



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS



PURPOSE OF THIS FORM

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

This form contains the format for employment equity reporting by designated employers to the Department of Labour.

WHO COMPLETES THIS FORM?

All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must submit their report annually on the first working day of October or by 15 January of the following year in the case of electronic reporting.

Employers who become designated on or after the first working day of April but before the first working day of October must only submit their first report on the first working day of October of the following year.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001

Online reporting:
www.labour.gov.za
Helpline: 0860101018

NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED

Trade name	ANGLOGOLD ASHANTI LTD
DTI registration name	ANGLOGOLD ASHANTI LTD
DTI registration number	1944/17354/06
PAYE/SARS number	9640/006/60/8P
UIF reference number	18596
EE reference number	4930
Seta classification	MINING QUALIFICATIONS AUTHORITY
Industry/Sector	MINING AND QUARRYING
Telephone number	018 700 3558
Postal address	PO BOX 62117 MARSHALLTOWN
Postal code	2107
City/Town	JOHANNESBURG
Province	GAUTENG
Physical address	76 JEPPE STREET NEWTOWN
Postal code	2001
City/Town	JOHANNESBURG
Province	GAUTENG
Details of CEO/Accounting Officer at the time of submitting this report	
Name and surname	SRINIVASAN VENKATAKRISHNAN
Telephone number	011 637 6717
Fax number	011 637 6666
Email address	SVENKAT@ANGLOGOLDASHANTI.COM
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and Surname	IAN HEYNS
Telephone number	018 700 3558
Fax number	086 206 0202
Email address	IHEYNS@ANGLOGOLDASHANTI.COM
Business type	
<input checked="" type="checkbox"/> Private Sector	<input type="checkbox"/> State-Owned Enterprise
<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 Organisation	
Information about the organisation at the time of submitting this report	
Number of employees in the organisation	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more
Is your organisation an organ of State?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is your organisation part of a group / holding company?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, please provide the name	_____
Year for which this report is submitted	2014 _____

Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): 01/08/2013 to (date): 31/07/2014
DD / MM / YYYY DD / MM / YYYY

Please indicate below the duration of your current Employment Equity Plan:

From (date): 01/08/2014 to (date): 31/07/2016
DD / MM / YYYY DD / MM / YYYY

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- a. The report should cover a twelve month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. Employers must complete the EEA2 and the EEA4 forms and submit them together to the Department of Labour. Reports submitted by employers to the Department may only be hand delivered, posted or submitted online by the first working day of October or by 15 January of the following year only in the case of electronic reporting.
- c. An employer who becomes designated on or after the first working day of April, but before the first working day of October, must only submit its first report on the first working day of October in the following year.
- d. "Designated groups" mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalisation (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. 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.
- f. "Temporary employees" are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. **Numerical goals** must include the entire workforce profile, and **NOT** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end of its Employment Equity Plan (EE Plan).
- i. **Numerical targets** must include the entire workforce profile, and **NOT** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must **not** leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".

SECTION B: WORKFORCE PROFILE

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 Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	3	0	0	0	1	1	1	7
Senior management	27	5	11	105	7	1	4	16	12	3	191
Professionally qualified and experienced specialists and mid-management	137	19	22	386	52	9	11	134	13	10	793
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1614	48	8	1580	413	28	15	384	330	4	4424
Semi-skilled and discretionary decision making	4320	17	0	122	806	20	1	125	2651	4	8066
Unskilled and defined decision making	7587	28	0	70	1826	4	0	4	3710	83	13312
TOTAL PERMANENT	13686	117	41	2266	3104	62	31	664	6717	105	26793
Temporary employees	22	0	0	4	14	1	0	1	0	0	42
GRAND TOTAL	13708	117	41	2270	3118	63	31	665	6717	105	26835

1.2 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	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	3	0	0	0	1	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	8	0	0	6	1	0	0	0	1	0	16
Semi-skilled and discretionary decision making	12	0	0	1	3	0	0	0	5	0	21
Unskilled and defined decision making	80	0	0	0	5	0	0	0	75	0	160
TOTAL PERMANENT	100	0	0	10	9	0	0	1	81	0	201
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	100	0	0	10	9	0	0	1	81	0	201

