AngloGold Ashanti
Vaal River Operations

Social and Labour Plan 2015-2019

REPORT: 2017

Date of submission: 28 March 2018

Vaal River Mining Rights:

1. MPTRO REF: 12/2009, including endorsement in terms of Section 102 MPTRO REF: 15/2012 (DMR Reference No.: NW30/5/1/1/2/16MR) ("Vaal River Operations: Moab Khotsong, Great Noligwa and Kopanang mines"). The MPRDA Section 102 application to incorporate Mine Waste Solutions into this Mining Right was granted on 13 July 2015. The DMR granting letter was corrected and reissued on 6 November 2015 and AGA is currently awaiting an execution date to sign such Deed of Variation.

2. MPTRO REF: 05/2008 (DMR Reference No.: NW30/5/1/2/2/04MR) ("Edom and Kleinfontein")

3. MPTRO REF: 80/2007 (DMR Reference No.: NW30/5/1/2/2/15MR) ("Moab Extension")

4. MPTRO REF: 105/2013 (DMR Reference No.: NW30/5/1/1/2/14MR) in respect of the "Farm Grootdraai" The Section 102 application for inclusion of minerals and extension of this mining area to include further farm portions i.e. Vaalbrug Dolomiet, De Pont Landing and Altona was granted on 24 April 2015, executed on 19 June 2015 and is currently awaiting registration at the Mineral and Petroleum Titles Registration Office.

ANGLOGOLDASHANTI

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27 March 2018

I, Chris Sheppard, Chief Operating Officer South Africa Region of AngloGold Ashanti Limited (Company), undersigned and duly authorised thereto by AngloGold Ashanti Limited, confirm that all information contained in this Social and Labour Plan Report for 2017 is a true reflection of the company's performance against the commitments as contained in the Vaal River Operations 2015-2019 Social and Labour Plan, the original of which was submitted on 31 October 2014 and Revision 01 which was submitted on 11 July 2016.

Signed at Carletonville on this 27TH day of March 2018.

DEPARTMENT OF MINERAL RESOURCES
REGISTRY
2018 -03- 28
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Signature: .....

Chief Operating Officer: South Africa Region

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Social and Labour Plan Glossary Of Terms And Acronyms / Abbreviations

Abbreviation	Full Word
ABET	Adult Basic Education and Training
AET	Adult Education and Training
AGA	AngloGold Ashanti
AGAH	AngloGold Ashanti Health
AIDS	Acquired Immune Deficiency Syndrome
AMCU	Association of Mineworkers and Construction Union
ATR	Annual Training Report
BBBEE	Broad Based Black Economic Empowerment
BEE	Black Economic Empowerment
BO	Black Owned
BWO	Black Woman Owned
CSI	Corporate Social Investment
DMR	Department of Mineral Resources
DoL	Department of Labour
EAP	Economically Active Population
EE	Employment Equity
ENA	Enrolled Nursing Auxiliary
FET	Further Education & Training
FLC	Foundational Learning Competence
GETCA	General Education and Training Certificate for adults
HDSA	Historically disadvantaged South Africans
HIV	Human Immunodeficiency virus
HRD	Human Resources Development
IDP	Integrated Development Plan
LED	Local Economic Development
m	Million
Masakhisane	AGA financing and enterprise development vehicle whose main objective is to fund and support the creation and development of commercially viable enterprises in the host and labour sending areas.
Mining Charter (MC) or the Charter	Broad-Based Socio-Economic Empowerment Charter for the South African Mining Industry
MoR	Manager-once-Removed
MPRDA	Mineral Petroleum Resources Development Act (Act No. 28 of 2002), as amended from time to time, which came into effect on 11 May 2004
MPRDA Regulations	Mineral Petroleum Resources Development Regulations as Gazetted by the President on 23 April 2004
MQA	Mines Qualifications Authority

Social and Labour Plan Glossary Of Terms And Acronyms / Abbreviations

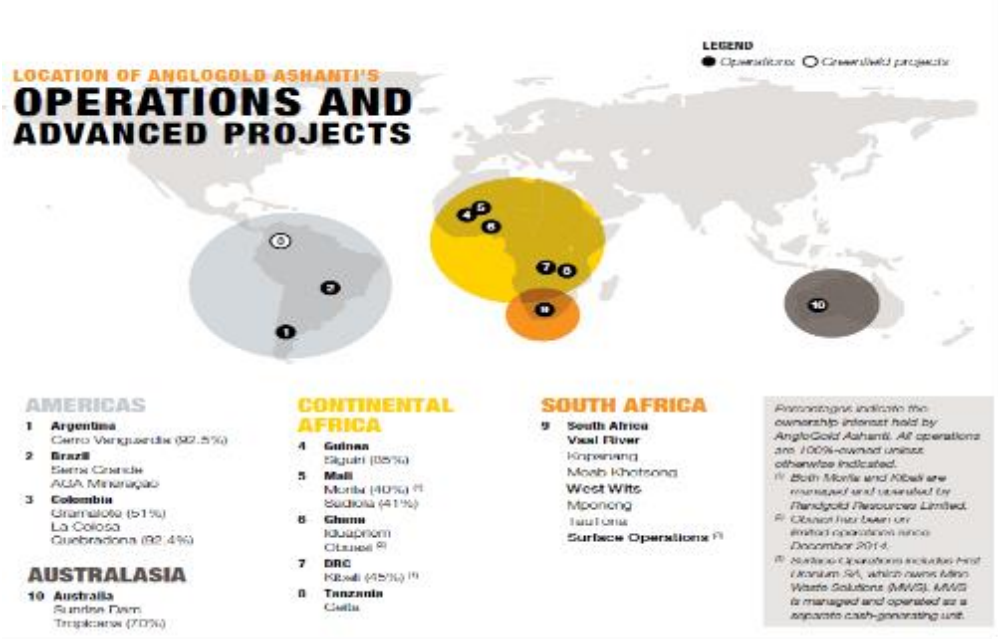
Abbreviation	Full Word
MWS	AGA entered into an agreement with First Uranium Limited, in terms of which it acquired ownership over First Uranium South Africa which holds 100% of Mine Waste Solutions (Pty) Ltd, which in turn holds 100% of Chemwes (Pty) Ltd (collectively, more commonly known as the “Mine Waste Solutions Operations (MWS))
NGO	Non-Government Organisation
NPAT	Net Profit After Tax
NQF	National Qualifications Framework
NUM	National Union of Mineworkers (South Africa)
Paterson Grading System	Job Evaluation System generally used in the South African Mining Industry and AngloGold Ashanti SAR Operations
QCTO	Quality Council for Trades and Occupations
Rand (R)	South African Rand
SA	South Africa
SANC	South African Nursing Council
SAR	South Africa Region
SARS	South Africa Regional Services
SARTSC	South Africa Region Transformation Steering Committee
SDC	Skills Development Committee
SETA	Sector Education Training Authority
SLP	Social and Labour Plan
SMME’s	Small, Medium and Micro Enterprises
Solidarity	Solidarity Trade Union
SoR	Subordinate-once-Removed
SP	Systems for People
Teba	The Employment Bureau of Africa- An institution that has historically recruited labour for the Mining Industry which now also fulfils a broader social role in addition to its recruitment function
UASA	United Association of South Africa
Umalusi	An education quality assurance body in South Africa
VR	Vaal River Operations
WSP/ATR	Workplace Skills Plan/ Annual Training Report
WW	West Wits Operations

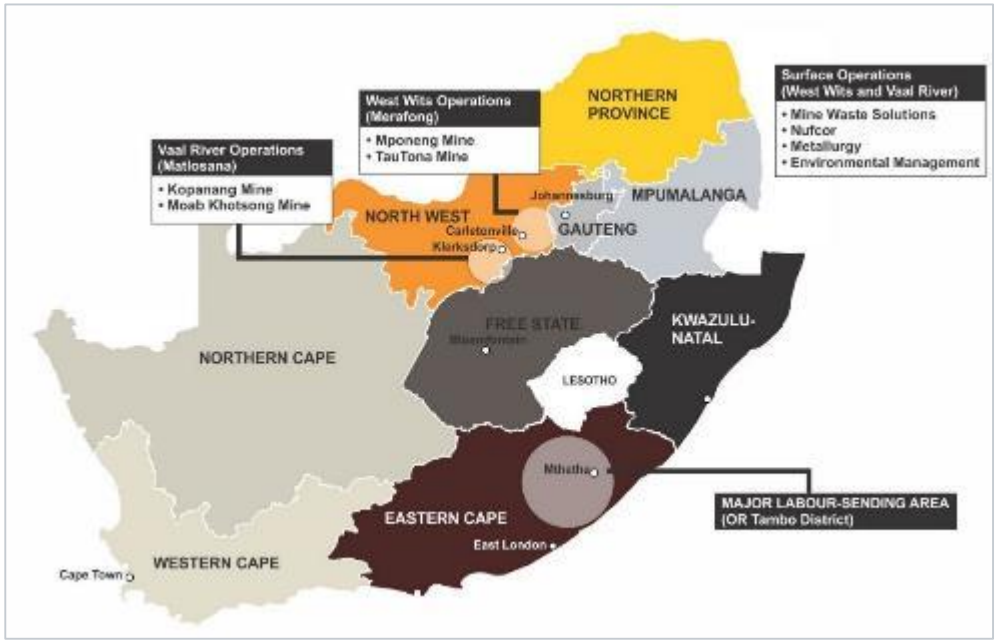
SECTION 1: PREAMBLE

In this section, we address REGULATION 46 (a) of the Mineral Petroleum Resources Development Act (Act No. 28 of 2002) (MPRDA) which provides that the contents of a social and labour plan must include, *inter alia*, a preamble which provides the background information of the mine in question. The following is a brief background of AngloGold Ashanti South Africa Region:

A. INTRODUCTION

AngloGold Ashanti is the third-largest gold mining company in the world, measured by production. It has 17 mines gold mines in 9 countries, as well as several exploration programmes in both the established and new gold producing regions of the world. AngloGold Ashanti produced 3.628Moz of gold in 2016, generating US$4.08bn in gold income, utilising US$811m capital expenditure. AngloGold Ashanti has an attributable Ore Reserve of 50.1Moz of gold and an attributable Mineral Resource of 214.7Moz





In terms of its location, the Vaal River Operations are situated approximately 180 kilometres (km) west of Johannesburg within the North West Province and Free State. The site is approximately 15km south of Klerksdorp in the North West Province. Other neighbouring towns include Orkney and Stilfontein, which are situated 10km and 10km respectively to the west and east of the Vaal River Operations. The land occupied by the Vaal River Operations straddles the boundary between the Free State and North West provinces which can be seen in the map above and a more detailed map is contained in **Annexure 1.2.** The map above also reflects the company's major labour sending area.

The following is our Vaal River Operations Address and Contact Details:

VAAL RIVER OPERATIONS		
Name of the company/applicant:	AngloGold Ashanti Limited	
Name of mines or production operations:	Moab Khotsong, Great Noligwa and Kopanang mines/Production Operations, and Mine Waste Solutions Operations	
Physical address of the Mining Operations:	Farm 69 Chrystalkop, Vierfontein District, Vaal River, Orkney Southern side of the R502, between Orkney and Potchefstroom Note: Mine Waste Solutions Operations address is Stilfontein road, Ext East of Mines Road, Stilfontein, 2550	
SAR Operations offices: Physical address	26 Jacaranda Drive, South Africa Regional Offices, Western Deep Village, Western Levels, Carletonville, 2501	
Postal address	PO Box 8044, Western Levels, Carletonville,2501	
Telephone number	018 700 3557	
Fax number	086 644 2510	
Location of mine or Production Operation:	Matlosana Local Municipality	
Commodity:	NW30/5/1/1/2/16MR	Gold & Uranium. Silver & Sulphur in Pyrite
	NW30/5/1/2/2/04MR	Gold, uranium, silver, platinum & iridium & any other metals of the platinum group & the ores of such metals
	NW30/5/1/2/2/15MR	Gold, uranium, silver, platinum & iridium & any other metals of the platinum group & the ores of such metals
	NW30/5/1/1/2/14MR	Precious metals; uranium ore, silver ore, platinum group metals
Financial year:	01 January to 31 December	
Reporting Year:	Annually	
Name of Contact Persons at Regional Office:	SM Moloko (Senior Vice President: Sustainability) Telephone No: 018 700 3557 SMoloko@anglogoldashanti.com L Nkadimeng (Governance Manager) Telephone No: 018 700 3569 JNkadimeng@anglogoldashanti.com	

AGA's approach to socio-economic development is guided by its vision, mission, business objectives and values.

AGA's Vision

AGA's vision is to be **'the leading Mining Company"** and is underpinned by the following mission, business objectives and values:

AGA's Mission

To create value for our shareholders, our employees and our business and social partners through safely and responsibly exploring, mining and marketing our products. Our primary focus is gold, but we will pursue value creating opportunities in other minerals where we can leverage our existing assets, skills and experience to enhance the delivery of value.

AGA's Business Objectives

Our five key business objectives - Supporting our core strategy…

- **Focus on people, safety and sustainability:** our business must operate according to our values if it is to remain sustainable in the long term.
- **Optimise overhead, costs and capital expenditure:** all spending decisions must be checked and double checked to ensure they are necessary to fulfil our core business objective.
- **Improve portfolio quality:** we have a portfolio of assets that must be actively managed as we strive for a competitive valuation as a business.
- **Ensure financial flexibility:** the balance sheet is the foundation of our company and we must ensure it always remains able to meet our core funding needs.
- **Maintain long-term optionality:** while we are focused on ensuring the most efficient day-to-day operation of our business we must keep an eye on creating a competitive pipeline of long-term opportunities

AGA's Values

Safety is our first value.

SAFETY

We treat each other with dignity and respect.

DIGNITY & RESPECT

We value diversity.

DIVERSITY

We are accountable for our actions and undertake to deliver on our commitments.

ACCOUNTABILITY

We want the communities and societies in which we operate to be better off for AngloGold Ashanti having been there.

COMMUNITIES

We respect the environment.

ENVIRONMENT

BREAKDOWN OF EMPLOYEES

AGA South Africa Region Operations has a total workforce of **24 996** employees (**including around 5 904 contractors**), of which 15 519 are at the **Vaal River operations** and 9 477 are at the **West Wits operations**. The detailed breakdown of the origins of the employees (including contractors) is as contained in **Annexure 1.1.** (Please note that the number of employees reflected in Annexure 1.1 differs from that contained in the Form Q, as the information is sourced at different times from the system).

BREAKDOWN OF EMPLOYEES (including Mine + Contractor Type 1, 2 and 3): Vaal River as at 3 January 2018		
Country of origin	**Province**	**Vaal River Total**
SOUTH AFRICA	**GAUTENG**	**473**
	EASTERN CAPE	**2 856**
	NORTH WEST	**7 374**
	FREE STATE	**1 016**
	KWAZULU NATAL	**357**
	LIMPOPO	**228**
	MPUMALANGA	**115**
	NORTHERN CAPE	**74**
	WESTERN CAPE	**9**
	SUB TOTAL	**12 502**
LESOTHO		**1 569**
MOZAMBIQUE		**1 108**
SWAZILAND		**305**
ZIMBABWE		**4**
BOTSWANA		**31**
	SUB TOTAL	**3 017**
(Note: these figures include Contractors)	**TOTAL**	**15 519**

From the previous table it can be seen that the company's major labour sending area is the Eastern Cape Province. In choosing the contributions planned into the company's major labour sending area, the company has considered the employee breakdown for the Eastern Cape Province as indicated below, and hence regards the OR Tambo as its major labour sending area with the biggest planned contribution in this particular area. It should be noted upfront that the company fully supports initiatives in all its labour sending areas with a focus on the OR Tambo as its largest labour sending area.

SAR Employees Originating from the Eastern Cape as at 3 January 2018 (incl. Mine + Contractor Type 1, 2 and 3)				
DISTRICT MUNICIPALITY	**VAAL RIVER OPERATIONS**	**WEST WITS OPERATIONS**	**TOTAL E/CAPE EMPLOYEES**	**AGA's ORDER OF PRIORITY**
OR TAMBO	**1 232**	**968**	**2 200**	**1**
AMATOLE (EL)	777	427	1 204	**2**
CHRIS HANI	423	332	755	**3**
ALFRED NZO	243	222	465	
JOE GQABI / UKHAHLAMBA	172	121	293	
NELSON MANDELA (PE)	6	6	12	
OTHER	3	9	12	
GRAND TOTALS	**2 856**	**2 085**	**4 941**	

The following are the Mining Rights covered in this Vaal River Operations Social and Labour Plan Report for the period 2017:

1. MPTRO REF: 12/2009, including endorsement in terms of Section 102 MPTRO REF: 15/2012 (DMR Reference No.: NW30/5/1/1/2/16MR) ("Vaal River Operations: Moab Khotsong, Great Noligwa and Kopanang mines"). The MPRDA Section 102 application to incorporate Mine Waste Solutions into this Mining Right was granted on 13 July 2015. The DMR granting letter was corrected and reissued on 6 November 2015 and AGA is currently awaiting an execution date to sign such Deed of Variation.
2. MPTRO REF: 05/2008 (DMR Reference No.: NW30/5/1/2/2/04MR) ("Edom and Kleinfontein")
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4. MPTRO REF: 105/2013 (DMR Reference No.: NW30/5/1/1/2/14MR) in respect of the "Farm Grootdraai" The Section 102 application for inclusion of minerals and extension of this mining area to include further farm portions i.e. Vaalbrug Dolomiet, De Pont Landing and Altona was granted on 24 April 2015, executed on 19 June 2015 and is currently awaiting registration at the Mineral and Petroleum Titles Registration Office.

B. SUMMARY – PERFORMANCE AGAINST THE MINING CHARTER SCORECARD

The following table constitutes the Company's' performance against the Scorecard for the Broad-Based Socio-Economic Empowerment Charter for the South African Mining Industry for the Vaal River achievements as at the end of December 2017.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2017**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
1	**Reporting**	Has the company reported the level of compliance with the Mining Charter for the Calendar year	Documentary proof of receipt from the department	Annually by 31 March	100%
2	**Ownership**	Minimum target for effective HDSA ownership by April 2014	Meaningful economic participation	26%	26.8%
			Full shareholder rights	26%	26.8%
			Beneficiation off-sets	In case of any shortfall in Ownership, up to 11% of beneficiation could be used to offset such shortfall.	AngloGold Ashanti holds 42.5% shareholding at the Rand Refinery, situated in Springs near Johannesburg, which beneficiates gold for its operations and all other South African Mines.
3	**Housing and living conditions**	Conversion and upgrading of hostels to attain the occupancy rate of one person per room.	Percentage reduction of occupancy rate towards 2014 target.	Occupancy rate of one person per room	100%
		Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units.	Family units established	100%
		Note on Vaal River Operations from AngloGold Ashanti	Implement initiatives to facilitate home ownership e.g. Preference surveys, advice on purchasing homes, training on benefits of home ownership	No target set	The company continued to engage with organised labour through the Future Forum on the promotion of Home Ownership for employees through the sale of company houses and building of affordable houses.
4	**Procurement & Enterprise Development**	Procurement spent from BEE entity	Capital goods	40%	57%
			Services	70%	61%
			Consumable goods	50%	75%
		Multinational suppliers' contribution to the social fund	Annual spend on procurement from multinational suppliers	0.5% of procurement value	Awaiting DMR guidance

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2017**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
5	**Employment Equity**	Diversification of the workplace to reflect the country's demographics to attain competitiveness.	Board Level	40%	45%
			Top Management (F Band)	40%	43%
			Senior Management (E Band)	40%	42%
			Middle Management	40%	51%
			Junior Management	40%	58%
		Note by AGA: Actuals adapted to correct any white female representation over 6%	Core Skills	40%	53%
			Women in Mining	10%	17%
6	**Human Resource Development**	Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy)	5.00%	5.18%
7	**Mine community development**	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis.	Implement approved community projects in line with Integrated Development Plans of local and major labour sending municipalities, the National Development Plan and New Growth Path	As per the Implementation Plan submitted to the DMR in September 2016.	The Company received its final provisional approval for its 2015-2019 SLP on 16 February 2017 paving the way for implementation of the approved LED community projects. For the reporting period focus was on progressing with commencing with the implementation of the LED projects.
		Note by AGA: The input in initiatives is embedded in the Integrated Development Plans of host communities which in turn is informed by community needs and subject to a regulatory framework which represent the full community	Projects are listed and aligned with Host and Labour Sending Areas Communities IDPs and the National Development Plan and New Growth Path.		
8		Improvement of the industry's environmental management.	Implementation of approved EMPs.	100%	100%

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2017**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
	Sustainable Development & Growth	Captured in company EMP which is submitted to DMR			
		Improvement of the industry's mine health and safety performance.	Implementation of tripartite action plan on health and safety.	100%	97.5%
		Utilisation of South African based research facilities for analysis of samples across the mining value chain	Percentage of samples in South African facilities	100%	100%

SUMMARY- PERFORMANCE AGAINST THE MINING CHARTER TARGETS

The following constitutes the AGA Vaal River (VR) Operations' performance against the 2015-2019 Social and Labour Plan commitments and the Mining Charter for the period of 2017:

Reporting: The Vaal River (VR) Operations submitted its audited SLP Report for the year 2016 to the Department of Mineral Resources offices by the end of March 2017 as per the requirements of the MPRDA. The Company has also submitted the VR Operations SLP Implementation Plan for 2018 in September 2017 as per the requirements of the MPRDA Regulations. All our Mining Charter Reports are posted on our website: http://www.anglogoldashanti.com/sustainability/reports/

The company's COO has also reported to the host communities of Matlosana Local municipality on the progress made on the SLP and other community challenges on 25 July 2017 and the SVP: Sustainability to the OR Tambo District Municipality on 17 August 2017.

The South Africa Region Community Report for 2016-2017 was published in July 2017 in our Host and Labour Sending communities. All our Community Reports are posted on our website: https://thevault.exchange/?get_group_doc=143/1503393879-2016-2017CommunityReport.pdf

The company has also submitted its Broad -Based Black Economic Empowerment Sore-card and Report for the period 2016/17 to the BEE Commission as per the new requirements of the JSE Listing.

Ownership: AGA has maintained its 26.8% of Historically Disadvantaged South African (HDSA) representation on "Ownership" against the Mining Charter target of 26% HDSA representation by the end of April 2014. This comprises 20.8% ascribed to the sale of assets to African Rainbow Minerals (ARM), 4.5% allocation to Employee Share Ownership Scheme (ESOPS) and 1.5% to our Black Economic Empowerment Partner, Izingwe.

The B-BBEE verification concluded in March 2016 placed AGA's BEE ownership at 27.81% in terms of the valuation of the ARM, Izingwe Holdings and ESOP empowerment deals concluded between the years 2002 and 2014 and remains intact under the previous Charter.

AGA holds 42.4% ownership of Rand Refinery, which would serve to offset its Ownership targets as provided for in the Mining Charter III should the Industry be unsuccessful in the Court case on the Ownership element regarding the “once empowered, always empowered” between the DMR and the Chamber of Mines. The results of the re-assessment are expected in the first quarter of 2018.

Housing and Living Conditions: The Vaal River Operations achieved 100% compliance to the target with regards to the single room accommodation and the hostel conversion programme as outlined in its 2010-2014 Social and Labour Plans.

As an expression of the commitment to create a conducive living environment for employees and communities in the areas in which it operates – and in line with its obligations under the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (the “Mining Charter”). AGA is rolling-out an employee home ownership scheme for its employees in South Africa (“HOS” or the “Scheme”). The company engaged on a quarterly basis with organised labour structures regarding the promotion of home ownership. Employees have demonstrated high level of interest to purchase the company owned houses and by the end of 4th quarter 2017, 344 applications to purchase company owned houses were still in process and 110 house sales had been successfully concluded. The sale of houses is conducted within the scope of relevant approved AGA policies. The sale of houses is conducted within the scope of relevant approved AGA policies. To enhance affordability, the following concessions were implemented namely: 10% incentive to buy, concession based on years of service, concession on refurbishment costs and 10% discount for employees affected by the Section 189 process.

Preferential Procurement, Supplier and Enterprise Development: As at the end of December 2017, AGA (VR and WW Operations) achieved a performance of 60% BEE spend on Capital Goods, against the Mining Charter target of 40%; and 63% BEE Spend on Services, against the Mining Charter target of 70%; and 74% BEE spend on Consumable Goods, against the Mining Charter target of 50%. The overall performance of spend with qualifying BEE entities is at 68%. The SA Region performance on the Services spend at 63% is below the Mining Charter target of 70%. Within the context of the restructuring of the SA operations, it was expected that contractors will also to be affected. As a result, the total measurable procurement spend has decreased by 6% (R431m) as compared to 2016. This under performance is due to the continued procurement from the 2098 (61%) of vendors who are below the Mining Charter requirement of 25%+1 vote against the 819 (39%) BEE Entities that meet the Mining Charter BEE requirement.

The Vaal River Operations achieved a performance of 57% BEE spend on Capital Goods, against the Mining Charter target of 40%; and 61% BEE spend on Services, against the Mining Charter target of 70%; and 75% BEE spend on Consumable Goods, against the Mining Charter target of 50%.

The Region has exceeded the informal target of 15% Host Community Procurement Spend as suggested by the DMR by achieving a performance of 26% of total measurable procurement spend, with 20% attributable to the Matlosana Local Municipal area.

The SA Region is in the process of reviewing its Preferential Procurement Policy to maximise the use of and development of black businesses across all mining operations; through creating access within the company’s mainstream procurement systems. The reviewed policy will also focus on promoting entrepreneurship within the host communities. The policy will not only be limited to compliance deliverables, but drive the broader transformation of AngloGold Ashanti and open the procurement system further for Black business participation. Issues relating to contractor compliance/ non-compliance, fronting and socio-economic commitments will be addressed formally through this process.

Employment Equity: Despite a challenging year within the SA Region characterised by organization restructuring and rightsizing initiatives, AngloGold Ashanti achieved the Employment Equity targets as set out in the Mining Charter.

As at the end of 2017, against the 40% HDSA target as set by the Mining Charter, for the Vaal River Operations, HDSA representation was 43% at Top Management level, 42% at the Senior Management level, 51% at Middle Management level and 58% at Junior Management level. With respect to Core and Critical Skills, the company achieved 53% HDSA representation while also achieving 17% representation with respect to Women in Mining, against the Mining Charter target of 10%.

Human Resources Development: The Mining Charter requires that the Human Resources Development spend be set at 5% of the total of Annual Payroll by 2014. By the end of 2017, Vaal River Operations achieved 5.18% HRD spend against the 5.8% target committed in the SLP due to the disruptions caused by the employee movements as the AGA operations began downscaling as per the LRA Section 189 and MPRDA Section 52 processes.

Mine Community Development: In respect of the Vaal River Operations, due to the late approval of the 2015 - 2019 SLP LED Projects by the DMR (only in February 2017), three projects (Gaenthone Secondary School, Kanana Secondary School and Sonata Primary School) have been completed. The remaining projects implementation are subject to the sale of AGA's Vaal River assets and the transfer of the remaining SLP LED projects to the new owners.

Social and Institutional Development Fund: For this reporting period, the company spent a total of R 20.1 million (R4.7m from the SAR Social and Institutional Development Fund plus R15.4 from the Corporate CSI Fund), supporting 102 (72 from SAR and 30 Corporate Office) projects.

An additional R1.4m was spent during the year on Nelson Mandela Day Projects in the host community of Matlosana and Labour Sending communities of OR Tambo and Amathole Districts in the Eastern Cape Province funded by Corporate CSI.

The total Vaal River Operations expenditure for 2017 was R2.0m including the Corporate Office CSI Fund contribution of R500 000 for the 2017 Mandela Day projects. A total of 22 projects including the two Mandela Day projects were delivered in the reporting period.

Sustainable Development and Growth: The Mining Charter requires companies to implement the approved Environmental Management Plans (EMPs), the Tripartite Action Plan on Health and Safety and to utilise the SA based research facilities for analysis of their samples. With respect to Environment Management, the company's approved EMPs for the Vaal River Operations is being implemented and were presented during the MPRDA Section 52 investigations conducted by the Sub-committee of the DMR Minerals Board in quarter 3 of 2017.

With respect to Health and Safety commitments, the company also complied with the commitments in the Mining Industry Tri-Partite Action Plan on Health and Safety. Finally, all the Region's sampling is done internally and therefore in SA as required by the Mining Charter.

Beneficiation: The status as reported in the last year remains the same that AGA owns 42.41% of Rand Refinery situated at Springs, near Johannesburg, which beneficiates gold for all South Africa's gold mines.

Financial Provision: The MPRDA Regulation 46 (e) provides that the contents of the SLP must make financial provision for the implementation of the HRD programmes, Local Economic Development (LED) projects and for the processes to manage Downscaling and Retrenchment. All these have been provided for, after consultation with stakeholders, in the 2015-2019 SLPs submitted to the DMR in October 2014.

Downscaling and Retrenchment: The restructuring and rightsizing of the South Africa Region (SAR) as guided by the Employee Transition Framework (ETF) was central in supporting the strategic objective of setting the SAR up for a sustainable future during 2017. In January 2017, the SAR issued a Section 189(3) notice in terms of the Labour Relations Act 66 of 1995(LRA) of its intention to terminate employment of some 849 employees, on the back of the 2017 budgetary requirements. The process ensued through facilitation under the auspices of the Commission of Conciliation Mediation and Arbitration (CCMA), following intensive engagements with Union Stakeholders and with the Mining Industry Regulators, in terms of Section 52 of the Minerals Petroleum and Resources Development Act (MPRDA). The Guiding Principles Document wassigned off and adopted by all stakeholders during the process which was concluded during May 2017. The genuine endeavours by all the stakeholders to minimize the loss of jobs, and to ameliorate the impact of job losses resulted in the forced retrenchment of 21 employees.

The organizational restructuring and rightsizing process contunued towards the second quarter of 2017 given the evolving SA Region operating environment and the continued pressure on margins resulting from reduced production and increasing costs. These factors had a severe impact on the short-life operations and threatened the future of the longer-life operations within the SAR. On the 28th June 2017 the company issued Section 189(3) Notice in terms of the LRA, potentially impacting approximately 8500 employees (including the closure of West Wits Operations' TauTona/Savuka Mine). This resulted from decisions taken to proceed with the orderly closure of Kopanang Mine preceded by care and maintenance, and the closure of the West Gold Plant. Notice was given to the DMR in terms of Section 52 of the MPRDA. Several interactions with the DMR were held under the guidance of the Minerals Board as per the provisions of the MPRDA.

A formal CCMA facilitation process commenced on 14 July 2017 and concluded on 28 August 2017. All Trade unions and representatives of non-unionised employees participated in the consultation process which culminated in the signing of the Retrenchment and Job Loss Avoidance Agreement. The agreement is aligned with the Leaders Declaration signed between Government, Organised Labour and the Chamber of Mines under the Mining Industry Growth and Development Task Team (MIGDETT). An important term of the abovementioned agreement was that the parties would take active steps to save jobs. As a result, an agreement was reached to consider the sale of distressed assets as agreed to between the Mining Stakeholders in a declaration signed in August 2015. The company received unsolicited bids to purchase Kopanang Mine, West Gold Plant and associated assets.

A successful sale agreement was entered with Village Main Reef and was actively supported by all trade unions. The conclusion of the sale of Kopanang Mine and West Gold Plant after regulatory approval will contribute significantly to saving jobs.

