

# Employment

## Equity Report 2008



**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 6608
Fax number	086 644 2510
Email address	smoloko@anglogoldashanti.com
Postal address	PO BOX 62117
Postal code	2107
City/Town	Marshalltown
Province	Gauteng
Physical address	76 Jeppe Street
Postal code	2001
City/Town	Marshalltown
Province	Gauteng

**Details of CEO at the time of submitting this report**

Name and surname	Mr. Mark Cutifani
Telephone number	011 637 6084
Fax number	011 637 6148
Email address	MCutifani@AngloGoldAshanti.com

**Details of Equity Manager at the time of submitting this report**

Name and Surname	Simeon Mighty Moloko
Telephone number	011 637 6608
Fax number	086 644 2510
Email address	smoloko@anglogoldashanti.com

**Business type**

- |  |  |
|--|--|
| <input type="checkbox"/> Private Sector          | <input type="checkbox"/> Parastatal              |
| <input type="checkbox"/> National Government     | <input type="checkbox"/> Provincial Government   |
| <input type="checkbox"/> Local Government        | <input type="checkbox"/> Educational Institution |
| <input type="checkbox"/> Non-profit Organization |  |

**Information about the organization at the time of submitting this report**

Number of employees in the organization	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input type="checkbox"/> 150 or more
In terms of Section 14 of the Act, are you voluntary complying?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Is your organization an organ of State?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Date of submitting this report	30 September 2008

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): 31<sup>st</sup> July 2007

To (Date): 01<sup>st</sup> August 2008

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

From (Date): 1st July 2007

To (Date): 1<sup>st</sup> July 2009

### 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	
Legislators, senior officials and managers	13	3	5		2	1	1	13	139	7	0	184
Professionals	93	16	21		25	5	10	112	515	17	3	817
Technicians and associate professionals	353	18	3		75	5	3	187	816	43	0	1503
Clerks	532	4	0		272	15	1	189	136	62	0	1211
Craft and related trades workers	1225	30	1		244	11	7	253	1221	309	3	3304
Plant and machine operators and assemblers	4835	25	0		397	5	0	30	63	4094	3	9452
Elementary occupations	9709	31	0		1277	6	0	2	97	6265	34	17421
<b>TOTAL PERMANENT</b>	<b>16760</b>	<b>127</b>	<b>30</b>		<b>2292</b>	<b>48</b>	<b>22</b>	<b>786</b>	<b>2987</b>	<b>10797</b>	<b>43</b>	<b>33892</b>
Non – permanent employees	14	0	1		16	1	0	28	38	4	0	102
<b>GRAND TOTAL</b>	<b>16774</b>	<b>127</b>	<b>31</b>		<b>2308</b>	<b>49</b>	<b>22</b>	<b>814</b>	<b>3025</b>	<b>10801</b>	<b>43</b>	<b>33994</b>

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	1	0	0	0	0	0	0	1
Professionals	0	0	1	4	1	0	0	0	0	0	6
Technicians and associate professionals	2	0	0	2	0	0	0	0	0	0	4
Clerks	1	0	0	1	2	0	0	0	0	0	4
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	7	1	0	8	0	0	0	0	0	0	16
Plant and machine operators and assemblers	35	0	0	0	1	0	0	0	29	0	65
Elementary occupations	206	0	0	1	0	0	0	0	148	1	356
<b>TOTAL PERMANENT</b>	<b>251</b>	<b>1</b>	<b>1</b>	<b>17</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>177</b>	<b>1</b>	<b>452</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>251</b>	<b>1</b>	<b>1</b>	<b>17</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>177</b>	<b>1</b>	<b>452</b>

