



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS

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

Table with 2 columns: Field Name and Value. Fields include Trade name, DTI registration name, DTI registration number, PAYE/SARS number, UIF reference number, EE reference number, Seta classification, Industry/Sector, Telephone number, Fax number, Email address, Postal address, City/Town, Postal code, Province, Physical address, Details of CEO at the time of submitting this report, Details of Employment Equity Manager at the time of submitting this report, and Information about the organization at the time of submitting this report.

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): 01/08/2011

To (date): 31/07/2012

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

From (date): 01/08/2009

To (date): 31/07/2014

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- 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. Occupational levels

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	3	1	0	0	2	2	0	9
Senior management	27	6	12	143	4	1	3	20	26	3	245
Professionally qualified and experienced specialists and mid-management	199	23	32	503	74	13	19	159	25	10	1057
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1724	52	6	1784	404	30	14	447	362	9	4832
Semi-skilled and discretionary decision making	5139	20	2	151	848	21	1	173	3235	3	9593
Unskilled and defined decision making	9256	30	0	116	1911	6	0	4	4083	51	15457
TOTAL PERMANENT	16346	131	52	2700	3242	71	37	805	7733	76	31193
Temporary employees	7	2	0	13	14	2	1	15	0	0	54
GRAND TOTAL	16353	133	52	2713	3256	73	38	820	7733	76	31247

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 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	4	0	0	0	0	0	0	4
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	15	0	0	1	2	0	0	0	8	0	26
Unskilled and defined decision making	96	0	0	0	8	0	0	0	88	0	192
TOTAL PERMANENT	120	1	0	12	11	0	0	1	97	0	242
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	120	1	0	12	11	0	0	1	97	0	242

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	2	0	0	0	0	1	0	3
Senior management	17	3	4	73	0	0	0	2	11	0	110
Professionally qualified and experienced specialists and mid-management	106	13	7	252	28	1	6	33	13	1	460
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1249	34	2	1544	110	2	1	73	326	2	3343
Semi-skilled and discretionary decision making	4013	13	1	105	136	0	0	6	3090	1	7365
Unskilled and defined decision making	8928	29	0	115	1600	4	0	2	3933	47	14658
TOTAL PERMANENT	14313	92	14	2091	1874	7	7	116	7374	51	25939
Temporary employees	0	0	0	1	0	0	0	0	0	0	1
GRAND TOTAL	14313	92	14	2092	1874	7	7	116	7374	51	25940

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	1	1	0	0	2	1	0	6
Senior management	10	3	8	70	4	1	3	18	15	3	135
Professionally qualified and experienced specialists and mid-management	93	10	25	251	46	12	13	126	12	9	597
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	475	18	4	240	294	28	13	374	36	7	1489
Semi-skilled and discretionary decision making	1126	7	1	46	712	21	1	167	145	2	2228
Unskilled and defined decision making	328	1	0	1	311	2	0	2	150	4	799
TOTAL PERMANENT	2033	39	38	609	1368	64	30	689	359	25	5254
Temporary employees	7	2	0	12	14	2	1	15	0	0	53
GRAND TOTAL	2040	41	38	621	1382	66	31	704	359	25	5307

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	0	0	0	0	0	0	0	1
Senior management	5	1	1	16	3	0	0	3	5	0	34
Professionally qualified and experienced specialists and mid-management	55	9	7	61	20	6	6	19	10	4	197
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	226	11	3	239	78	4	5	54	48	3	671
Semi-skilled and discretionary decision making	304	5	7	59	208	6	2	65	12	0	668
Unskilled and defined decision making	1927	15	0	64	356	0	0	1	372	14	2749
TOTAL PERMANENT	2518	41	18	439	665	16	13	142	447	21	4320
Temporary employees	28	4	2	30	37	5	1	39	0	0	146
GRAND TOTAL	2546	45	20	469	702	21	14	181	447	21	4466