The main mechanisms for job saving were in the form of transfers of affected employees to non-affected business units where vacancies existed and the sale of Kopanang and the West Gold Plant as distressed Assets. Approximately 3400 jobs were saved through these mechanisms.

Sale of Moab Khotsong and Kopanang Mines: Following the company's successfull application to the Competition Commission and in terms of Secion 11 and 102 of the MPRDA to the DMR in October 2017,the sale of the Moab Khotosng and Kopanang Mines to Harmony Gold and Kopanang Gold Mining Company (a subsidiary of Heaven-Sent SA Sunshine Investment Company Limited) respectively, became effective from 1 March 2018.

C. WAY FORWARD AND UNDERTAKINGS

1. The following are the objectives of the Broad-Based Socio-Economic Empowerment Charter for the South African industry (Mining Charter):

    - To promote equitable access to the nation's mineral resources to all the people of South Africa;
    - To substantially and meaningfully expand opportunities for Historically Disadvantaged South African's (HDSA) to enter the mining and minerals industry and to benefit from the exploitation of the nation's mineral resources;
    - To utilise and expand the existing skills base for the empowerment of HDSA and to serve the community;
    - To promote employment and advance the social and economic welfare of mine communities and major labour sending areas; and
    - To promote beneficiation of South Africa's mineral commodities.

2. AGA has consistently supported the intention behind the spirit of the Mining Charter and its "pursuit of a shared vision of a globally competitive mining industry that draws on the human and financial resources of all South Africa's people and offers real benefits to all South Africans". This SLP report details AGA's efforts to comply with the Mineral and Petroleum Resources Development Act, 28 of 2002 (MPRDA), particularly the transformational requirements as stipulated in the Mining Charter. In compliance to the Mining Charter the company's undertakings are herein detailed. The duration of the SLP is five years for the period of 2015 to 2019. The company shares and understands the **objectives of the Social and Labour Plan** as follows:

    - Promote employment and advance the social and economic welfare of all South Africans;
    - Contribute to the transformation of the mining industry; and
    - Ensure that AGA contributes towards the Socio-Economic development of the area in which they operate (including the major Labour Sending Communities).

3. In terms of the required **Preamble**, Regulation 46 of the MPRDA, the company has outlined the necessary information required in **Section 1, A and B** above.

4. In terms of **Human Resource Development (HRD),** Regulation 46 (b) of the MPRDA, the company undertakes the following (details further explained in **Section 2**).

    a. **Skills Development**

    - Contribute towards Human Recourse Development initiatives for Employees (18.1) and Host and Labour Sending Communities (18.2),
    - Integrate the company's EE plans to the HRD initiatives.
    - Comply with the Skills Development Act,
    - Compile and Submit a Workplace Skills Plan (WSP) and Annual Training Report (ATR) to the MQA (Mining Qualifications Authority),
    - Consult organised labour on WSP and ATR,
    - Ensure that training is conducted and that our plan supports our business objectives,
    - Ensure that development needs of employees are identified and documented,
    - Individual development plans are implemented,
    - Ensure that company receives its mandatory grants,
    - Provide for management development programmes,
    - Forge partnerships with academic institutions and service providers,

- Encourage employees to further their studies (at AGA discretion), and
- Provide financial or other support to employees and community entering graduate or post graduate studies (at AGA discretion).

b. Adult Basic Education and Training (ABET) / Adult Education and Training (AET)

- Provide every employee with the opportunity to become numerate literate,
- Provide ABET & AET to employees and communities,
- Provide NQF level training as further detailed in Section 2,
- Provide foundational learning competence,
- Provide facilities for provision of AET,
- Undertake AET marketing initiatives, and
- Set AET targets for the period 2015 to 2019.

c. Portable Skills

- Provide community members with entry level skills training in mining.
- Provide portable skills training to communities and employees in engineering related skills.
- To link the portable skills training programmes to the downscaling of the company where possible.

d. Bursaries

- Develop skills to address the South African skills shortage, with a focus in our host and major labour sending communities.
- Implement measures to equip and enhance competencies of the talent pool.
- Provide bursary programmes to employees and communities.

e. Internships

- Develop skills to address the South African skills shortage.
- Implement measures to equip and enhance competencies of the talent pool.
- Provide internships programmes to communities.
- Provide learnership programmes.

f. Career Progression and Mentorship

- Implement the System for People (SP) Model which is an in-house model to develop and uplift employees.
- Set targets and contribute to management development programmes for employees, especially HDSAs (Historically dis-advantaged South Africans).
- Implement career path initiatives.

g. Employment Equity

- Commit to comply with the Employment Equity Act, MPRDA and Mining Charter Requirements.

- Implement the Employment Equity (EE) Plan aimed at transforming the company's workplace as per the objective of the MPRDA.
- Achieve the set targets of HDSA representation at all management levels.
- Draw up plans to address visible areas and remove barriers to Employment Equity (EE).
- Link the company's EE plans to the HRD initiatives.

5. In terms of the required **Community Development**, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 3**):

    - Build successful and mutual beneficiary relations with stakeholders.
    - Participate in local government forums.
    - Conduct community briefing sessions.
    - Implement management standards for community development.
    - Identify local economic development projects in consultation with community.
    - Implement Social Development Projects.
    - CHRD programmes.

6. In terms of the required **Housing and Living Conditions** requirements for **Employees**, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 3):**

    - Provide Accommodation options to employees.
    - Implement a project to upgrade residences.
    - Implement projects to develop family units.
    - Promote home ownership.
    - Improve and manage nutrition.

7. In terms of the required **Procurement and Enterprise Development** requirements, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 4**):

    - Give HDSA's preferred supplier status.
    - Supply a database of BEE suppliers.
    - Set up targets for BEE procurement.
    - Implement a plan to measure and facilitate BEE procurement and Local Procurement.
    - Implement SMME development programmes.

8. In terms of the required **Measures to Ameliorate the Impact of Downscaling & Retrenchments** requirements, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 5**):

    - The establishment of a Future Forum.

- Steps that may be undertaken to avoid job losses.
- Initiatives to address instances where job losses cannot be avoided.
- Steps to ameliorate the impact job losses may have on employees, and the assistance provided to retrenched employees.

9. In terms of the required **Financial Provision requirements**, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 6**):

   Provide financially for the implementation of the social and labour plan in terms of:
   - The human resource development programme;
   - The local economic development programme; and
   - The processes to manage downscaling and retrenchment

10. In terms of the required **Monitoring, Evaluation & Reporting requirements**, Regulation 46 of the MPRDA, the company will undertake the following (details further explained in **Section 7**):

    - Submit the company's five year SLP to the relevant DMR,
    - Submit an Implementation plan on an annual basis to the relevant DMR and
    - Submit annual SLP reports at the end of March.

SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMME

HRD GUIDING PRINCIPLES:

The following guiding principles have been considered in developing the HRD programme in terms of this Social and Labour Plan:

1. The data contained in Form Q was considered when planning the different programmes within the company's HRD 2015-2019 plans.
2. The data as contained in the National Economically Active Population (EAP) except where this is not relevant such as in the case of AET (Adult Education and Training), Portable Skills and Mining Skills.
3. Building on the 2010-2014 SLP achievements and lessons.
4. Vaal River Business Units operational plans and skills development needs.
5. The new BBBEE Codes.
6. The 2014 HRD targets of 5% were used as a base.
7. The employee's Individual Development Plans (IDP) and the company's EE (Employment Equity) plans.
8. The current beneficiaries of the HRD programme who are likely to rollover into the 2015-2019 SLP period.
9. The need to contribute to the development of the youth in our host and major Labour Sending communities.

According to the National Development Plan, education, training and innovation are central to South Africa's long-term development. These are the core elements in eliminating poverty, reducing unemployment, inequality, and serve as foundations of an equal and prosperous society as envisioned in the Constitution. Education empowers people to define their identity, take control of their lives, raise healthy families, take part confidently in developing a just society, and play an effective role in the politics and governance of their communities.

AGA's HRD strategy is aimed at empowering and giving employees opportunities to develop within the company and also offers the communities in our host and major Labour Sending areas opportunities to better their skills and knowledge in order to be absorbed easily into the economy.

Our HRD strategy is therefore driven by our operational needs and requirements, as well as the national imperative as contained in the MPRDA and Mining Charter.

The objectives of the company's HRD programme are outlined below:

- To contribute to the country's education initiatives and making a difference which supports government initiatives.
- Ensuring development of requisite skills in respect of learnerships, bursaries (of core and critical skills), artisans, AET (Adult Education and Training), and other training initiatives reflective of demographics as defined in the amended Mining Charter.
- To contribute towards the "Historically Disadvantaged" citizens' human resource development as a whole and align this with the company's mission, vision and values which also address Employment Equity objectives.
- Comply with the Skills Development Legislation and all other relevant legislation.
- Contribute to upliftment and development of skill of employees (18.1) and, local and major labour sending communities (18.2).
- Contribute to the empowerment of employees (18.1) and of local and labour sending communities (18.2) through education training and development initiatives.
- Demonstrate visible support for our employees' and communities' interests in terms of education.
- Contribution to the social development of employees and host communities to promote and improve social contribution.
- Aid to improving the quality of life for our employees and host communities through education upliftment.
- Contribute to driving the United Nation Sustainable Development Goals to ensure inclusive and equitable quality education and promote lifelong learning for all.

Mining Charter Requirement:

In terms of Human Resource Development, the amended 2010 BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING and MINERALS INDUSTRY states as follows:

"The mining industry is knowledge based and thus hinges on human resource development, constituting an integral part of social transformation at the workplace and sustainable growth. To achieve this objective, the mining industry must:

- *Invest a percentage of annual payroll (as per relevant legislation) in essential skills development activities reflective of the demographics, but excluding the mandatory skills levy, including support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation; as follows:*
    - *Target for 2010 = 3%;*
    - *Target for 2011 = 3.5%;*
    - *Target for 2012 = 4%;*
    - *Target for 2013 = 4.5%;*
    - *Target for 2014 = 5%"*

AngloGold Ashanti's (AGA) Response to the above was as follows:

The ***Mining Charter scorecard*** requirements are indicated below along with the AGA VR (Vaal River) compliance to end December 2014.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS												
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2014**	**PROGRESS ACHIEVED BY**									
					MC 2010	**2010 Achieved**	**MC 2011**	**2011 Achieved**	**MC 2012**	**2012 Achieved**	**MC 2013**	**2013 Achieved**	**MC 2014**	**2014 Achieved**
6	Human Resource Development	Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation.	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy).	5.00%	3.00%	5.10%	3.50%	4.60%	4.00%	5.86%	4.50%	6.70%	5.00%	7.04%

The MPRDA requirements are:

REGULATION 46 (b) (i) provides that the contents of a social and labour plan must include the following:

A human resources development programme which must include a skills development plan which identifies and reports on –

(aa) the number and education levels of the employees which must be completed in the form of "Form Q" contained in Annexure II; and
(bb) the number of vacancies that the mining operation has been unable to fill for a period longer than 12 months despite concerted effort to recruit suitable candidates which must be completed in the form of "Form R" contained in Annexure II.

REGULATION 46 (b) (iii) which states provides that:
The contents of a social and labour plan must include a mentorship plan and its implementation in line with the skills development plan and the needs for the empowerment groups.

REGULATION 46 (b) (v) which states:
The contents of a social and labour plan must include a human resources development programme which must include the employment equity statistics which must be completed in the form of "Form S" contained in Annexure II and the mines plan to achieve the 10% women participating in mining and 40% historically disadvantaged South Africans (HDSA) participation in management within 5 years from the granting of the right or the conversion of the old order right.

*The **Mining Charter** also requires the mining company to take affirmative action measures to uplift the skills of all employees, in particular the literacy levels, mentorship and career development plans for HDSAs.*

AngloGold Ashanti's Response to the above-mentioned requirements is as outlined below:

The Human Resources Development (HRD) Strategy of AngloGold Ashanti's (AGA) South African Region (SAR) supports the company's business strategy and objectives, as well as the South African legislative and regulatory framework that seeks to address the general skills shortage within the country, as well as ensuring equitable representation in the workplace. The company's Social and Labour Plan (SLP) outlines a variety of HRD initiatives undertaken by AGA.

In this document, we capture the 2017 AngloGold Ashanti (AGA) Social and Labour Plan (SLP) commitments and 2016 Actuals which includes the company's Employees (18.1) and Host and major labour sending Communities (18.2), which in AGA terms is known as Community HRD.

The following constitute the 2015-2019 HRD Financial Provisions Targets as a percentage of Payroll:

- *Target for 2015 = 5.6%*
- *Target for 2016 = 5.7%*
- *Target for 2017 = 5.8%*
- *Target for 2018 = 5.9%*
- *Target for 2019 = 6%*

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - AGA: VAAL RIVER OPERATIONS							
	ELEMENT	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2017**	**PROGRESS ACHIEVED**		
					2015 Actual	**2016 Actual**	**2017 Actual**
6	**Human Resource Development**	Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy)	5.80%	6.16%	5.90%	5.18%

Note: *For a more detailed Core and Critical Skills Plan refer to the EE (Employment Equity) Section of this SLP,*
Form Q *as required by the MPRDA is hereby presented as* ***Annexure 2.1****,*
Form R *as required by the MPRDA is hereby presented as* ***Annexure 2.2****, and*
Form S *is contained in* ***Annexure 2.3***

A. EMPLOYEES (18.1) HUMAN RESOURCE DEVELOPMENT PROGRAMME

2.1 WORKPLACE SKILLS PLAN (WSP) AND ANNUAL TRAINING REPORT (ATR)

AGA fulfils the requirements of the Skills Development Act and submits the Annual Training Report (ATR) and Workplace Skills Plan (WSP) annually, which is signed off annually in consultation with Organised Labour and aligned to the company's HRD plan. This is then submitted to the Mine Qualification Authority (MQA), the industry SETA, before the 30 June each year. The registration numbers of the company with the relevant SETA are L520735715 and L120726379 for MQA and HWSETA respectively.

AGA's HRD Strategy safeguards that a platform for skills development is created and it addresses the skills enhancement of its employees and by so doing supplies competent and skilled employees. Furthermore, this strategy will contribute to alleviating the growing shortage of critical skills in the mining industry in South Africa. It is also AngloGold Ashanti Strategic intent to comply with Section 101 of the MPRDA and ensure that all employees on the mines, have access to HRD Programmes, as outlined in this section, facilitated or managed by either the mines itself or by the contracting companies. As part of our contribution to the host communities, the company will create opportunities for these communities through the Community HRD initiative. HRD will play a significant role and contribute to the Employment Equity and Gender Equity targets of the company through personal development including HDSA development. AngloGold Ashanti's HRD plans are aligned to the Workplace Skills Plans (WSP) and are furthermore linked to the company's short, medium and long-term business plans with a focus on skills supply.

Business Units are required to draw up a WSP and ATR consisting of two core elements. The first element ensures that training conducted and planned complements the achievement of the business objectives and the second element ensures that the development needs of employees, as identified during the performance management processes and documented in the individual's development plan, are planned for and implemented. The business unit WSPs and ATRs are then consolidated by the company's Skills Development Facilitator (SDF) to form a consolidated WSP and ATR. Compliance to the WSP targets are monitored monthly at business unit level and reported on a quarterly basis at the Central Skills Development Meeting with all relevant stakeholders.

AGA's Education and Training interventions make provision for:

- Establishing partnerships with academic institutions and service providers in order to tailor the provided knowledge and skills to suit the company's needs.

The company's objectives of the talent pool system are as follows:

- To attract and retain successful and professional employees.
- To train and develop employees to their full potential.
- To develop employees in accordance with their specific needs and the needs of AngloGold Ashanti.
- To maximize the benefits of a comprehensive company-wide framework and approach.

AGA inspires employees to further their studies with recognized and accredited academic institutions. Ongoing company support for the duration of the studies are reviewed annually based on the employee's work and study performance. Learnership and trainee programmes aim to create, develop and support a pool of suitably qualified and competent middle management employees to address the Regional and Divisional skill requirements are also provided. Such programmes include, but are not limited to, Management Trainees Programmes, Bursary Schemes, Engineering and Mining Learnerships. Where required these programmes are registered and accredited through the appropriate qualification authorities.

2.2 THE EDUCATION AND TRAINING MANAGEMENT SYSTEM WITHIN ANGLOGOLD ASHANTI

The company's Education and Training Management System sets a framework to guide the constant growth of its employees to make the most of their full potential for current and future roles in line with the Employment Equity (EE) plans, Business unit plans and operational requirements.

The objectives of the Education and Training System are to:

- Ensure that internal and external training programmes comply with AngloGold Ashanti's management systems;
- Match training programmes with the specific needs of employees, and the needs of the organisation, to increase the skilled knowledge and competence of the workforce;
- Ensure assessment of the training needs of employees to increase their effectiveness in their current role;
- Ensure assessment of the development needs of employees to prepare them for potential future roles;
- Ensure compliance with legislative requirements for minimum employee training and development; and
- Position the company as an attractive employer to the recruitment market which can position the company as an employer of choice.

These objects are applied through AGA's Skills Development Committee (SDC) structures. The SDC consists of Senior HR Managers, Organised Labour and the Senior Management. The reason for the establishment of the SDC is to discuss and make decisions on all skills related matters.

AGA is committed to providing their employees with the opportunity to participate in training that will improve the workplace competence and skills, and ultimately lead to improved organisational performance and increased employee satisfaction through better mastery of the employees' work and the ability to avail themselves for new opportunities. This includes the opportunity for employees to become numerate and literate, improve technical skills and develop leadership abilities.

Managers are accountable for determining and meeting the education and training needs of their subordinates, in line with organisational objectives as per the company's SP (System for People) model. The System for People is an in-house system which is dependent on a three-tier managerial structure of Manager-once-Removed (MoR), Manager and Subordinate-once-Removed (SoR) to ensure the ongoing coaching, mentorship, training and development of individuals' roles. The manager is accountable to manage the performance of subordinates and to apply managerial leadership practices such as selection, induction, context setting, task assignment, coaching, planning and actioning subordinates' development plans. Managers-once-Removed must assess an individual's current potential capability, mentor SoRs, determine succession plans and ultimately endeavour to match career aspirations with company requirements. Training may encompass both external and internal training, as it may be appropriate to provide internal technical or other development through specialists within the organisation for the current and future roles.

2.3 ADULT BASIC EDUCATION AND TRAINING FOR EMPLOYEES (18.1)

ABET is a theoretical foundation towards life-long learning and development, comprising of skills, knowledge and attitudes required for social economic development and transformation within South Africa. ABET is flexible, developmental and provides access to nationally recognised certificates.

ABET has been proven to be valuable. It addresses a wide spectrum of adults, from those who are illiterate and innumerate to matriculate and qualified individuals, who want to upgrade certain areas such as maths.

It contributes towards transformation and development at AGA and the lives of our employees'. This programme is aligned to the company's Form Q and aimed to address literacy and numeracy shortcoming, respond to the labour market and provide individuals with knowledge and skills which ultimately adds value to the individuals and the

company. ABET allows individual participation and improves employability and competences enabling the adult improved professional mobility and flexibility which will create access to career development. It supports individual development and personal satisfaction and is accessible to all categories of employees within the company. ABET is the general conceptual foundation towards lifelong learning and development, comprising of knowledge, skills and attitudes required for social, economic and political participation and transformation applicable to a range of contexts. ABET addresses basic education for adults in numeracy and literacy and allows a modular approach from learning English up to completing the Foundational Learning Competence (FLC) and allows access to further career growth.

ABET includes Adult Education & Training, Foundational Learning for Individuals to enter into vocational training programs (FLC), and continue or further education and training. It is designed to be flexible and dynamic allowing continuing education and training that is capable of responding quickly to the needs for knowledge and skills, that will allow each individual to acquire an initial vocational education and pre-qualification, in addition to further education and training, and which refreshes knowledge, skills, work and life competencies that are crucial for overall development.

ABET and Foundational Learning (18.1)

AGA affords ABET to employees who need it to ensure that they become literate and numerate. For example, being literate in a particular language means that, an employee must be able to use the language proficiently and effectively to think and acquire knowledge, express their own identity, feelings and ideas, and interact with colleagues. The company has made a step change in the sense that the focus is being enhanced from Adult Basic Education & Training (ABET) to that of Adult Education and Training (AET). ABET is the foundation for access to Further Education and Training (FET) and employment and this has now been broadened so as to respond to adults' on-going need for life-long learning even beyond Basic Education.

Objectives of the ABET Programme

ABET is the way forward for further development for many employees in addition to improving their literacy levels. Hence it is imperative that ABET provided by the company is of a high standard and can withstand external benchmarking in the form of external examinations. For this reason, the Adult Basic Education and Training within AngloGold Ashanti has undergone major changes in 2014, to ensure improved quality of ABET and to ensure that the learners receive education that is transferable and compatible outside of the mining industry.

These changes included the following:

- An approved and recognised external service provider who is an expert in this field has been contracted in 2014 by AGA to provide ABET which includes placement of learners, ABET facilitation, assessments, moderation and external examinations. The service provider also provides educational material including: learner workbooks, facilitator guides, teaching aids and stationery which are required to successfully complete the ABET levels provided.

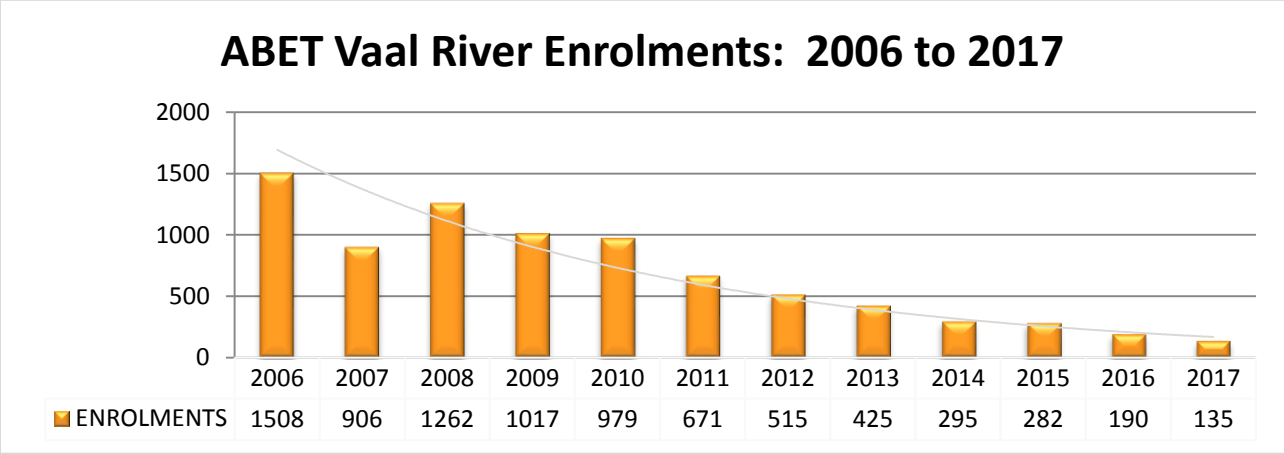
- The service provider is accountable to appoint qualified and trained ABET facilitators for the different ABET Centres and also ensure the training and development of the facilitators to guarantee that the quality of the facilitation is of high and acceptable standard. All ABET Centres are the property of AGA and is also maintained by the company.

AGA provides Pre-ABET, ABET 1, 2, 3 & 4 as well as the Foundational Learning Competence (FLC) to our employees. This is done at the residence to ensure accessibility to employees. ABET is provided on a Part Time basis, at no cost to the learners who attend during non-working hours. Full Time ABET 4 fundamentals and FLC will be available to individuals identified by their business units as part of a formal development plan.

Over the past few years, partaking in the ABET programmes declined as a result of downscaling of the company's operations as well as improvements in literacy levels of our younger employees as illustrated in Form Q as annexured herein. For the 2010 – 2014 SLP period, AGA applied for a Section 102 to the DMR on the ABET targets as it

could not be met. Of the 4004 planned for 2010 – 2014, only 2885 ABET learners enrolled. ABET targets for the next five (5) years have been determined by examining the company's literacy levels, considering the ages of individuals eligible for ABET and following intensive consultation with the various business units.

The following graph illustrates the trends in ABET enrolments over an 11-year period:



ABET learners attend classes where they have contact time with ABET facilitators who provides facilitation to the learners in preparation for the external assessment. Learners complete a placement assessment for ABET 1, 2, 3, and 4 with the ABET service provider to ensure all learners are placed in the correct level from the onset. Learners who want to enrol for the FLC complete a readiness assessment with the ABET service provider.

ABET Programme Marketing

AGA in collaboration with the ABET service provider continues to intensify marketing strategies for ABET programmes within AGA. Posters will be placed at strategic points across the company and promoted at the Business Unit Skills Development Meetings to ensure prospective learners have enough time to enrol for the programmes. On analysis, the target population group for ABET programmes within AGA have been identified as the African population group, who will be targeted for such programmes on an individual basis to reinforce ABET training for employees.

ABET Programme and Transformation

There is strong focus on the female learners who have a career development plan in place but need educational qualifications to progress and the promotion of ABET 4 fundamentals and FLC training.

ABET Resource Allocation

The company endeavours to deliver high quality training where learners have sufficient interaction with facilitators. Multimedia facilities are available to further assist learners as required. Each learner enrolled for ABET programmes will receive a learner workbook along with a stationery pack to complete the tasks assigned within the workbook. Every ABET level will be presented in a well-equipped classroom to optimise the learning experience for individuals.

General Education and Training Certificate for Adults (GETCA)

GETCA qualifiactions were in the past proposed to be replaced by the Adult Matric or NASCA (National Senior Certificate for Adults). The decision on possible implementation of NASCA is aligned to the company portable skill strategy during 2017.

The following progression is envisaged as follows:

- 2015 - 2016: ABET level 4 Language and Communication, thereafter FLC.
- 2017 – 2019: ABET level 4 Language and Communication, thereafter FLC, possible implementation of NASCA

The target was not met in 2017 as the ABET programmes are voluntary and we accommodate those who apply to be on the ABET programme. Although AET has been strongly and actively marketed, there was insufficient enrollments to meet the target for ABET 4 and FLC in 2017.

The following table below constitutes the 2017 ABET Plan vs the 2017 Actual:

VR ABET: EMPLOYEES 18.1 (ENROLMENTS ONLY) – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
Pre-ABET	**PLAN**	16	0	0	0	0	**16**	0	0	0	0	0	**0**	**16**	**16**
	ACTUAL	7	9	0	0	0	**16**	0	0	0	0	0	**0**	**16**	**7**
ABET 1	**PLAN**	47	0	0	0	0	**47**	0	0	0	0	0	**0**	**47**	**47**
	ACTUAL	11	32	0	0	0	**43**	0	0	0	0	0	**0**	**43**	**11**
ABET 2	**PLAN**	23	0	0	0	0	**23**	1	0	0	0	0	**1**	**24**	**24**
	ACTUAL	13	15	0	0	0	**28**	2	2	0	0	0	**4**	**32**	**15**
ABET 3	**PLAN**	13	0	0	0	0	**13**	3	0	0	0	0	**3**	**16**	**16**
	ACTUAL	10	8	0	0	0	**18**	2	1	0	0	0	**3**	**21**	**12**
	PLAN	23	0	0	0	0	**23**	1	0	0	0	0	**1**	**24**	**24**

VR ABET: EMPLOYEES 18.1 (ENROLMENTS ONLY) – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
ABET 4 / NQF 1	ACTUAL	13	6	0	0	0	**19**	0	0	0	0	0	**0**	**19**	**13**
FLC	PLAN	23	0	0	0	0	**23**	1	0	0	0	0	**1**	**24**	**24**
	ACTUAL	3	1	0	0	0	**4**	0	0	0	0	0	**0**	**4**	**3**
TOTAL	PLAN	**145**	**0**	**0**	**0**	**0**	**145**	**6**	**0**	**0**	**0**	**0**	**6**	**151**	**151**
	ACTUAL	**57**	**71**	**0**	**0**	**0**	**128**	**4**	**3**	**0**	**0**	**0**	**7**	**135**	**61**

***Note**: 74 Learners are foreigners and do not form part of the total HDSAs.*

2.4 PORTABLE SKILLS FOR EMPLOYEES (18.1)

The company's portable skills programme focuses on employees who are incapacitated or retrenched in order to make them remain economically active, employable or self-sustaining in the long run, and also provides training to employees who show an interest in obtaining a portable skill. Employees are entitled to a once off course at no cost to themselves. The individuals complete specific modules and will be issued with a certificate of attendance on completion of the said course. The stated courses exclude the cost of transport and accommodation but include PPE (Personal Protective Equipment) and meals. AGA provides voluntary skills training programmes to employees with skills which are valuable outside of the mining industry. The current communication channels to communicate the portable skills training, is through pamphlets, organised labour and the Skills Development Committee (SDC) structures at the business units. Employees are trained in portable skills, as indicated in the table below. Entrepreneurial and Business Skills training forms part of all the offerings aimed at assisting individuals to become self-employed or to create opportunities for individuals to form SMMEs (Small, Medium, Micro Enterprises) and become self-employed in the event of retrenchment.

The following table constitutes the 2017 Portable Skills Training Plan (PSTP) vs the 2017 Actual:

VR PORTABLE SKILLS TRAINING: ENGINEERING EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	**27**	**0**	**1**	**1**	**1**	**30**	**19**	**0**	**0**	**0**	**1**	**20**	**50**	**49**
	ACTUAL	**20**	**5**	**1**	**0**	**1**	**27**	**22**	**0**	**1**	**0**	**0**	**23**	**50**	**44**

***Note**: 5 Learners are foreigners and do not form part of the total HDSAs.*

2.5 TRAINEE PROGRAMMES AND LEARNERSHIPS FOR EMPLOYEES (18.1)

These programmes create, develop and support a pool of suitably qualified and competent first line and middle management employees to address the company's skills requirements, as well as potential pool for Employment Equity imperatives. Such programmes include, but are not limited to, Management Trainee and Learner Official Programmes, and Engineering and Mining Learnerships. Where required, these programmes are registered and accredited through the appropriate qualification authorities. Though learners and trainees are allocated to geographical areas such as the West Wits, they remain a South African Regional resource in the pool covering both Vaal River and West Wits licenced areas. The restructuring and decline in the industry resulted in a lack of available positions to place trainees who have completed the programme however they continue to receive work exposure and are placed in the resource pool for potential appointment within the company. The representation of the economically active population, especially in terms of Whites, Coloureds and Indians, are under-represented in the industry and as such difficult to recruit.

2.5.1 Trainee Programmes: Management Trainees (Employees 18.1)

The AGA Management Trainee (MT) Programme is almost 3 years in duration, over four phases, which gives graduates and diplomats the skills needed for middle management positions within the company. Incumbents are given opportunities to qualify and obtain professional accreditation where appropriate. The MTs are appointed where opportunities are available in scarce and critical skills fields once they have completed the programme. Progress along the route of the MT programme is generally competency based. The training programme schedules and sequences are therefore individualised, flexible and dynamic which is paced according to the learner. This allows a MT to display initiative, innovation and to experiment with the principles learned. MTs have a Personal Training Programme and Schedule, and relevant experience is recognised. The MT's career progress is monitored and discussed with all relevant stakeholders. The MT's training and career development will follow a specific career path and promotional route, but can also be determined by the achievement of certificate of competency where applicable. Progress along the career route will largely depend on the individual MT proving his/her ability to perform competently in each substantive position as well as displaying the required potential for promotion to the next level. The company's Training Managers are accountable to provide each MT with a discipline specific training programme, as well as mentorship and/or coaching from subject matter experts, with timeframes and requirements to achieve ratification for each phase. Communication and involvement of senior line managers in MT meetings, inclusion in panels, quarterly multi-disciplinary meetings and monthly discipline meetings are encouraged, and additional technical coaching for MT's is provided by subject matter experts.