## 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								White Male	Foreign Nationals		TOTAL
	Male			Female					W	Male	
	A	C	I	A	C	I	W	W			
Top Management	1	0	0	1	0	0	0	7	2	0	11
Senior Management	12	3	5	1	1	1	13	132	5	0	173
Professionally qualified and experienced specialists and mid-management	93	16	21	25	5	10	112	515	17	3	817
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1578	48	4	319	16	10	440	2037	352	3	4807
Semi-skilled and discretionary decision making	1142	13	0	505	19	1	211	174	157	3	2225
Unskilled and defined decision making	13934	47	0	1441	7	0	10	122	10264	34	25859
<b>TOTAL PERMANENT</b>	<b>16760</b>	<b>127</b>	<b>30</b>	<b>2292</b>	<b>48</b>	<b>22</b>	<b>786</b>	<b>2987</b>	<b>10797</b>	<b>43</b>	<b>33892</b>
Non – permanent employees	14	0	1	16	1	0	28	38	4	0	102
<b>GRAND TOTAL</b>	<b>16774</b>	<b>127</b>	<b>31</b>	<b>2308</b>	<b>49</b>	<b>22</b>	<b>814</b>	<b>3025</b>	<b>10801</b>	<b>43</b>	<b>33994</b>

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								Foreign Nationals		TOTAL	
	Male				Female				Male		Female
	A	C	I	W	A	C	I	W			
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	1	4	1	0	0	0	0	0	6
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9	1	0	10	0	0	0	0	0	0	20
Semi-skilled and discretionary decision making	23	0	0	1	3	0	0	0	24	0	51
Unskilled and defined decision making	219	0	0	1	0	0	0	0	153	1	374
<b>TOTAL PERMANENT</b>	<b>251</b>	<b>1</b>	<b>1</b>	<b>17</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>177</b>	<b>1</b>	<b>452</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>251</b>	<b>1</b>	<b>1</b>	<b>17</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>177</b>	<b>1</b>	<b>452</b>

## 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	0	0
Senior Management	5	0	0	53	0	0	0	0	0	0	58
Professionally qualified and experienced specialists and mid-management	44	9	6	278	6	0	2	14	5	0	364
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1109	37	1	1772	75	1	1	58	318	1	3373
Semi-skilled and discretionary decision making	427	6	0	151	61	3	0	19	82	1	750
Unskilled and defined decision making	13297	46	0	121	1119	6	0	4	9983	33	24609
<b>TOTAL PERMANENT</b>	<b>14882</b>	<b>98</b>	<b>7</b>	<b>2375</b>	<b>1261</b>	<b>10</b>	<b>3</b>	<b>95</b>	<b>10388</b>	<b>35</b>	<b>29154</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>14882</b>	<b>98</b>	<b>7</b>	<b>2375</b>	<b>1261</b>	<b>10</b>	<b>3</b>	<b>95</b>	<b>10388</b>	<b>35</b>	<b>29154</b>

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	7	1	0	0	0	2	0	11
Senior Management	7	3	5	79	1	1	1	13	5	0	115
Professionally qualified and experienced specialists and mid-management	49	7	15	237	19	5	8	98	12	3	453
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	469	11	3	265	244	15	9	382	34	2	1434
Semi-skilled and discretionary decision making	715	7	0	23	444	16	1	192	75	2	1475
Unskilled and defined decision making	637	1	0	1	322	1	0	6	281	1	1250
<b>TOTAL PERMANENT</b>	<b>1878</b>	<b>29</b>	<b>23</b>	<b>612</b>	<b>1031</b>	<b>38</b>	<b>19</b>	<b>691</b>	<b>409</b>	<b>8</b>	<b>4738</b>
Non – permanent employees	14	0	1	38	16	1	0	28	4	0	102
<b>GRAND TOTAL</b>	<b>1892</b>	<b>29</b>	<b>24</b>	<b>650</b>	<b>1047</b>	<b>39</b>	<b>19</b>	<b>719</b>	<b>413</b>	<b>8</b>	<b>4840</b>







**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	1	4	0	0	5
Senior Management	1	0	1	0	0	0	1	20	4	0	27
Professionally qualified and experienced specialists and mid-management	23	1	2	2	1	1	15	89	7	1	142
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	548	12	1	49	3	3	80	765	92	1	1554
Semi-skilled and discretionary decision making	555	5	0	53	4	1	46	48	362	0	1074
Unskilled and defined decision making	994	5	0	45	1	0	1	50	689	0	1785
<b>TOTAL PERMANENT</b>	<b>2121</b>	<b>23</b>	<b>4</b>	<b>149</b>	<b>9</b>	<b>5</b>	<b>144</b>	<b>976</b>	<b>1154</b>	<b>2</b>	<b>4587</b>
Non – permanent employees	7	0	0	8	0	0	19	6	1	0	41
<b>GRAND TOTAL</b>	<b>2128</b>	<b>23</b>	<b>4</b>	<b>157</b>	<b>9</b>	<b>5</b>	<b>163</b>	<b>982</b>	<b>1155</b>	<b>2</b>	<b>4628</b>