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	1	0	0	1
Senior management	5	1	3	9	0	0	0	4	2	2	26
Professionally qualified and experienced specialists and mid-management	12	1	0	20	5	2	1	15	2	1	59
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	95	2	1	17	36	2	1	20	15	1	190
Semi-skilled and discretionary decision making	555	1	0	19	79	2	0	1	172	0	829
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	667	5	4	65	120	6	2	41	191	4	1105
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	667	5	4	65	120	6	2	41	191	4	1105

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	1	0	0	0	0	0	0	2
Senior management	0	1	2	19	0	0	0	0	2	0	24
Professionally qualified and experienced specialists and mid-management	20	0	1	43	12	0	4	11	14	3	108
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	193	8	1	205	48	0	0	44	35	3	537
Semi-skilled and discretionary decision making	506	3	4	49	88	1	2	45	242	2	942
Unskilled and defined decision making	694	7	0	28	48	0	0	0	286	1	1064
TOTAL PERMANENT	1414	19	8	345	196	1	6	100	579	9	2677
Temporary employees	31	0	2	27	31	6	0	34	2	0	133
GRAND TOTAL	1445	19	10	372	227	7	6	134	581	9	2810

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Resignation	393	10	6	238	144	2	6	81	58	6	944
Non-Renewal Of Contract	27	1	0	31	29	5	0	45	2	0	140
Dismissal – Operational Requirements(Retrenchment)	82	1	1	8	2	0	0	0	69	2	165
Dismissal - Misconduct	489	5	2	37	25	0	0	3	133	0	694
Dismissal - Incapacity	333	0	0	11	10	0	0	0	245	0	599
Retirement	24	2	1	35	9	0	0	5	15	0	91
Death	97	0	0	12	8	0	0	0	59	1	177
TOTAL	1445	19	10	372	227	7	6	134	581	9	2810

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	5	1	1	16	3	0	1	7	34
Professionally qualified and experienced specialists and mid-management	132	11	6	181	37	5	7	64	443
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1536	43	4	1377	179	10	5	148	3302
Semi-skilled and discretionary decision making	4975	11	2	112	281	9	0	41	5431
Unskilled and defined decision making	7489	21	0	93	967	0	0	3	8573
TOTAL PERMANENT	14137	87	13	1779	1468	24	13	263	17784
Temporary employees	2219	47	1	471	45	0	0	15	2798
GRAND TOTAL	16356	134	14	2250	1513	24	13	278	20582

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	2	0	0	0	1	8
Semi-skilled and discretionary decision making	4	0	0	1	0	0	0	0	5
Unskilled and defined decision making	40	0	0	0	1	0	0	0	41
TOTAL PERMANENT	48	1	0	4	1	0	0	1	55
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	48	1	0	4	1	0	0	1	55

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 Nationals		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	33	10	8	122	17	6	3	9	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	1960	102	28	1429	443	72	30	390	293	2	4749
Semi-skilled and discretionary decision making	4328	42	0	194	673	69	11	190	2449	4	7960
Unskilled and defined decision making	7960	208	45	233	2908	193	28	100	4529	35	16239
TOTAL PERMANENT	14517	389	109	2370	4135	353	90	799	7292	43	30097
Temporary employees	7	0	0	7	19	0	0	5	0	0	38
GRAND TOTAL	14524	389	109	2377	4154	353	90	804	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 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	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	4	1	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	0	0	31
Semi-skilled and discretionary decision making	28	1	0	3	5	0	0	1	5	0	43
Unskilled and defined decision making	290	3	2	4	4	0	2	1	157	0	463
TOTAL PERMANENT	332	4	2	23	13	1	2	4	162	0	543
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	332	4	2	23	13	1	2	4	162	0	543

