



ANGLOGOLD ASHANTI

Employment Equity Report **2010**



**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

SECTION A: EMPLOYER DETAILS

Trade name	ANGLOGOLD ASHANTI LTD
DTI registration name	ANGLOGOLD ASHANTI LTD
DTI registration number	1944/17354/06
PAYE/SARS number	9640/006/60/8 P
UIF reference number	18596
EE reference number	4930
Seta classification	MINING QUALIFICATIONS AUTHORITY
Industry/Sector	MINING AND QUARRYING
Telephone number	0116376256
Fax number	0116376148
Email address	smoloko@anglogoldashanti.com
Postal address	PO Box 62117
	Marshalltown
	2107
Postal code	2107
City/Town	JOHANNESBURG
Province	GAUTENG
Physical address	76 Jeppe Street
	Newtown
	Johannesburg
Postal code	2001
City/Town	JOHANNESBURG
Province	GAUTENG

Details of CEO at the time of submitting this report

Name and surname	Mark Cutifani
Telephone number	0116376084
Fax number	0116376148
Email address	mcutifani@anglogoldashanti.com

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

Name and surname	Simeon Moloko
Telephone number	0116376608
Fax number	0116376148
Email address	smoloko@anglogoldashanti.com

Business type

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

Information about the organization at the time of submitting this report

Number of employees in the organization	0 to 49 <input type="radio"/> 50 to 149 <input type="radio"/> 150 or more <input type="radio"/>
Is your organization an organ of State?	No
Is your organisation part of a group / holding company? If yes, please provide the	No

The Department of Labour

Private Bag X117

Pretoria 0001

Telephone: 012 3094000

Facsimile: 012 3094737 / 3094188

e-mail: ee@labour.gov.za

name.

Date of submitting this report

2010/11/17



Please indicate below the period the report covers (in the case of large employers the preceding twelve months and for small employers twenty-four months, except for first time reporting where the period may be shorter):

From (date): 2009/08/01 To (date): 2010/07/31

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

From (date): 2009/08/01 To (date): 2014/07/31

PLEASE READ THIS FIRST

- a. The method of reporting should remain for the period of the plan, and must be consistent from reporting period to reporting period.
- b. Employers must refrain from leaving blank spaces or using a dash (-) when referring to the value "0" (Zero) or the word "No". 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.
- c. "Temporary employees" mean workers who are employed to work for three consecutive months or less.
- d. The **Numerical goal** is the workforce profile the employer projects to achieve at the end of the employer's current employment equity plan (EE Plan). The numerical goals of the employer must be the same for the entire duration of the EE Plan.
- e. The **Numerical target** is the workforce profile the employer projects to achieve by the end of the next reporting period.
- f. 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 of Labour in a separate form as well.
- g. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.

SECTION B: WORKFORCE PROFILE AND CORE & SUPPORT FUNCTIONS**1. WORKFORCE PROFILE**

1.1 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	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	3	1	0	0	0	3	0	8
Senior management	14	5	5	141	2	1	2	13	7	1	191
Professionally qualified and experienced specialists and mid-management	165	18	26	516	68	6	12	135	16	10	972
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1708	49	1	1997	351	23	11	455	379	7	4981
Semi-skilled and discretionary decision making	5198	34	1	164	713	20	1	174	3825	6	10136
Unskilled and defined decision making	9767	29	0	150	1805	7	0	3	5020	50	16831
TOTAL PERMANENT	16853	135	33	2971	2940	57	26	780	9250	74	33119
Temporary employees	55	2	0	36	49	0	0	33	2	2	179
GRAND TOTAL	16908	137	33	3007	2989	57	26	813	9252	76	33298

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

Occupational Levels	Male				Female				Foreign National		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	2	0	0	0	0	0	0	2
Professionally qualified and experienced specialists and mid-management	0	0	0	5	1	0	0	0	0	0	6
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9	1	0	7	1	0	0	1	1	0	20
Semi-skilled and discretionary decision making	21	0	0	1	3	0	0	0	12	0	37
Unskilled and defined decision making	134	0	0	0	5	0	0	0	113	0	252
TOTAL PERMANENT	164	1	0	15	10	0	0	1	126	0	317
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	164	1	0	15	10	0	0	1	126	0	317

2. Core operation functions and Support functions by occupational level

A job could either be a **Core operation** function or a **Support** function. **Core operation Function** positions are those that directly relate to the core business of an organization and may lead to revenue generation e.g. sales production, etc. **Support Function** positions provide infrastructure and other enabling conditions for revenue generation e.g. human resources corporate services etc.