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	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	0	0	5	0	0	0	0	0	0	7
Semi-skilled and discretionary decision making	11	0	0	1	0	0	0	1	10	0	23
Unskilled and defined decision making	49	0	0	0	2	0	0	0	45	0	96
<b>TOTAL PERMANENT</b>	<b>62</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>55</b>	<b>0</b>	<b>126</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>62</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>55</b>	<b>0</b>	<b>126</b>

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	Male			Female				White Male	Foreign Nationals		TOTAL
	A	C	I	A	C	I	W	W	Male	Female	
	Resignation	500	10	4	74	6	4	113	550	71	
Non-renewal of contract	7	0	0	8	0	0	19	5	6	0	45
Dismissal – Operational requirements (retrenchment)	42	1	0	4	1	0	8	19	7	0	82
Dismissal - misconduct	537	6	0	28	1	0	7	279	222	0	1080
Dismissal - incapacity	358	4	0	11	0	0	3	26	230	0	632
Other	684	2	0	32	1	1	13	103	619	0	1455
<b>TOTAL</b>	<b>2128</b>	<b>23</b>	<b>4</b>	<b>157</b>	<b>9</b>	<b>5</b>	<b>163</b>	<b>982</b>	<b>1155</b>	<b>2</b>	<b>4628</b>

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	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
	Resignation	4	0	0	0	0	0	0	0	1	
Non-renewal of contract	0	0	0	0	0	0	0	1	0	0	1
Dismissal – Operational requirements (retrenchment)	0	0	0	0	0	0	0	0	0	0	0
Dismissal - misconduct	4	0	0	1	0	0	0	0	1	0	6
Dismissal - incapacity	33	0	0	5	2	0	0	0	29	0	69
Other	21	0	0	0	0	0	0	0	24	0	45
<b>TOTAL</b>	<b>62</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>55</b>	<b>0</b>	<b>126</b>

## 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										TOTAL	
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male		Female
	13600	76	0	900	5	1	110	1604	7852		25

## 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	Male				Female				White Male W	Foreign Nationals		TOTAL
	A	C	I		A	C	I	W		Male	Female	
Legislators, senior officials and managers	3	0	5		1	0	0	15	55	2	0	81
Professionals	78	12	13		22	2	9	78	322	5	2	543
Technicians and associate professionals	526	13	2		130	3	2	264	633	36	0	1609
Clerks	396	3	0		268	11	0	118	76	35	1	908
Craft and related trades workers	723	20	1		225	8	3	120	826	164	1	2091
Plant and machine operators and assemblers	3107	21	0		366	3	0	28	24	2786	1	6336
Elementary occupations	5288	12	0		634	4	0	3	71	3465	13	9490
<b>TOTAL PERMANENT</b>	<b>10 121</b>	<b>81</b>	<b>21</b>		<b>1646</b>	<b>31</b>	<b>14</b>	<b>626</b>	<b>2007</b>	<b>6493</b>	<b>18</b>	<b>21 058</b>
Non – permanent employees	11	0	0		16	0	0	1	1	0	0	29
<b>GRAND TOTAL</b>	<b>10 132</b>	<b>81</b>	<b>21</b>		<b>1662</b>	<b>31</b>	<b>14</b>	<b>627</b>	<b>2008</b>	<b>6493</b>	<b>18</b>	<b>21 087</b>

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	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	0	0
Professionals	0	0	1	3	0	0	0	0	0	0	4
Technicians and associate professionals	0	0	0	0	0	0	0	0	0	0	0
Clerks	0	0	0	0	0	0	0	0	0	0	0
Service and sales workers	0	0	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0
Craft and related trades workers	3	0	0	3	0	0	0	0	0	0	6
Plant and machine operators and assemblers	11	0	0	0	0	0	0	0	8	0	19
Elementary occupations	45	0	0	0	0	0	0	0	31	0	76
<b>TOTAL PERMANENT</b>	<b>59</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>0</b>	<b>105</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>59</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>0</b>	<b>105</b>

