

06 Employment Equity Report

PLEASE READ THIS FIRST

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998.

This form contains the format for employment equity reporting by employers to the Department of Labour. Both small employers (i.e. employers employing fewer than 150 employees) and large employers (i.e. employers employing 150 or more employees) are required to use this form. Those employers who are not designated, but wish to voluntarily comply, must also use this reporting form.

Although all sections of this form apply to large employers, only certain sections of this form should be completed by small employers. Employers who report for the first time are not required to complete the progress report section of this form.

WHO SHOULD COMPLETE THIS FORM?

All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Employers who wish to voluntarily comply with the reporting requirements of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

- Large employers must submit their first report within six months of being designated, and thereafter annually on the first working day of October; and
- Small employers must submit their first report within twelve months of being designated, and thereafter on the first working day of October of every year that ends with an even number.

ESSENTIAL REQUIREMENTS

Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. All relevant areas of the form must be fully and accurately completed by employers. **Designated employers who fail to observe this provision will be deemed not to have reported.** Guidance to overcome difficulties on how to complete the form properly must be obtained from the Department prior to completing and submitting the report.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3094737 / 3094188
e-mail: ee@labour.gov.za

SECTION A: EMPLOYER DETAILS

Trade name	AngloGold Ashanti Ltd.
DTI registration name	AngloGold Ashanti Ltd.
DTI registration number	1944/17354/06
PAYE/SARS number	9640006/60/8 P
UIF reference number	BRANCH CODE: (18596). Vaal River, West Wits & Corporate (142343/3)
EE reference number	Username: 4930
Industry/Sector	Mining
Seta classification	25391[Mining of precious and semi-precious stones, except diamonds
Telephone number	011 637 6229
Fax number	011 937 6219
Email address	ljheynsanglogoldashanti.com
Postal address	PO BOX 62117
Postal code	2107
City/Town	Marshalltown
Province	Gauteng
Physical address	11 Diagonal Street
Postal code	2001
City/Town	Marshalltown
Province	Gauteng

Details of CEO at the time of submitting this report

Name and surname	Mr. Robert Michael Godsell
Telephone number	011 637 6150/1
Fax number	011 637 6148
Email address	RMGodsell@AngloGoldAshanti.com

Details of Equity Manager at the time of submitting this report

Name and Surname	Mr. Ian Heyns
Telephone number	011 637 6229
Fax number	011 637 6219
Email address	ijheyns@anglogoldashanti.com

Business type

Private Sector	Parastatal
National Government	Provincial Government
Local Government	Educational Institution
Non-profit Organization	

Information about the organization at the time of submitting this report

Number of employees in the organization	0 to 49 50 to 149 150 or more
In terms of Section 14 of the Act, are you voluntary complying?	Yes No
Is your organization an organ of State?	Yes No
Date of submitting this report	

Please indicate the preceding twelve-month period (in the case of large employers) or twenty-four month period (in the case of small employers) covered by this report, except for first time reporting where this may not be possible:

From (Date): 31st July 2005

To (Date): 01st August 2006

Please indicate below the duration of your current employment equity plan.