SECTION C: WORKFORCE MOVEMENT

2. Recruitment

- 2.1. 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	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	0	0	1	0	0	0	0	0	0	3
Professionally qualified and experienced specialists and mid-management	7	1	1	14	6	1	0	2	2	1	35
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	52	2	1	75	21	3	1	27	3	0	185
Semi-skilled and discretionary decision making	43	0	0	8	50	4	0	5	1	1	112
Unskilled and defined decision making	223	0	0	0	34	0	0	0	183	17	457
TOTAL PERMANENT	327	3	2	98	111	8	1	34	189	19	792
Temporary employees	6	0	0	7	3	0	0	1	0	0	17
GRAND TOTAL	333	3	2	105	114	8	1	35	189	19	809

3. Promotion

- 3.1. 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	0	0	0	0
Senior management	4	0	2	3	3	0	1	0	0	0	13
Professionally qualified and experienced specialists and mid-management	2	0	0	10	1	0	0	7	0	0	20
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	82	1	0	23	31	2	1	7	16	0	163
Semi-skilled and discretionary decision making	188	1	0	5	41	0	0	0	47	1	283
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	276	2	2	41	76	2	2	14	63	1	479
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	276	2	2	41	76	2	2	14	63	1	479

4. Termination

4.1. 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	0	0	0	0	1	0	0	0	0	0	1
Senior management	8	1	2	32	1	0	2	5	9	0	60
Professionally qualified and experienced specialists and mid-management	54	4	9	132	29	3	5	26	10	6	278
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	308	7	1	302	79	6	5	83	52	3	846
Semi-skilled and discretionary decision making	579	1	0	17	73	4	0	40	373	3	1090
Unskilled and defined decision making	865	3	0	21	65	0	0	1	305	2	1262
TOTAL PERMANENT	1814	16	12	504	248	13	12	155	749	14	3537
Temporary employees	9	4	0	11	11	2	0	3	1	0	41
GRAND TOTAL	1823	20	12	515	259	15	12	158	750	14	3578

SECTION D: SKILLS DEVELOPMENT

5. Skills Development

5.1. Please report the total number of people including people with disabilities, who received training ONLY 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	1	0	0	0	1	0	0	0	2
Senior management	3	0	2	16	2	1	1	4	29
Professionally qualified and experienced specialists and mid-management	48	0	6	64	24	3	4	25	174
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1149	29	3	939	241	12	7	127	2507
Semi-skilled and discretionary decision making	3265	20	1	86	488	11	2	37	3910
Unskilled and defined decision making	4057	13	0	43	606	0	0	2	4721
TOTAL PERMANENT	8523	62	12	1148	1362	27	14	195	11343
Temporary employees	0	0	0	1	0	0	0	0	1
GRAND TOTAL	8523	62	12	1149	1362	27	14	195	11344

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical goals

6.1. Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile **including people with disabilities**) you project to achieve 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	3	1	0	0	1	1	1	9
Senior management	27	6	10	80	9	2	6	17	10	3	170
Professionally qualified and experienced specialists and mid-management	162	16	23	336	65	10	16	101	20	5	754
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1827	56	8	1338	414	27	14	381	280	4	4349
Semi-skilled and discretionary decision making	4228	17	0	153	764	19	1	159	2184	9	7534
Unskilled and defined decision making	7768	38	0	84	1699	3	0	7	2871	50	12520
TOTAL PERMANENT	14014	133	41	1994	2952	61	37	666	5366	72	25336
Temporary employees	4	0	0	3	7	0	0	3	0	0	17
GRAND TOTAL	14018	133	41	1997	2959	61	37	669	5366	72	25353

7. Numerical targets

7.1. Please indicate the numerical targets as contained in the EE Plan (i.e. the entire workforce profile **including people with disabilities**) you project to achieve at the end of the next reporting cycle, 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	3	1	0	0	1	1	1	9
Senior management	24	5	9	88	7	2	4	18	10	3	170
Professionally qualified and experienced specialists and mid-management	154	17	23	351	59	10	16	102	20	5	757
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1755	51	4	1346	418	25	14	389	292	4	4298
Semi-skilled and discretionary decision making	4046	17	0	154	744	19	1	159	2287	9	7436
Unskilled and defined decision making	7495	36	0	85	1713	3	0	7	2929	51	12319
TOTAL PERMANENT	13476	126	36	2027	2942	59	35	676	5539	73	24989
Temporary employees	5	0	0	3	8	0	0	4	0	0	20
GRAND TOTAL	13481	126	36	2030	2950	59	35	680	5539	73	25009