The MT Programme is structured around two objectives, namely:

1. Training

- To provide the MT with the necessary theoretical knowledge and practical experience required to render a quality service in his/her discipline.

2. Development

- To equip the MT with the necessary managerial and leadership skills and experience to perform responsibly at the senior management level within AGA.

The programme is structured in four phases:

- **Phase A**: On-boarding and Know the Business,
- **Phase B**: Technical Expertise,
- **Phase C**: Specialised Technical Expertise, and
- **Phase D**: Acting or on-the-job exposure in a substantive position to gain leadership experience.

Historically it has proven challenging to attract candidates from the Coloured and Indian population to participate in the MT programme at our SAR Operations due to their geographic location and their availability in the industry, hence efforts are being made to address this, such as the talent pool identification process and the SDC interventions, which are aligned to the company's EE plans.

For 2017 the total plan was achieved and the shift between male and female Management Trainees is due to the development of females in Metallurgy and Geology. Trainees were appointed on the programmes before the announcement of the closure of Kopanang mine.

The following table constitutes the 2017 Trainee Programmes: Management Trainees Plan (MTP) vs the 2017 Actual:

VR MANAGEMENT TRAINEES: 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
MINING	**PLAN**	3	0	0	0	0	**3**	0	0	0	0	0	**0**	**3**	**3**
	ACTUAL	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
ROCK ENGINEERING	**PLAN**	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
	ACTUAL	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
ENGINEERING	**PLAN**	1	0	0	1	1	**3**	0	0	0	0	0	**0**	**3**	**2**
	ACTUAL	1	0	0	0	1	**2**	1	0	0	0	0	**1**	**3**	**2**
MRM: Geology	**PLAN**	1	0	0	0	0	**1**	1	0	0	0	0	**1**	**2**	**2**
	ACTUAL	0	0	0	0	2	**2**	2	0	0	0	0	**2**	**4**	**2**
MRM: Survey	**PLAN**	0	0	0	0	1	**1**	0	0	0	0	1	**1**	**2**	**1**
	ACTUAL	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
MRM: Mine Design	**PLAN**	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
	ACTUAL	1	0	0	0	0	**1**	0	0	0	0	0	**0**	**1**	**1**
METALLURGY	**PLAN**	2	0	0	0	0	**2**	0	0	0	0	0	**0**	**2**	**2**
	ACTUAL	3	0	0	0	0	**3**	2	0	0	0	0	**2**	**5**	**5**
TOTAL	**PLAN**	**7**	**0**	**0**	**1**	**2**	**10**	**1**	**0**	**0**	**0**	**1**	**2**	**12**	**10**
	ACTUAL	**5**	**0**	**0**	**0**	**3**	**8**	**5**	**0**	**0**	**0**	**0**	**5**	**13**	**10**

***Note**: 12 Management Trainees are roll-overs from 2016.*

2.5.2 Trainee Programmes – Learner Officials (18.1):

AGA also develops skills which are aligned to the national skills shortage. Significant national skills development priorities include developing supervisory skills. The Learner Official (LO) Programmes are internal programmes which is approximately 3 years, providing non-graduates and non-diplomats skills needed for supervisory positions such as Shift bosses. Learner Officials are appointed in critical skill areas once they have completed the programme.

The objectives of the LO Trainee Programme are as follows:

a. Education and Training

- This offers all LO's with the necessary theoretical knowledge, practical exposure and workplace experience required in order to obtain competency at an official level. The programme will include training courses, workplace coaching and other appropriate interventions.

b. Career development

- The aim is to equip all LO's with the required skills to be considered eligible for appointment as an official into the in-house disciplines' entry level supervisory positions.

Advancement along the route of the LO programme is generally competency based. The training programme schedules and sequences are therefore individualised, flexible, dynamic and learner paced. This allows a LO to display initiative, innovation and to experiment with principles learned. LO's have a Personal Training Programme and schedule and relevant experience is recognised. The LO's career progress is monitored and discussed with relevant stakeholders. The LO's training and career development follow a specific promotional route, and progress along the career route will largely depend on the individual LO proving his/her ability to perform competently in a substantive position, as well as displaying the required potential for promotion to the next level. A Learner Official participates in an accelerated learning programme that consists of both relevant courses and workplace experience in order to meet the requirements of this programme.

The programme is structured in three phases:

- **Phase A**: Entry requirements and Service departments,
- **Phase B**: Discipline specific, and
- **Phase C**: Supervisory development.

AGA training managers are responsible to provide each LO with a discipline specific training programme with timeframes and requirements to achieve ratification for each phase. During their work integrated learning phase the LOs are also subjected to mentorship and/or coaching. Historically it has proven challenging to attract Coloured learners to participate in the LO programme, however AGA will do its best to attract such into the programme.

In 2017, the slightly lower than plan achievement is due to the downscaling of mining and the announcement of the decision to close Kopanang mine in mid-2017 which resulted in the freezing of positions and external recruitment.

The following table constitutes the 2017 Trainee Programmes – Learner Officials Plan (LOP) vs the 2017 Actual:

VR LEARNER OFFICIALS: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
MINING LEARNER OFFICIALS	PLAN	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
	ACTUAL	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
MINING TRAINEE SHIFT BOSSES	PLAN	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
	ACTUAL	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
ENGINEERING	PLAN	1	0	0	1	0	**2**	0	0	0	0	0	**0**	**2**	**2**
	ACTUAL	0	0	1	0	0	**1**	0	0	0	0	1	**1**	**2**	**2**
MRM	PLAN	1	0	0	0	1	**2**	0	0	0	0	0	**0**	**2**	**1**
	ACTUAL	3	0	0	0	1	**4**	0	0	0	0	0	**0**	**4**	**3**
OCCUPATIONAL ENVIRONMENT	PLAN	1	0	0	0	1	**2**	1	0	0	0	0	**1**	**3**	**2**
	ACTUAL	1	0	0	0	1	**2**	0	0	0	0	0	**0**	**2**	**1**
SAFETY	PLAN	1	0	0	0	1	**2**	0	0	0	0	0	**0**	**2**	**1**
	ACTUAL	0	0	0	0	0	**0**	0	0	0	0	0	**0**	**0**	**0**
TOTAL	PLAN	**4**	**0**	**0**	**1**	**3**	**8**	**1**	**0**	**0**	**0**	**0**	**1**	**9**	**6**
	ACTUAL	**4**	**0**	**1**	**0**	**2**	**7**	**0**	**0**	**0**	**0**	**1**	**1**	**8**	**6**

***Note**: 6 Learner Officials are roll-overs from 2016.*

2.6 AGA LEARNERSHIP PROGRAMME FOR EMPLOYEES (18.1)

2.6.1 Learnerships in Mining (Employees)

2.6.1.1 Learnerships in Mining – Level 2 (Team Leader)

The company is dedicated to developing skills in line with the national SA skills shortage. Key national skills development priorities include developing high-level Mining skills. AGA has also implemented measures that equip and enhance the competencies of its talent pool. In this regard, the company undertakes various interventions. Group 4 to 8 Employees are engaged in learnerships, of approximately one and a half years in duration, which are aligned with the national programmes registered with the MQA, allowing the learners to gain the skills needed to become competent in chosen fields.

AGA's plan for 2015 – 2019 reflects some demographics of the country but, from a Mining Skills and Learnership perspective Indians, Coloureds and Whites are not reflected in the plan as it has been identified that these race groups are generally not interested in an underground mining career. It is currently the company ideal to work at ensuring that its employee profile more closely resembles that of the country's EAP and as we begin to achieve this it will impact on the gender/ethnical breakdown of our Learnerships. Through TEBA that is assisting with the recruitment AGA will continue to make an effort to recruit from local communities factoring in the EAP.

The Learnership Programme supports the Mining Industry Sector Skills Plan as it is offered in fields where there is a skills shortage.

The following table constitutes the 2017 Learnerships in Mining Plan (LIMP) – Level 2 vs the 2017 Actual:

VR LEARNERSHIPS: LEVEL 2 TEAM LEADERS - EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	12	0	0	0	0	12	1	0	0	0	0	1	13	13
	ACTUAL	10	2	0	0	2	14	1	0	0	0	0	1	15	11

***Note**: 2 Learners are foreigners and do not form part of the total HDSAs.*

2.6.1.2 Learnerships in Mining Plan Rock Breaker – Level 3 (Learner Miner)

Learner Miner Employees are engaged in learnerships, of about 2 years. This is aligned with the national programmes registered with the MQA, allowing the learners to gain the skills needed to become competent as miners. The plan for 2015 – 2019 will reflects some demographics of the country but, from a Mining Skills and Learnership perspective Indians, Coloureds and Whites are not reflected in the plan as it has been identified that these race groups are generally not interested in an underground mining career.

The following table constitutes the 2017 Learnerships in Mining Rock Breaker Plan (LIMRBP) – Level 3 vs the 2017 Actual:

VR LEARNERSHIPS: LEARNER MINERS - EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	12	0	0	0	2	14	1	0	0	0	0	1	15	13
	ACTUAL	22	9	0	0	3	34	4	0	0	0	0	4	38	26

***Note**: 9 Learner Miners are foreigners and do not form part of the total HDSAs.*
***Note**: 38 Learner Miners are roll-overs from 2016.*

2.6.2 Learnerships in Engineering (18.1)

AGA equips employees with knowledge and skills to qualify as artisans. Learner artisans are engaged in learnerships, of approximately three years in duration, which are programmes registered with the MQA. The company offers the following learnerships: Rigger, Ropesman, Boilermaker, Fitter & Tuner, Electrical, Instrument Technician, Winding Engine Driver and Diesel Mechanic with a strong focus on addressing the critical and scarce skills as stated in the Form R annexured to this SLP, which covers Artisans such as Riggers, Ropesmen, Diesel Mechanics, Boilermakers and Fitters & Turners, etc. This training is done in the company's training centre which is accredited. AGA offers programmes that are accredited with the MQA for specific trades in line with QCTO requirements. These programmes can be done on a modular or unit standard basis. The programmes are marketed through advertisements in newspapers, pamphlets, word of mouth, organised labour structures, business unit noticeboards, relevant Government departments and relevant Municipalities.

In 2017, the over achievement against the plan is due to roll overs of lifelong learners, as well as the drive to increase females in the engineering discipline.

The following table constitutes the 2017 Learnerships in Engineering Plan (LIEP) vs the 2017 Actual:

VR ENGINEERING LEARNERSHIPS: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	28	0	1	1	1	31	2	0	0	0	0	2	33	32
	ACTUAL	54	9	0	0	4	67	9	0	0	0	0	9	76	63

***Note**: 9 Learners are foreigners and do not form part of the total HDSAs.*
***Note**: 63 Engineering Learners are roll-overs from 2016.*

2.7 STUDY ASSISTANCE AND BURSARIES FOR EMPLOYEES (18.1)

AGA encourages employees to study and at management's discretion provides financial or other support to employees entering graduate or post-graduate studies. We offer 2 types of bursary programmes to employees, namely the "Employee Study Assistance" which offers employees to choose a field of study which they are interested in and which is aligned to the employees Individual Development Plan (IDP) and the second type of bursary program is the "Employee Bursaries", which is a bursary offered to employees who are identified within the company's talent pool process, as well as the individuals IDP and the company's EE plan. Ongoing company support for the duration of the studies is reviewed annually based on the employee's work and study performance.

The support options available include

- Bursaries in core skills i.e. Mining, Engineering, Geosciences, Metallurgy and Managers wishing to pursue management development studies,
- Study loans with financial reimbursement of costs on successful completion contained within the Employee Bursary Scheme, and
- Financial reimbursement of costs on successful completion of studies.

Employees participating in part time studies that have been approved by the company will be entitled to a maximum of twelve (12) days' study leave per annum.

The company seeks to award bursaries in line with the Form R as indicated below:

FORM R: HARD TO FILL VACANCIES TOTAL VAAL RIVER CRITICAL AND SCARCE SKILLS		
DISCIPLINE	**POSITION**	**OCCUPATIONAL LEVEL**
Mining	Production/General Managers	Senior Management
Mining	Mining Engineers	Middle Management
Mining	Section Managers	Middle Management
Mining	Mine Overseers	Middle Management
Engineering	Engineering Managers	Senior Management
Engineering	Engineers - Electrical, Mechanical, Rock Engineers, Section Engineers	Middle Management
Engineering	Senior/Rock Engineering Officers	Middle Management
Engineering	Artisans - Riggers, Ropesman, Diesel Mechanics, Instrument technicians, etc.	Junior Management
Engineering	Winding Engine Drivers	Junior Management
MRM	MRM Managers/Geosciences Managers	Senior Management
MRM	Senior/Geologists	Middle Management
MRM	Senior/Surveyor/Evaluators/Planners	Middle Management

FORM R: HARD TO FILL VACANCIES TOTAL VAAL RIVER CRITICAL AND SCARCE SKILLS		
DISCIPLINE	**POSITION**	**OCCUPATIONAL LEVEL**
MRM	Mine Planning Technician	Middle Management
MRM	Draughtsperson	Middle Management
Metallurgy	Metallurgical Engineers	Middle Management
Metallurgy	Metallurgical/Plant Managers	Middle Management
Metallurgy	Metallurgist	Middle Management

The following table constitutes the 2017 Employee Study Assistance Plan (ESAP) vs the 2017 Actual:

VR STUDY ASSISTANCE: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	20	0	2	1	4	27	25	0	2	1	4	32	59	55
	ACTUAL	114	6	2	0	3	125	32	0	0	0	1	33	158	149

***Note**: 6 Employees are foreigners and do not form part of the total HDSAs.*

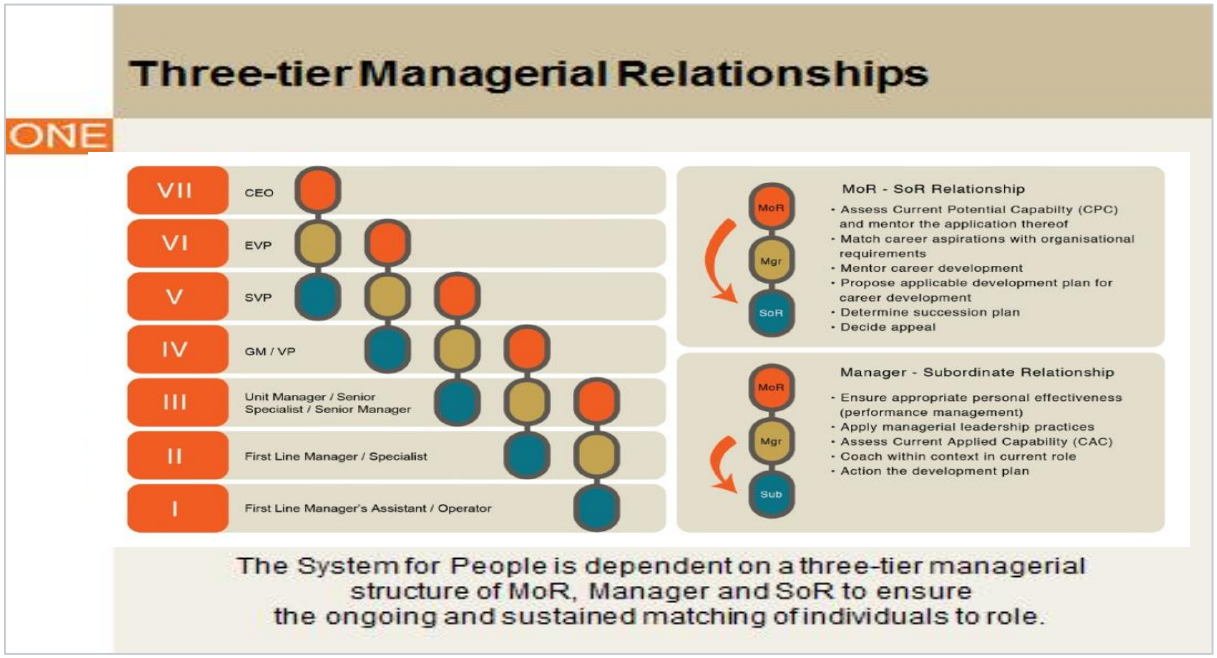
The following table constitutes the 2017 Employee Bursary Plan (EBP) vs the 2017 Actual:

VR BURSARIES: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	1	0	0	0	0	1	1	0	1	1	1	4	5	5
	ACTUAL	7	0	1	0	2	10	6	0	0	0	3	9	19	17

2.8 CAREER PROGRESSION PLAN FOR EMPLOYEES (18.1)

The System for People (SP) and Managerial Accountabilities

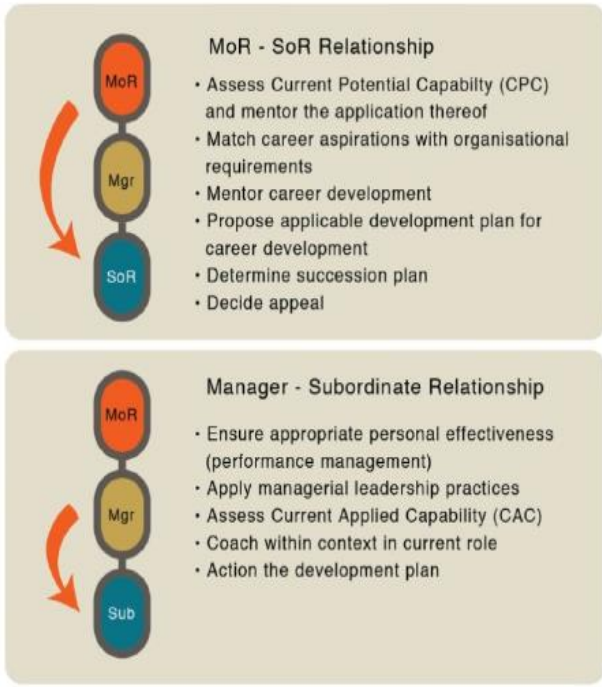
AGA has investigated and conducted much research on the System for People (SP) model to address career progression within the company. This process started in 2010 and is aligned to the company's business plan and strategy. The SP model is based on Jacques Elliot model which is a well know international model. Since its inception, the company has made great stride towards the career progression of its employees. The company has also aligned this career progression plan with its EE plans for developing HDSAs into higher roles within the company. This model seeks to cover mentorship and coaching in line with individuals' IDP as well. The SP model is the basis of AGA's organisational culture of accountability and trust, consistent with the company's values, which establishes the environment necessary for the achievement of business objectives and enables employees to deliver on their full potential. The SP is dependent on a three-tier managerial structure of Manager-once-Removed (MoR), Manager (M) and Subordinate-once-Removed (SoR), to ensure the ongoing and sustained matching of individuals to roles. The Manager is accountable to manage the performance of Subordinates and to apply managerial leadership practices such as selection, induction, context setting, task assignment, coaching, planning and contribute towards the subordinates' development plans. Managers-once-Removed must assess an individual's current potential capability, mentor SoR's, determine succession plans and ultimately endeavour to match career aspirations with organisational requirements. The figure below illustrates the three-tier managerial structure.



2.9 MENTORSHIP FOR EMPLOYEES (18.1)

With regards to SP as outlined above, the MoR is accountable to mentor their SoRs which is per Systems for People's Three Tier Management System. Establishing and maintaining a trusting relationship with each of his/her SoRs in order to maximise the value of the mentoring process for both the SoR and the company is essential. It is crucial that the MoR remains abreast of the evolving career interests and aspirations of the SoR in order to appropriately mentor the SoR, and ensure realistic career plans. MoRs must have regular contact sessions with their SoRs and these sessions are captured in terms of the company's Human Resources Information System. This system has been implemented for all management level employees and ensures that all employees receive mentoring. Above this mentorship system, all learners who are on a structured development or training programme are allocated a mentor or a coach to guide them in their developmental journey. The system has a built in Mentorship and coaching scheme, which is depicted by a Three-Tier System above in Section 2.8. The relationship is outlined below:

Manager once Removed (MoR)
▪ Accountability is the **Career development of the Subordinate Once Removed (SoR)** ▪ Assess the talent pool of employees. ▪ To mentor and provide career development for all SoRs. ▪ Ensure subordinate managers carry out talent pool development within each of their areas. ▪ Ensure fair and equitable treatment of SoRs, including equilibration of managerial processes and practices. ▪ Judge managerial leadership effectiveness of immediate subordinates who manage others.
Manager
▪ Manager's accountability is the **work performance of the subordinate known as Subordinate Once Removed (SoR).** ▪ Their own effectiveness in role relative to their accountabilities. ▪ The outputs of their subordinates and coaching for maximum effectiveness. ▪ The result or impact of subordinates' behaviour. ▪ Sustaining a team of capable employees working individually and collaterally to produce outputs over time, i.e. providing effective leadership to the team. ▪ Continuous process improvement.
Subordinate Once Removed(SoR)
▪ Subordinate Once Removed (SoR) is the one who is **subjected to the two initiatives that of performance and development**. ▪ Their own effectiveness in role relative to their accountabilities. ▪ The outputs for maximum effectiveness.



The company has success in implementing this process and will continuously improve the system were required. The purpose of this process is to ensure that every individual within the company is mentored by their manager two levels up. Every bursar and intern is allocated a mentor or programme coach as part of their structured development programme as well.

2.10 MANAGEMENT DEVELOPMENT FOR EMPLOYEES (18.1)

Managerial/leadership training and development is in line with career plans for employees which is identified through talent pool and succession planning. This process is also linked into the plan for AGA's Employment Equity. Management training is an important part of ensuring that the company will run as productively and efficiently as possible now, and into the future with further emphasis on creating a skilled leadership base to sustain the organisation. There are several aspects of management that need to be addressed in order to ensure that Managers will be able to do the best they can in their roles. One of the most important aspects of effective management is how to engage employees to get the best outcomes from the team. Managers need to know the best way to communicate with their subordinates, to involve them in work planning and execution, and to give appropriate feedback on performance. They must know how to properly assign tasks to employees so that team productivity can be maximised. Importantly, effective leaders need to understand how to lead change, optimising processes, creating systems, and generating enthusiastic commitment among subordinates for new ways of working.

AGA enters into partnerships with academic institutions and service providers in order to tailor education and training programmes to suit AngloGold Ashanti's and individual needs and also to promote transformation within the organisation. The Management Development plan has been derived from the region's Employment Equity plan, as obtained from the AGA EE Manager. The demographic split therefore does not align with the SA national EAP ratios as it is reflective of the AGA management population. Management Development Programmes are annually reviewed according to the AGA management population's need; these programmes are presented by a registered business school.

The following table constitutes the 2017 Management Development Plan (MDP) vs the 2017 Actual:

VR MANAGEMENT DEVELOPMENT: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
Senior Management (ALDP)	**PLAN**	1	0	0	0	1	**2**	1	0	0	0	0	**1**	**3**	**2**
	ACTUAL	1	0	0	0	3	**4**	2	0	0	0	0	**2**	**6**	**3**
Professionally qualified and experienced specialists and mid-management (MLDP)	**PLAN**	2	0	1	2	1	**6**	2	0	0	1	1	**4**	**10**	**9**
	ACTUAL	3	0	0	0	3	**6**	4	0	0	0	5	**9**	**15**	**12**
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (FMP)	**PLAN**	3	0	2	0	0	**5**	3	0	1	0	1	**5**	**10**	**10**
	ACTUAL	8	0	0	0	0	**8**	6	0	0	0	1	**7**	**15**	**15**
TOTAL	**PLAN**	**6**	**0**	**3**	**2**	**2**	**13**	**6**	**0**	**1**	**1**	**2**	**10**	**23**	**21**
	ACTUAL	**12**	**0**	**0**	**0**	**6**	**18**	**12**	**0**	**0**	**0**	**6**	**18**	**36**	**30**

***Note*: 9 Employees are roll-overs from 2016. 1 ALDP learner and 8 MLDP learners.**

2.11 TALENT POOL DEVELOPMENT (18.1)

The objective of the Talent Pool Development Subsystem is to provide employees with a chance to develop to their maximum potential to meet current and future business needs. The aims of the Talent Pool Subsystem are to:

- Match individuals to appropriate roles based on current and future capability;
- Identify employee development needs in line with likely career progression and company objectives;
- Identify companywide development needs; and
- Support our individual employees in their aspirations to become the best they can be, within the scope of what is viable in the company.

The Talent Pool Development Subsystem allows AGA to determine whether it has the talent necessary to deliver on its current and future strategic objectives. This enables the organisation to develop a pipeline of talent through which candidates can be sourced for current and future role vacancies. This will increase the effectiveness of role appointments as such decisions are more accurate when candidates are from within the organisation. Growth of talent is facilitated, thereby providing opportunities for all employees to contribute to their full potential. Identification of potential capabilities, and a projection of the organisations maturation, will enable career development programmes to be created for all employees matched to the rate at which their capability matures. Staff Development Panels are furthermore used as an additional medium to facilitate the career development of employees through the identification of appropriate candidates and the career developmental plans, resulting therefrom is the accountability of the MoR to implement.

The following table constitutes the 2017 Staff Development Panel Actual:

VR DEVELOPMENT PANELS: EMPLOYEES 18.1 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
ENGINEERING	**ACTUAL**	1	0	1	0	10	**12**	1	0	0	0	1	**2**	**14**	**4**
OCCUPATIONAL ENVIRONMENTAL	**ACTUAL**	5	0	2	0	7	**14**	1	0	0	0	0	**1**	**15**	**8**
FINANCE / SUPPLY CHAIN	**ACTUAL**	0	0	0	0	0	**0**	0	0	0	0	2	**2**	**2**	**2**
HUMAN RESOURCES	**ACTUAL**	1	1	0	0	0	**2**	1	0	0	0	0	**1**	**3**	**2**
METALLURGY	**ACTUAL**	0	0	0	1	0	**1**	0	0	0	0	0	**0**	**1**	**1**
MINING	**ACTUAL**	0	0	0	0	1	**1**	0	0	0	0	0	**0**	**1**	**0**
SECURITY	**ACTUAL**	5	0	0	0	0	**5**	3	0	0	0	0	**3**	**8**	**8**
TOTAL	**ACTUAL**	**12**	**1**	**3**	**1**	**18**	**35**	**6**	**0**	**0**	**0**	**3**	**9**	**44**	**25**

***Note**: 1 Employee is a foreigner and do not form part of the total HDSAs.*

B. COMMUNITY (18.2) HUMAN RESOURCE DEVELOPMENT PROGRAMME (CHRDP)

As part of AGA's initiatives to help address challenges of youth unemployment, the company had in 2012 introduced the Community Human Resources Development (CHRD) Programme. This programme provides additional internships, learnerships, bursaries and other interventions for the learners passing matric. Above this vocational bursaries, nursing programmes and portable skills are also provided to members of our host and major labour sending areas.

The goals of our CHRD programme are as follows:

- Contribute to SA's education initiatives and making a difference which supports government initiatives.
- Ensure development of requisite skills in respect of learnerships, bursaries (of core and critical skills), internships and other training.
- Contribute towards the upliftment of the HDSA's in line with the objectives of the empowerment legislative framework and the company's value with respect to the promotion of diversity at the workplace.
- Contribute to upliftment and development of skills in the local and major labour sending communities.
- Contribute to empowerment of local and major labour sending communities through Education training and development initiatives.
- Demonstrate visible support for our host communities' interests in terms of Education.
- Contribution to the social development of host communities to promote and improve social contribution.
- Aid to improving the quality of life for our host communities through education upliftment.
- Contribute to driving the United Nations Sustainable Development Goals to promote equitable quality education and lifelong learning for all.
- To promote employment and advance the social and economic welfare of mine communities.

2.12 PORTABLE SKILLS FOR THE COMMUNITY (18.2)

In SA and all over the globe there is a need for people with portable skills. Understanding and commitment in this regard has afforded the company to offer Portable Skills training to community members from our Host and Major Labour Sending Areas. Such portable skills include bricklaying, basic welding and other skills that are not mining industry related. Obtaining these skills allows these individuals to explore opportunities to create their own Small-, Medium-, or Micro Enterprise (SMME). These opportunities enhance the candidates' opportunities to step into an improved world of future income and knowledge backed by certification.

People on this programme are entitled to a once-off course at no cost to them. Individuals complete specific modules and are issued with a certificate of attendance on completion of the course due to the fact that this is a Basic Skills course. The cost of transport and accommodation is excluded and is not part of the agreement, whereas the cost of PPE (Personal Protective Equipment) and a meal is included. Portable Skills training is available during and after working hours for volunteers. The current communication channels to communicate the Portable Skills programme provided, is through word of mouth which includes AGA (AngloGold Ashanti) community briefings, mandating and implementing committee structures as established with relevant Municipalities, pamphlets, organised labour and other relevant structures. Candidates are trained in portable skills such as basic plumbing, basic computer, basic house wiring, basic bricklaying, basic refrigeration, forklift, basic engine service and basic welding. In addition, the community members are equipped with entrepreneurial / business skills to assist them in becoming self-employed and ultimately create more job opportunities for other community members.

The following table constitutes the 2017 Community Portable Skills Training Plan (CPSTP) vs the 2017 Actual:

VR PORTABLE SKILLS TRAINING: ENGINEERING EMPLOYEES 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	30	0	1	1	2	34	28	0	1	1	1	31	65	63
	ACTUAL	35	2	1	0	1	39	28	0	2	0	0	30	69	66

***Note**: 2 Learners are foreigners and do not form part of the total HDSAs.*

2.13 MINING SKILLS FOR THE COMMUNITY (18.2)

Mining is a substantial contributor to the country's economy and a major sector for employment. AGA contributes to increasing the pool of capable stoping individuals in their local communities. This gives individuals training which gives them opportunities to become employable within AGA and other mining houses. It aids towards reducing the unemployable market that surrounds our operations. Community members are trained as stope and development team members at AGA Satellite Training Centres. AGA takes the liberty to supply the names of these trained candidates to U-Bank (the old THEBA) to be included in their database. U-Bank is an institution owned by the South African mining industry, through which the industry has historically recruited labour but it now fulfils a broader social role in addition to its recruitment function. This also speeds up the process for the trained individuals to be listed on a database for employment. The mining skills training programme provides hands-on experience to the individuals so they may work in underground operations. When they complete training, they gain knowledge and practical experience as capable candidates en-route towards full competency in the skill trained. Women in the mining industry find it challenging to grow into the industry, and with encouragement, support, dedication and mentorship from the AGA team, many women completed this rigorous programme over the years. Traditionally, mining was a labour-intensive, male dominated industry; however, times are changing. Women are etching out positions for themselves within the mining sector and contribute unique perspectives that ultimately aid the mining industry to evolve.

All training is conducted after hours at no cost to the candidates of the community who are enrolled on this programme. Mining community skills are marketed through the official AGA communication channels. Recruitment for the training is done via TEBA Ltd. who is required to advertise and screen candidates. AGA partners with TEBA to assist in attracting more Coloured, Indian and even White female learners to participate in this training program, which has proven to be a challenge and hence it is not planned for in the 2015 to 2019 plan.