From (Date): June 2004

To (Date): June 2007

Please read this first

- a. The preceding twelve-month period (in the case of large employers) or twenty-four month period (in the case of small employers) covered by employment equity employer reports must be the same for every reporting period.
- b. A summary providing guidelines on occupational categories and levels is provided in annexure 3 and annexure 4 of the regulations. Employers must complete the EEA2 form and the EEA4 form in accordance with Annexure 3 and Annexure 4.
- c. Non-permanent workers refer to those workers who are employed to work for less than 24 hours per month, or those workers engaged to work for not more than 3 continuous months.
- d. In Section B, the subtotals in terms of race and gender in the row dealing with **total permanent** employees in the table on occupational categories for **all employees**, which includes people with disabilities, must be exactly the same as the subtotals in the table on occupational levels for **all employees**. The same must apply to the subtotals in the **grand total** rows for occupational categories and levels as well.
- e. In Section B, the subtotals in terms of race and gender in the row dealing with **total permanent** employees in the table on occupational categories for **people with disabilities** must be exactly the same as the subtotals in the table on occupational levels for **people with disabilities**. The same must apply to the subtotals in the **grand total** rows for occupational categories and levels as well.
- f. Employers, from the second cycle of reporting onwards, must complete Section G that deals with progress reports.
- g. Employers must complete Section H that deals with **numerical goals** and **numerical targets**. **Numerical goals** are the workforce profile the employer is striving to achieve in the workplace at the end of the duration of the employer's current employment equity plan. The numerical goals of the employer must be the same for the entire duration of the employment equity plan. **Numerical targets** are the workforce profile the employer is striving to achieve at the end of the period following the period covered by the current report of the employer.
- h. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Areas that only apply to small employers shall be made available by the Department in a separate form as well. All relevant areas of the form must be fully and accurately completed by employers.
- i. The alphabets "A", "C", "I" and "W" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians" and "Whites" respectively.
- j. **"Designated groups"** means Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are natural persons and are citizens of the Republic of South Africa by birth or descent; or are citizens of the Republic of South Africa by naturalisation before the commencement date of the Constitution of the Republic of South Africa Act of 1993; or became citizens of the Republic of South Africa after the commencement date of the Constitution of the Republic of South Africa Act of 1993, but who, not for Apartheid policy that had been in place prior to that date, would have been entitled to acquire citizenship by naturalisation prior to that date.
- k. All population groupings who are not part of the Black group, but in substance fall within the definition described in paragraph (j) in terms of citizenship or descent, must be counted and included in the column of each table in the form that require data on the White group.
- l. Foreign nationals and South African citizens that fall outside the definition described in paragraphs (j) or (k) must be counted and included in the column of each table in the form that require data on foreign nationals.

Section B: Workforce Profile

1. Occupational Categories

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational categories**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male			Female				White Male	Foreign Nationals		TOTAL
	A	C	I	A	C	I	W	W	Male	Female	
	Legislators, senior officials and managers	4	1	6	2	0	0	11	147	16	
Professionals	74	11	12	16	6	8	96	532	16	3	774
Technicians and associate professionals	300	18	4	53	3	3	183	877	25	1	1467
Clerks	498	6	0	188	14	5	215	146	48	4	1124
Craft and related trades workers	1115	33	2	169	6	3	205	1232	288	3	3056
Plant and machine operators and assemblers	4259	16	0	275	4	0	50	41	3810	1	8456
Elementary occupations	8619	22	0	777	2	1	1	94	6684	22	16222
TOTAL PERMANENT	14869	107	24	1480	35	20	761	3069	10887	36	31288
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	14869	107	24	1480	35	20	761	3069	10887	36	31288

1.2 Please report the total number of **employees with disabilities only** in each of the following occupational categories: Note: A=Africans, C=Coloureds, I=Indians and W=White

Occupational Categories	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
	Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	4	1	0	0	0	1	0	6
Technicians and associate professionals	0	0	0	2	0	0	0	6	1	0	9
Clerks	3	0	0	3	1	0	0	0	1	0	8
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	10	0	0	2	0	0	0	1	0	0	13
Plant and machine operators and assemblers	14	0	0	0	1	0	0	0	12	0	27
Elementary occupations	201	0	0	2	3	0	0	0	160	0	366
TOTAL PERMANENT	228	0	0	13	6	0	0	7	175	0	429
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	228	0	0	13	6	0	0	7	175	0	429

2. Occupational levels

2.1 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											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top Management	1	0	0	1	0	0	2	12	2	0	18
Senior Management	3	1	6	1	0	0	9	135	14	2	171
Professionally qualified and experienced specialists and mid-management	74	11	12	16	6	8	96	532	16	3	774
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1415	51	6	222	8	6	388	2109	313	4	4522
Semi-skilled and discretionary decision making	4757	22	0	463	19	5	265	187	3862	2	9582
Unskilled and defined decision making	8619	22	0	777	2	1	1	94	6680	25	16221
TOTAL PERMANENT	14869	107	24	1480	35	20	761	3069	10887	36	31288
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	14869	107	24	1480	35	20	761	3069	10887	36	31288