9. Barriers and affirmative action measures

9.1. Please indicate 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 or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIME-FRAME FOR IMPLEMENTATION OF AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures	X		X		01/10/2013	31/12/2014
Advertising positions		X				
Selection criteria	X		X		01/10/2013	31/12/2014
Appointments		X				
Job classification and grading		X				
Remuneration and benefits	X		X		01/02/2014	31/12/2016
Terms & conditions of employment		X				
Job assignments		X				
Work environment and facilities	X		X		01/08/2013	31/07/2016
Training and development	X		X		01/10/2013	31/07/2014
Performance and evaluation		X				
Promotions		X				
Transfers		X				
Succession & experience planning	X		X		01/10/2013	31/07/2016
Disciplinary measures		X				
Dismissals		X				
Retention of designated groups	X		X		01/08/2014	31/17/2016
Corporate culture		X				
Reasonable accommodation	X		X		01/10/2013	31/12/2014
HIV&AIDS prevention and wellness programmes		X				
Assigned senior manager(s) to manage EE implementation		X				
Budget allocation in support of employment equity goals		X				
Time off for employment equity consultative committee to meet		X				

10. Monitoring and evaluation of implementation

10.1. How regularly do you monitor progress on the implementation of the Employment Equity Plan?
Please choose one.

Monthly	Quarterly
X	X

10.2. Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain
	x	<p>The company has undertaken workforce downscaling processes during the period under review. Due to these initiated processes and the customary labour turnover for the period, the workforce profile was decreased by a total of 3182 employees across all levels since the 2013 report submitted to the Department of Labour. However, the company has exceeded the numerical targets of the total workforce by 573 employees across all levels for this reporting period. Positive progress is noted in Senior Management, Professionally Qualified and Semi-skilled in that, the company exceeded the numerical annual targets as stipulated in the Plan. In Senior Management, a total of 65 HDSAs was planned, and 71 was achieved, in Professionally qualified, a total of 366 HDSAs was planned and 384 was achieved, and in Semi-skilled, a total of 7755 was planned and 8066 was achieved. These improved the HDSA representation at these levels which also improved the EAP representation in line with the National EAP demographics. Positive movements have been noted in favour of HDSAs where at Senior Management, recruitments and promotions of HDSAs were 67% and 77% respectively and at professionally qualified, 51% and 50% was noted for recruitments and promotions respectively.</p> <p>The company has however experienced challenges in the Skilled technical category. There was an overall shortfall of 195 designated employees from the numerical targets stipulated in the plan. Despite this shortfall and the declining workforce profile, the HDSA representation at this level is 48.4%. At Top Management, there was a nett loss of 1 x HDSA employee due to resignation. This affected the HDSA representation from 38.7% to 28.5% at the end of the reporting period. However, the company has subsequently put in place a plan to achieve 40% HDSA representation at this level with the recruitment of an HDSA CFO and a positive movement out of a non- HDSA Top Management. This resulted in an increased HDSA representation to 42.9% to date.</p> <p>The company has shown a positive nett decrease of white males and Foreign nationals in the Senior management and professionally qualified with respect to engagements and promotions. The terminations reported for the period under review are heavily weighted on the non-designated groups, particularly in the Senior Management level where 68% of the total terminations were Non-designated groups. Recruitment and promotion plans have been successful during the period under review and ensured that our employment equity achievements have been enhanced.</p> <p>For the period under review, the company has achieved 28.5% of HDSA representation in Top Management, 37.2% in Senior Management, 48.4% in Professionally qualified and experienced specialists, 56.8% in Skilled and Technical, 65.6% in Semi-Skilled and 71% in Unskilled employees.</p> <p>The Company has operations in other countries such as Brazil, Ghana, Australia, etc. and as part of skills development and exposure; certain 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 2013 reporting period.</p>

SECTION G: Signature of the Chief Executive Officer

Chief Executive Officer

I, Srinivasan Venkatakrisnan, Chief Executive Officer of AngloGold Ashanti Ltd

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

Signed on the 9th day of December 2014 at Johannesburg.



Chief Executive Officer