The following table constitutes the 2017 Community Mining Skills Plan (CMSP) vs the 2017 Actual:

VR MINING SKILLS TRAINING: COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	64	0	1	0	3	68	12	0	0	0	0	12	80	77
	ACTUAL	58	0	7	0	3	68	17	0	0	0	0	17	85	82

2.14 COMMUNITY MINING ENGINEERING ASSISTANT TRAINING PROGRAMME (18.2)

AGA's host communities have the opportunity to be trained as Mining Engineering Assistants by AGA, which is conducted after hours at no cost to the community. The communication channels used to communicate Mining Engineering Assistant training is word of mouth. This process is enhanced through AGA's formal communication and reporting structures to the community which includes AGA community briefings, mandating and implementing committee structures as established with relevant Municipalities, pamphlets, organised labour and other relevant structures. Names of the candidates are registered and forwarded to TEBA Ltd to add to their database and for consideration. After training, the individuals have gained knowledge and some practical experience as a capable candidate that is en-route towards full competency in the skill trained.

The following table constitutes the 2017 Community Mining Engineering Assistant Training Plan (CMEATP) vs the 2017 Actual:

VR MINING ENGINEERING ASSISTANT COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	40	0	4	2	8	54	14	0	1	0	1	16	70	62
	ACTUAL	66	0	3	0	1	70	9	0	0	0	0	9	79	78

2.15 INTERNSHIPS FOR THE COMMUNITY (18.2)

2.15.1 Community Internship Programme

AGA offers supervised work experience for community members which lead to employment opportunities for these candidates. The internship programme is for those who have recognised degrees or diplomas to extend the theoretical knowledge gained through their studies in a practical work environment. Internships are awarded on an annual basis and a stipend is paid to the candidates. Interns work closely with a supervisor or manager who trains them and prepares them for the working world. Training programmes are overseen by training specialists but are supervised by operational staff. Where appropriate, training programmes are linked to obtaining industry accreditation such as the Rock Breaker qualification or Government Certificate of Competence for Mines and Works. The initiative is marketed within communities through local newspapers and through external communication channels, as well as the mandating and implementing committees established with the relevant councils. The company will attempt to align intern demographics with the national EAP (Economically Active Population) ratios and, where this proves challenging due to unavailability of certain demographic groups, alternative HDSA groups will be prioritised. Existing technical subject matter experts within the company provide the necessary on-the-job coaching to interns. The interns are also mentored in the time served at the company.

The interns are not only exposed to mining related fields, but are also in Finance, Administration, Supply chain, HR, Sustainability and other fields. We seek to include non-mining related fields as we are aware that individuals would like to pursue careers in other fields and the country also needs qualified individuals in all fields.

The following tables constitute the 2017 Community Internship Programme Plans (CIP) vs the 2017 Actuals:

VR INTERNSHIP (CORE): COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	2	0	1	1	1	5	1	0	1	0	1	3	8	7
	ACTUAL	6	0	0	1	1	8	4	0	0	0	0	4	12	11

***Note*: 1 Interns are from ORTD.**

VR INTERNSHIP (NON-CORE): COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	5	0	1	0	1	7	5	0	1	2	2	10	17	16
	ACTUAL	2	0	0	0	0	2	9	0	0	0	2	11	13	13

***Note*: 1 Interns are from ORTD.**

2.15.2 GRADUATE DEVELOPMENT SCHEME – MQA LEARNERSHIP / INTERNSHIP PROGRAMME

The company works with the MQA in partnership to deliver work-integrated learning for 18.2 students. Applicants must comply with MQA criteria and fields of study are determined by the MQA. The programme is managed at the discretion of the MQA and the five-year plan is based on the assumption that the MQA scheme will run on the current basis. Internships will run for two years, as stipulated by the MQA.

Training programmes are overseen by training specialists but are supervised by operational staff. Training programmes are linked to the MQA guidelines and industry accreditation is obtained where appropriate. The project is managed by the MQA and therefore no marketing is done by AGA. The company has aligned the intern demographics with the national EAP ratios as planned below. Where this proves challenging due to unavailability of certain demographic groups, alternative HDSA groups will be prioritised. Given that most candidates are selected from the MQA database and must comply with MQA selection criteria, these considerations take precedence.

Existing technical subject matter experts within the company will provide the necessary on-the-job coaching and mentoring of interns.

The following table constitute the 2017 MQA Learnership/ Internship Plan (MQAL/IP) vs the 2017 Actual:

VR INTERNSHIP: COMMUNITY 18.2 – MQA STUDENTS – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	10	0	1	1	1	13	10	0	1	1	2	14	27	26
	ACTUAL	23	0	0	0	4	27	17	0	0	1	1	19	46	42

***Note**: 36 MQA learners are roll-overs from 2016.*

2.16 LEARNERSHIPS FOR THE COMMUNITY (18.2)

2.16.1 Community Learnerships in Engineering

Learnerships are a structured learning process for gaining theoretical knowledge and practical skills in the workplace leading to a qualification registered on the NQF (National Qualification Framework), which are outcomes-based and not time-based and allows for recognition of prior learning. Learners must meet the entry requirements and selection criteria for the programme as offered by AGA.

The company advertises its learnership opportunities using the media and our stakeholders such as the local municipalities. Learnerships at AGA are available for individuals who have completed school, college or other training institutions after completing some formal education, and for people who have been unemployed.

All candidates are 16 to 35 years old, as set by the Department of Labour. Individuals who enter the programme do not need to pay anything and they receive a monthly salary. Our learnership candidates are registered with the Department of Labour and are awarded an official certificate that states their qualification. AGA does not guarantee a job at the end of the programme, however some may be employed. The candidates – with their qualifications and work experience – are in a better position to market themselves for employment and this enhances their chances of generating an income, opening an SMME or establishing cooperatives with the skills that they have acquired.

Community members receive engineering skills training which provides them with the opportunity to obtain formal qualifications, which they will then be able to apply within the mining sector. In the event that the company is unable to source community members from the host community for this program, the company would only then source individuals first from the surrounding areas. The learners will acquire skills and knowledge to the level where they have been found capable to perform the work. This will imply that they will gain theoretical knowledge as per curriculum as prescribed by MQA (Mining Qualification Authority) as well as simulated practical tasks as required by the programme. The learners must meet the criteria as set out by AGA and also meet the MQA requirements to enter the community learnership programme.

Candidates are recruited from the host community where AGA operates via the company's recruitment processes. The programmes are marketed through advertisements in newspapers, pamphlets, word of mouth, labour structures, business unit noticeboards, relevant Government departments and relevant Municipalities.

AGA offers programmes that are accredited with the industry SETA, the MQA for specific trades in line with QCTO (Quality Council for Trades and Occupations) requirements. These programmes can be done on a modular or unit standard basis.

AA offers the following learnerships: Rigger, Ropesman, Boilermaker, Fitter & Tuner, Electrical, Instrument Technician, Winding Engine Driver and Diesel Mechanic with a strong focus on addressing the critical and scarce skills as stated in the Form R, Annexure 4 which covers Artisans such as Rigger, Ropesman, Diesel Mechanic, Boilermaker and Fitter & Turner, etc. This training is done at the company's training centre which is accredited.

The following table constitutes the 2017 Community Learnerships in Engineering Plan (CLIEP) vs the 2017 Actual:

VR LEARNERSHIPS: ENGINEERING 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	17	0	1	1	1	20	12	0	0	1	2	15	35	34
	ACTUAL	35	0	3	0	3	41	20	0	0	0	1	21	62	59

***Note**: 44 Engineering Learners are roll-overs from 2016.*

2.16.2 COMMUNITY LEARNERSHIPS IN MINING – LEVEL 2 (TEAM LEADER)

The Learnerships in Mining programme is provided to community members in our host communities to provide them with the opportunity to gain skills, which they will then be able to apply within the mining industry. The learners will acquire skills and knowledge to the level where they have been found capable to perform the work. The learners must meet the criteria as set out by AGA and also meet the MQA requirements to enter this programme. These learners are engaged in learnerships, for approximately one and a half years' duration, on national programmes registered with the Mining Qualifications Authority (MQA) allowing the learners to gain the skills needed to become competent at level two mining. AGA learnerships support the sector skills plan as it is offered in fields where there is a skills shortage within our country as a whole.

The plan for 2015 – 2019 does not reflect the economically active population of the country as it has proven challenging to recruit Coloured, Indian and White female learners on this programme, however the company endeavors to implement measures to align with the national EAP as far as possible.

The following table constitutes the 2017 Community Learnerships in Mining (Team Leader) Plan (CLIMTLP) - Level 2 vs the 2017 Actual:

VR LEARNERSHIPS: LEVEL 2 TEAM LEADERS 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	13	0	1	0	1	15	3	0	0	0	2	5	20	19
	ACTUAL	42	0	1	0	1	44	8	0	0	0	0	8	52	51

***Note**: 25 Learners are roll-overs from 2016.*

2.17 BURSARIES FOR THE COMMUNITY (18.2)

As a company we support and encourage youth to study which promotes self-sustainability and hence we offer bursaries. These bursaries are awarded to deserving young people studying their junior degrees or diplomas. We pledge to provide bursaries to the community in our host and major labour sending areas, which are acknowledged for full-time recognised degree or diploma studies at approved tertiary institutions. Individuals will not be guaranteed employment within the company but the bursary does not carry any obligation towards the company. Bursaries are awarded on an annual basis and are renewed conditionally upon reviewing of the candidates' exam results, until the qualification has been obtained.

The bursary programme is advertised through local newspapers, internal communication channels, as well as the mandating and implementing committees which have been established with the relevant Municipalities and in some instances aired on radio. The company aligns bursar demographics with the national EAP ratios and its Form R where possible. Where this proves challenging due to unavailability of certain demographic groups, alternative HDSA groups are prioritised.

The following tables constitute the 2017 Community Bursary Plans (CBP) vs the 2017 Actuals:

VR COMMUNITY BURSARS (CORE): COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	4	0	1	0	0	5	4	0	0	1	2	7	12	12
	ACTUAL	5	0	0	0	1	6	1	0	0	0	1	2	8	7

***Note**: 7 Bursars are roll-overs from 2016.*

VR COMMUNITY BURSARS (NON-CORE): COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	5	0	1	2	0	8	6	0	2	1	2	11	19	19
	ACTUAL	8	0	0	0	1	9	9	0	1	1	3	14	23	22

***Note**: 11 Bursars are roll-overs from 2016.*
1 Bursar is from ORTD.

2.18 VOCATIONAL BURSARIES FOR THE COMMUNITY (18.2)

Vocational bursaries are given nationally and are in core fields with consideration being given to the company's Form R. The main focuses on these bursaries are on learners who are engaged in recognised full-time tertiary studies in specific fields which are critical to AGA. The intention of the company's Vocational Bursary scheme is to create a consistent pipeline of professionals into the company in areas where there is a skills shortage. Once awarded the vocational bursary, a candidate is considered for vac work within the company which gives the candidate exposure to his/ her specific field of study.

The following table constitutes the 2017 Community Vocational Bursary Plans (CVBP) vs the 2017 Actual:

VR BURSARIES: VOCATIONAL COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	1	0	0	1	0	2	2	0	1	0	1	4	6	6
	ACTUAL	3	0	0	1	0	4	1	0	0	0	1	2	6	6

***Note**: 5 Vocational Bursars are roll-overs from 2016.*
3 Vocational Bursars are from ORTD.

2.19 TRAINING FOR ENROLLED NURSING AUXILIARIES AND ENROLLED NURSES FOR THE COMMUNITY (18.2)

The Learner Nursing Programme is a one year full-time NQF level 4 course. On completion of the course the learner is registered as an Enrolled Nursing Auxiliary (ENA) which is an entry level position. At this level ENAs clean patients' beds, assist in bathing patients, etc.

The company also provides learning opportunities to top learners to continue their training to the level of Enrolled Nursing (EN), which is an NQF level 5 course and this takes the EN to a level where he/she is allowed to administer medication.

Potential learners need to meet the entry level requirements as prescribed by SANC (South African Nursing Council) and the Goldfields Nursing College. The Goldfields Nursing College is the institution at which the individuals are trained on this programme. The training is done in accordance with regulations as set out by the South African Nursing Council (SANC). Practical training takes place at the West Vaal Hospital, Klerksdorp Tshepong Complex and the surrounding clinics.

The opportunities for the learnership is advertised in local newspapers before each intake and the selection of learners are from the Merafong and Matlosana districts. The purpose of the programme is to transform the skills in the communities in which AGA operates. In this process, AGA has the opportunity to provide qualifications to 36 learners per year, 18 in each district. Internal nursing experts are responsible to accompany the learners and manage their learning programmes and progress.

SANC announced on 30 September 2014, that they will discontinue the legacy ENA programme after June 2015 as per Circular No. 13/2014, a change in the Nursing qualification structure from 2016 and it affected the intakes of ENA. AGA was forced to discontinue the Enrolled Nursing Auxiliaries intakes as from 2016. ENA targets for 2016 and 2017 were therefore not met. To address this AGA is in the process of looking at other opportunities for nursing programmes and will continue for the 2018 and 2019 SLP period.

The following tables constitute the 2017 Community Enrolled Nursing Auxiliaries and Nurses Plans (CENAP) vs the 2017 Actuals:

VR ENROLLED NURSING AUXILIARIES: COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	6	0	1	1	1	9	6	0	1	1	1	9	18	17
	ACTUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0

VR ENROLLED NURSING: COMMUNITY 18.2 – ACTUAL 2017															
		MALE						FEMALE						OVERALL TOTAL	TOTAL HDSA
		AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	AFRICAN FOREIGNER	COLOURED	INDIAN	WHITE	TOTAL		
TOTAL	PLAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ACTUAL	1	0	0	0	0	1	5	0	0	0	1	6	7	7

***Note**: 7 ENs are roll-overs from 2016.*

2.20 EDUCATION UPLIFTMENT PROJECTS FOR COMMUNITY (18.2)

South Africa's long-term development focus is on education, training and innovation, as outlined in the country's National Development Plan. Contribution to this eliminates poverty and reduces inequality, which contributes to an equal society. Education empowers people to define their identity, take control of their lives, raise healthy families, take part confidently in developing a just society, and play an effective role in the politics and governance of their communities. AngloGold Ashanti's (AGA) mission is to create value for our shareholders, our employees and our business and social partners through safely and responsibly exploring, mining and marketing our products.

AGA's philosophy to create a complete institution of learning which should at least have competent, dedicated educators, tertiary and school management teams, classrooms that are neat and safe for the learners, computer labs, science labs, ablution facilities and sport fields. All these create an environment conducive to learning. The company is committed to supporting the government in meeting the standard and norms as set by the Minister of Basic Education. Our initiatives in education include capacitating Science and Math Educators, School Management, Governing Bodies and Lecturers at TVET Colleges and sponsoring additional lessons for Matriculants in Math, Science and English. It also includes awarding bursaries and internships to the children of our employees and to the communities in which we operate as well as those in our major labour sending areas

These initiatives are rooted in our approach to the development of our Social and Labour Plans and Social and Institutional Development funding which are also aligned to the company's Socio-economic Development Strategy aimed at reducing youth unemployment, creating a healthy, safe and economically active communities, contributing towards making the communities in which we operate better off for the company having been there.

Indicated below are projects undertaken and conclude in 2017 to address the previously stated.

VUSELELA TVET (TECHNICAL, VOCATIONAL AND EDUCATIONAL TRAINING) COLLEGE

South African government has an ambition of expanding TVET colleges to 2.5 million enrolments by 2030. This will need infrastructural assistance and technological advancement. AGA commits to provide educational projects which can lead to future employment opportunities for community members who are studying at the TVET, to extend the theoretical knowledge acquired through their studies in a practical way and to harness the potential of future innovative entrepreneurs.
To fulfil these objectives, AGA has taken a role of equipping and refurbishing TVET college at Matlosana, Vuselela College. Each year the college presents a project proposal for their institutional needs. These needs must be educationally based and must have a direct impact on the students' academic progression. Managers of two TVET colleges at their own discretion have their own rotational system which assists them to identify priority needs for their various campuses. AGA analyse the project proposal based on its implementation feasibility that include analysing risks attached to it, impact of the projects, time and financial implications. On implementation both AGA and TVETs take responsibility of ensuring quality work is being delivered. In some instances where there is a need, lectures are given workplace experience to ensure a link between theory and practice.

The Vuselela College for FET is one of the three FET colleges in the North-West Province, formed in 2002 as a result of a merger process. Vuselela FET College consists of five campuses, namely Jouberton Centre for Engineering Studies, Klerksdorp Centre for Business Studies, Potchefstroom Centre for ICT Studies Matlosana Centre for Artisans and Learnerships, and Taung Campus. The focus is a direct response to the demand for specialised training in the mining sector – one of the 'niche areas' of the College.

Matlosana Centre for Artisans and Learnerships is approximately 10 km from the Vuselela Corporate Centre. The Campus runs as a practical training centre for all engineering courses, as well as NCV (National Certificate (Vocational)) Engineering and Related Design. The Campus is situated in the location of Jouberton under the jurisdiction of Matlosana Municipality.

As a commitment to provide educational projects which can lead to future employment opportunities for community members who are studying at the TVET, and to extend the theoretical knowledge acquired through their studies in a practical way. AGA is aware that the world is moving fast towards computers and computerised devises. Computers have become an integral part of societies. All graduates are required to have computer skills as it forms part of information processing of many companies. In fact, this skill has become so apparent that everyone needs it for their basic survival beyond employment.

To ensure that there is no gap of graduates without this skill, AGA sponsored the college with the latest computer hardware and refurbishing of ceiling, walls, door, windows and paving outside the centre to create a friendly learning environment at a cost of R 298 929.61. The existing computer centre serves as a meeting place between the lectures and the students. Computer related lessons are conducted in this centre, which also aims at promoting educational and research environment. The Jouberton Campus offers Engineering Study Programmes from N1-N6 and NC(V) L2-L4 of which all of them require computer skills.

CAREER EXPO & GUIDANCE

Career guidance plays a significant role in helping students to develop the knowledge and skills needed for making wise choice, managing transition in learning and moving into the workplace. AGA offers bursaries to its host and labour sending communities. One of the challenges that the bursary department has been experiencing is, learners entering tertiary institutions lacking direction in course selection and provide vague reasoning for their chosen course of study. The impression that is planted is, if the top performing learners struggle with career choices this could mean a majority of young people leave school with only a vague knowledge of employment opportunities and with little insight as to the most appropriate career direction for their abilities, interests and personality. AGA in partnership with the Department of Education has an initiative

of Career Expo and Career guidance to mitigate these challenges. The primary objective is to provide a model that will inspire learners in the right direction and possibly becoming assets to the South African economy. Other purposes are:

- To provide grade 12 learners with the foundation of having better knowledge and opportunity to apply to tertiary institutions,
- To assist government with the necessary educational uplift needed in the community,
- To provide learners with bursary and study loan opportunities,
- To provide an understanding of NFSAS and student loans,
- To provide information to enable learners to make informed career path decisions,
- To provide insight into different study institutions and the requirements thereof,
- To provide an insight into any other opportunities on completion of matric, and
- To promote entrepreneurship where possible.

The career expo has been marketed through various channels, with an assistance from Department of Education by informing the Schools of the event and through our career guidance sessions that we host for the same schools invited for expo. On different time slots, learners are addressed by highly professional individuals who come from different backgrounds to motivate these learners to pursue careers that matches their abilities, values and ambitions. Amongst the mist of motivators are dignitaries from Department of Education (DOE) and the Mayor. They then go to the exhibition stands where they meet various organisations that offers opportunities to apply for bursaries, tertiary institutions and get relevant information that will make them successful in the careers they would like to pursue. Some of the exhibitors that honour the event are banks and tertiary institutions.

The Department of Education (DOE) and the Municipality play an important role as our key stakeholders in assisting to arrange these events. DOE ensures that this event forms part of their calendar and that the grade 12 learners are released on time and are accompanied by teachers to the venues. The Municipality arranges venues for these events. Graduates that are on the AGA internship programme provide a helping hand during the events. Management from AGA, NGOs, tertiary institutions and other organisations form part of the event.

In 2017 a Career Expo was held in Matlosana. There were various exhibition stands on the day of the Expo which included AGA, other organisations, educational institutions, recruitment agencies, banks for student study loans, and fire brigades. AGA had made brochures for the learners on certain careers which were handed out at its exhibition stands.

In Matlosana the schools that attended the expo are: Klerksdorp Technical High School, New Vision Secondary School, Overvaal Private School, Hoerskool Wesvalia, Borakanelo Secondary School, Thuto-Thebo Secondary, Vuyaniwethu Secondary, Dirangka Natla Secondary School, Pinnacle Combined School, Alabama Combined School, Alabama Secondary School, Vaal Reef Technical High School, Klerksdorp Secondary School, Phakela Combined School, Gaenthone Secondary School, Letlhasedi Combined School, Matlhaleng Secondary School, Kanana Secondary School, Thuto-Tsebo Secondary School, Tshebedisano Secondary School, Are-Fadimeheng Secondary School, Chris-Hani Secondary School, Cocekani Comprehensive School, Matlosana Secondary School, Mmokeng Secondary School, Mofatlhosi Secondary School, Nkang Mahlale Secondary School, Tsamma Secondary School and Tshedimosetso Secondary School. The total number of learners that attended is 3507. Most of the previous model C schools did not honour the invite, DOE has been notified and promised to address the matter with the school principals. A total amount of R285 896.00 was spent on the day.

In ORTD the event was conducted on the 12th of May 2017 at Mthatha Airport Hangers. It was attended by 2185 learners. Amongst the list of attendees was the Mayor Ms Nomakhosanzana Meth, Dr Nuku a Superintendent- General at the Eastern Cape Department of Education. The total expense for this project paid by AGA was R212 000.00. The Municipality contributed the venue and catering for VIP's-while the. DOE contributed transport for the learners. The schools that attended the event are: Toli SSS, St Johns, Dudumayo SS School, Phambili, Daluhlanga, Saint Cuthberts, Shawbury, Qokolweni, Tsolo SS School, Av Plaaitje, Kwanobuhle, Zingisa Atwell Madala.

STAR SCHOOLS PROJECT

According to Unisa's Vice-Principal of Research and Innovation and professor of Mathematics, Mamokgethi Phakeng at the launch of Tshawaga Region Maths and Science Teacher Strategy in January 2016, noted that the number of African learners who achieve passes in mathematics and science is small, coupled with the concern of the quality of knowledge learners are getting from high school and the decline in the number of learners writing these subjects. To continue making strides in improving the quality and the number of learners passing these subjects, AGA has introduced a star school programme that focuses on Maths, Science and English for learners in grade 10-12. Department of Education (DoE) at its discretion solely determines the schools that participate in the programme. Leaners are issued with the necessary stationery that includes calculators, stationery, CAPS aligned study materials and a daily meal for them to successfully complete their Grades.
Results produced from this programme are commendable.

MATLOSANA: In 2017 learners in this programme achieved 100% pass rate, in Matlosana 75% of these learners achieved a bachelor pass and 25% achieved diploma pass. All the learners in this programme have entrance requirement to study at tertiary institution that include centres in the labour sending areas Moqhaka and OR Tambo Municipality. Matlosana learners performed as follows; In Mathematics 78% of learners achieved over 40%, which is above the national average of 35.1%. In Physical Science 93% of learner achieved above 40%, which is above the national average of 42.2%. This include 3 distinctions and 9 level 6 for Maths, Science and English. AGA has contributed R 739,998.00 towards this programme in Matlosana. The following schools have benefited from this programme: Prestige School, Alabama Secondary School, Are- Fadimeheng Secondary School, Chris Hani Secondary School, Cocekani Comprehensive School, HTS Klerksdorp, Klerksdorp Secondary School, Matlosana Secondary School, Mofatlhosi Secondary School, NkangMahlale Secondary School, Tsamma Secondary School, Tshedimosetso Secondary School.

MOQHAKA: In the Viljoenskroon Municipality at Moqhaka district, learners achieved a 61.3% bachelor pass and 38.7% of diploma pass. Learners achieved 100% mathematics pass rate, 96.8% physical science pass rate and 100% English pass rate with 6 distinctions and 6 level 6 passes. In Mathematics 90.3% of learners achieved 40% or over, and in Physical science 77.4% of learners achieved 40% or over in physical science. In this area AGA has contributed R 739,998.00. The schools that have benefited for this project are: Kgabareng Secondary School, Kgolagane Secondary School, Rehauhetswe Secondary School and Thabang Secondary School.

OR TAMBO DISTRICT: AGA also sponsors this project in OR Tambo district which is our major labour sending area. The most impressive centre that has produced outstanding results is in Mthatha Municipality at OR Tambo District Municipality from the 4 centres sponsored by AGA. Learners achieved a 100% bachelor pass. In mathematics 90% of learners have achieved above 50% and in Physical Science 98% of learners have achieved above 50%. The total of 21 Learners have achieved distinctions and 28 learners achieved level 6 across Mathematics, Physical Science and in English. One learner in Mathematics achieved a 99% pass mark of which Only 0.6% of learners who wrote the NSC achieved marks of over 90% in Mathematics. In Physical Science the same learner has achieved a 100% pass with 3 learners achieving a more than 90%percent pass mark. Only 1.3% of learners who wrote the NSC achieved same results in Physical science. In this are AGA has contributed R739 998.00. The following schools have benefited from the programme: Toli SSS, St Johns, Dudumayo, Phambili, Daluhlanga, Saint Cuthberts, Shawbury, Qokolweni, Tsolo Secondary School, Av Plaaitje, Kwanobuhle, Zingisa and Atwell Madala. It is worth mentioning that the OR Tambo municipality see this project as one of its apex project in turning the wheel of education in Mthatha municipality to achieving high quality results. The municipality is able to fill the socio-economic gap for beneficiaries of the programme by providing transport, overnight accommodation, dinner and breakfast which ensures that learners do not miss classes and they go to classes motivated.

The AngloGold Ashanti contribution to this Star School Project, since the project's inception, has made an enormous difference to the lives of its sponsored learners. The sponsorship has enabled learners to remain interested in Mathematics and Physical Science and provided the support and motivation for learners to stick with these two subjects. It has offered learners a vehicle to change their lives, and as a result, that of their families too by achieving quality passes in the subjects which South Africa needs most.

SCHOOLS ENRICHMENT PROJECT (SEP)

In the South African Country Report- General Education System Quality Assessment October 2013, it was indicated that the South African education system has two systems that is well-functioning that consist mostly of White-Indian schools, they are well resourced and serve the middle class of all racial groups. The much larger second system includes poorer children who are further disadvantaged through attending schools with dysfunctional management and classroom practices. Children in this system have low functioning in reading and writing and can perform only simple numerical operations. Much of the university entrants are from the well-functioning system.

AGA is committed to improving the quality of education and to assist government initiatives on upgrading the education system. The School enrichment programme aims at enhancing leadership and improving the managerial skills of principals, School Governing Bodies (SGBs) and learner representative councils and enable teachers and learners to identify different learning styles to improve learners' cognitive levels. This will assist in schools becoming effectively managed, learners comprehending their school work, yielding good sustainable results, as well as closing the gap between these two systems. Tlhaping Management Consulting is a fully trained and experienced facilitator organisation who presents this programme and has been sourced by AGA. A plan was drawn up to empower teachers to help learners with fundamental skills such as teaching learners to recognise their learning styles; improving their listening skills and adapting their time management skills. Principals, their school management teams, schools' governing bodies, learner representative councils, student organisations, educator unions, local municipalities and any other stakeholder in education benefitted from this project. Training manuals and lunch are also provided to those that attend. Learners received motivational packages. The project consisted of the following key performance areas:

- Performance Management Systems, this targets the School Management teams.
- Performance enhancement System.
- Educator Methodology enhancement, targeting the Grade 12 Educators.
- Learner Study Management, targeting the Grade 12 Learners.
- Executive Coaching, targeting the principals.

Learners are made to understand how the brain functions and how memory retention happens. Learners get to be aware how and why information gets to be stored in the Long-Term Memory. They are given an opportunity to identify their own learning styles and how they affect their memory retention. There are also sessions on practical guides based on Learner Study Management skills. As a result learner responsiveness was outstanding as there was a subtle positive competition among participating schools during the year.

The Performance Management Tool session deals with the re-entrenchment of line functions and reporting authorities. The Principals and their Senior Management Teams are introduced to Performance Management System and the session included the Daily Performance Worksheets for middle managers and Weekly Performance Scorecards for Deputy Principals. They are trained to "drift away from Traditional Management approaches" and replace it with the "Scientific approach to management."

The Learner Performance Enhancement System Model was piloted in the Economic Department of Prestige School due to its poor performance in the first term. The objective was to showcase how that situation could improve, as early as the next term. The results were impressive; learner performance was enhanced which attracted the attention of the Subject Advisory Services from the Matlosana Area Office. Theory has now been translated to measurable and achievable practice. Learners are now shifting from depending on teachers to feed them information and are now showing initiatives of taking charge of their academics. A follow up by subject advisor from the department, gave some positive remarks encouraging that the model be shared with other schools. At present the model is shared with two schools.

In terms of the Executive coaching, all schools did not really have institutional vision statements that reflected the reality of schools' life. Vision statements that were written were far from resembling the central purposes of these schools. With the permission of the school governing bodies, schools were allowed to collectively create vision statements that would depict the new directions that they would then follow. Challenges were tackled with some resulting in solutions and some becoming opportunities.

At the end of the programme, senior learners understood that good memory retentions punctuate their success in education, principals became aware of a dangerous performance gap that exists between HODs and their immediate subordinates and Principals now understand Situational Leadership and can effectively diagnose their subordinates' job maturity levels. Further achievements out of this project included, all appreciated having to keep records of performance on a daily basis, Principals and chair persons of School Governing Bodies understood the significant role played by effective vision statements and Educators agreed that their teaching methods had not been aligned to learning styles from their students.

MATLOSANA: The following schools benefited from this project in Matlosana: Cocekani High School, Chris Hani High School, Alabama Hoërskool, Thuto Thebe High School, Tshedimosetso Secondary School, Vaal Reefs Technical High, Kanana Secondary School, Nkang-Mahlale Secondary School, Gaenthone High School and Tshedimosetso High School. AGA contributed R440 000.00 for this project.

OR TAMBO DISTRICT: This programme is also offered in the OR Tambo district which is AGA's major labour sending area. In the OR Tambo District schools were introduced to the Performance Journey which entails: Schools Self-Assessment, Schools Improvement Planning, Whole School Evaluation, Whole School Development, Executive Coaching, Teaching Model Generation, Learner Performance Management Systems, Learner Study Management Programmes and Stakeholder Engagement. Teachers were made aware that the Learner Performance Enhancement System would serve more as a motivational tool instead of a control tool. Schools were also encouraged to do their own SWAT analysis to improve school management. The schools that have benefited are: School benefiting are Toli, St Johns, Phambili, Daluhlanga, St Cuthberts, Qokolweni, AV Plaatjie, Kwanobuhle and Zingisa High Schools. AGA contributed R440 000.00 towards this project.

C. EMPLOYMENT EQUITY

Preamble

In this section we address the Mining Charter and MPRDA requirements as detailed below.

In terms of the MPRDA, REGULATION 46 (b) (v) states:

"The contents of a Social and Labour Plan must include a human resources development programme which must include the employment equity statistics which must be completed in the form of "Form S" contained in Annexure II and the mines plan to achieve the 10 percent women participating in mining and 40 percent historically disadvantaged South Africans (HDSA) participation in management within 5 years from the granting of the right or the conversion of the old order right".

In terms of the Mining Charter the requirements are as stated below:

The original Mining Charter scorecard which was designed to measure compliance requires the company to put in place measures to answer the following questions:

- Has the company published its employment equity plan, and reported on its annual progress in meeting that plan?
- Has the company published a plan to achieve a target for HDSA participation in management of 40% within five years, and is implementing this plan?
- Has the company identified a talent pool and is it fast tracking it?