2.2 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											TOTAL
	Male				Female				Foreign Nationals		
	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	4	1	0	0	0	1	0	6
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	10	0	0	4	0	0	0	7	1	0	22
Semi-skilled and discretionary decision making	13	0	0	3	2	0	0	0	9	0	27
Unskilled and defined decision making	205	0	0	2	3	0	0	0	164	0	374
TOTAL PERMANENT	228	0	0	13	6	0	0	7	175	0	429
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	228	0	0	13	6	0	0	7	175	0	429

2.3 Operational/Core function and Support function by occupational level

Job evaluation or grading systems, as illustrated in the EEA9, are used to measure a job in terms of content in order to establish its worth or value in relation to other jobs in an organization. The worth or value of a job is represented on a vertical axis as an occupational level. A job could either be an **Operational/Core** function or a **Support** function. **Operational/Core Function** positions carry the responsibility mainly for revenue generation, e.g. sales, production, etc. Whereas **Support Functions** positions provide infrastructure and other enabling conditions for revenue generation, e.g. human resources, corporate services, etc. Please indicate on table 2.3.1 the number of employees that are in **Operational/Core Function** positions and in table 2.3.2 the number of employees that are in **Support Function** positions at each occupational level.

2.3.1 Please indicate the total number of employees (including people with disabilities), that are involved in **Operational/Core Function** positions at each level in your organization. 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	
Senior Management	0	0	1	40	0	0	0	0	3	0	44
Professionally qualified and experienced specialists and mid-management	69	6	1	280	3	0	2	9	2	0	372
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1118	43	2	1830	53	0	1	55	265	0	3367
Semi-skilled and discretionary decision making	4106	8	0	148	34	0	0	13	3789	0	8098
Unskilled and defined decision making	7520	19	0	86	491	1	0	1	6374	23	14515
TOTAL PERMANENT	12813	76	4	2384	581	1	3	78	10433	23	26396
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	12813	76	4	2384	581	1	3	78	10433	23	26396

2.3.2 Please indicate the total number of employees (including people with disabilities), that are involved in **Support Function** positions at each level in your organization. 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	12	1	0	0	2	2	
Senior Management	3	1	5	95	1	0	0	9	11	2	127
Professionally qualified and experienced specialists and mid-management	5	5	11	252	13	6	6	87	14	3	402
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	297	8	4	279	169	8	5	333	48	4	1155
Semi-skilled and discretionary decision making	651	14	0	39	429	19	5	252	73	2	1484
Unskilled and defined decision making	1099	3	0	8	286	1	1	0	306	2	1706
TOTAL PERMANENT	2056	31	20	685	899	34	17	683	454	13	4892
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	2056	31	20	685	899	34	17	683	454	13	4892

5. Termination

5.1 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											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top Management	0	0	0	0	0	0	0	2	1	1	4
Senior Management	1	0	0	0	0	0	1	21	0	0	23
Professionally qualified and experienced specialists and mid-management	19	0	2	4	0	2	11	110	2	0	150
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	303	20	1	50	2	0	56	493	104	2	1031
Semi-skilled and discretionary decision making	127	5	1	42	0	1	48	39	22	0	285
Unskilled and defined decision making	1698	4	0	27	0	0	2	32	1593	0	3356
TOTAL PERMANENT	2148	29	4	123	2	3	118	697	1722	3	4849
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	2148	29	4	123	2	3	118	697	1722	3	4849

5.2 Please report the total number of terminations involving **people with disabilities only** in each occupational level. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels											TOTAL
	Male				Female				Foreign Nationals		
	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	0	0	0	0	0	1	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	0	0	21	0	0	0	0	1	0	25
Semi-skilled and discretionary decision making	0	0	0	0	0	1	0	1	0	0	2
Unskilled and defined decision making	305	0	0	0	1	0	0	0	42	0	348
TOTAL PERMANENT	308	0	0	21	1	1	0	1	44	0	376
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	308	0	0	21	1	1	0	1	44	0	376