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	0	0	0		0	0	0	1	2	0	0	3
Senior Management	3	0	5		1	0	0	14	53	2	0	78
Professionally qualified and experienced specialists and mid-management	78	12	13		22	2	9	78	322	5	2	543
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1249	33	3		355	11	5	384	1459	200	1	3700
Semi-skilled and discretionary decision making	3503	24	0		634	14	0	146	100	2821	2	7244
Unskilled and defined decision making	5288	12	0		634	4	0	3	71	3465	13	9490
<b>TOTAL PERMANENT</b>	<b>10 121</b>	<b>81</b>	<b>21</b>		<b>1646</b>	<b>31</b>	<b>14</b>	<b>626</b>	<b>2007</b>	<b>6493</b>	<b>18</b>	<b>21 058</b>
Non – permanent employees	11	0	0		16	0	0	1	1	0	0	29
<b>GRAND TOTAL</b>	<b>10 132</b>	<b>81</b>	<b>21</b>		<b>1662</b>	<b>31</b>	<b>14</b>	<b>627</b>	<b>2008</b>	<b>6493</b>	<b>18</b>	<b>21 087</b>

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	1	3	0	0	0	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	0	0	3	0	0	0	0	0	0	6
Semi-skilled and discretionary decision making	11	0	0	0	0	0	0	0	8	0	19
Unskilled and defined decision making	45	0	0	0	0	0	0	0	31	0	76
<b>TOTAL PERMANENT</b>	<b>59</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>0</b>	<b>105</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>59</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>0</b>	<b>105</b>

## 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	26277	X		Training & induction manuals
Policy statement includes reference to employment equity	23982	X		Policies and procedures accessible via intranet or HR.
Summary of the Act displayed	26982	X		On notice boards
Employment Equity training	12083	X		Skills development committees – capacity building.
Diversity management programmes	10141	X		Business units conduct a variety of programs
Discrimination awareness programmes	25338	X		Covered during induction process.
Other (please specify):	4313	X		Women's Forum, SDC Capacity Building; Aids Awareness; Sexual Harassment; EE Open Forum; Radio Station; Mass Meetings
<b>Total</b>	<b>129 116</b>			

### 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, Solidarity, 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		During the 2007 external EE Audit – it was recommended that the “waiting lists” as supplied via Organized Labour be abolished. This was actioned across all BUs. It was also recommended and actioned that lists of “suitable jobs” for women are also abolished.
Advertising positions		X	No barriers to employment equity were identified.
Selection criteria	X		As per “Recruitment” above.
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. During the 2007 external EE Audit – it was recommended that the company strives to appoint according to demographics.
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		More Female change houses to be allocated.
Training and development		X	Note: During the 2007 external EE Audit – it was recommended that the company’s budget for developmental posts be reviewed.
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		<b>Communication</b> in general with employees on EE matters could improve. During the 2007 external EE Audit – it was recommended that the SDC/EE Committees become more involved in engaging with their constituencies. <b>Governance</b> – full ownership by key role players was recommended. <b>Skills Attraction &amp; retention</b> – AGA’s commitment to developing talent was highlighted as carrying the simultaneous risk of loss of skilled personnel. Aim to identify key positive factors that differentiate from other employers and promote these internally & externally.



## 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		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		Salaries are reviewed taking cognisance of performance, EE, retention, key skills and longer term career development.
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. Education assistance offered for fields of study outside of current job employed in.
Performance and evaluation systems		X	No affirmative action measures are implemented. Performance is measured against criteria as per job requirement.
Setting numerical goals	X		Targets are broken down to Business Unit level.
Promotions	X		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		Salaries were increased. Retention bonuses were implemented for specific categories.
Reasonable accommodation	X		Access facilities for people with disabilities have been addressed.
Other (please specify):	X		Additional positions were identified for HDSAs to be appointed into to progress numerical targets.