The 2010 BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING and MINERALS INDUSTRY requirements with regards to Employment Equity is as stated below:

"Workplace diversity and equitable representation at all levels are catalysts for social cohesion, transformation and competitiveness of the mining industry. In order to create a conducive environment to ensure diversity as well as participation of HDSA at all decision-making positions and core occupational categories in the mining industry, every mining company must achieve a minimum of 40% HDSA demographic representation at:

- Executive Management (Board) level by 2014;
- Senior Management (EXCO) level by 2014;
- Core and Critical skills by 2014;
- Middle Management level by 2014; and
- Junior Management level by 2014;

As at the end of December 2017, the company's performance against the Mining Charter is as follows:

- Board - 45%
- Top Management - 43%
- Senior Management: Vaal River – 42%, West Wits – 44% & SAR – 43%
- Middle Management: Vaal River – 51%, West Wits – 57% & SAR - 54%
- Junior Management: Vaal River – 58%, West Wits – 63%, & SAR – 60%

- Core Skills: Vaal River – 53%, West Wits- 52%, & SAR – 53%
- Women in Mining: Vaal River – 17%, West Wits -17% & SAR – 17%

Despite a challenging year within the SA Region characterised by restructuring and rightsizing initiatives, AngloGold Ashanti performed well against the Employment Equity targets as set out in the Mining Charter. HDSA representation was 43% in Top Management and remains above the 40% target. At the Senior Management level, HDSA representation was 43% and shows a continued improvement over previous years. The Middle Management level also shows a positive trend with 54% HDSA representation and Junior Management was maintained at 60% HDSA representation.

In developing the 2015 - 2019 EE Plan, we have taken into account the principles as outlined in the 2013 EE Act and its Regulations, the 2013 BBBEE Act and Codes, as well as the 2013 MPRDA.

In order to consistently advance the objectives of EE Transformation principles within the company, the approach adopted in this SLP is mainly in terms of the guidelines and principles as contained in the 2013 EE Act and Regulations, in particular the adoption of the Economically Active Population (EAP), both National and Regional as a guide in developing the targets per demographics.

To this end the Employment Equity Plans have been prepared in accordance with Section 20 (2) (a-h) of the Employment Equity Act 55 of 1998 and its amended Act, the MPRDA Act 2002 and in accordance with the AngloGold Ashanti business principles and strategy.

The plans were prepared in consultation with all relevant stakeholders, including Trade Unions operating within our company. The objectives of employment equity program at AngloGold Ashanti are to ensure that the company's workforce is in the long run representative of the demographics of the country and to promote diversity at the workplace. The Company re-affirms its commitment to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment.

To this end, appropriate Affirmative Action measures to advance the above objectives will be taken.

The following affirmative action measures have been undertaken by the company in order to achieve the above stated objectives:

- Initiatives to eliminate unfair discrimination in employment;
- Recruit and select suitably qualified individuals from the designated groups;
- Advance employees from designated groups who have been identified in the talent pool and to fast track them through focused training and development programmes.
- Remove the barriers identified in accordance with Section 19 of the EE Act Audit report.
- Ensure that the objectives of the employment equity plan would not establish an absolute barrier to the prospective or continued employment or advancement of people who are not from designated groups.

The following Mining Charter definitions have been customised in line with the company's reporting in terms of the EE Act and the South Africa Region Management structure:

"**Executive Management (Board)"** has been divided into two categories that is, Executive Management and Board. **Executive Management** shall mean "**Top Management"** and **"Board"** shall mean the company's **Board of Directors** in terms of its Articles of Association. *The Board comprises of South African and non- South African based members and will be so reported as the company is a global organisation. It should be noted that Top Management refers to the South African based managers reporting directly to the Chief Executive Officer and who are part of the company's Executive Committee, i.e. the key decision makers of the company).*

"**Senior Management (EXCO)"** shall mean **Senior Management employees** who are employed at Paterson Grade E- Band.
"**South Africa Region EXCO (SAREXCO)**" means the **Management Committee** comprising the Chief Operating Officer's direct reports.
"**Middle Management**" shall mean employees who are categorised as "Professionally Qualified" and are employed at Paterson Grade D-Band.
"**Junior Management"** shall mean employees who are categorised as "Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents".
"**Core and Critical Skills**" are defined as all occupations stipulated in Form S, in particular the Mining, Engineering, Mineral Resources Management and Metallurgy disciplines.
"Corporate Office" employees are contributors to the SAR Operations, i.e., West Wits and Vaal River Operations' Talent Pool, therefore, the employees based in Corporate Office are proportionately split between the Vaal River and West Wits license areas.

The Vaal River operation comprises the following business units: Kopanang Mine, Moab Khotsong Mine integrated with Great Noligwa Mine, Mine Waste Solutions, Vaal River Metallurgy, Vaal River AGA Health, Vaal River SA Regional Services, and the Vaal River Corporate Office portion which is proportionately divided between the West Wits and Vaal River Operations.

The first three (3) years of the employment equity targets of the Vaal River Region are aligned to the company's Successive Employment Equity Plan submitted to the Department of Labour in accordance with Section 23 of EE Act.

The ***Mining Charter scorecard*** requirements are indicated below along with the AGA Vaal River (inclusive of Corporate Office) compliance as at end December 2017:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2014**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
5	**Employment Equity**	Diversification of the workplace to reflect the country's demographics to attain competitiveness.	Board Level	40%	45%
			Top Management (F Band)	40%	43%
			Senior Management (E Band)	40%	43%
			Middle Management	40%	54%
			Junior Management	40%	60%
		Note by AGA: Actuals adapted to correct any white female representation over 6%	Core Skills	40%	53%

The 2015 - 2019 Vaal River (VR) operations Employment Equity (EE) Plan is a consolidation of the respective Vaal River Business Units respective EE Plans, taking into considerations the workforce analysis, workforce projections, Life of Mine Plans per Business Unit, Business Planning and Objectives as well as the company's HRD plans.

In developing its EE Plan, the company also took into consideration its obligations under the Employment Equity (EE) Act No 55 of 1998 under which a subsequent Employment Equity Plan was developed and submitted to the Department of Labour (DoL) in October 2013. The company EE Plan was developed in terms of Section 20 of the Employment Equity Act. Consideration was also given to the Broad-based Black Economic Empowerment Act and Codes of Good Practice in developing the DoL EE

Targets. Much as the DoL Plan targets are not a requirement in terms of the Mining Charter, the VR Operations will continue to strive to achieve such targets in support of the company's commitment to its values and in the spirit of transformation and align the EE Plans to the Mining Charter which is required by the MPRDA.

In line with the above-mentioned approach, the management monitoring structures have been established to deal with amongst other issues: Employment Equity Planning and Reporting, Oversight and Monitoring and issues of Skills, including scarce skills initiatives. These committees take place at Board Level, Central Level and the respective Business Unit branch level. The committees create a platform where management and stakeholders consult on issues of employment equity and skills development and also contribute to a strategic focus on employment equity. These Committees meet separately once every quarter.

The Committees established are as follows:

- The Social, Ethics and Transformation Sub-Board Committee, which is at Board level,
- South Africa Region Transformation Steering Committee, which is at Regional level,
- Central Skills Development Committee, which is at Regional level, and
- Skills Development and EE Committees, which are at the respective Business Units branch level.

EE Committees and Skills Development Committees at the various Business Units meet more frequently and as part of their terms of reference deal with employment equity, skills development and all other matters pertaining to the work environment. The employment equity plan is accessible to all employees and a detailed review of the plan is undertaken from time to time. The roles and responsibilities of the various role players and committees play a central role in the successful implementation of the Employment Equity Plan as a reflection of the commitment of the company to employment equity and the Employment Equity Act.

In implementing our EE Plan, the Human Resources Development initiatives play a critical role in closing the gaps identified within the numerical targets of employment equity. The Human Resources Development initiatives such as Management Development Programmes, Learnerships and Internships, formal qualifications study assistance and Bursary Schemes for employees are aligned to the company's employment equity plans with respect to the demographics of the country and the EAP. The Corporate Office HDSA talent pool shall constitute part of the SAR operations talent pool and pipeline.

The following tables shall constitute the percentage actuals based on the workforce strength as at 31 December 2017 for the Vaal River Operation, followed by the EE Plan for the Vaal River Operation and the Business Units Plans marked as Annexure 2.3.

The following three (3) tables depict the AGA Board of Directors, AGA Top Management level (EXCO) based at Corporate Office in Johannesburg, and the SA Region Executive Committee (EXCO) consisting of General Managers, Senior Vice Presidents and Vice Presidents based mainly at South African Region Operations (SARO) and are directs of the SA Region Chief Operating Officer.

TABLE 2.17 A: - ANGLOGOLD ASHANTI BOARD OF DIRECTORS AS AT 31 DECEMBER 2017

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2017 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
AGA Board	1	1	0	2	0	1	0	1	4	1	11	**40%**	**45%**
Grand total	**9%**	**9%**	**0%**	**18%**	**0%**	**9%**	**0%**	**9%**	**36%**	**9%**			
Note: If the non-South African Directors are excluded on the total actual figure, the HDSA representation stands at 83.3%.													

TABLE 2.17 B: - ANGLOGOLD ASHANTI TOP MANAGEMENT LEVEL (EXCO) AS AT 31 DECEMBER 2017													
Occupational Levels	**Males**			**Females**				**Male**	**Foreign National**		**Total**	**2014 MC % HDSA Targets**	**2017 % HDSA Actual**
	AFRICAN	**COLOURED**	**INDIAN**	**AFRICAN**	**COLOURED**	**INDIAN**	**WHITE**	**WHITE**	**MALE**	**FEMALE**			
Top Management	1	0	0	1	0	1	0	2	1	1	7	**40%**	**43%**
Grand total	**14%**	**0%**	**0%**	**14%**	**0%**	**14%**	**0%**	**29%**	**14%**	**14%**			

It should be noted that the Top Management Structure operates across all areas of AngloGold Ashanti, i.e. West Wits and Vaal River. The 43%HDSA achievement on Top Management is calculated at the actual HDSA representation for AngloGold Ashanti`s Top Management structure based at the Corporate Office, not in the Vaal River.

TABLE 2.17 C:- SA REGION MANAGEMENT COMMITTEE LEVEL AS AT 31 DECEMBER 2017													
Occupational Levels	**Males**			**Females**				**Male**	**Foreign National**		**Total**	**2014 MC % HDSA Targets**	**2017 % HDSA Actual**
	AFRICAN	**COLOURED**	**INDIAN**	**AFRICAN**	**COLOURED**	**INDIAN**	**WHITE**	**WHITE**	**MALE**	**FEMALE**			
SAR EXCO	3	1	0	0	0	0	0	4	0	0	8	**40%**	**50%**
Grand total	**37.5%**	**12.5%**	**0%**	**0%**	**0%**	**0%**	**0%**	**50%**	**0%**	**0%**			

The following table reflects the EE Plan for the Vaal River operations for the year 2017, which is the third year of the 2015 – 2019 SLP Plans.

TABLE 2.17.H: TOTAL VAAL RIVER EE PLAN 2017												
	DESIGNATED							**NON-DESIGNATED**				
	Male			**Female**					**Foreign National**			**Planned % HDSA**
Occupational Levels	**A**	**C**	**I**	**A**	**C**	**I**	**W**	**Male**	**Male**	**Female**	**Total**	
Top Management	14.3%	0%	0%	0%	0%	14.3%	14.3%	28.6%	14.3%	14.3%	**100%**	42.9%
Senior Management	17.4%	4.1%	5.8%	5.2%	1.2%	3.5%	9.9%	45.9%	5.2%	1.7%	**100%**	47.1%
Middle Management	21.9%	2.4%	3.2%	9.1%	1.5%	2.4%	13.5%	43.4%	2.3%	0.4%	**100%**	53.9%
Junior Management	42.8%	1.3%	0.2%	9.7%	0.7%	0.4%	9%	30.5%	5.4%	0%	**100%**	64.1%
Semi-skilled	56.1%	0.2%	0%	10.3%	0.3%	0%	2.2%	1.9%	28.9%	0.1%	**100%**	69.2%
Unskilled & Def. dec. making	62.9%	0.2%	0%	13.0%	0%	0%	0.1%	0.6%	22.8%	0.4%	**100%**	76.2%
Total Permanent	**55.9%**	**0.5%**	**0.2%**	**11.5%**	**0.3%**	**0.2%**	**2.7%**	**7.7%**	**20.9%**	**0.3%**	**100%**	71.2%
Non-Permanent Employees	23.5%	0%	0%	41.2%	0%	0%	17.6%	17.6%	0%	0%	100%	82.4%
GRAND TOTAL	**55.8%**	**0.5%**	**0.2%**	**11.5%**	**0.3%**	**0.2%**	**2.7%**	**7.7%**	**20.9%**	**0.3%**	**100%**	**71.2%**

The following tables reflect the status report with respect to Vaal River Operations percentage of HDSA as at 31 December 2017 against the targets as set in the 2014 Mining Charter. The status report also highlights Vaal River Operations including and excluding Corporate Vaal River operations.

VAAL RIVER INCLUDING CORPORATE ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	**DESIGNATED**							**NON-DESIGNATED**			**Total**	**Actual % HDSA**
	Male			**Female**				**White Male**	**Foreign Nationals**			
	A	**C**	**I**	**A**	**C**	**I**	**W**		**Male**	**Female**		
Top Management	14.3%	0%	0%	14.3%	0%	14.3%	0%	28.6%	14.3%	14.3%	**100%**	**42.9%**
Senior management	14.1%	0%	6.4%	5.1%	2.6%	3.8%	10.3%	50%	6.4%	1.3%	**100%**	**42.3%**
Professionally qualified…management	17.2%	2.1%	1.2%	9.5%	0.6%	1.8%	18.3%	45.6%	2.7%	1.2%	**100%**	**50.6%**
Skilled technical…superintendents	37.5%	1.3%	0.2%	10.7%	0.5%	0.3%	7.0%	33.8%	8.5%	0.2%	**100%**	**57.5%**
Semi-skilled… decision making	53.2%	0.4%	0%	12.5%	0.2%	0%	1.0%	1.7%	30.8%	0.1%	**100%**	**67.4%**
Unskilled & defined dec. making	53.9%	0.4%	0%	16.9%	0%	0%	0%	0.7%	26.9%	1.2%	**100%**	**71.2%**
Total Permanent	**49.5%**	**0.6%**	**0.1%**	**14.1%**	**0.2%**	**0.1%**	**2.1%**	**8.3%**	**24.2%**	**0.7%**	**100%**	**66.8%**
Non-permanent employees	31.1%	0%	6.7%	22.2%	0%	0%	20.0%	20%	0%	0%	**100%**	**80%**
Grand Total	**49.5%**	**0.6%**	**0.1%**	**14.1%**	**0.2%**	**0.1%**	**2.2%**	**8.4%**	**24.1%**	**0.7%**	**100%**	**66.9%**

VAAL RIVER EXCLUDING CORPORATE ACTUAL AS DEC 2017												
Occupational Levels	**DESIGNATED**							**NON-DESIGNATED**			**Total**	**Actual % HDSA**
	Male			**Female**				**White Male**	**Foreign Nationals**			
	A	**C**	**I**	**A**	**C**	**I**	**W**		**Male**	**Female**		
Top Management	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	**0%**	**0%**
Senior management	18.5%	0%	3.7%	3.7%	0%	0%	11.1%	59.3%	3.7%	0%	**100%**	**37.0%**
Professionally qualified…management	19.3%	2.1%	0.4%	9.5%	0%	0.8%	15.6%	49.8%	2.1%	0.4%	**100%**	**47.7%**
Skilled technical…superintendents	38.3%	1.2%	0.2%	10.5%	0.2%	0.2%	6.1%	34.4%	8.7%	0.2%	**100%**	**56.6%**
Semi-skilled… decision making	53.1%	0.4%	0%	12.4%	0.2%	0%	1.0%	1.8%	31.0%	0.1%	**100%**	**67.1%**
Unskilled & defined dec. making	53.9%	0.4%	0%	16.9%	0%	0%	0%	0.7%	26.9%	1.2%	**100%**	**71.2%**
Total Permanent	**50.2%**	**0.6%**	**0%**	**14.1%**	**0.1%**	**0.1%**	**1.7%**	**7.9%**	**24.6%**	**0.7%**	**100%**	**66.8%**
Non-permanent employees	30.6%	0%	5.6%	25%	0%	0%	22.2%	16.7%	0%	0%	**100%**	**83.3%**
Grand Total	**50.1%**	**0.6%**	**0.1%**	**14.2%**	**0.1%**	**0.1%**	**1.8%**	**7.9%**	**24.5%**	**0.7%**	**100%**	**66.9%**

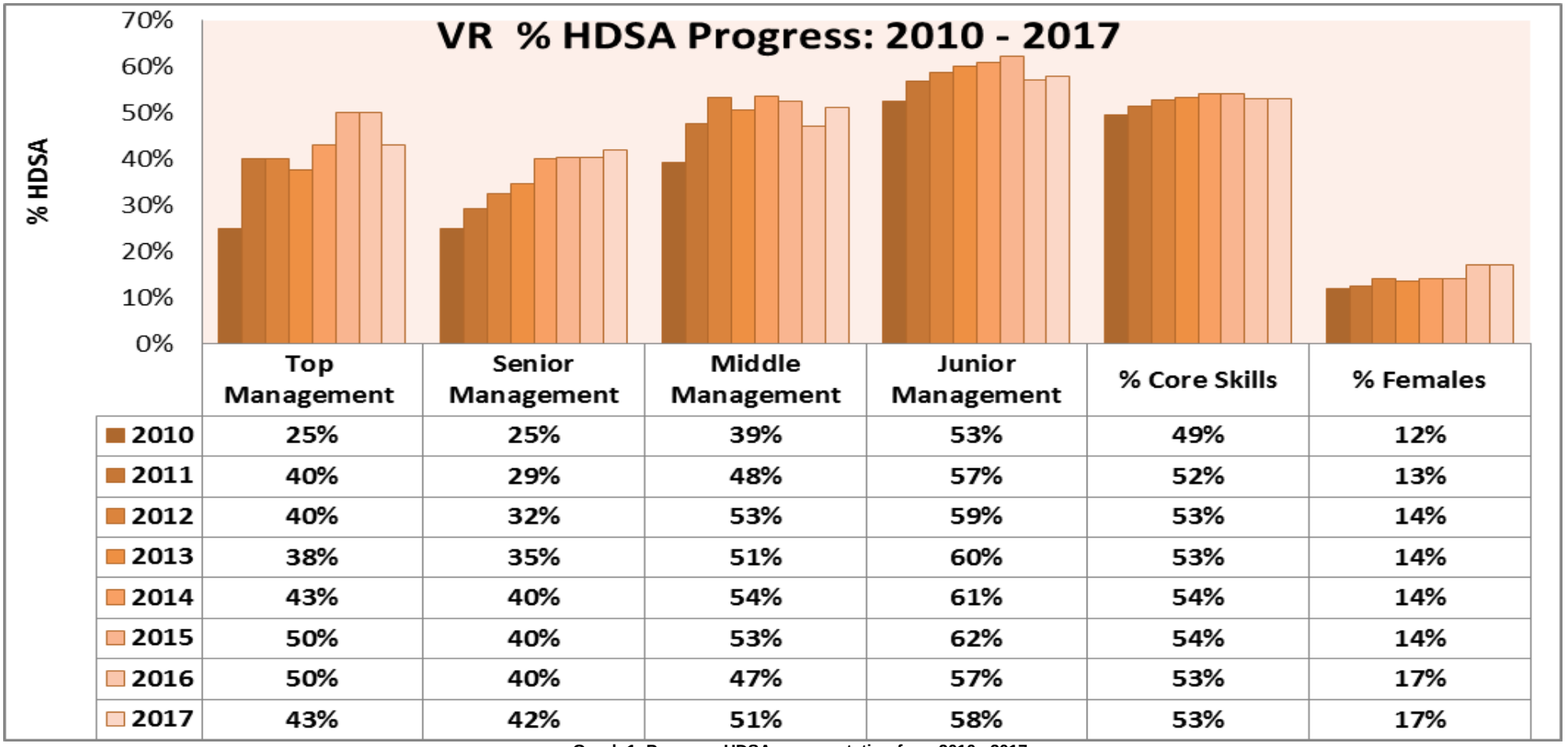
The following table reflects the numerical status report with respect to Vaal River Operation as at **31 December 2017,** including Vaal River Corporate Office against the 2014 targets as set in the Revised Amended Mining Charter of 2010.

VAAL RIVER NUMERICAL WORKFORCE PROFILE ACTUAL AS AT DECEMBER 2017												
Occupational Levels	**DESIGNATED**							**NON-DESIGNATED**			**Total**	**Actual % HDSA**
	Male			**Female**				**White Male**	**Foreign Nationals**			
	A	**C**	**I**	**A**	**C**	**I**	**W**		**Male**	**Female**		
Top Management	1	0	0	1	0	1	0	2	1	1	**7**	**42.9%**
Senior management	11	0	5	4	2	3	8	39	5	1	**78**	**42.3%**
Professionally qualified…management	58	7	4	32	2	6	62	154	9	4	**338**	**50.6%**
Skilled technical…superintendents	766	26	4	218	11	6	144	691	173	4	**2 043**	**57.5%**
Semi-skilled… decision making	2 066	16	0	487	9	0	40	68	1 196	4	**3 886**	**67.4%**
Unskilled & defined dec. making	3 015	22	0	943	1	0	0	40	1 504	69	**5 594**	**71.2%**
Total Permanent	**5 917**	**71**	**13**	**1 685**	**25**	**16**	**254**	**994**	**2 888**	**83**	**11 946**	**66.8%**
Non-permanent employees	14	0	3	10	0	0	9	9	0	0	**45**	**80.0%**
GRAND TOTAL	**5 931**	**71**	**16**	**1 695**	**25**	**16**	**263**	**1003**	**2 888**	**83**	**11 991**	**66.9%**

Notwithstanding the current business challenges and restructuring imperatives the Region has achieved the annual Mining Charter targets. There will be a continual reduction of the SA Region workforce profile due to the ongoing restructuring imperatives. The Vaal River Region has lost some traction in the Senior Management level mainly due to a number of changes to the organisation structure. The Region however has taken cognisance of the transformation commitments and plans are in place to progressed positively in exceeding the Mining Charter targets.

The Region acknowledges the need for constant positive HDSA movements at Senior Management and Middle Management levels. Internally and externally opportunities will be explored to advance HDSA representation at all levels taking into consideration the national EAP demographics of the country. Business Units in the Vaal River operations have accordingly put in place EE Plans with set targets which aim to address the obligations as contained in the Amended Mining Charter. Business Units` actual achievements are enclosed in this report.

The Vaal River operations have been able to achieve positive trends in advancing equitable representation in the management structures as well as gender representation as can be seen in the following graph with respect to progression of **HDSA in management occupational levels, core and critical skills, and female representation** since the year 2010 - 2017.

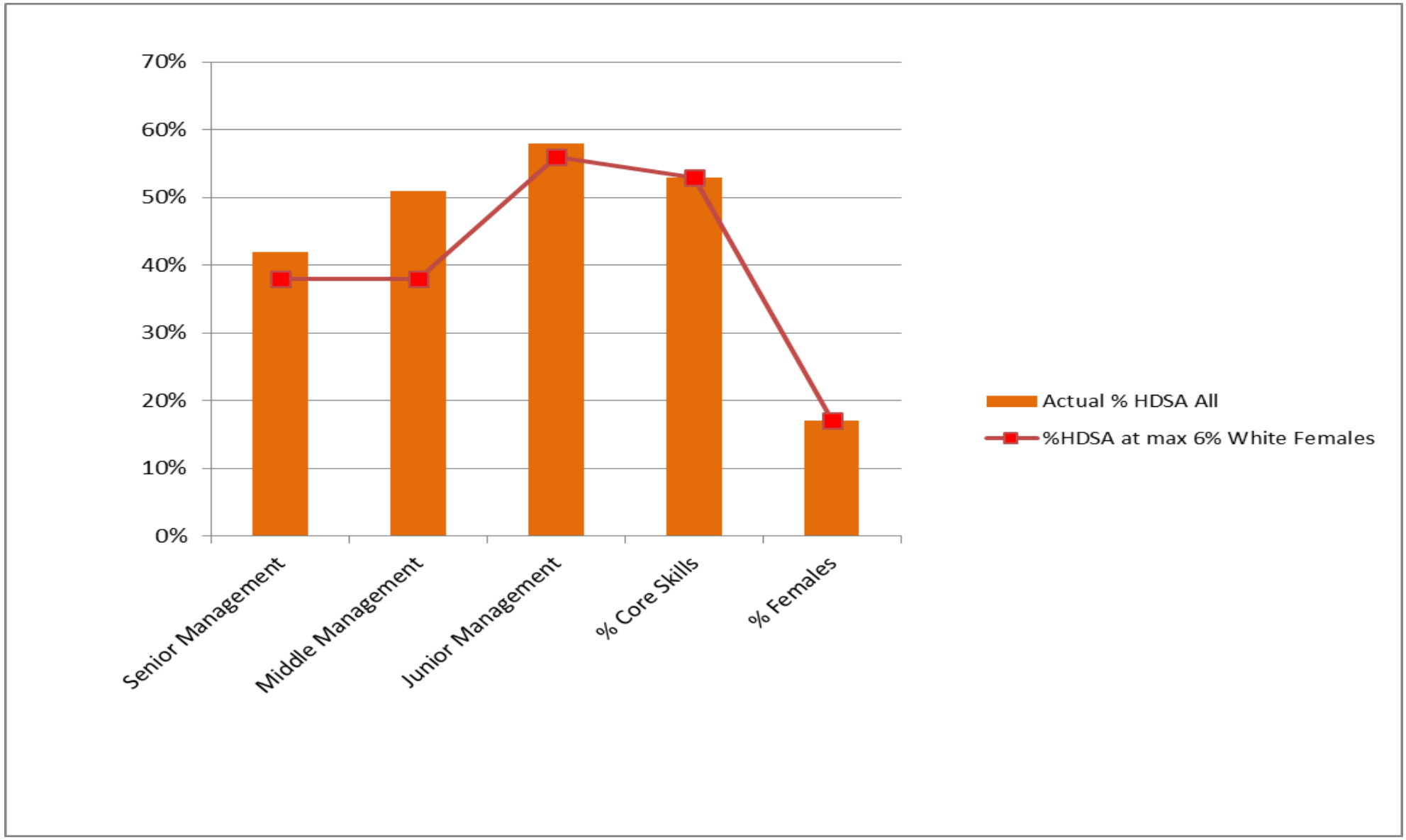


	Top Management	Senior Management	Middle Management	Junior Management	% Core Skills	% Females
2010	25%	25%	39%	53%	49%	12%
2011	40%	29%	48%	57%	52%	13%
2012	40%	32%	53%	59%	53%	14%
2013	38%	35%	51%	60%	53%	14%
2014	43%	40%	54%	61%	54%	14%
2015	50%	40%	53%	62%	54%	14%
2016	50%	40%	47%	57%	53%	17%
2017	43%	42%	51%	58%	53%	17%

Graph 1: Progress HDSA representation from 2010 –2017

The above graph gives an indication that Vaal River operations are making positive progress towards achievements of its transformation commitments. The Vaal River operations have achieved the 40% HDSA annual Mining Charter targets at all Management levels and in some areas exceeded the target of 40% at Top Management, Middle Management, Junior Management and Core and critical skills. With respect to Women in Mining, 17% was achieved against the target baseline of 10% as set by the Mining Charter. Even though these achievements have been positive and significant in compliance with the Mining Charter obligations, the area in which there is more focus is at Senior Management level. The company realises that there is a need to increase HDSA percentage achievements at this level and further maintain the positive achievements already in place in other areas in order to positively progress towards equitable representation in accordance with the EAP demographics of the country.

Vaal River operations adheres to the Chamber of Mines (COM) guidelines, which advises that, to comply with “representative of demographics” white women should only be accounted for a maximum of 6% contribution to the HDSA population. Applying this guideline, the following graph depicts a comparison between the total percentage of HDSA representation per occupational level for Vaal River operation and the percentage HDSA representation when white females are calculated at maximum 6%.



2.17.1 VAAL RIVER: CORE AND CRITICAL SKILLS

The targets as set in the Amended Mining Charter of 2010 for Core and Critical skills are as follows:

- 15% by end of 2010
- 20% by end 2011
- 30% by end 2012
- 35% by end 2013; and
- 40% by end 2014.

The following table reflects the numerical and percentage status with respect to Core function as at December 2017 in the Vaal River operations.

TABLE 2.17.F: TOTAL VAAL RIVER CORE FUNCTION AS AT DECEMBER 2016

Occ. Levels	Male			Female				Male	Foreign National		Total	MC % HDSA Targets
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE		
Top Management	0	0	0	0	0	0	0	0	0	0	**0**	0%
Senior Management	4	0	3	0	0	0	0	12	2	0	**21**	33%
Prof.qual. - Mid Mngmnt.	25	3	2	14	1	2	11	79	4	1	**142**	41%
Skilled Technical	545	19	2	66	0	1	29	585	157	1	**1 405**	47%
Semi-skilled	1 668	11	0	157	3	0	1	49	1 155	3	**3 047**	60%
U/sklled & Def. dec. making	2 912	22	0	809	0	0	0	37	1 464	61	**5 305**	71%
Total Permanent	**5 154**	**55**	**7**	**1 046**	**4**	**3**	**41**	**762**	**2 782**	**66**	**9 920**	**64%**
Non-Permanent Employees	0	0	0	0	0	0	0	0	0	0	**0**	0%
GRAND TOTAL	**5 154**	**55**	**7**	**1 046**	**4**	**3**	**41**	**762**	**2 782**	**66**	**9 920**	**64%**

TABLE. H: TOTAL VAAL RIVER CORE FUNCTION AS AT DECEMBER 2016												
Occupational Levels	**Male**			**Female**				**Male**	**Foreign National**		**Total**	**Actual % HDSA**
	A	**C**	**I**	**A**	**C**	**I**	**W**	**W**	**Male**	**Female**		
Top Management	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	**0%**	0%
Senior Management	19%	0%	14%	0%	0%	0%	0%	57%	10%	0%	**100%**	33%
Prof.qual. - Mid Mngmnt.	18%	2%	1%	10%	1%	1%	8%	56%	3%	1%	**100%**	41%
Skilled Technical	39%	1%	0%	5%	0%	0%	2%	42%	11%	0%	**100%**	47%
Semi-skilled	55%	0%	0%	5%	0%	0%	0%	2%	38%	0%	**100%**	60%
U/skIled & Def. dec. making	55%	0%	0%	15%	0%	0%	0%	1%	28%	1%	**100%**	71%
Total Permanent	**52%**	**1%**	**0%**	**11%**	**0%**	**0%**	**0%**	**8%**	**28%**	**1%**	**100%**	**64%**
Non-Permanent Employees	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	**0%**	0%
GRAND TOTAL	**52%**	**1%**	**0%**	**11%**	**0%**	**0%**	**0%**	**8%**	**28%**	**1%**	**100%**	**64%**

2.17.2. VAAL RIVER: WOMEN IN MINING

The Vaal River Operation adheres to the guidelines with respect to Women in Mining as set in the Mining Charter by committing to 10% women representation in the total workforce.

The company's employment equity plan for the Vaal River Operations includes women representation in the total workforce. The integration of women into the entire workforce and initiatives which are aimed at creating a conducive environment for women is firmly embedded in the Vaal River Operations.