5.3 Please report the total number of terminations in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations										TOTAL	
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male		Female
Resignation	818	17	2	77	2	3	88	481	537	1	2026
Non-renewal of contract	1	0	1	0	0	0	1	1	2	0	6
Dismissal – Operational requirements (retrenchment)	339	0	1	18	0	0	17	53	257	0	685
Dismissal - misconduct	382	7	0	9	0	0	2	73	282	0	755
Dismissal - incapacity	432	1	0	4	0	0	2	30	425	1	895
Other	176	4	0	15	0	0	8	59	219	1	482
TOTAL	2148	29	4	123	2	3	118	697	1722	3	4849

5.4 Please report the total number of terminations involving **people with disabilities only** in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations										TOTAL	
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male		Female
Resignation	0	0	0	0	0	0	0	0	5	0	5
Non-renewal of contract	0	0	0	0	0	0	0	0	0	0	0
Dismissal – Operational requirements (retrenchment)	63	0	0	0	0	0	0	1	1	0	65
Dismissal - misconduct	24	0	0	14	0	0	0	0	1	0	39
Dismissal - incapacity	0	0	0	0	0	0	0	0	0	0	0
Other	221	0	0	7	1	1	0	0	37	0	267
TOTAL	308	0	0	21	1	1	0	1	44	0	376

Section D: Disciplinary Action (This section is *not applicable to small employers*)

6. **Disciplinary action:** (report the total number of disciplinary actions during the twelve months preceding this report). Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Disciplinary Action								White Male	Foreign Nationals		TOTAL
	Male			Female					W	Male	
	A	C	I	A	C	I	W				
	9805	37	0	234	0	5	104	1197	5479	12	16873

Section E: Skills Development (This section is *not applicable to small employers*)

7. Training

7.1 Please report the total number of people who received training, including for people with disabilities, and not the number of training courses attended, in each occupational category.

Occupational Categories								White Male	Foreign Nationals		TOTAL
	Male			Female					W	Male	
	A	C	I	A	C	I	W				
Legislators, senior officials and managers	3	0	3	1	0	0	9	73	2	0	91
Professionals	82	9	10	13	5	6	71	344	2	0	542
Technicians and associate professionals	334	13	3	59	4	3	104	691	11	0	1222
Clerks	414	7	0	134	10	0	122	115	20	0	822
Craft and related trades workers	948	32	0	165	4	1	129	995	113	1	2388
Plant and machine operators and assemblers	1598	10	0	175	4	1	39	33	390	0	2250
Elementary occupations	5438	3	0	321	1	1	1	57	2199	8	8029
TOTAL PERMANENT	8817	74	16	868	28	12	475	2308	2737	9	15344
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	8817	74	16	868	28	12	475	2308	2737	9	15344

7.2 Please report the total number of **people with disabilities only**, and not the number of training courses attended, who received training in each occupational category.

Occupational Categories								Foreign Nationals		TOTAL	
	Male				Female				Male		Female
	A	C	I	W	A	C	I	W			
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0
Technicians and associate professionals	1	0	0	0	0	0	0	1	0	0	2
Clerks	1	0	0	0	1	0	0	0	0	0	2
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	3	0	0	1	0	0	0	0	1	0	5
Plant and machine operators and assemblers	11	0	0	0	0	0	0	0	1	0	12
Elementary occupations	34	0	0	0	0	0	0	0	23	0	57
TOTAL PERMANENT	50	0	0	1	1	0	0	1	25	0	78
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	50	0	0	1	1	0	0	1	25	0	78

7.3 Please report the total number of people, including for people with disabilities, and not number of training courses attended, who received training in each occupational level.

Occupational Levels											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top Management	1	0	0	0	0	0	2	5	0	0	8
Senior Management	2	1	2	1	0	0	7	71	2	0	86
Professionally qualified and experienced specialists and mid-management	82	9	9	13	5	6	71	341	2	0	538
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1282	44	4	224	8	4	233	1686	124	1	3610
Semi-skilled and discretionary decision making	1524	17	1	317	14	0	161	148	91	0	2273
Unskilled and defined decision making	5926	3	0	313	1	2	1	57	2518	8	8829
TOTAL PERMANENT	8817	74	16	868	28	12	475	2308	2737	9	15344
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	8817	74	16	868	28	12	475	2308	2737	9	15344

7.4 Please report the total number of **people with disabilities only**, and not the number of training courses attended, who received training in each occupational level.