2.1 Please indicate the total number of employees (including people with disabilities), that are involved in **/Core Operational Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		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	4	1	0	46	0	0	0	0	0	0	51
Professionally qualified and experienced specialists and mid-management	98	11	5	282	29	1	5	26	3	0	460
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1251	38	0	1765	102	1	1	67	344	2	3571
Semi-skilled and discretionary decision making	4371	25	0	147	139	3	0	17	3712	2	8416
Unskilled and defined decision making	9359	29	0	148	1501	6	0	3	4828	47	15921
TOTAL PERMANENT	15083	104	5	2388	1771	11	6	113	8887	51	28419
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	15083	104	5	2388	1771	11	6	113	8887	51	28419

2.2 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 National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	3	1	0	0	0	3	0	8
Senior management	10	4	5	95	2	1	2	13	7	1	140
Professionally qualified and experienced specialists and mid-management	67	7	21	234	39	5	7	109	13	10	512
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	457	11	1	232	249	22	10	388	35	5	1410
Semi-skilled and discretionary decision making	827	9	1	17	574	17	1	157	113	4	1720
Unskilled and defined decision making	408	0	0	2	304	1	0	0	192	3	910
TOTAL PERMANENT	1770	31	28	583	1169	46	20	667	363	23	4700
Temporary employees	55	2	0	36	49	0	0	33	2	2	179
GRAND TOTAL	1825	33	28	619	1218	46	20	700	365	25	4879

SECTION C: WORKFORCE MOVEMENT**3. Recruitment**

3.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		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	3	0	0	8	1	0	0	1	0	0	13
Professionally qualified and experienced specialists and mid-management	16	2	2	17	6	1	2	11	0	1	58
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	109	5	0	129	20	0	2	14	10	0	289
Semi-skilled and discretionary decision making	113	0	1	35	52	2	1	36	21	1	262
Unskilled and defined decision making	1186	3	0	60	260	1	0	0	254	7	1771
TOTAL PERMANENT	1427	10	3	249	339	4	5	62	285	9	2393
Temporary employees	98	1	0	51	82	1	0	67	4	2	306
GRAND TOTAL	1525	11	3	300	421	5	5	129	289	11	2699

4. Promotion

4.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		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	2	0	1	9	0	0	1	0	0	0	13
Professionally qualified and experienced specialists and mid-management	5	1	1	17	5	0	0	5	2	0	36
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	117	0	0	18	38	2	0	18	36	1	230
Semi-skilled and discretionary decision making	624	4	0	23	51	0	0	0	400	3	1105
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	748	5	2	67	94	2	1	23	438	4	1384
Temporary employees	1	0	0	1	2	0	0	1	1	0	6
GRAND TOTAL	749	5	2	68	96	2	1	24	439	4	1390

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	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	1	0	0	0	0	0	0	1
Senior management	1	0	0	12	0	0	0	0	3	0	16
Professionally qualified and experienced specialists and mid-management	15	2	4	33	5	0	1	5	3	0	68
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	218	1	2	302	35	0	0	37	55	0	650
Semi-skilled and discretionary decision making	765	3	1	45	61	2	0	37	619	1	1534
Unskilled and defined decision making	1201	3	0	36	49	0	0	1	752	1	2043
TOTAL PERMANENT	2200	9	7	429	150	2	1	80	1432	2	4312
Temporary employees	51	1	0	36	61	2	0	52	3	1	207
GRAND TOTAL	2251	10	7	465	211	4	1	132	1435	3	4519