The Vaal River Operation has progressed significantly towards achieving the 10% target women in mining as set by the Mining Charter by exceeding the target in achieving 17%.

Notwithstanding the fact that the mining environment remains challenging for women, the Vaal River Operation has adopted a variety of initiatives to support the integration of women such as (i) change houses for women, (ii) promoting an environment free from sexual harassment, (iii) private and secure ablution facilities underground, (iv) working with industry to address issues of protective clothing for women, (v) Skills Development initiatives within the core and critical skills for women and (vi) ensuring security of women underground.

The following table reflects the total numbers with respect to Women in Mining in the Vaal River Region as at 31 December 2017:

TABLE I: VAAL RIVER: WOMEN IN MINING								
Occ. Levels	Female				Total Local	Foreign National Female	Grand Total	% WIM incl. Conventional functions
	A	C	I	W				
Top Management	1	0	1	0	**2**	1	**3**	**17% of women against the total permanent workforce of 11946**
Senior Management	4	2	3	8	**17**	1	**18**	
Prof.qual. - Mid Mngmnt.	32	2	6	62	**102**	4	**106**	
Skilled Technical	218	11	6	144	**379**	4	**383**	
Semi-skilled	487	9	0	40	**536**	4	**540**	
U/sklled & Def. dec. making	943	1	0	0	**944**	69	**1 013**	
Total Permanent	**1 685**	**25**	**16**	**254**	**1 980**	**83**	**2 063**	
Non-Permanent Employees	10	0	0	9	**19**	0	**19**	
GRAND TOTAL	**1 695**	**25**	**16**	**263**	**1 999**	**83**	**2 082**	

The following table reflects the total numbers with respect to Women in Mining in the core function at Vaal River Region as at 31 December 2017.

TABLE J: VAAL RIVER: WOMEN IN MINING - CORE FUNCTION								
Occ. Levels	Female				Total Local	Foreign National Female	Grand Total	% WIM core function only
	A	C	I	W				
Top Management	**0**	**0**	**0**	**0**	0	0	**0**	**10% of women in core function against the total workforce of 11946**
Senior Management	**0**	**0**	**0**	**0**	**0**	0	**0**	
Prof.qual. - Mid Mngmnt.	**14**	**1**	**2**	**11**	**28**	1	**29**	
Skilled Technical	**66**	**0**	**1**	**29**	**96**	1	**97**	
Semi-skilled	**157**	**3**	**0**	**1**	**161**	3	**164**	
U/sklled & Def. dec. making	**809**	**0**	**0**	**0**	**809**	61	**870**	
Total Permanent	**1046**	**4**	**3**	**41**	**1094**	**66**	**1160**	
Non-Permanent Employees	0	0	0	0	**0**	0	**0**	
GRAND TOTAL	**1046**	**4**	**3**	**41**	**1094**	**66**	**1160**	

The following table reflects the total numbers with respect to Women in Mining in the support function at Vaal River Region as at 31 December 2017.

TABLE K: VAAL RIVER: WOMEN IN MINING - SUPPORT FUNCTION								
Occ. Levels	**Female**				**Total Local**	**Foreign National**	**Grand Total**	**% WIM Support function only**
	A	**C**	**I**	**W**		**Female**		
Top Management	1	0	1	0	**2**	1	**3**	**8% of women in core function against the total workforce of 11946**
Senior Management	4	2	3	8	**17**	1	**18**	
Prof.qual. - Mid Mngmnt.	18	1	4	51	**74**	3	**77**	
Skilled Technical	152	11	5	115	**283**	3	**286**	
Semi-skilled	330	6	0	39	**375**	1	**376**	
U/skIled & Def. dec. making	134	1	0	0	**135**	8	**143**	
Total Permanent	**639**	**21**	**13**	**213**	**886**	**17**	**903**	
Non-Permanent Employees	**10**	**0**	**0**	**9**	**19**	**0**	**19**	
GRAND TOTAL	**649**	**21**	**13**	**222**	**905**	**17**	**922**	

A composite part of the company's Employment Equity strategy is to accord women an equal opportunity to be employed in all occupations, depending on their ability to meet the inherent requirements of the job as per the Employment Equity guidelines. Further steps have been put in place to further support integrating women in the workplace.

Going forward the company will from time to time carry out Section 19 Audits as required by the Employment Equity Act. These audits are an important barometer to ascertain and identify barriers to employment equity and supports robust implementation of affirmative action measures.

To achieve the broad objectives of the Employment Equity Plan, the company will continue with the following:

- The recruitment, selection and appointment strategy will continue to apply a 60/40 short listing split in favour of HDSA's to increase the chances of HDSA appointments and enhance the achievement of EE targets.
- The commitments contained in the Mining Charter and underpinned by the Employment Equity Plan will be monitored by the South Africa Region Transformation Steering Committee which includes General Managers and Organised Labour.
- Training and Development initiatives will be intensified with the purpose of strengthening HDSA representation in the talent pool.
- Heightened awareness of Bursary Schemes and Development Programmes in order to promote the development and progression of designated groups.
- Line manager accountability for the implementation of the employment equity plan and Business Unit action plans to address affirmative action measures will be intensified, and will be monitored on a quarterly basis.
- Management capacity to manage diversity in the workplace will be strengthened.
- The role and functioning of Business Unit Skills Development and Employment Equity committees will be strengthened, and capacity building interventions will continue for persons serving on these committees.
- Company publications will be optimally utilised to communicate issues pertaining to Employment Equity, and
- Targets contained in the EE Plan will be continuously monitored and reported on a monthly, quarterly and annual basis.

2.17.3 VAAL RIVER: SCARCE SKILLS (SS)

The company's skills development and employment equity strategies are aimed at achieving a demographically representative workforce. To this end, the company's strategy in this regard is guided by the provisions of the Skills Development and Employment Equity Acts in terms of both planning and reporting, including with respect to "Core and Critical skills". Through the company's participation and collaboration with (i) the Mining Qualification Authority, (ii) compliance with its obligations pertaining to the Workplace Skills Plan and the Annual Training Report, (iii) conducting of skills audits and (iv) initiatives to identify scarce and critical skills (through participation in the Sector Skills Plan and Scarce Skills initiatives) intensive attempts are made to improve the HDSA representivity in all core and critical skills occupations which is still lagging due to the skills challenges faced by the industry in this respect.

The Human Resources Development interventions to address the abovementioned challenges include a variety of initiatives such as (i) Management Trainee Programmes, (ii) Bursary Schemes, (iii) Trainee Programmes, and (iv) Learnerships which is contained in the HRD section of this SLP.

The following table reflects a list of positions identified as scarce skills and as reported in the 2017 WSP-ATR to the MQA.

TOTAL VAAL RIVER CRITICAL AND SCARCE SKILLS		
DISCIPLINE	**POSITION**	**OCCUPATIONAL LEVEL**
Engineering	Boilermaker	Skilled Technical
Engineering	Rigger Ropesman	Skilled Technical
Mining	Load-haul-dump (LHD) Operator	Semi-Skilled
Mining	Rock Engineer Officer	Prof.qual. –Mid Mgt
Mining	Locomotive Driver	Semi-Skilled
Mining	Dump Truck Driver / Operator	Semi-Skilled
Engineering	Environmental Health Officer	Skilled Technical
Mining	Miner	Skilled Technical
Mining	Shift Foreman / Boss (Mining)	Skilled Technical
Engineering	Winding Engine Driver (Human and Material)	Skilled Technical
Engineering	Electrician (Engineering)	Skilled Technical
Engineering	Industrial Engineer (G)	Prof.qual. –Mid Mgt
Engineering	Instrumentation Technologist	Prof.qual. –Mid Mgt
MRM	Geologist	Prof.qual. –Mid Mgt
Mining	Mining Technician	Prof.qual. –Mid Mgt
Mining	Strata Control Officer	Skilled Technical

2.17.4 VAAL RIVER BUSINESS UNITS' PROGRESS (BUP)

Business Units in Vaal River Operation have accordingly put in place EE Plans with set targets aimed to address the obligations as contained in the Amended Mining Charter. The following tables reflect the percentage achievements of the Business Units within Vaal River Operations as at the end of 31 December 2017. The status report herein, forms part of the Form S as required to be reported in the Mining Charter.

3.1 Number of employees (NOTE: Place an employee in the category that best resembles his/her job. Do not double count)

Category	African		Coloured		Indian		White	Subtotals (A)	White	Grand totals (B)
	Male	Female	Male	Female	Male	Female	Female		Male	
Top management	1	1	0	0	0	1	0	3	2	5
Senior management	11	4	0	2	5	3	8	33	39	72
Middle Management	58	32	7	2	4	6	62	171	154	325
Junior Management	766	218	26	11	4	6	144	1175	691	1866
Core & Critical Skills (1)	5122	1033	53	4	6	2	40	6260	737	6997
Total of the above	5958	1288	86	19	19	18	254	7642	1623	9265

(1) These are skills necessary and inextricably linked to day-to-day operations OR skills that enhance the performance of an operation and are in scarce supply. This could include artisans, engineers incl rock engineers, professionals (i.e. recognized by a professional body), specialists (e.g. surveyor, safety, geologist, metallurgist, winding engine driver, environmental, etc.), technologists, technicians, and persons with mining specific qualifications or licenses.

3.2 Percentage HDSAs at different levels

	Subtotals as in table above (A)	Grand totals as in table above (B)	A as percentage of B	TARGET					Points (office use only)	
				2010	2011	2012	2013	2014	Maximum	Awarded (2)
Top management	3	5	**60%**	20%	25%	30%	35%	40%	3	
Senior management	33	72	**46%**	20%	25%	30%	35%	40%	4	
Middle Management	171	325	**53%**	30%	35%	40%	40%	40%	3	
Junior Management	1175	1866	**63%**	40%	40%	40%	40%	40%	1	
Core and Critical Skills	6260	6997	**89%**	15%	20%	30%	35%	40%	5	
TOTAL	7642	9265	**82%**						16	0

2) Note: One point will be deducted for every full 0.5% below target

SECTION 3: MINE COMMUNITY ECONOMIC DEVELOPMENT

Our approach is two pronged to comply with legislation as well as addressing the other issues that may not be covered in legislation that are in the socio-economic development sphere. In a nutshell our socio-economic development strategy addresses both our social and legal licence to operate.

In this section we address Mine Community Development in terms of the BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING AND MINERALS INDUSTRY *(*Mining Charter) and the MPRDA Regulations as detailed below:

Section 2.6 of the amended Mining Charter states as follows:

"Mine communities form an integral part of mining development, there has to be meaningful contribution towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate. Stakeholders must adhere to the following:

- Consistent with international best practices in terms of rules of engagement and guidelines, mining companies must invest in an ethnographic community consultative and collaborative processes prior to the implementation/development of mining projects;
- Mining companies must conduct an assessment to determine the developmental needs in collaboration with mining communities and identify projects within the needs analysis for their contribution to community development in line with Integrated Development Plans (IDPs), the cost of which should be proportionate to the size of investment."

The company's achievements against the Mining Charter as at December 2017 are detailed as follows:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2017**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
7	**Mine community development**	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis.	Implement approved community projects in line with Integrated Development Plans of local and major labour sending municipalities, the National Development Plan and New Growth Path	As per the Implementation Plan submitted to the DMR in September 2016.	The Company received its final provisional approval for its 2015-2019 SLP on 16 February 2017 paving the way for implementation of the approved LED community projects.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2017**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
		Note by AGA: The input in initiatives is embedded in the Integrated Development Plans of host communities which in turn is informed by community needs and subject to a regulatory framework which represent the full community	Projects are listed and aligned with Host and Labour Sending areas Communities IDP and the National Development Plan and New Growth Path.		For the reporting period focus was on progressing with commencing with the implementation of the LED projects.

REGULATION 46 (c) (iii) of the MPRDA requires that the contents of a social and labour plan must include:
c) A local economic development programme which must include-

i. The social and economic background of the area in which the mine operates;
ii. The key economic activities of the area in which the mine operates;
iii. The impact that the mine would have in the local and sending communities;
iv. The infrastructure and poverty eradication projects that the mine would support in line with the Integrated Development Plan of the area in which the mine operates and the major sending areas;
v. The measures to address the housing and living conditions of the mine employees

A. SOCIO-ECONOMIC DEVELOPMENT

3.1 CONTEXT AND BACKGROUND:

In 2011, AGA SA Region embarked on a process of reviewing its approach to socio-economic development of its host and labour sending communities in line with the business strategy as was developed by its management Committee in 2010. In terms of the 2010 business strategy, socio-economic development was identified as one of the six strategies required to drive the business to achieve its over-all objective of remaining profitable and competitive into the medium to long-term. Thus, socio-economic development was not only identified as a strategic business imperative, but was also integrated into the business strategy and given the same focus as other five pillars of the region's business strategy.

In developing the above mentioned Socio-economic development Framework, a bottom up approach was adopted, beginning with a workshop on the 26-27 July 2011, attended by the CEO and members of the SAR Management Committee (Mancom), respected experts, and academics in the industry, peers from other leading companies in the area of socio-economic development, and opinion makers in the field of policy development followed by further consultations with the recognised trade unions, the Executive Mayors and Executives of the Merafong and Matlosana Local Municipality and those of the OR Tambo District Municipality. These were followed by Community Briefings comprising NGOs, SMMEs, and other community formations like Youth Organisations in all the above-mentioned three municipalities.

The above-mentioned workshop and consultations culminated into a new Socio-economic Development Framework and Funding Model that was approved by the AGA Executive Committee in October 2011 and ultimately by the AGA Board in February 2012.The above-mentioned Framework and Funding Model aim to assist the company to put in place practical steps to address not only the challenges posed by legislative requirements, but to also address the company's social licence to operate and achieve its strategic objectives, mission and values, in particular, that of "leaving the communities in which we operate better off for AngloGold Ashanti been there".

The SA Region's ***Socio-economic Development Framework (SEDF)*** has as its objective the creation of a "***healthy, safe, educated and economically active communities***". The SEDF comprises the following five focus areas whose strategies are being implemented for some time now while others are at developmental and implementation stages:

3.1.1 Institutional Development - Key to the successful implementation of our Socio-economic Development Framework and Funding Model has been our approach to working in partnership with the government at all levels, in particular, at local, district and provincial levels. We have signed Memoranda of Understanding with the three Municipalities of Merafong, Matlosana and OR Tambo clearly stipulating the structures, system, roles and responsibilities of each party as well as the levels of people serving in these structures. The Mandating Committees, chaired by either the Executive Mayors or the SVP: Sustainability, meet on a quarterly basis to evaluate progress by the Implementing Committees, led by the Municipal Managers and /or LED Managers, in the delivery of SLP projects and other agreed to programmes agreed to by the parties. This approach has also been adopted in dealings with the provincial and National; Government Departments on a project by project basis. So far, the approach has proven to be effective as it has been able to assist us in implementing projects even after the Executive Mayors and key leadership at the Local and / or District Municipality level have been changed.

It is our intention to continue to strengthen the above-mentioned institutions, structures and system as we implement the 2015-2019 SLP and related developmental objectives.

3.1.2 Land and Environment - The objective of the Land and Environment strategy is to gainfully utilise the land owned by the company for the benefit of the company, its employees and community with the aim of ensuring that at the point of closure of the Mines, the Mining Community remains economically viable and does not turn into a liability for the host communities. Much as the Land and Environment Strategy classifying the Mine owned land into various categories such as, for example, arable, residential and industrial is been developed and has not yet been completed, we have already begun implementing some of its findings like having the Solar Park Project in the Vaal River in a piece of land that has been classified as suitable for industrial usage and the Matlosana Agricultural Project as provided for in the Amended 2010-2014 SLP now been carried out at a piece of land on the banks of the Vaal River identified as arable and suitable for agricultural and live-stock development. The land owned by the company in our host communities of Kanana and Fochville has been earmarked for Housing Development in partnership with the government at the various levels.

As soon as the Land and Environment Strategy has been completed, engagement with the relevant stakeholders will commence, including the DMR, with respect to unblocking the conditions of the Mining Rights that have the potential to serve as obstacles to achieving the objective of our SEDF.

3.1.3 Infrastructure Utilisation and Development – As the Mines reach their maturity stage and the ore gets depleted, this has led to and will continue to lead to the right sizing of the affected operations over time leading to some of the infrastructures no longer been used. To avoid and prevent such infrastructure lying idle, an Infrastructure Utilisation Strategy going beyond the Life of Mine is being developed in tandem with the Land and Environment Strategy. Amongst the decision that have already been taken has been to begin the process of implementing the sale of company houses in a phased manner to the employees to promote Home Ownership and revitalize the host communities. Certain of the unutilised infrastructure is being leased at nominal rental rates to members of the community and the local business people.

Again, as soon as the Infrastructure Development Strategy has been completed, engagement with the relevant stakeholders will commence, including the DMR with respect to unblocking the conditions of the Mining Rights that have the potential to serve as obstacles to achieving the objective of our SEDF.

3.1.4 Social Development – The challenges of unemployment, poverty and inequality in the country and our host and Labour Sending areas in particular, cannot be addressed by adopting a legalistic and compliance approach to social and labour development as provided for in the MPRDA, its Regulations and Mining Charter and Social and Labour Plans. From time to time, the communities, faced with the various societal challenges that the government is unable to address, approach the company for financial and /or expert advice or assistance and interventions. In all these cases, the SLP as a regulated developmental tool has been unable to encourage mining companies to assist beyond their SLP commitments mainly because of the provisions of Section 102 of the MPRDA that requires any changes to the SLP to be consented to by the Minister. To overcome this legislative shortcoming, the company has engaged with the DMR to grant it flexibility with respect to its SLP financial provisions to allocated a percentage of its LED financial provisions for Social and Institutional Development initiatives aimed at assisting government in our host and major Labour Sending areas in addressing the challenges as outlined in the United Nations Sustainable Development Goals in the 2010-2014 SLP period, out of a budget of R418m, an amount of R45m was set aside for Social and Institutional Development focus areas in addition to the R111m that was set aside for Community Human Resources Development Programme (CHRDP) aimed at youth development through education and training interventions in our host and major Labour Sending areas. The CHRDP constituted about 0.5% of our HRD financial provision for the period 2012-2014.

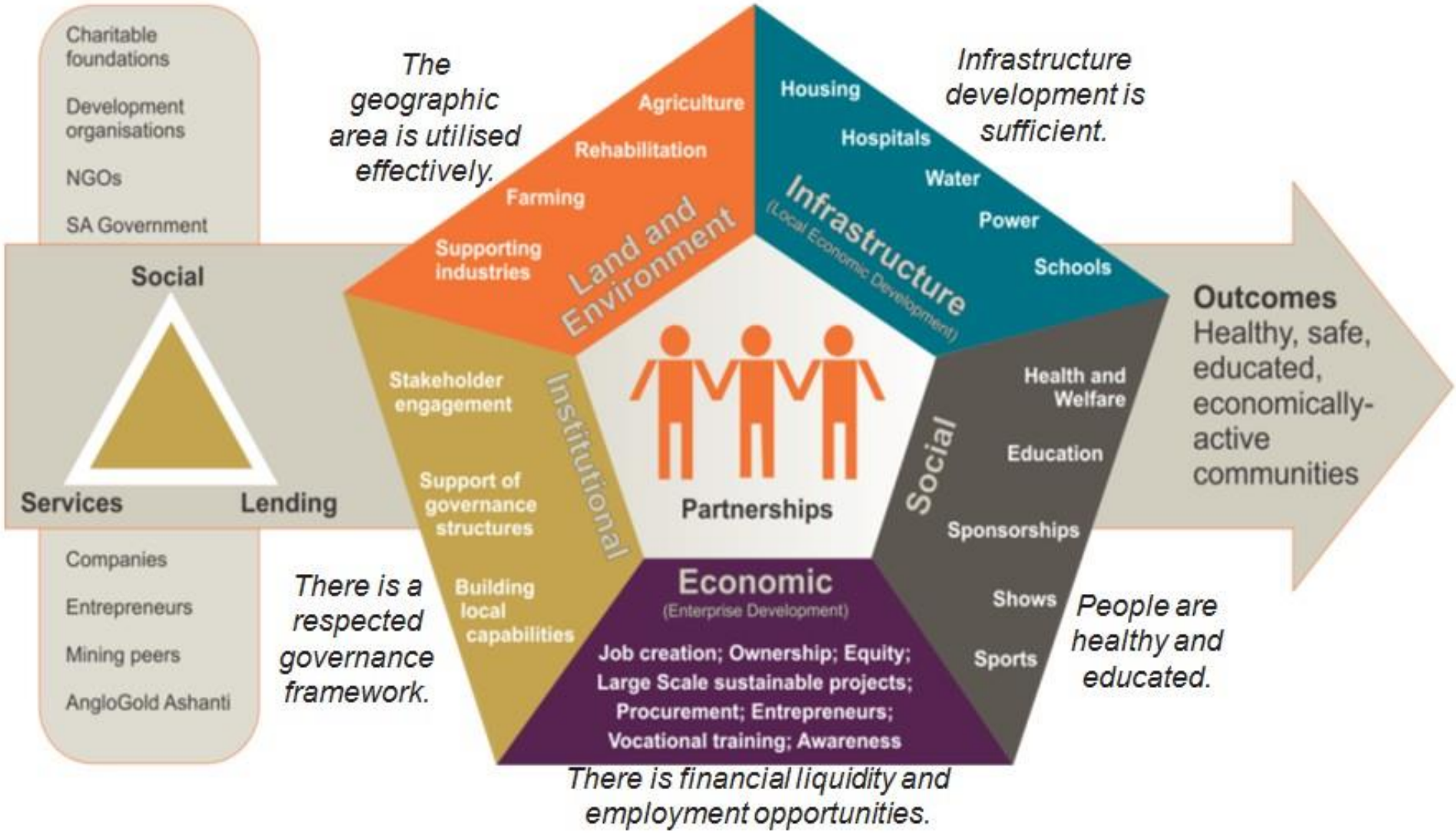
As it will be observed, the lessons and leading practices learned from 2010 to date have been incorporated into the SLP for the period 2015-2019. For instance, of the total AGA (proportionately allocated between WW and VR Operations) LED financial provision of around R119.5m for the period 2015-2019, R24m has been set aside to address the Social and Institutional Development challenges as outlined above. This investment, together with the CHRDP financial provision of around R170.2m for the period 2015-2019, has been highly appreciated by all the stakeholders and has indeed not only served as our “Social License to operate” but has made a meaningful impact on the social, educational and youth development areas in our host communities of Merafong and Matlosana and our major Labour Sending communities in the Eastern Cape Province.

3.1.5 Economic Development – The current national challenges of poverty, high rates of unemployment and inequality requires that we adopt a multi-pronged approach to socio-economic development aimed at creating healthy, safe, educated and economically active communities as envisaged in the SEDF. Once the mineral resources in the local areas in which we operate have been depleted and the mines closed, it is critical that the local communities be in a position to economically sustain them beyond mining. To this end, multi-pronged approach to economic development of the host and major labour sending areas has been adopted and is been implemented. These initiatives include but are not limited to, targeted procurement aimed at opening up the company’s Procurement System to local SMMEs and businesses, especially the HDSA ones, and targeted SMME Mentoring and Incubation programmes through the Enterprise Development Centers that have been set up in Merafong, and Matlosana while the major Labour Sending areas of the Eastern Cape, in particular, the OR Tambo District municipality is yet to be established.

In line with our **SED Funding Model**, we have, at the time of submission of the SLP 2015-2019, reached an agreement in principle with the National Treasury’s Jobs Fund as administered by the Development Bank of SA to co-fund the above mentioned three Enterprise Development Centres in Merafong, Matlosana and OR Tambo District Municipality to the tune of R96 million rand. The main objective of this funding is to revive the local economies of the host and Labour Sending areas so as create sustainable job opportunities through the creation of and support for SMMEs over a period of five years. Due to the challenges experienced with the collaboration with the Jobs Fund this partnership was terminated in late 2016.

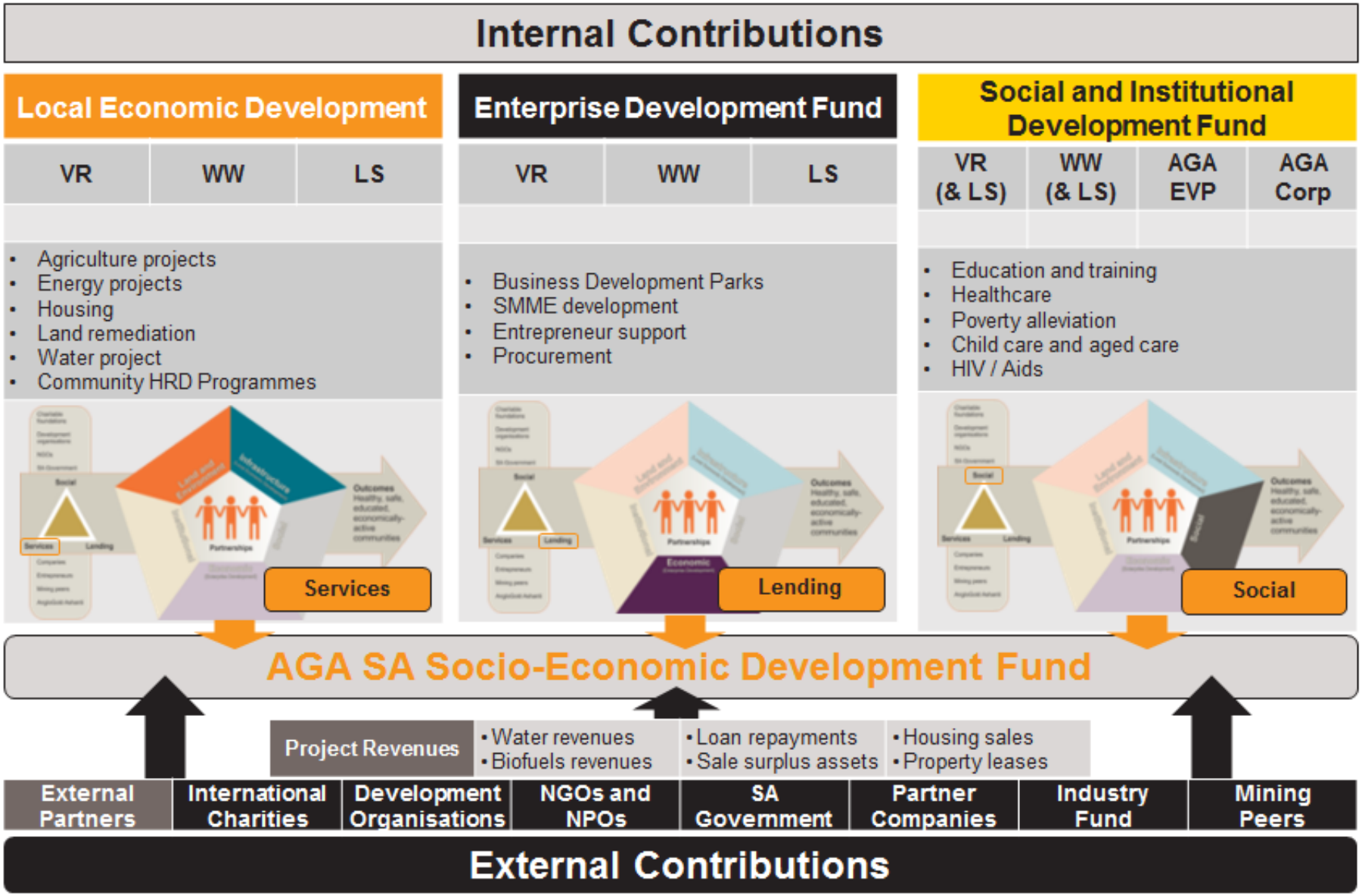
Moving into the next four years to 2019, the main challenge remains that of partnering with government and other businesses in increasing the local procurement spend and content as per the BBBEE Codes, in particular, the HDSA SMMEs, and developing the suppliers and entrepreneurs in line with the objectives of the Amended MPRDA and BBBEE Act with the objective of reducing the unemployment rates, levels of poverty and inequalities in our society.

Figure 3.A Socio-Economic Development Framework



Every community is different, but each has structures around the five elements

Figure 3.B Socio-Economic Development Funding Model



3.2 ALIGNING TO THE LEGISLATIVE FRAMEWORK:

The above mentioned Socio-economic Development Framework and Funding Model have thus informed the approach adopted in developing the 2015 - 2019 SLP as outlined below, following the dictates of the MPRDA regulations and Mining Charter.

Mine Community Development is covered as per the provisions of the BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING AND MINERALS INDUSTRY *(*Mining Charter) and the MPRDA Regulations as detailed below:

Clause 2.6 of the 2010 Mining Charter states as follows:

"Mine communities form an integral part of mining development, there has to be meaningful contribution towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate. Stakeholders must adhere to the following:

- Consistent with international best practices in terms of rules of engagement and guidelines, mining companies must invest in ethnographic community consultative and collaborative processes prior to the implementation/development of mining projects;
- Mining companies must conduct an assessment to determine the developmental needs in collaboration with mining communities and identify projects within the needs analysis for their contribution to community development in line with Integrated Development Plans (IDPs), the cost of which should be proportionate to the size of investment."

Regulation 46 (c) (iii) of the MPRDA requires that the contents of a social and labour plan must include a local economic development programme which must include:

vi. The social and economic background of the area in which the mine operates;
vii. The key economic activities of the area in which the mine operates;
viii. The impact that the mine would have in the local and sending communities;
ix. The infrastructure and poverty eradication projects that the mine would support in line with the Integrated Development Plan of the area in which the mine operates and the major sending areas;
x. The measures to address the housing and living conditions of the mine employees; and

3.3 OTHER POLICY CONSIDERATIONS

The DMR Policy Guidelines on the development of the Social and Labour Plan requires the Mining Company to, in developing its SLP; take into account other economic development frameworks like PGDS, NSDP, National Priorities and any other proposals from the relevant stakeholders."

In selecting the 2015-2019 SLP LED projects the company took into consideration the following policies and development frameworks:

- DMR SLP Guidelines
- Local/District Municipality Integrated Development Plans (IDP's) of the Host and Major Labour Sending Areas
- Provincial developmental needs
- National Development Plan 2030

- The Five National Government Priorities
- Millennium Development Goals and recently the United Nations Sustainable Development Goals
- AGA SAR Socio-Economic Development Framework and Funding Model

3.4 KEY GUIDING PRINCIPLES

In consultation with the relevant stakeholders, the following guiding principles were agreed to in selecting the LED Projects:

- Impactful and Sustainable.
- Meaningful and responsive to the prevailing socio-economic conditions.
- Addresses the challenges of poverty, unemployment and inequality.
- The allocation of the Municipal budget per area/township, size of its population and socio-economic conditions in its jurisdiction.
- Budget provisions are for both Host and Labour Sending Areas.
- The budget allocated to each area/township in the previous SLP.
- Will complement government priorities and obligations.
- Encourages the involvement and self-reliance of communities.
- Realistic, feasible and deliverable within the SLP period.
- Developed in consultation with the relevant stakeholders.
- The Host Local Municipality and Major Labour Sending Area at the time of the development of the SLP.
- Co-funding should be for big projects with distinct components which AGA would be able to deliver one of the components in full.