**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		Mr. Simeon Mighty Moloko (Senior Management) has been appointed in this capacity.
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 31<sup>ST</sup> July 2007 to 01 August 2008

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:

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

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

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

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	Male				Female				White Male	Foreign Nationals		TOTAL
	A	C	I		A	C	I	W	W	Male	Female	
Legislators, senior officials and managers	13	0	5		4	0	2	15	129	14	2	184
Professionals	174	14	24		47	9	16	122	420	17	4	847
Technicians and associate professionals	420	25	5		86	7	5	218	756	23	0	1545
Clerks	563	11	4		256	16	3	188	83	57	0	1181
Craft and related trades workers	1221	50	3		275	15	8	232	1091	297	5	3197
Plant and machine operators and assemblers	4233	29	4		426	3	0	48	118	3268	2	8131
Elementary occupations	8366	69	0		2312	33	5	53	218	5081	86	16223
<b>TOTAL PERMANENT</b>	<b>14990</b>	<b>198</b>	<b>45</b>		<b>3406</b>	<b>83</b>	<b>39</b>	<b>876</b>	<b>2815</b>	<b>8757</b>	<b>99</b>	<b>31308</b>
Non – permanent employees	3	0	0		0	0	0	1	1	4	0	9
<b>GRAND TOTAL</b>	<b>14993</b>	<b>198</b>	<b>45</b>		<b>3406</b>	<b>83</b>	<b>39</b>	<b>877</b>	<b>2816</b>	<b>8761</b>	<b>99</b>	<b>31317</b>

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	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	0	0
Professionals	1	0	0	2	0	0	0	1	1	0	5
Technicians and associate professionals	0	0	0	4	0	0	0	1	0	0	5
Clerks	5	1	0	4	1	0	0	5	0	0	16
Service and sales workers											
Skilled agricultural and fishery workers											
Craft and related trades workers	14	0	0	9	4	0	0	1	0	0	28
Plant and machine operators and assemblers	42	0	0	3	6	0	0	0	14	0	65
Elementary occupations	254	0	0	1	2	0	0	0	138	0	395
<b>TOTAL PERMANENT</b>	<b>316</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>153</b>	<b>0</b>	<b>514</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>316</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>153</b>	<b>0</b>	<b>514</b>

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										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	0	11	2	0	15
Senior management	12	0	5	3	0	2	15	118	12	2	169
Professionally qualified and experienced specialists and mid-management	174	14	24	47	9	16	122	420	17	4	847
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1641	75	8	362	22	13	450	1846	320	5	4742
Semi-skilled and discretionary decision making	4116	30	8	681	19	3	235	201	2504	2	7799
Unskilled and defined decision making	9046	79	0	2312	33	5	54	219	5902	86	17736
<b>TOTAL PERMANENT</b>	<b>14990</b>	<b>198</b>	<b>45</b>	<b>3406</b>	<b>83</b>	<b>39</b>	<b>876</b>	<b>2815</b>	<b>8757</b>	<b>99</b>	<b>31308</b>
Non – permanent employees	3	0	0	0	0	0	1	1	4	0	9
<b>GRAND TOTAL</b>	<b>14993</b>	<b>198</b>	<b>45</b>	<b>3406</b>	<b>83</b>	<b>39</b>	<b>877</b>	<b>2816</b>	<b>8761</b>	<b>99</b>	<b>31317</b>

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											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	1	0	0	2	0	0	0	1	1	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	11	0	0	13	3	0	0	2	0	0	29
Semi-skilled and discretionary decision making	45	1	0	7	7	0	0	5	14	0	79
Unskilled and defined decision making	259	0	0	1	3	0	0	0	138	0	401
<b>TOTAL PERMANENT</b>	<b>316</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>153</b>	<b>0</b>	<b>514</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>316</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>153</b>	<b>0</b>	<b>514</b>