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

Terminations	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Resignation	213	4	6	225	55	1	0	47	40	0	591
Non-renewal of contract	142	1	1	58	89	2	0	72	13	2	380
Dismissal – Operational requirements (retrenchment)	493	1	0	39	12	0	0	4	408	0	957
Dismissal - misconduct	587	2	0	60	25	0	0	0	250	0	924
Dismissal - incapacity	630	0	0	33	13	0	1	2	556	1	1236
Retirement	33	1	0	34	6	1	0	6	27	0	108
Death	153	1	0	16	11	0	0	1	141	0	323
TOTAL	2251	10	7	465	211	4	1	132	1435	3	4519

SECTION D: SKILLS DEVELOPMENT**6. Skills Development**

6.1 Please report the total number of people from the designated groups, including people with disabilities, who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				TOTAL
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	1	0	0	0	1
Senior management	1	1	1	16	1	1	1	3	25
Professionally qualified and experienced specialists and mid-management	76	7	17	197	35	4	7	50	393
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1175	32	0	1111	173	7	4	171	2673
Semi-skilled and discretionary decision making	5377	15	1	99	220	9	0	64	5785
Unskilled and defined decision making	9910	27	0	114	1093	5	0	0	11149
TOTAL PERMANENT	16539	82	19	1537	1523	26	12	288	20026
Temporary employees	25	0	0	7	20	1	0	9	62
GRAND TOTAL	16564	82	19	1544	1543	27	12	297	20088

6.2 Please report the total number of **people with disabilities** only who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				TOTAL
	A	C	I	W	A	C	I	W	
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	0	1	0	0	0	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	1	0	3	1	0	0	0	9
Semi-skilled and discretionary decision making	10	0	0	1	0	0	0	0	11
Unskilled and defined decision making	80	0	0	1	3	0	0	0	84
TOTAL PERMANENT	94	1	0	6	4	0	0	0	105
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	94	1	0	6	4	0	0	0	105

SECTION E: NUMERICAL GOALS & TARGETS**7. Numerical Goals**

7.1 Please indicate the numerical goals (i.e. the workforce profile) you project 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				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	0	0	5	1	0	0	0	2	0	10
Senior management	32	10	8	122	17	6	3	10	5	0	213
Professionally qualified and experienced specialists and mid-management	234	27	28	387	93	13	18	110	14	2	926
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1956	102	28	1429	445	72	30	392	293	2	4749
Semi-skilled and discretionary decision making	4329	41	0	194	673	69	11	190	2449	4	7960
Unskilled and defined decision making	7962	208	45	233	2908	191	28	100	4529	35	16239
TOTAL PERMANENT	14515	388	109	2370	4137	351	90	802	7292	43	30097
Temporary employees	7	0	0	7	19	0	0	5	0	0	38
GRAND TOTAL	14522	388	109	2377	4156	351	90	807	7292	43	30135

7.2 Please indicate the numerical goals (i.e. the workforce profile) you project 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 National		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	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	1	4	0	0	0	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	14	0	0	11	3	1	0	2	5	0	36
Semi-skilled and discretionary decision making	28	1	0	3	5	0	0	1	29	0	67
Unskilled and defined decision making	252	3	2	4	4	0	2	1	128	0	396
TOTAL PERMANENT	294	4	3	23	12	1	2	4	162	0	505
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	294	4	3	23	12	1	2	4	162	0	505

8. Numerical Targets

8.1 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of the next reporting in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	5	1	0	0	0	2	0	9
Senior management	25	8	6	138	8	1	2	11	6	0	205
Professionally qualified and experienced specialists and mid-management	185	20	26	463	72	10	16	115	14	2	923
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1926	79	8	1852	399	39	15	448	358	2	5126
Semi-skilled and discretionary decision making	4731	36	0	209	633	39	4	193	3224	4	9073
Unskilled and defined decision making	9638	115	18	171	2414	74	12	69	5685	35	18231
TOTAL PERMANENT	16506	258	58	2838	3527	163	49	836	9289	43	33567
Temporary employees	13	0	0	10	21	0	0	15	0	0	59
GRAND TOTAL	16519	258	58	2848	3548	163	49	851	9289	43	33626

