004 to 01 August 2005.

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

Not all goals set for the period were achieved. Goals were achieved for the following occupational categories:

- Elementary occupations
- Plant and machine operators and assemblers
- Craft and related trade workers, and
- Clerks

Numerical goals were however not achieved for the following occupational categories:

- Technicians and associated professionals
- Professionals
- Legislators, senior officials and managers.

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:

- Set and achieved a 60/40 HDSA / White Male ratio of bursars.
- Achieved a 60/40 HDSA / WM movement into the C Upper level.

SECTION H: SIGNATURE OF CHIEF EXECUTIVE OFFICER

Signed on this day of year at place:

Signature

ROBERT MICHAEL GODSELL
Full Name