3.5 CLASSIFICATION OF LOCAL ECONOMIC DEVELOPMENT (LED) PROJECTS

According to the DMR SLP Guidelines, LED projects to be implemented by the mining companies should be classified into the following four categories:

- Infrastructure projects
- Poverty eradication projects/ Enterprise development
- Community development
- Income generating

3.6 CONSULTATIONS WITH THE STAKEHOLDERS

As required by Regulation 46 of the MPRDA and according to the SLP Guidelines, the Mining company must, in developing its SLP, co-operate in the formulation and review of the IDP's of the areas with which it operates and in its major Labour Sending Areas and ensure that consultation with host and Labour Sending Areas communities takes place.

AGA continues to be committed to building mutually beneficial relation with its key stakeholders both internally and externally. **External stakeholders** are structured as follows:

- Host communities and Labour sending areas
- Government at Local, Provincial and National

The engagements are supported by a 3-tier structure namely:

- The Mandating committee chaired by the Executive Mayor of Matlosana, attended by members of the Mayoral Council and AngloGold Ashanti Senior Management
- The Implementing Committee that focuses on project implementation as approved in the SLP 2010 – 2014 Section 102 (Regulation 44) projects.
- The Implementing Committee that focuses on project implementation as approved in the SLP 2015 - 2019
- The Mining Forum which includes AGA, Local Municipality representatives, the DMR and other Mines, where progress on SLP and Mining Right issues are discussed.

In addition, the company engages with communities through:

- Quarterly NGO briefing by the Stakeholder engagement managers and the Vice President sustainability
- Senior Vice President Community briefing as well as
- COO briefing with host communities
- SMME briefings conducted through the procurement department to deal with local procurement opportunities

Written communication is also conducted through the Annual Community Report which outlines key achievement and interventions for the year.

Internal Stakeholder have been engaged through the Future Forum which comprises of Organised Labour (National Union of Mine Workers, the Association of Mineworkers and Construction Union, Solidarity and the United Association of South Africa)

The following is a brief outline of the company's consultation process with regards to issues pertaining to the implementation of this SLP and the Mining Charter Performance:

3.6.1 Consultations and engagement with the Matlosana City Local Municipality (MCLM)

- During the year 2017, quarterly engagements were held with the MCLM through the Mandating Committee to provide feedback on the project implementation plans and milestones for the region.

- During the year under review the following projects were launched:
    - Botshabelo Mother and Child Healthcare Clinic
    - Matlosana Enterprise Development Centre

- Engagement were also held on 10 July 2017 with regard to the eminent closure of the Kopanang Mine and the subsequent sale of the operations in November 2017 (Kopanang and Harmony) to Village Main Reef and Harmony respectively

3.6.2 Consultation with OR Tambo District Municipality were held to discuss:

- SLP progress on the 2015 – 2019 Plan and ongoing 2010 - 2014 projects
- Launch of the Sonata Early Childhood Development Centre and Computer Centre in Libode
- The eminent Closure of Savuka, TauTona and Kopanang mine and the subsequent sale of the operations (Kopanang and Moab Khotsong to Village Main Reef and Harmony respectively
- The Senior Vice President also met with the stakeholders at the OR Tambo Community Briefing which was attended by Non-Governmental Organisations and Businesses in OR Tambo District Municipality in September 2017. This was Briefing Session with an objective to give the stakeholders feedback progress on the SLP 2015 – 2019 and the state of the business with respect to the eminent closure of the WW and VR operations.
- Meeting with the OR Tambo District to discuss the Enterprise Development, with the implementing agent in pursuant of the rolling out of the EDC in OR Tambo which is part of the Section 102 (Regulation 44) projects was held during the year.

3.6.3 Consultation with the Future Forum

- The Future Forums for the Vaal River and West Wits, comprised of representatives from Organised Labour met with management. These are quarterly Senior Vice President Sustainability engagements with Future Forum members at which the Region presents progress with respect to the 2014 SLPs and Mining Charter targets as well as the 2015-2019 SLP Implementation Plan for 2015.
- Further Engagement were held with regards to the downscaling of the operations in accordance to Section 52 of the MPRDA following a Section 189 notice given to the unions in accordance to the Labour Relations Act.

3.6.4 Consultations with DMR North West Regional offices

As required by Section 52 of the MPRDA engagements were held with both the Regional NW DMR and the DMR Minerals Board in relation to the downscaling of the operations and the closure of Kopanang mine. Engagements were held at the National office on 6 July 2017 and a follow-up site visit on 2 August 2017.

3.7 SOCIAL AND ECONOMIC BACKGROUND INFORMATION OF HOST AND LABOUR SENDING COMMUNITIES

The company operations in the Vaal River are located within the Matlosana local Municipality and our largest labour sending area is OR Tambo district municipality. The socio-economic information of Matlosana and OR Tambo municipalities are summarised below respectively.

We entered into Memoranda of Agreement with all the municipalities in which we committed to deliver Local Economic Development Projects, namely, Merafong, Matlosana and OR Tambo District Municipality. We subsequently established Mandating Committees (led by the Executive Mayors and myself) and Implementing Committees (comprising senior management from the company and municipalities) which committed to meet at least once in a quarter. I am happy to report that in all areas, these Leadership and Management structures operated very well and as intended, this is evident in the projects delivered over the reporting period.

We are also grateful to the partnership fostered with recognised unions, namely, the National Union of Mineworkers (NUM), Association of Mineworkers and Construction Union (AMCU), Solidarity and United Association of South Africa (UASA), all of which are part of the established Future Forums which also meet on a quarterly basis to monitor and evaluate our performance against our Mining Charter and SLP commitments as well as deliberating on issues impacting the future of our business. We sincerely value the contributions made by Labour at the Future Forums for Vaal River and West Wits Operations.

As you will notice in this report, many of the local economic development projects delivered during the reporting period were in the area of education, which is the number one on the list of the five priority areas outlined by government. This was made possible by the positive working relationships established between the company, the Department of Mineral Resources, the National Department of Basic Education as well as the provincial ones, that is, Gauteng, North West and Eastern Cape, all of which are underpinned by the MOUs similar to the ones we entered into with the above-mentioned Municipalities.

We have also engaged regularly with the NGOs in our Host Communities and in OR Tambo, a workshop was held with the Department of Social Development, South African Revenue Services, the National Lottery and the above-mentioned Municipalities to capacitate NGOs to effectively manage their organisations.
We are also happy to report that we have entered into strategic partnerships with several like-minded organisations to deliver on our strategic objectives as per our Socio-economic Development Framework and Funding Model. We have entered into partnerships with the Department of Small Business Development (DSBD), Small Enterprise Development Agency (SEDA), Small Enterprise Finance Agency (SEFA), the National Empowerment Fund (NEF), ABSA Bank, North West Development Agency, the local municipalities of Matlosana and Merafong and the OR Tambo Ditrict Municipality with respect to the establishment of the Enterprise Development Centres (EDC) in Merafong, Matlosana and OR Tambo. For the EDC to be established in OR Tambo, we are delighted to report that the NUM agreed with the company to utilise the money which has been held in the 1987 Strike Fund to the tune of R8m for this project. The NUM has also been actively participating in all the workshops held in this regard. The Matlosana EDC was launch on 16 March 2017 and the Merafong EDC on 21 June 2017. The OR Tambo EDC will be relaunched first quarter of 2018.

Our Social and Institutional Development Fund, which covers requests from our communities and NGOs beyond our SLPs and Mining Charter commitments, expended its annual budget and we hope that it had indeed positively impacted on those who benefitted from it.

3.7.1. MATLOSANA MUNICIPALITY

City of Matlosana Local Municipality is located in the North West Province, within the Dr Kenneth Kaunda District Municipality. The municipality is almost 356 698 hectares in extent, of which 32% is developed. The Vaal River operations are located in close proximity to Khuma/Stilfontein and Orkney/Kanana communities in the North West Province. The Vaal River operations are located in close proximity of Khuma and Kanana communities in the North West Province. These communities are under the Jurisdiction of the City of Matlosana Local Municipality in Dr Kenneth Kaunda District Municipality-North West Province. The Matlosana municipality comprises the following areas: Klerksdorp, Stilfontein, Orkney and Hartbeesfontein. It is a category B Municipality by the Municipal Demarcation Board, in terms of section 4 of the Local Government Municipal Structures Act, 1998.

a) Demographics of Matlosana

City of Matlosana has a low population density of1, 1 people per hectare; largely due to 67% of the Municipality not being developed. City of Matlosana has a population 398 675 people (StatsSA, 2011). Although the population density has increased since 2002, it is still well below the metro average. By 2020, the population of City of Matlosana Municipality is expected to be 442 667 people in City of Matlosana are relatively poor with almost **55%** (of the economically active population) earning no income at all. There has been significant growth in the income bracket earning between R 3500 and R 12800/month - a clear signal for rental or gap market housing options. From 2001 -2011, the % people earning less than R3500/month reduced to: **-0,75%** per annum. From 2001 -2011, the %people earning between R3500 to R12801/month grew at: 8, 51% per annum.

b) Education levels

13% of adult population in Matlosana has completed grade 12 as their highest level of education, while 5% had some of tertiary/higher education while 12% of adult population had no schooling.

c) Economic output

The dominant economic sector in City of Matlosana is clearly general government, which contributes to more than **26.14% of the GDP of the municipality**. The industry **employs more than 13%** of City of Matlosana's people. All other economic sectors contribute less than 15% each of the GDP of City of Matlosana.The city of Matlosana plays a major role in the mining economy. It has been identified as one of the distressed mining towns in South Africa and the President of the Republic of South Africa has included it into the Special Presidential Package. It is the economic hub of the North West Province. The single largest contributor to the Gross Domestic Products (GDP) in the City of Matlosana is general government, which contributes to more than **26.14% of the GDP of the municipality** followed by the Mining and construction sector. The importance of the mining sector the City of Matlosana and the Province cannot be understated. After mining the largest sector is manufacturing and business services. Transport and communication is also a significant contributor to the economy for the period 2001 to 2005. The other two large sectors showing strong growth of above 4.5% per annum for the same period were the finance and business services; wholesale and retail trade as well as catering and accommodation sector. The agricultural sector has revealed strong GDP growth of 4.75% per annum for 10-year period.

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d) Education

Employment is the major issue in the City of Matlosana, as evidenced by the fact that 34.4% of the working age population being unemployed according to the strict definition of unemployment. The City of Matlosana nevertheless makes an important contribution to employment accounting for nearly half of total employment in Dr Kenneth Kaunda District Municipality (47.4%) The vast majority of employment in Klerksdorp, nearly 80%, lies in the formal sector of the economy. However, the informal sector contributes substantially (15%) to employment in the City of Matlosana.

e) Employment

Employment is the major issue in the City of Matlosana, as evidenced by the fact that 34.4% of the working age population being unemployed according to the strict definition of unemployment. The City of Matlosana nevertheless makes an important contribution to employment accounting for nearly half of total employment in Dr Kenneth Kaunda District Municipality (47.4%). The vast majority of employment in Klerksdorp, nearly 80%, lies in the formal sector of the economy. However, the informal sector contributes substantially (15%) to employment in the City of Matlosana. Of the 158 896 economically active (employed and unemployed but looking for work) people in the municipality, 32.7% are unemployed. There are 11 311 discouraged work-seekers in the municipality. The Census 2011 states that of the people aged 15–34, 44 305 are employed, 33 500 are unemployed and there are 7 199 discouraged work-seekers among the youth.

City of Matlosana local economic development (LED) strategy in 21014-2019 adopted in May 2014 (Council Resolution 249/2014) has identified five strategic choices for implementation as follows:

Strategic economic choice 1	Specialized sector and investment support	In order to grow business, the City of Matlosana must provide the necessary conditions for economic sector growth, ensuring that the identified sector is adequately equipped for investment and to make an impression of the global market.
Strategic economic choice 2	Spatial integration and efficiency of priority nodes and corridors	A reduction in inequality entails the pursuit of pro-poor local economic development initiatives at a city-wide and community level, ensuring that there is spatial integration of investment for local economic development.
Strategic economic choice 3	Strategic industry skills development	To reduce unemployment, focus should be on increasing the employability and productivity of individuals in key sectors will ensure that employment is market guided and informed.
Strategic economic choice 4	Strategic economic infrastructure development	The improvement in business confidence will be ensured when localities are adequately resourced to benefit from economic growth.

Strategic economic choice 5	Specialized enterprise development and innovation support for emerging and informal businesses	Broad-based black economic empowerment (BBBEE) will be achieved by providing a higher level of support to previously disadvantaged individuals, and businesses to engage with markets through product and service sustainability. In order to achieve this in a shorter period of time, the delivery of cutting edge research and development services to stimulate local entrepreneurship and market access is a requirement.

3.7.2 OR TAMBO DISTRICT MUNICIPALITY

The Eastern Cape represents one of AGA's major labour Sending areas and to a lesser degree, with countries such as Lesotho and Mozambique. For the purpose of this SLP and the Mining Charter requirements, focus is on the Eastern Cape and in particular the OR Tambo District Municipality. This does not mean that the AGA only focuses in OR Tambo. The company supports/contributes to projects in many other parts of the Eastern Cape and Kwa Zulu Natal including labour sending areas in Lesotho, Mozambique and Swaziland. The socio-economic information of OR Tambo Municipalities are summarised below. For the South African operations, the OR Tambo District municipality is the largest labour sending communities. The OR Tambo district is located in the Eastern Cape; it covers 80 per cent of what used to be known as Transkei, and comprises five local municipalities as follows:

- King Sabatha Dalindyebo Local Municipality;
- Nyadeni Local Municipality;
- Port St John's Local Municipality;
- Ngquza Hill Local Municipality;
- Mhlontlo Local Municipality

The municipality is largely rural in character with 68 per cent unemployment of economically active persons. It is estimated that 72 per cent of the population live in poverty. Community services, wholesale and retail trade sector and financial services are key economic drivers in the district. As in Matlosana area the company contracted external consultant's viz. Bigen Africa to conduct Economic scans on the OR Tambo Municipality as well. The findings which are in line with the priorities set out in the municipalities IDP reflecting that Agriculture is an important sector to anchor Economic Development.

The following table shows the results of the economic scan which was conducted by consultants Bigen Africa and the project rating of possible projects.

Table 3.1.2.B. - Economic Scan as conducted by consultants Bigen Africa in OR Tambo

Economic Sector	Project	Score
Agriculture (Including Fishing)	Processing of essential oils	73.75%
	Development of fishing industry in the Wild Coast (includes Mari culture, Aquaculture and Fisheries)	61.75%
Forestry	Establishment of forestry development nodes throughout the district	73.25%
	Extensive forestation throughout the district	65.75%
Tourism	Integrated development of Port St John's as a tourism node	80%
	Upgrading of Mthatha airport	70.25%
	Development of Bizana heritage route	66%

Table 3.1.2.B. - Economic Scan as conducted by consultants Bigen Africa in OR Tambo		
Economic Sector	**Project**	**Score**
Mining	Clay mining at Malungeni	72.75%
	Sand mining and quarrying in Ntabankulu	68.25%
Manufacturing	Umzikantu red meat abattoir and meat processing plant	73.75%
	Processing of agricultural produce through packaging, canning, juice extraction, jam making and other methods	69.25%
	Dairy processing	69.25%
	Tannery and leather goods related to beef abattoirs	66%

3.8 LOCAL ECONOMIC DEVELOPMENT (LED) PROJECTS

The budget for 2015-2019 SLP for the Vaal River Operation is R62.1 million, based on the company's SED Funding Model which requires it to base its Socio-economic Development Budget on the NPAT of around 3 - 4 % as forecasted for the next five years. As a broad guideline, the host communities were allocated around 80% of the budget while approximately 20% of the budget was allocated to the communities in the company's major Labour Sending Areas.

As stipulated in the the DMR SLP Guidelines, LED projects to be implemented by the mining companies should be classified into the following categories:

(i) Infrastructure projects
(ii) Poverty eradication projects
(iii) Community development
(iv) Income generating

In line with our SEDF Model, the company has added two other components in terms of the Mine Community Development funding, namely, Enterprise and Supplier Development and the Social and Institutional Fund to cater for the social and economic development challenges in its host and Labour Sending Areas.

LED budget for 2015-2019 comprises R46.1m primarily for ***infrastructure developments***, R4m for Poverty Eradication and Income Generating projects for Community Development projects and, R12m for SID programmes.

In addition to the aforementioned mentioned budget, a total amount of R30.3m has been allocated to ED in terms of funds to be rolled over from 2010-2014 ED budget allocation.

It should also be noted that a total amount of R54.9m arising from the Section 102/regulation 44 will be rolled over into the 2015-2019 SLP cycle (Annexure 3). Thus, the overall financial provision for the SLP period for the 2015-2019 amounts to R147.3m.

The following table is a summary of the 2015-2019 VR LED projects

Year	2015	2016	2017	2018	2019
Budget	**R7.6m**	**R7.8m**	**R6.8m**	**R12.5m**	**R15.4m**
Matlosana LED Projects 2015-2019	**LEDP 1: Community Development** Contribution towards land acquisition and /or contribution towards bulk Infrastructure development in Khuma - **R4m**	**LEDP5: Building and equipping of Physical Science Lab** in Borakanelo Secondary School in Khuma - **R1,9m**	**LEDP8: Building of 5 Classrooms, ablution facilities and Computer lab** at Sediko Primary School in Jouberton - **R3m**	**LEDP11: Khuma Sports and Recreation Complex.** Upgrading of the sports facilities including revamping of ablution facilities and construction of an Athletic Track and Fields in Khuma stadium - **R4m**	**LEDP14: Matlosana Schools Hall** to be built at Matlosana Secondary School in Jouberton - **R3.4m**
	LEDP2: Refurbishment and equipping of a classroom into a Computer Lab Kanana Secondary School in Kanana - **R0.5m**	**LEDP6: Building and equipping of Physical Science Lab** in Dirang ka Natla Secondary School in Khuma - **R1.9m**	**LEDP9:** Tshedimosetso Secondary School in Jouberton - (Social Science Lab) - **R1.9m**	**LEDP12: Kanana Sports and Recreation Complex.** Upgrading of the sports facilities including revamping of ablution facilities and construction of an Athletic Track and Fields in Kanana stadium - **R4m**	**LEDP15: Building of 5 Classrooms, ablution facilities and Computer lab** Atamelang Primary School in Kanana - **R3m**
	LEDP3: **Refurbishment and equipping of a classroom into a Computer Lab** at Gaenthone Secondary School in Tigane - **R0.5m**	**LEDP 7 (VR SLP): Establishment of an Agricultural** Project in Tsolo - **R4.0m (over 3 years)**	**LEDP10: Building and equipping of Physical Science Lab** at Kgolaganyo Secondary School at Rammolotsi - **R1.9m**	**LEDP13(VR SLP): Building of a Primary Health Centre** in Qumbu - **R4.5m**	**LEDP16**: **Refurbishment and equipping of a 2 Physical Science Labs and 2 Social Science Labs** at Alabama combined school - **R2m**
	LEDP4 (VR SLP): Building of 1 additional classroom, Early Childhood Development Centre, a Computer Centre and ablution facilities at Sonata Junior Primary School in Libode - **R2.6m**				**LEDP17: Community Development** Contribution towards bulk infrastructure development in Kanana - **R2m**
					LEDP18 (VR SLP): Replacement of a Mud School by building of 6 Classrooms, admin block, Early Childhood Development Centre and ablution facilities. In accordance with the Provincial Schools Priority List, in the Amatole District - **R5m**

The following is a summary of the Local Economic Development projects' progress as committed in the 2015-2019 SLP**:**

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
LEDP.1 Community Development: Land Acquisition and Contribution Towards Bulk Infrastructure in Khuma	Contribute to the provision of habitable and sustainable human settlements thus complementing government in its endeavours to reduce overcrowding and also contribute towards the achievement of the constitutional right to housing and human dignity in Khuma. AGA will contribute money to purchase the land that will be utilized by the Municipality to relocate the community of Khuma who are currently staying in informal settlement. The budget would also cater for the provision of bulk infrastructure in Khuma as requested by the Matlosana Local Municipality	R4m	0	To improve the quality of lives of the community and contribute towards the achievement of the constitutional right to human dignity. More than +10000 community members will benefit. The project will also be delivered by a local Entrepreneur.	Nil	Community of Khuma	Feasibility study and business plan have been completed. DMR approval received in 2017 resulting in delay in project implementation.
LEDP.2 Refurbishment and Equipping of a Classroom into A Computer Lab in Kanana Secondary School	In partnership with the Department of Basic Education and City of Matlosana Local Municipality, AGA has committed to the refurbishment and equipping of a classroom into a Computer Laboratory at Kanana Secondary School in Kanana at City of Matlosana Local Municipality. The objective is to improve knowledge on Information Technology thereby increasing the pass rate in this regard over the years.	R0.5m	R0.110m	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project. The project will also be delivered by a local Entrepreneur.	Nil	Kanana Secondary School has a roll call of approximately 1010 learners	Project completed in Qtr 4 of 2017.
LEDP. 3 Refurbishment and Equipping of a Classroom into A Computer Lab in Gaenthone Secondary School	In partnership with the Department of Basic Education and City of Matlosana Local Municipality, AGA has committed to the refurbishment and equipping of a classroom into a Computer Laboratory at Gaenthone Secondary School in Tigane at City of Matlosana Local Municipality. The objective is to improve knowledge on Information Technology thereby increasing the pass rate in this regard over the years.	R0.5m	R0.1m	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project. The project will also be delivered by a local Entrepreneur.		Gaenthone, Secondary School has a roll call of approximately 800 learners.	Project completed in Qtr 4 of 2017.

LEDP4 Building of 1 Additional Classroom, Early Childhood Development Centre, A Computer Centre and Ablution Facilities At Sonata Primary School	In partnership with the Department of Basic Education, AGA built 6 classrooms, Kitchen, Admin Block and Ablution Facilities at Sonata Primary School in 2013. The Department of Basic Education supplied the furniture and additional personnel. The SGB and Leadership of the school have since approached AGA with the request to add a classroom, Early Childhood Development Centre, Computer Centre and ablution facilities for Grade R learners. The OR Tambo District Municipality and the District Department of Education has supported the above-mentioned proposal from the school Leadership. To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP	R2.6m	R2.8m	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project. The project will also be delivered by a local Entrepreneur.	12	The project has benefited the communities of Sonata and surrounding areas in Libode	Project completed in Qtr 1 of 2017 and was launched in September 2017.
LEDP.5 Building and Equipping of Physical and Life Sciences Lab in Borakanelo Secondary School	In partnership with the Department of Basic Education and City of Matlosana Local Municipality, AGA has committed to **build a Physical and Life Science Laboratory at Borakanelo Secondary School in Khuma**. The objective is to improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP	R1.9m	R0.086m	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project**. The project will also be delivered by a local Entrepreneur.**	Nil	Borakanelo Secondary School has a roll of approximately 890 learners and attracts many learners in the area. The school is a feeder to North West University	Feasibility study and business plan have been completed. DMR approval received in 2017 resulting in delay in project implementation.
LEDP.6 Building and Equipping of Physical and Life Sciences Lab in Dirang Ka Natla Secondary	In partnership with the Department of Basic Education and City of Matlosana Local Municipality, AGA has committed to **build a Physical and Life Science Laboratory at Dirang Ka Natla Secondary School in Khuma.** The Science Laboratory will be built according to the Department of Basic Education's specification. The objective is to improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP	R1.9m	R0.063m	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project**. The project will also be delivered by a local Entrepreneur.**	Nil	Dirang Ka Natla Secondary School has a roll of approximately 850 learners and attracts many learners in the area. The school is a feeder to North West University.	Feasibility study and business plan have been completed. DMR approval received in 2017 resulting in delay in project implementation.

LEDP 7 (ORT): Establishment of an Agricultural Project in Tsolo	The objective of this project is to implement a sustainable agricultural infrastructure to provide an income-generation (IG) support to mitigate the impact of poverty and Unemployment. The outcome will be sustainable, multi-sector infrastructure for the delivery of IG support to these communities.	R4.0m	R0.08m	The target groups for this project will be emerging farmers, subsistence farmers and youth with interest in the farming fraternity residing in Tsolo surrounding Communities. The project will be implemented in phases depending on the suitability of the land. The project will be modelled as an income generating Project (IG), so that it can continue to generate income from its operation and sustain beyond the life of mining. The proceeds from the project will be allocated to community development initiatives such as feeding schemes, NGO's and old age homes in the surrounding communities.	Nil	Tsolo Community and Surrounding Areas.	Feasibility study and project plan have been completed. DMR approval received in 2017 resulting in delay in project implementation.
LEDP8: Building of 5 Classrooms, ablution facilities and Computer lab at Sediko Primary School in Jouberton	In partnership with the Department of Basic Education and City of Matlosana Local Municipality, **AGA has committed to building 5 additional classrooms, Ablution Facilities and a Computer Laboratory at Sediko Primary School in Jouberton. The** objective is to improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP NDP.	R 3.0 m	R0.187m	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project**. The project will also be delivered by a local Entrepreneur.**	Nil	Sediko Primary School has a roll of approximately 1011 learners and attracts many learners in the area. The school is a feeder to North West University.	Feasibility study and business plan have been completed. DMR approval received in 2017 resulting in delay in project implementation.
LEDP9: Tshedimosetso Secondary School in Jouberton - (Social Science Lab**)**	In partnership with the Department of Basic Education and City of Matlosana Local Municipality, AGA has committed to **build a Physical and Life Science Laboratory at Tshedimosetso Secondary School in Jouberton.** The Science Laboratory will be built according to the Department of Basic Education's specification. The objective is to improve the quality of education and thereby contributing towards the achievement of	R 1.9m	R0.013m	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project**. The project will also be delivered by a local Entrepreneur.**	Nil	Tshedimosetso Secondary School has a roll of approximately 900 learners and attracts many learners in the area. The school is a feeder to North West University.	Feasibility study and business plan have been completed. DMR approval received in 2017 resulting in delay in project implementation.

LEDP10: Building and equipping of Physical Science Lab at Thabang Secondary School at Rammolotsi	In partnership with the Department of Basic Education and City of Matlosana Local Municipality, AGA has committed to **build a Physical and Life Science Laboratory at Kgolaganyo Secondary School in Rammolotsi.** The Science Laboratory will be built according to the Department of Basic Education's specification. The objective is to improve the quality of education and thereby contributing towards the achievement of	R 1.9m	R0	Provision of quality teaching and learning after the completion of the project and job creation during implementation of the project**. The project will also be delivered by a local Entrepreneur.**	Nil	Thabang Secondary School has a roll of approximately 650 learners and attracts many learners in the area. The school is a feeder to North West University.	Feasibility study and business plan have been completed. DMR approval received in 2017 resulting in delay in project implementation.

Section 102/Regulation 44 Projects

Listed below is a summary table of amended projects followed by detailed project progress:

Original SLP project (s)	Proposed replacement project (s)	Initial Budget	New Budget
LED 1. Slaughter and Meat Processing Plant	Roll over of project to the 2015-2019 SLP period.	R5 million	R5 million
LED 2. Business Development Park - OR Tambo	Roll over of project to the 2015-2019 SLP period.	R10 million	R10 million
LED 3. Business Development Park - Matlosana	Roll over of project to the 2015-2019 SLP period.	R15 million	R15 million
LED 7. Solid waste management system and MWS (LED 1)	Up scaling of the Agricultural Project (LED 10)	R4 million	R10 million (R5m from LED 7 and R1m from LED 1)
LED 9. Urban Planning and formalisation and planning of non-urban land and property holdings	Roll over of project to the 2015-2019 SLP period.	R14 million	R14 million

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
LED 1. Slaughter and Meat Processing Plant	Compile a feasibility report supported by business analysis to verify and outline strategies, action plans and identify potentials investors, for further implementation by Dr Kenneth Kaunda District Municipality (DrKKDM).	R5m R2.5m AGA R2.5m Dr Kenneth Kaunda Munici-pality	No expenditure was incurred in 2017. AGA- R2.9m plus Dr Kenneth Kaunda District Municipality- R2m contribution is R4.8m	Introduce an opportunity to establish a new sustainable industry independent from mining, while securing investment, direct and indirect jobs in the DrKKDM area. Skills transfer will occur job opportunities as well in the total meat industry value chain will be unlocked with a training centre envisaged at the plant.	1200 direct employment (MPP at full operation)	3000 to 4000 indirect employment is anticipated with a high impact on the development of commercial-, emerging and communal farming in the DrKKDM area.	The Market -, Technical – and Financial feasibility and Livestock analysis study completed was handed over to Dr Kenneth Kaunda Municipality and the Department of Mineral Resources in April 2016. Secured founding members, i.e. DrKKDM, Matlosana Local Municipality and AGA resolutions/mandate to pursue implementation of the MPP. MPP successfully registered as a Public Private Partnership (PPP) project within National Treasury (03 June 2017). Initiate formalization of the founding members' MPP relationship in a Memorandum of Agreement. Reviewed project implementation plan to align with PPP and DrKKDM project implementation guidelines.
LED 2. Enterprise Development Centre (Business Development Park) - OR Tambo	Develop SMMEs by establishing the Enterprise Development Centre to identify, train, support and mentor entrepreneurs / enterprise development and link procurement profiles of stakeholders with the relevant regions' demand profile.	R15m AGA R8m strike fund (NUM)	R2.34m	Creation of 89 enterprises over a 3-year period which has the potential to deliver jobs at an estimated rate of 2.5 jobs per enterprise (222 jobs).	0	The project will benefit the communities ORT District Municipality	•After more than a year working with the Jobs Fund, AGA requested National Treasury to be released from its contractual obligations. The compliance processes of the Jobs Fund are very tedious and bureaucratic in nature and slowed the implementation of the project down. In January 2017 AGA received confirmation from the Investment Committee of the Jobs Fund that its request was granted. •Following the termination of the initially appointed implementing agent, the OR Tambo District Ntinga Development Agency was assessed to take over the

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
							implementation of the project on behalf of AGA and the district municipality as the appointed Implementing Agent. •Alternative models that are more cost effective but still can deliver the same outcomes were explored. A referral model, similar to the models used by the Jozi SME Hub and Transnet, proved to be very successful and cost effective. A multi-disciplinary partnership is created comprising of commercial banks, development funding institutions, venture capitalists and government enterprise development agencies. Each of these agencies offers their services at no cost and aligned to their own mandates. AGA will assume overall responsibility for the management of the centre and the referral of clients to the appropriate partner / service provider. •The SLA with Ntinga and the colocation agreements with SEDA, SEFA, the Department of Small Business Development, NEF and ABSA bank are at an advanced stage.
LEDP3: Enterprise Development Centre (Business Development Park) – Vaal River	Develop SMMEs by establishing the Enterprise Development Centre to identify, train, support and mentor entrepreneurs/enterprise development and link procurement profiles of stakeholders with the relevant regions' demand profile	R15m	R5.7m	Creation of 89 enterprises (comprising 71 new and 18 existing enterprises) over a 3-year period which has the potential to deliver jobs at an estimated rate of 2.5 jobs per enterprise (222 jobs).	41 (projected) jobs will be created with the establishment of these enterprises	The project will benefit the communities of Vaal River	•After more than a year working with the Jobs Fund, AGA requested National Treasury to be released from its contractual obligations. The compliance processes of the Jobs Fund are very tedious and bureaucratic in nature and slowed the implementation of the project down. In January 2017 AGA received confirmation from the Investment Committee of the Jobs Fund that its request was granted. •Alternative models that are more cost effective but still can deliver the same outcomes were explored. A referral model, similar to the models used by the Jozi SME Hub and Transnet, proved to be very successful and cost effective. A multi-disciplinary partnership is created comprising

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
							of commercial banks, development funding institutions, venture capitalists and government enterprise development agencies. Each of these agencies offers their services at no cost and aligned to their own mandates. AGA will assume overall responsibility for the management of the centre and the referral of clients to the appropriate partner / service provider. •The Matlosana Enterprise Development Centre was officially opened on 16 March 2017, which coincided with an Enterprise Development Summit in Matlosana. •As at the end of December 2017 the EDC had 4 105 visitors, ten training workshops and 342 first interviews with clients. •Masakhisane funded seven projects to the value R1 880 000. Four suppliers referred to ABSA bank by the EDC were assisted with bridging finance. •Amidst strong support for the project from SEDA, SEFA, the Department of Small Business Development, NEF and ABSA bank the challenge remains to formalise the relationship in the form of colocation agreements.
LEDP 4: (VR) Establishment of an Agricultural Project	AGA identified suitable land for the project near the Vaal River. The land that was identified is 76 hectares and the planting operation is planned to start on the 8 hectares portion of the land. The project is divided into the following phases: 1. Built Phase 2. Operational Phase 3. Handover phase. The following has been concluded:	R10m	R7.6m	To implement a sustainable agricultural infrastructure to provide an income-generation (IG) support to mitigate the impact of poverty and unemployment. The outcome will be	16	The project will benefit the communities and NGO's in Matlosana	The following has been concluded: • Planted vegetables on 2 Hectares. • Establishment of market with Matlosana fresh market. • SEDA provided a 3 training on co-operative governance to the co-operatives. • The project is on the operational phase. • Project is continuing

Project Name:	Project Objectives	Total Budget	Actual Expenditure	Socio-economic impact of the project	Jobs created	Beneficiaries	Milestones achieved in 2017
	1. The appointment of qualified implementing agent. 2. Preparation of the 1 hectares portion of land 3. Planting on ½ hectares of the land 4. Erection of shade nets for the 1 hectare portion 5. Procurement of equipment and machinery			sustainable, multi-sector infrastructure for the delivery of IG support to communities and NGO's.			
LED 5: Urban Planning and formalisation and planning of non-urban land and property holdings	The objective is to formalize and incorporate these areas as formal township areas so to normalise host community and enable holistic planning within local authorities	R7m	R0	AGA mine villages are on un-proclaimed land outside of the urban areas of adjacent local authority due to historical land use necessities in the mining industry		Matlosana Communities	Service assessments have been put on hold as the area identified falls within the sale transactions linked to Harmony.