8.2 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of **employees with disabilities only** at the end of the next reporting period in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		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	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	1	4	0	0	0	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	12	0	0	11	1	0	0	1	5	0	30
Semi-skilled and discretionary decision making	18	1	0	1	5	0	0	2	26	0	53
Unskilled and defined decision making	223	0	0	2	3	0	0	2	116	0	346
TOTAL PERMANENT	253	1	1	19	9	0	0	5	147	0	435
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	253	1	1	19	9	0	0	5	147	0	435

SECTION F: MONITORING & EVALUATION (THIS SECTION IS NOT APPLICABLE TO SMALL EMPLOYERS)

9. Disciplinary Action

9.1 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	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
	281	2	1	89	27	1	1	11	149	0	

10. Awareness of Employment Equity

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

	Yes	No	No. of employees covered
Formal written communication	Yes		33298
Policy statement includes reference to employment equity	Yes		33298
Summary of the Act displayed	Yes		33298
Employment Equity training	Yes		100
Diversity management programmes		No	0
Discrimination awareness programmes	Yes		33298

11. Consultation

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

	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)	Yes	
Employees		No

12. Barriers and affirmative action measures

12.1 Please indicate in which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether you have developed affirmative action measures and the timeframes to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIMEFRAME FOR IMPLEMENTING OF AA MEASURES	
	Yes	No	Yes	No	START DATE	END DATE
Recruitment procedures	Yes		Yes		2010/11/01	2011/02/28
Advertising positions		No				
Selection criteria	Yes		Yes		2010/09/01	2010/12/31
Appointments	Yes		Yes		2010/09/01	2010/12/31
Job classification and grading	Yes		Yes		2010/09/01	2010/12/31
Remuneration and benefits	Yes		Yes		2010/09/01	2010/12/31
Terms and conditions of employment		No				
Job assignments		No				
Work environment and facilities	Yes		Yes		2010/09/01	2010/12/31
Training and development	Yes		Yes		2010/09/01	2010/12/31
Performance and evaluation systems	Yes		Yes		2010/09/01	2011/06/30
Promotions	Yes		Yes		2010/09/01	2010/12/31
Transfers		No				
Succession and experience planning	Yes		Yes		2010/09/01	2012/12/31
Disciplinary measures	Yes		Yes		2010/09/01	2011/02/28
Dismissals	Yes		Yes		2010/09/01	2011/02/28
Retention of designated groups	Yes		Yes		2010/09/01	2014/07/31
Corporate culture	Yes		Yes		2010/09/01	2011/12/31
Reasonable accommodation	Yes		Yes		2010/09/01	2014/07/31
HIV and AIDS education and prevention programmes		No				
Appointed senior manager(s) to manage EE implementation		No				
Budget allocation in support of employment equity goals	Yes		Yes		2010/09/01	2014/07/31
Time off for employment equity consultative committee to meet		No				

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
	Monthly		

13.2 Did you achieve the annual objectives as set out in your employment equity plan for this period?

Yes	No	Please explain
		The target set for Top Management level was exceeded, while the targets set for Professionals and Skilled Technical Levels were missed by a margin of 1% - 5% range, which we deem to be acceptable, given that this was the first year of the Plan. Senior Management level target was missed by a margin of 7.5%. The Skills

	No	Development Programmes aligned to the targets and objective set in the 2009 - 2014 EE Plan for Senior Management level are still at the initial stages and it is expected that more designated employees in these programmes will be ready for appointment into this level in the next twelve to thirty six months,given the intensity and duration of the programmes.
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SECTION G: SIGNATURE OF THE CHIEF EXECUTIVE OFFICER

Chief Executive Officer

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

Signed on this 15 day of November year 2010

At place: Johannesburg

Signature Chief Executive Officer

Mark Cutifani
Full Name