Occupational Levels										TOTAL	
	Male				Female				Foreign Nationals		
	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	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	0	0	1	0	0	0	1	1	0	7
Semi-skilled and discretionary decision making	9	0	0	0	1	0	0	0	1	0	11
Unskilled and defined decision making	37	0	0	0	0	0	0	0	23	0	60
TOTAL PERMANENT	50	0	0	1	1	0	0	1	25	0	78
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	50	0	0	1	1	0	0	1	25	0	78

Section F: Qualitative Assessment (This section is *not applicable to small employers*)

8. Awareness of Employment Equity

8.1 Please indicate which of the following awareness measures were implemented by your organization:

	No. of employees covered	Yes	No	Please explain
Formal written communication	17286	X		Training & induction manuals
Policy statement includes reference to employment equity	23889	X		Policies and procedures accessible via intranet or HR.
Summary of the Act displayed	26098	X		On notice boards
Employment Equity training	9908	X		Skills development committees – capacity building.
Diversity management programmes	4368	X		Business units conduct a variety of programs
Discrimination awareness programmes	15321	X		Covered during induction process.
Other (please specify):	3942			Care Training, SDC Capacity Building;Aids Awareness;Sexual Harassment
Total	100812			

9. Consultation

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

	Yes	No	Please explain
Workplace forum (in terms of the LRA)		X	Consultation conducted via consultative body and employment equity forum
Consultative body or employment equity forum	X		Committees at Business Unit + 1 Central Consultative committee
Registered trade union (s)	X		4 recognised unions involved. NUM, Solidairty, UASA, SAEWA.
Employees	X		Non – unionized employees also represented on committees.
Other (Please specify):			

9.2 What was the level of agreement reached in the formulation of the plan? Please choose one.

Total	Sufficient	Some	None
	X		

9.3 How regularly do you meet with the stakeholders mentioned in 9.1? Please choose one.

Weekly	Monthly	Quarterly	Yearly	Other
		X		

10. Analysis

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

Categories	Yes	No	Please explain
Recruitment procedures		X	No barriers to employment equity were identified.
Advertising positions		X	No barriers to employment equity were identified.
Selection criteria		X	No barriers to employment equity were identified.
Appointments	X		Preference of internal employees for appointments and the preferred recruitment of "children of employees" who are boarded on medical grounds or die in service
Job classification and grading		X	No barriers to employment equity were identified.
Remuneration and benefits		X	No barriers to employment equity were identified.
Terms and conditions of employment		X	No barriers to employment equity were identified.
Job assignments		X	No barriers to employment equity were identified.
Work environment and facilities		X	No barriers to employment equity were identified.
Training and development		X	No barriers to employment equity were identified.
Performance and evaluation systems		X	No barriers to employment equity were identified.
Promotions		X	No barriers to employment equity were identified.
Transfers		X	No barriers to employment equity were identified.
Demotions		X	No barriers to employment equity were identified.
Succession and experience planning		X	No barriers to employment equity were identified.
Disciplinary measures		X	No barriers to employment equity were identified.
Dismissals		X	No barriers to employment equity were identified.
Corporate culture		X	No barriers to employment equity were identified.
HIV and AIDS education and prevention programmes		X	No barriers to employment equity were identified.
Other (please specify):		X	No barriers to employment equity were identified.