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	Male				Female				White Male	Foreign Nationals		TOTAL
	A	C	I		A	C	I	W	W	Male	Female	
Legislators, senior officials and managers	8	0	4		3	0	2	15	131	13	2	178
Professionals	137	14	22		39	5	14	114	471	18	4	838
Technicians and associate professionals	365	17	3		71	5	4	203	720	22	0	1410
Clerks	557	7	2		242	13	3	191	90	79	1	1185
Craft and related trades workers	1209	40	2		253	13	8	236	1216	318	6	3301
Plant and machine operators and assemblers	4236	25	2		403	3	2	50	93	3356	1	8171
Elementary occupations	8783	56	0		1796	19	3	33	178	5269	86	16 223
<b>TOTAL PERMANENT</b>	<b>15 295</b>	<b>159</b>	<b>35</b>		<b>2807</b>	<b>58</b>	<b>36</b>	<b>842</b>	<b>2899</b>	<b>9075</b>	<b>100</b>	<b>31 306</b>
Non – permanent employees	3	0	0		0	0	0	1	1	4	0	9
<b>GRAND TOTAL</b>	<b>15 298</b>	<b>159</b>	<b>35</b>		<b>2807</b>	<b>58</b>	<b>36</b>	<b>843</b>	<b>2900</b>	<b>9079</b>	<b>100</b>	<b>31 315</b>

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	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	0	0
Professionals	1	0	0	2	0	0	0	1	1	0	5
Technicians and associate professionals	0	0	0	2	0	0	0	0	0	0	2
Clerks	4	1	0	3	1	0	0	3	0	0	12
Service and sales workers	0	0	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0
Craft and related trades workers	10	0	0	11	1	0	0	2	6	0	30
Plant and machine operators and assemblers	35	0	0	2	6	0	0	0	47	0	90
Elementary occupations	234	0	0	1	2	0	0	0	97	0	334
<b>TOTAL PERMANENT</b>	<b>284</b>	<b>1</b>	<b>0</b>	<b>21</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>151</b>	<b>0</b>	<b>473</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>284</b>	<b>1</b>	<b>0</b>	<b>21</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>151</b>	<b>0</b>	<b>473</b>

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								White Male	Foreign Nationals		TOTAL
	Male			Female					W	Male	
	A	C	I	A	C	I	W				
Top management	1	0	0	1	0	0	0	12	2	0	16
Senior management	7	0	4	2	0	2	15	119	11	2	162
Professionally qualified and experienced specialists and mid-management	137	14	22	39	5	14	114	471	18	4	838
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1575	57	5	323	18	12	440	1936	339	6	4711
Semi-skilled and discretionary decision making	4175	22	4	629	16	5	240	182	2611	2	7886
Unskilled and defined decision making	9400	66	0	1813	19	3	33	179	6094	86	17 693
<b>TOTAL PERMANENT</b>	<b>15 295</b>	<b>159</b>	<b>35</b>	<b>2807</b>	<b>58</b>	<b>36</b>	<b>842</b>	<b>2899</b>	<b>9075</b>	<b>100</b>	<b>31 306</b>
Non – permanent employees	3	0	0	0	0	0	1	1	4	0	9
<b>GRAND TOTAL</b>	<b>15 298</b>	<b>159</b>	<b>35</b>	<b>2807</b>	<b>58</b>	<b>36</b>	<b>843</b>	<b>2900</b>	<b>9079</b>	<b>100</b>	<b>31 315</b>

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								Foreign Nationals		TOTAL	
	Male				Female				Male		Female
	A	C	I	W	A	C	I	W			
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	1	0	0	2	0	0	0	1	1	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	10	0	0	13	1	0	0	2	0	0	26
Semi-skilled and discretionary decision making	39	1	0	5	6	0	0	3	13	0	67
Unskilled and defined decision making	234	0	0	1	3	0	0	0	137	0	375
<b>TOTAL PERMANENT</b>	<b>284</b>	<b>1</b>	<b>0</b>	<b>21</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>151</b>	<b>0</b>	<b>473</b>
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>284</b>	<b>1</b>	<b>0</b>	<b>21</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>151</b>	<b>0</b>	<b>473</b>

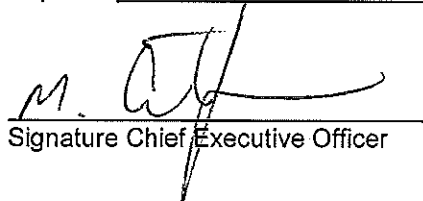
### Section H: Signature of the Chief Executive Officer

#### Chief Executive Officer

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

Signed on this 30 day of SEPTEMBER year 2008

At place: JOHANNESBURG.

  
Signature Chief Executive Officer

MARK CUFFANI  
Full Name