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 Nationals		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	30	8	7	129	13	6	3	9	5	0	210
Professionally qualified and experienced specialists and mid-management	210	24	27	417	81	12	17	111	14	2	915
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1955	101	23	1555	440	64	25	408	313	2	4886
Semi-skilled and discretionary decision making	4445	39	0	190	655	64	9	191	2674	4	8271
Unskilled and defined decision making	8446	179	36	204	2729	152	24	92	4841	35	16738
TOTAL PERMANENT	15088	351	93	2500	3919	298	78	811	7849	43	31030
Temporary employees	8	0	0	7	20	0	0	6	0	0	41
GRAND TOTAL	15096	351	93	2507	3939	298	78	817	7849	43	31071

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 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	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	4	1	0	0	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	13	0	0	11	1	1	0	1	0	0	27
Semi-skilled and discretionary decision making	27	1	0	3	5	0	0	1	5	0	42
Unskilled and defined decision making	285	2	1	4	4	0	1	0	156	0	453
TOTAL PERMANENT	325	3	1	23	11	1	1	2	161	0	528
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	325	3	1	23	11	1	1	2	161	0	528

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
	1622	11	0	536	153	18	0	40	582	7	

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		31247
Policy statement includes reference to employment equity	Yes		31247
Summary of the Act displayed	Yes		31427
Employment Equity training	Yes		162
Diversity Management Programmes		No	0
Discrimination awareness programmes	Yes		31247

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 Implementation of AA Measures	
			Start Date (DD/MM/YYYY)	End Date (DD/MM/YYYY)
Recruitment Procedures	Yes	Yes	01/11/2011	31/07/2012
Advertising Positions	No	No		
Selection criteria	No	No		
Appointments	Yes	Yes	01/11/2011	31/07/2012
Job classification and grading	No	No		
Remuneration and benefits	No	No		
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	No	No		
training and development	Yes	Yes	01/09/2011	31/12/2012
Performance and evaluation systems	No	No		
Promotions	No	No		
transfers	No	No		
Succession and experience planning	Yes	Yes	01/09/2010	31/07/2014
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	Yes	Yes	01/09/2010	31/07/2014
Corporate culture	No	No		
Reasonable accommodation	Yes	Yes	01/09/2010	31/07/2014
HIV and AIDS education and prevention programmes	No	No		
Appointed senior manager(s) to manage EE implementation	No	No		
Budget allocation in support of employment equity goals	No	No		
Time off for employment equity consultative committee to meet	No	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 biggest challenge with regard to achieving our numerical targets was on Senior Management, particularly African females. However, positive progress has been achieved, in that three (3) African females have been appointed after the closing of the period under review, and plans are in place to promote and appoint other candidates in this category. The target percentage of designated groups was achieved in Top Management at 44.4%, Semi-skilled and discretionary decision making at 65% and Unskilled and defined

No	<p>decision making at 73%. The company has achieved 30% in Senior Management, 49% in Professionally qualified and experienced specialists and mid-management. The current Employment Equity Plan will be revised in 2013 due to major operational changes that happened in the past three years of our approved Employment Equity Plan. Amongst these was the sale of one of our Business Units (Tau Lekoa) which affected 2697 employees. Through engagements with the Department of Labour, we have agreed that the Company will review and revise the existing Employment Equity Plan during the first quarter of 2013. Furthermore, there was an acquisition of Mine Waste Solution into AngloGold Ashanti, which will affect about 423 employees. However, the acquisition happened after the closing of our reporting period for 2012. The Company has operations in other countries such as Brazil, Ghana, Australia, etc. and as part of skills development and exposure; other employees are seconded to these countries for a period of time. Due to the fact that these movements are considered as internal transfers, such employees are not reported as terminations nor engagements in cases of de-secondments. Therefore, the numerical comparison of our workforce profile and staff movements will not balance with that of 2011 reporting period.</p>
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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 4 th Day of December Year 2012	
At Place : Johannesburg	
Signature Chief Executive Officer	<u>Mark Cutifani</u>
	Full Name