11. Affirmative Action measures

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

Categories	Yes	No	Please Explain
Recruitment procedures	X		A human resource policy on fair selection practices for appointments and promotions has been implemented
Advertising positions	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	No affirmative action measures implemented.
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	No affirmative action measures implemented
Succession and experience planning		X	No affirmative action measures implemented
Disciplinary measures		X	. No affirmative action measures implemented
Diversity programme and sensitization	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):		X	No affirmative action measures implemented

12. Resources

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

Allocation of Resources	Yes	No	Please explain
Appointed a designated officer to manage the implementation	X		Head of Human Resources - Africa Underground Region.-Patterson - E Band.
Allocated a budget to support the implementation goals of employment equity	X		A dedicated budget allocation has been made towards Employment Equity.
Time off for employment equity consultative committee (or equivalent) to meet on a regular basis	X		Time is given to committee members to attend employment equity consultative meetings on a regular basis.
Other (Please specify)		X	

13. Monitoring and evaluation of implementation:

13.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Weekly	Monthly	Quarterly	Yearly	Other
		X		

Section G: Progress Report

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

14. Reporting period: From 31ST July 2005 to 01 August 2006

14.1 Did you achieve the numerical goals as set out in your employment equity plan for this period?

Yes	No
	X

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

Yes	No
	X

14.3 If not, what were the obstacles you experienced:

What were the obstacles to reaching the employment equity goals and objectives during the past year?
Faced challenges with attraction, retention, skills shortages.

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

What were the factors that contributed to the accomplishment of the employment equity goals and objectives during the past year?

14.5 Please indicate the numerical goals you have set to achieve for the total number of employees (including people with disabilities) at the end of your current employment equity plan in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories								White Male	Foreign Nationals		TOTAL
	Male			Female					W	Male	
	A	C	I	A	C	I	W				
Legislators, senior officials and managers	18	4	5	4	0	0	12	134	15	2	194
Professionals	180	6	14	23	6	7	111	544	16	3	910
Technicians and associate professionals	451	23	6	72	6	3	171	695	85	6	1518
Clerks	522	6	0	214	12	2	196	101	24	13	1090
Craft and related trades workers	1140	58	4	266	15	6	183	1035	274	10	2991
Plant and machine operators and assemblers	4739	50	11	385	19	6	98	264	2396	54	8022
Elementary occupations	9330	57	27	1867	37	42	57	501	4618	172	16708
TOTAL PERMANENT	16380	204	67	2831	95	66	828	3274	7428	260	31433
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	16380	204	67	2831	95	66	828	3274	7428	260	31433

14.6 Please indicate the numerical goals you have set to achieve for the total number of **employees with disabilities only** at the end of your current employment equity plan in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories								Foreign Nationals		TOTAL	
	Male				Female				Male		Female
	A	C	I	W	A	C	I	W			
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	2	0	0	0	0	1	0	3
Technicians and associate professionals	1	0	0	0	1	0	0	0	1	0	3
Clerks	4	0	0	0	1	0	0	0	0	0	5
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	3	0	0	0	1	0	0	1	1	0	6
Plant and machine operators and assemblers	25	0	0	0	1	0	0	1	2	0	29
Elementary occupations	282	2	0	0	12	2	0	12	30	3	343
TOTAL PERMANENT	315	2	0	2	16	2	0	14	35	3	389
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	315	2	0	2	16	2	0	14	35	3	389

14.7 Please indicate the numerical goals you have set to achieve for the total number of employees (including people with disabilities) 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				White Male	Foreign Nationals		TOTAL
	A	C	I		A	C	I	W	W	Male	Female	
Top management	1	0	0		0	0	0	0	4	2	0	7
Senior management	17	4	5		4	0	0	12	130	13	2	187
Professionally qualified and experienced specialists and mid-management	180	6	14		23	6	7	111	544	16	3	910
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1599	79	10		338	21	10	354	1707	359	16	4493
Semi-skilled and discretionary decision making	4197	42	11		583	26	3	289	296	920	51	6418
Unskilled and defined decision making	10386	73	27		1883	42	46	62	593	6118	188	19418
TOTAL PERMANENT	16380	204	67		2831	95	66	828	3274	7428	260	31433
Non – permanent employees	0	0	0		0	0	0	0	0	0	0	0
GRAND TOTAL	16380	204	67		2831	95	66	828	3274	7428	260	31433

14.8 Please indicate the numerical goals you have set to achieve for the total number of employees with disabilities only at the end of your current employment equity plan in terms of occupational levels:

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	0	1	0	3
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	0	0	0	2	0	0	1	2	0	9
Semi-skilled and discretionary decision making	10	0	0	0	2	0	0	1	0	0	13
Unskilled and defined decision making	301	2	0	0	12	2	0	12	32	3	364
TOTAL PERMANENT	315	2	0	2	16	2	0	14	35	3	389
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	315	2	0	2	16	2	0	14	35	3	389

14.9 Please indicate the numerical targets you have set to achieve for the total number of employees (including people with disabilities) for the end of the period following the period covered by the current report in terms of occupational categories.

Occupational Categories								White Male	Foreign Nationals		TOTAL
	Male			Female					W	Male	
	A	C	I	A	C	I	W	W		Male	
Legislators, senior officials and managers	7	3	5	2	0	0	10	144	16	2	189
Professionals	137	7	14	17	6	6	113	532	16	3	851
Technicians and associate professionals	427	21	6	61	5	3	166	816	79	5	1589
Clerks	529	8	0	203	12	1	201	118	34	13	1119
Craft and related trades workers	1130	49	4	238	14	5	180	1166	276	6	3068
Plant and machine operators and assemblers	4981	45	11	325	16	4	89	245	2467	38	8221
Elementary occupations	10211	41	23	1481	30	27	42	453	4875	125	17308
TOTAL PERMANENT	17422	174	63	2327	83	46	801	3474	7763	192	32345
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	17422	174	63	2327	83	46	801	3474	7763	192	32345

14.10 Please indicate the numerical targets you have set to achieve for the total number of **employees with disabilities only** for the end of the period following the period covered by the current report in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories									Foreign Nationals		TOTAL
	Male				Female				Male	Female	
	A	C	I	W	A	C	I	W			
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	3	0	0	0	0	1	0	4
Technicians and associate professionals	1	0	0	0	1	0	0	0	0	0	2
Clerks	4	0	0	0	1	0	0	0	0	0	5
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	2	0	0	1	0	1	1	1	0	0	6
Plant and machine operators and assemblers	26	0	0	0	1	0	0	0	2	0	29
Elementary occupations	270	2	0	0	4	2	0	8	31	1	318
TOTAL PERMANENT	303	2	0	4	7	3	1	9	34	1	364
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	303	2	0	4	7	3	1	9	34	1	364

14.11 Please indicate the numerical targets you have set to achieve for the total number of employees (including people with disabilities) for the end of the period following the period covered by the current report in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels										TOTAL	
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male		Female
Top management	0	0	0	0	0	0	0	5	2	0	7
Senior management	7	3	5	2	0	0	10	139	14	2	182
Professionally qualified and experienced specialists and mid-management	137	7	14	17	6	6	113	532	16	3	851
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1555	70	10	299	17	8	346	1935	355	9	4604
Semi-skilled and discretionary decision making	4546	25	11	520	28	5	290	217	879	34	6555
Unskilled and defined decision making	11177	69	23	1489	32	27	42	646	6497	144	20146
TOTAL PERMANENT	17422	174	63	2327	83	46	801	3474	7763	192	32345
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	17422	174	63	2327	83	46	801	3474	7763	192	32345

14.12 Please indicate the numerical targets you have set to achieve for the total number of **employees with disabilities only** for the end of the period following the period covered by the current report in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels										TOTAL	
	Male				Female				Foreign Nationals		
	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	3	0	0	0	0	1	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	0	0	1	1	1	1	1	0	0	8
Semi-skilled and discretionary decision making	11	0	0	0	2	0	0	0	0	0	13
Unskilled and defined decision making	289	2	0	0	4	2	0	8	33	1	339
TOTAL PERMANENT	303	2	0	4	7	3	1	9	34	1	364
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	303	2	0	4	7	3	1	9	34	1	364

Section H: Signature of the Chief Executive Officer

Chief Executive Officer

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

Signed on this _____ day of _____ year _____

At place: _____

Signature Chief Executive Officer

Full Name