3.9 Social Leases

As part of AGA's initiatives to go beyond compliance, AGA assists organisations, SMMEs and individuals in the community with the requisite infrastructure for service delivery by providing premises at nominal rental rates. Deserving organisations and individuals benefit from the social leases scheme. In Vaal River there were 21 social type leases as at the end of 2017. The following table shows a list of such entities with their nominal rentals charged vs. Market related rates applicable as at the end of December 2017.

3.5: NON - COMMERCIAL PROPERTIES - SOCIAL LEASES VAAL RIVER

Name Of Entity	Sqm	Property Lease Rentals			Total Social Spending Per Annum
		Nominal Rental Charged Per Annum	Monthly Market Related Rental For Premises	Market Related Rental For Premises Per Annum	
APOSTOLICA FAITH MISSION CHURCH	320	5 908	5 440	65 280	59 372
CITY COUNCIL OF MATLOSANA (OFFICES & LIBRARY)	725	132	12 325	147 900	147 764
DEPARTMENT OF HEALTH (CLINIC)	285	120	4 845	41 040	40 920
CORLINE 128 T/A JUNGLE BUDDIES	500	6 620	8 500	72 000	65 380
EARLY SALVATION CHRISTIAN CHILD CARE CENTRE	1,285	7 392	7 960	95 520	88 128
MOSALA T/A JOLLY KIDS	80	3 214	1 360	16 320	13 106
NTSIE (UMUZIMUHLE PRE-PRIMARY)	148	7 665	2 516	30 192	22 527
ORKNEY CHILD AND FAMILY WELFARE	Unit	141	3 160	37 920	37 779
ORKNEY ANIMAL SHELTER	458	223	7 786	93 432	93 209
MATLOSANA RUGBY ACADEMY	686	7 017	11 662	139 944	132 927
SAINT JOHNS APOSTOLIC CHURCH	242	1 443	4 114	49 368	47 925
IRON MAIDEN MOTORCYCLE CLUB	30	343	510	6 120	5 777
DEPT. PUBLIC WORKS (KANANA POLICE STATION)	900	89 932	15 300	183 600	93 668
VAAL REEFS TECHNICAL HIGH SCHOOL	10,045	1	170 765	2 049 180	2 049 179
VAAL REEFS PRIMARY SCHOOL	2,750	1	46 750	561 000	560 999
UNITED PRIMARY SCHOOL	1,159	1	19 703	236 436	236 435
EL-BETHEL CHRISTIAN WORSHIP MINISTRY	922	3 084	15 674	188 088	185 004
SIYAKHA PRE-SCHOOL	115	3 740	1 955	23 460	19 720
MOLALE SECURITY SERVICES	Unit	1	4 460	53 520	53 519
MINEWORKERS PROVIDENT FUND	200	-	3 400	40 800	40 800
DINALEDI EDU-CARE CENTRE	Unit	6 948	3 160	37 920	30 972
TOTALS		**R143 930**	**R351 345**	**R4 169 040**	**R 4 025 110**

3.10 Social Investment Spending Beyond Compliance

In 2011 the company reviewed its approach and response to socio-economic needs in our hosts and labour sending communities. In order to respond well and holistically to these needs the company developed socio-economic development framework that looked at identifying areas to be funded and supported by a clearly outlined funding model. The company resolved to adopt a two-pronged approach premised on a compliance requirement and the fulfilment of that and a going beyond compliance model. The latter resulted in the development and resourcing of a Social and Institutional Development Fund dedicated to financially supporting NGO and community operated social projects that respond to and are aligned to the Millennium Development Goals. The Fund also supports the strengthening and capacitation of community based organisations and developmental agencies and institutions.

The SI Fund is largely informed by and responds to the following Sustainable Development Goals:

- 1. No Poverty
- 2. Zero Hunger
- 3. Good Health and Well-being
- 4. Quality Education
- 13. Climate Action
- 14. Life below Water
- 15. Life on Land

In 2017 an amount of **R1.5m** was spent in the Vaal River and **R1.6m** in the OR Tambo areas by the Social and Institutional Development Fund.

The following figures show a breakdown of the 2017 community investment funded by the company's Social and Institutional Development Fund on social projects:

Name of Beneficiary	Sector	Vaal River	Labour Sending
Vision is Vital	Health & Welfare	R211 925.76	
Siyakha Isizwe	Health & Welfare	R157 024.45	
Daphne Lee Centre Central West Tvl	Health & Welfare	R220 327.30	
Khaya Tshepo Home of Hope for Vulnerable Children	Health & Welfare	R123 681.40	
Christmas Drive December	Poverty & Hunger	R227 995.94	
Emmanuel Disability Centre	Health & Welfare	R66 662.20	
North West Mental Klerksdorp	Human Rights	R20 362.58	
Wheel Chair Donation - Mrs. Johanna Salomane	Sponsorship	R30 039.00	
Matric Excellence Awards-Best Performing Teacher	Education & Skills Development	R6 000.00	
Triest Training Centre	Health & Welfare	R29 440.00	
Lifa Art Centre	Education & Skills Development	R43 257.40	
Matlosana Rugby Academy	Education & Skills Development	R52 730.00	
Emmanuel Disability Centre	Health & Welfare	R47 181.33	

Name of Beneficiary	Sector	Vaal River	Labour Sending
Wheelchair for Mongezi Qetiso	Sponsorship	R23 720.00	
Wheelchair for Mbuyiselo Qetiso	Sponsorship	R3 705.30	
1 Million School Shoes Campaign	Poverty & Hunger	R75 000.00	
Matlosana Hospice	Health & Welfare	R63 199.08	
Mamosa home based care	Health & Welfare	R69 134.89	
Thembelihle Home	Health & Welfare		R203 226.40
St Bernard's Hospice	Health & Welfare		R128 544.00
Mzomtsha Child Youth Care Centre	Health & Welfare		R205 308.93
Great Kei Disability Multipurpose Centre	Health & Welfare		R118 864.63
Grace Vision Primary Eye Care	Education & Skills Development		R200 000.00
Christmas Drive	Poverty & Hunger		R100 089.00
Canaan Care Center	Poverty & Hunger		R144 000.00
Matric Excellence Awards-Best Performing Teacher	Education & Skills Development		R9 000.00
Siyakhanyisa HIV/AIDS Support Group	Health & Welfare		R63 024.68
Mayibenathi Service Center	Health & Welfare		R50 864.21
Inspire Foundation Group Africa (IFG Africa)	Education & Skills Development		R70 118.00
Ibandla Lasemthini Evangelical Movement	Poverty & Hunger		R66 936.14
Masimanyane	Poverty & Hunger		R64 121.00
Bethany Home	Health & Welfare		R74 937.00
Sinako Wellness and Development Organisation	Health & Welfare		R74 889.10
Umtata Child Abuse Resource Centre	Health & Welfare	1471386.63	R26 000.00
GRAND TOTAL SOCIAL FUND EXPENDITURE		**R1 471 386.63**	**R1 599 923.09**

The following figures show a breakdown of the 2017 community investment by the company's Local Area Committee on social projects:

Name of Beneficiary	Sector	Vaal River
Christmas Drive	Health & Welfare	R31 081.23
NG Welsyn REK 1	Health & Welfare	R10 000.00
GRAND TOTAL LOCAL AREA COMMITTEE EXPENDITURE		**R41 081.23**

Monies spent during 2017 on philanthropy projects by the Vaal River business units are detailed as follows:

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
SURFACE OPERATIONS	Cansa Shavathon	Support to people living with cancer and cancer survivors. Cancer Awareness.	R6 000.00	
	North West Mental Health Klerksdorp	Casual Day Sticker sold - proceeds goes towards this project	R2 000.00	
	Caring for Girls Campaign	Distributing sanitary towels and toiletries to girls in local communities as part of the Caring for Girls Campaign for Mandela Day	R2 373.00	
	Tekkie Tax	Tickets were sold in support of various charities benefitting children, education, disabilities and animals	R825.00	
	NG Welsyn	NG Welsyn looks after different projects including children and families in need.	R2 000.00	
TOTAL PHILANTHROPIC EXPENDITURE BY SURFACE OPERATIONS			**R13 198.00**	**R13 198.00**

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
SOUTH AFRICAN REGION SERVICES	Kanana Soup Kitchen	Monthly bread and soup to run soup kitchen for Kanana Community.		R117 389.50
	CANSA	Shavathon fund raising		R1 758.50
TOTAL PHILANTHROPIC EXPENDITURE BY SOUTH AFRICAN REGION SERVICES				**R119 148.00**

Business Unit	Project Name / Organisation	Project Description	Hearts of Gold – Employees' Donations	Company Donations
MOAB KHOTSONG	Masidlale Golf Development	Supporting the organization - doing upliftment in the immediate area - lending assistance to children that is less fortunate with golf lessons, etc.	R5 000.00	
	Assisted care taker for special needs child	Assisted with basic needs for 3 girls without any income as the family passed away.	R3 200.00	
	Families in Jouberton	Donation of basic requirements to needy families in Jouberton	R7 200.00	
	Round Table - Cancer Awareness Bandanas	Supported the CANSA Bandana initiative	R3 000.00	
	Khaya Tshepo	Annual initiative - supported the Home during their Valentines Fundraising initiative	R5 000.00	
	Old Miner's Golf	Sponsorship for an evening braai for an annual social golf event of the Old Miner's Golf club.	R4 850.00	
TOTAL PHILANTHROPIC EXPENDITURE BY MOAB KHOTSONG MINE			**R28 250.00**	

Corporate Social Investment Expenditure for 2017 is as follows:

Name of Beneficiary	Geographical Area	Rand Value
Department of Education	Johannesburg	R100 000
National Education Collaboration Trust	Johannesburg	R633 305
Afrika Tikkun	Johannesburg	R870 923
Emmanuel Disability and Old Age Center	Matlosana	R526 437
Sivenathi Special Care Center	Eastern Cape	R440 908
Zanele Mtshali Disability Home	Merafong	R500 000
Music is a Great Investment	Johannesburg	R50 000
Tomorrow Trust	Johannesburg	R334 950
Hegebe Cultural Trust	Eastern Cape	R600 000
Rural Education Access Programme	Eastern Cape and Johannesburg	R402 000
Ikusasa Student Financial Aid Programme	Johannesburg (where institute is based)	R1 225 000
Unity in Africa	Eastern Cape	R1 580 000
Adopt a School Foundation	Johannesburg	R50 000
Adopt a School Foundation	Lesotho	R640 047
Inkanyiso School Shoes	Johannesburg	R28 888
Charities Aid Foundation	Johannesburg	R100 000
Section 27	Johannesburg	R400 000
Total AGA Fund		**R8 482 458**
Chairman's Fund		
Bursaries	Johannesburg & Eastern Cape	R915 988.61

Name of Beneficiary	Geographical Area	Rand Value
South Africa Washington Internship Programme	Johannesburg	R300 000
Rorisang Moseli	Eastern Cape	R27 054
Amampondo Agricultural Project	Eastern Cape	R4 000 000
Chuli Kate	Eastern Cape	R119 399
University of Cape Town	Cape Town	R300 000
Studies in Poverty and Inequality	Johannesburg	R300 000
Coalition of Anglican Children's Home	Johannesburg	R160 000
OR Tambo Foundation	Johannesburg	R500 000
Chairman's Education Performance Awards (School awards)	Eastern Cape	R129 000
George Bizo Saheti Scholarship and Bursary Fund	Johannesburg	R100 000
St Mary's Cathedral	Johannesburg	R30 000
Inkazimlo Yokulunga	Johannesburg	R10 000
Total Chairman's Fund		**R6 891 441.61**
Total Corporate Office Expenditure		**R15 378 899.61**

B. HOUSING AND LIVING CONDITIONS

In this section we address the Mining Charter and the MPRDA:

Mining Charter Requirement:

In terms of Housing and Living Conditions the 2010 Amended BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING AND MINERALS INDUSTRY states as follows:

"Human dignity and privacy for mineworkers are the hallmarks to enhance productivity and expedite transformation in the mining industry in terms of housing and living conditions. In this regard mining companies must implement measures to improve the standards of housing and living conditions for mineworkers as follows:

- Convert or upgrade hostels into family units by 2014;
- Attain the occupancy rate of one person per room by 2014;
- Facilitate home ownership options for all mine employees in consultation with organised labour by 2014."

The company's achievements against the Mining Charter as at December 2017 are detailed as follows:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2014**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
3	**Housing and living conditions**	Conversion and upgrading of hostels to attain the occupancy rate of one person per room.	Percentage reduction of occupancy rate towards 2014 target.	Occupancy rate of one person per room	100%
		Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units.	Family units established	100%
		Note on Vaal River Operations from AngloGold Ashanti	Implement initiatives to facilitate home ownership e.g. Preference surveys, advice on purchasing homes, training on benefits of home ownership	No target set	The company has signed a Memorandum of Understanding with all the organised labour stakeholders outling the home ownership scheme framework. The framework entails selling of non-strategic holding housing stock and stands. Measures taken to enhance affordability include valuation of Property, discounts on selling prices, establishing a One Stop Shop and consultations with financial institutions and the department of human settlements to unlock government subsidies for purchasers. AGA has developed home ownership training programme for interested employees. The AGA Home Ownership Scheme aims to enable

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2014**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
					employees at AGA's operations in South Africa to purchase a home and step onto the home ownership ladder. The Scheme has been designed to be equitable to all employees who choose, and are able to participate in it, and to be sustainable over the long-term. The scheme has also been structured to improve affordability levels on participating employees. Employees have shown high level of interest to purchase rented houses from the company, by the end of 4th quarter of 2017, 344 applications to purchase company owned houses were still in process and 110 house sales had been successfully concluded. The sale of houses is conducted within the scope of relevant approved AGA policies.

REGULATION 46 (c) (iv) of the MPRDA stipulates that the contents of a social and labour plan must include measures to address the housing and living conditions of the mine employees.

The MC scorecard states as follows with regards to Housing and Living conditions:

- "For company provided housing, has the mine, on consultation with stakeholders, established measured for improving the standard of housing, including the upgrading of the hostels, conversion of hostels to family units and promoted home ownership options for mine employees? Companies will be required to indicate what they have done to improve housing and show a plan to progress the issue over time, and is implementing the plan?"
- "For company provided nutrition, has the mine established measures for improving the nutrition of mine employees? Companies will be required to indicate what they have done to improve nutrition and show a plan to progress the issue over time and is implementing the plan?"

The company's response to the above is detailed as follows:

1. Upgrading of Residences into Single Room Accommodation

The following has been agreed in the various consultation forums, as the strategic basis for residence upgrading:

- Increased levels of privacy are pursued through the redevelopment of communal accommodation units into single rooms. Redevelopment work started in 2005. At the end of the 2014 reporting period 5070 single rooms were created at a cost of R141.27 million.
- AngloGold Ashanti has completed all single room redevelopments in 2013 in order to comply with the Mining Charter requirements.
- The above constitutes an achievement of 100% against the 100% MC target required for 2014.

2. Redevelopment of residences to family units

As part of AngloGold's Ashanti's residence redevelopment for sustainable development, redundant residences have already been converted into family units. This approach has also been incorporated into the company's future planning. A total of 170 family units have been redeveloped at a total cost of R37.74 million. This constitutes an achievement of 100% against the 100% MC target required for 2014.

3. Promotion of Home Ownership

In pursuance of the home ownership requirement the company has finalized the home ownership scheme framework which includes the Memorandum of Understanding signed with all organised labour structures. The AGA Home Ownership Scheme aims to enable employees at AGA's operations in South Africa to purchase a home and step onto the home ownership ladder. The HOS aims to offer employees the opportunity to purchase the company owned houses. The HOS targets employees who want to buy a house or a vacant stand in the proclaimed areas of both the Matlosana and Merafong local municipalities.

The Scheme has been designed to be equitable to all employees who choose, and are able to participate in it, and to be sustainable over the long-term, with the intention to offer one home per family through the Scheme. It has also been structured to improve affordability levels on participating employees.

The AGA Home Ownership Scheme aims to enable employees at AGA's operations in South Africa to purchase a home and step onto the home ownership ladder. The scheme has also been structured to improve affordability levels on participating employees.

AGA has conducted surveys to establish employees housing preferences and a detailed affordability review to understand employee's disposable income, a key driver in determining what employees can afford. AGA consulted with the major banks and put processes to assist eemployees who are interested in purchasing houses to apply for mortgage bonds. In order to enhance affordability potential purchasers are assisted to apply for government subsidies (FLISP) which ranges from R10 000 – R87 000 depending on the salary income of the applicant. We have established that there will be no fringe benefit tax payable on the purchase price if the property is sold at market value irrespective of the value of the property. If the property is sold at less than market value and the total remuneration of the employee does not exceed R250, 000 in the year of the sale\ transfer and the market value of the property does not exceed R450, 000 then no fringe benefit tax will be payable.

AGA has established consultative forums on housing and living conditions. Monthly and quarterly forum meetings are held to discuss housing related matters. One of the outcomes of the consultative forums is a Memorandum of Understanding signed with organized labour stakeholders on 5 November 2014. The MOU stipulates the "Guidelines" for the sale of residential units to employees and to the broader communities in the event that employees are not interested.

The company is currently implementing the home ownership undertakings and the progress for this quarter is as follows:

- The company has finalized the home ownership scheme framework which includes the Memorandum of Understanding signed with all organised labour structures. The AGA Home Ownership Scheme aims to enable employees at AGA's operations in South Africa to purchase a home and step onto the home ownership ladder. The HOS aims to offer employees the opportunity to purchase the company owned houses The HOS targets employees who want to buy a house or a vacant stand in the proclaimed areas of both the Matlosana and Merafong local municipalities.
- The Scheme has been designed to be equitable to all employees who choose, and are able to participate in it, and to be sustainable over the long-term, with the intention to offer one home per family through the Scheme. It has also been structured to improve affordability levels on participating employees.
- The AGA Home Ownership Scheme aims to enable employees at AGA's operations in South Africa to purchase a home and step onto the home ownership ladder. The scheme has also been structured to improve affordability levels on participating employees

- As part of the commitment to facilitate home ownership for employees, support is extended to purchasers by establishing a one stop shop to assist employees with the process of purchasing company houses and facilitating loan application, property registration and transfer and training on home ownership
- AGA is selling the properties at market value to avoid Purchasers being lured into immediately on-selling them at a profit to make a “windfall” gain however to enhance affordability, the purchasers were granted the following concessions: 10% incentive to buy, concession based on years of service, concession on refurbishment costs and 10% discount for employees affected by the s189 process. The concessions have assisted home ownership for employees with the purchasers reaping the long-term benefits of homeownership. The company engages on a quarterly basis with organised labour structures regarding the promotion of home ownership. Employees have demonstrated high level of interest to purchase the company owned houses and to date 110 employees have purchased the company owned houses.

4. Incorporation of Mine Villages

AngloGold Ashanti appointed consultants to assess and quantify the services upgrading required in order to meet the municipal and SANS 1936 standards for incorporation of mine villages into the local municipalities. The incorporation of the villages will not yield any benefits to the company at this time and alternative use (such as industrial parks) of village infrastructure is currently being assessed.

C. NUTRITION

Regulation 46 (v) of the MPRDA requires that the contents of the social and labour plan must include measures to address the nutrition of mine employees. Since 2004, AGA has strived to improve Nutrition within the Residences:

- AngloGold Ashanti exceeds minimum nutritional intake requirements as stated in the Chamber of Mines Research Organisation reference report no 11/91 that was used to establish the energy requirements of underground workers.
- AGA regularly carries out dietary analysis of menus to ascertain that it adequately caters for the energy and nutritional requirements of workers.
- Meal participation trends and waste are also monitored on a monthly basis to determine wastage and unpopular menu items.
- AngloGold Ashanti have established forums where employee representatives form part of menu planning and meet with Residences management on weekly basis to discuss menu and meal issues.

AngloGold Ashanti has for several years been active in this field and the current status is 18 000 kilojoules per person per day which exceeds the Chamber of Mines benchmark of 13 000 kilojoules per person per day. The implementation of a new menu is being introduced together with kitchen access control measures. Benchmarking and internal and external reviews are conducted on a scheduled basis.

SECTION 4: PROCUREMENT & ENTERPRISE DEVELOPMENT

4.1 Context and Background

The Mining Charter requirements are as indicated below:

In terms of Procurement and Enterprise Development, the Amended 2010 Mining Charter *states as follows:*

"Local procurement is attributable to competitiveness and transformation, captures economic value, presents opportunities to expand economic growth that allows for creation of decent jobs and widens scope for market access of South African capital goods and services. In order to achieve this, the mining industry must procure services of BEE entities in accordance with the following criteria:

- Procure a minimum of *40% of capital goods* from BEE entities by 2014;
- Ensure that *multinational suppliers of capital goods annually contribute a minimum of 0.5% of annual income* generated from local mining companies towards socio-economic development of local communities into a social development fund from 2010;
- Procure *70% of services* and *50% of consumer goods* from BEE entities by 2014.

The targets above are exclusive of non-discretionary procurement expenditure."

Furthermore, *Regulation 46 (c) of the MPRDA* requires that the contents of a Social and Labour Plan must include a local economic development programme which must include:

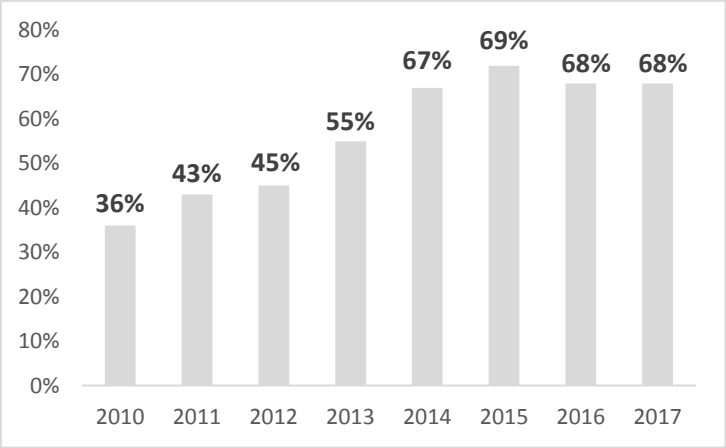
"The procurement progression plan and its implementation for the HDSA companies in terms of capital goods, services and consumables and the breakdown of the procurement which must be completed in the form of Form T contained in Annexure 4.

4.2 Our Approach to Procurement

The operating model for the Procurement function of AGA SA Region, comprising West Wits Operations, Vaal River Operations and the Corporate Office is centralised at the Regional level. The following table reflect the overall performance of the Company against the Mining Charter targets:

Table 4.1 – AGA's Overall Performance against the Mining Charter Scorecard Procurement Targets since 2010:

Categories	DMR BEE Compliance DMR BEE Compliance Targets													
	Section 2.2 of the Mining Charter													
	2010		2011		2012		2013		2014		2015		2016	2017
	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	ACTUAL	ACTUAL
Capital	5%	39%	10%	36%	20%	39%	30%	46%	40%	53%	Not Available	57%	66%	60%
Consumables	10%	40%	15%	48%	25%	51%	40%	56%	50%	67%		66%	67%	74%
Services	30%	29%	40%	41%	50%	43%	60%	57%	70%	73%		76%	71%	63%
Multinational Contribution	0.50%	Pending	0.50%	Pending	0.50%	Pending	0.50%	Pending	0.50%	Pending		Pending	Pending	Pending



The previous table shows that as at the end of December 2017, AGA the SA Region achieved a performance of 60% BEE Spend on Capital Goods, against the Mining Charter target of 40%; and 63% BEE Spend on Services, against the Mining Charter target of 70%; and 74% BEE Spend on Consumable Goods, against the Mining Charter target of 50%.

The overall performance of spend with qualifying BEE entities is at 68%, while the remaining non-compliant suppliers will be engaged with respect to their own BEE ownership compliance initiatives.

The Vaal River operations achievements against the Mining Charter as at December 2017 are detailed as follows:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017.					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2014**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
4	**Procurement & Enterprise Development**	Procurement spent from BEE entity	Capital goods	40%	57%
			Services	70%	61%
			Consumable goods	50%	75%
		Multinational suppliers contribution to the social fund	Annual spend on procurement from multinational suppliers	0.5% of procurement value	Awaiting DMR guidance

The table above shows that as at end of December 2017, the VR achieved the Mining Charter targets with respect to BEE Capital Spend (**57%** against the target of 40%), and Consumable Goods Spend (**75%** against the target of 50%). The VR did not achieve the Mining Charter target for Services (**61%** against the target of 70%). This performance is underpinned by the continued procurement activities conducted with untransformed vendors. The SA Region is in the process of reviewing the Preferential Procurement Policy to maximise the use of and development of black businesses across all mining operations; through creating access within the company's mainstream procurement systems. The reviewed policy will also focus on promoting entrepreneurship within the Local host communities. The policy will not only be limited to compliance deliverables, but drive the broader transformation of AngloGold Ashanti and open the procurement system further for Black business participation. Issues relating to contractor's compliance/ non-compliance, fronting and socio-economic commitments will be addressed formally through this process.

4.2.1 Localisation Strategy

The SA Region has also exceeded the informal target of 15% Host Community Procurement Spend as suggested by the DMR by achieving a performance of 26% of total measurable procurement spend, with 20% attributable to the Matlosana Local Municipal area.

The following are the key initiatives that we will continue to implement in the next five years to assist local suppliers to access procurement opportunities in AGA. Furthermore, these initiatives will assist entrepreneurs in Host Communities and Labour Sending Areas to establish their businesses in a sustainable manner:

a) Advertising LED Projects on the portal and in the local newspapers, where applicable
b) Advertising selected AGA Tender Opportunities on the Local Procurement Portal aimed at creating visibility of the opportunities and tenders that are open and available at AGA
c) Targeted Procurement – this involves setting aside certain categories of spend for local suppliers and will ensure that local communities get a fair chance to win tender opportunities without having to compete with large and established suppliers
d) Incubation – Establish Enterprise Development Centres that will help in the development of new entrants from our host communities

4.2.2 Procurement - Key Focus Areas for 2015-2019

The SA Region is in the process of reviewing the Preferential Procurement Policy to maximise the use of and development of black businesses across all mining operations; through creating access within the company's mainstream procurement systems. The reviewed policy will also focus on promoting entrepreneurship within the Local host communities.

The policy will not only be limited to compliance deliverables, but drive the broader transformation of AngloGold Ashanti and open the procurement system further for Black business participation. Issues relating to contractor's compliance/ non-compliance, fronting and socio-economic commitments will be addressed formally through this process.

4.2.3 2015-2019 BEE Procurement Targets and Approach

a) Overall Target for BEE Entities (> 25% Black Ownership)
   AngloGold Ashanti will retain and improve on the 2014 Mining Charter targets in all the categories of spend (i.e. Consumables, Services, Capital Spend).
b) Procurement in Host Communities (New Entrants)
   The main focus will be on the SMMEs from Host Communities to ensure that the majority of the SMMEs who register on our Procurement Portal are fully integrated into our Supply Chain.

4.3 Enterprise Development

AGA established an SMME development programme in 1998 aimed at assisting emerging entrepreneurs and start-up businesses to enter the formal sector of the economy. Pursuant to the programme and advancing the development of these emerging enterprises, Masakhisane Limited was established in 2000 as a development vehicle whose main objective was to fund and support the creation and development of commercially viable enterprises in the host communities.

The venture did not deliver the anticipated success and the progress rate from the programme was not at the expected levels. Masakhisane as an enterprise funding initiative experienced loan repayment defaults and a number of assisted small businesses closed. The funding of enterprises was then placed on hold while the governance and resource structure of Masakhisane Limited as a development funding vehicle were reviewed.

The outcome of a benchmark process resulted in the repositioning of the enterprise development initiatives in the newly constituted legal entity AGA Community Development (Pty) Ltd trading as Masakhisane Fund and the proposed establishment of the Enterprise Development Centres (EDC) in the host communities of Merafong and Matlosana local municipalities and OR Tambo district municipality.

The above-mentioned EDCs are contained in the Amended 2010 -2014 Social and Labour Plans for West Wits (Merafong) and the Vaal River (Matlosana and OR Tambo). The SLP approved budgets allocated to these EDCs (total amount of R40m over a three (3) year period) are R15m for Merafong, R15m for Matlosana and R10m for OR Tambo. The OR Tambo EDC budget was increased by a once off contribution of R8m as per agreement between the company and the NUM to allocate the Strike Fund (1986) money to this project, increasing its budget to R18m and the total project budget to R48m.

The Jobs Fund was identified as a potential partner to enter into a co-funding agreement with respect to the EDCs project, given its stated mandate of job creation.

The parties began negotiations in 2012 and reached agreement in 2014, after a laborious process of due diligence on the part of the Jobs Fund. This led to the company missing its delivery date of the EDCs by end of 2014 and applying for a Section 102 to the DMR which extension was granted, with the project planned to be delivered in 2015 to 2018.The Jobs Fund agreed to match the R48m committed by the company in the above-mentioned EDCs.

The first EDC was launched in 2015 in OR Tambo as planned and the other two were planned to be launched in 2016 with a SLA outlining detailed project deliverables. The Service Provider in the OR Tambo failed to perform in terms of the above-mentioned agreement entered into between the parties, and after consultation with the Jobs Fund, and NUM as a cofounder in this project, the Service Level Agreement between AGA and the Service Provider was terminated for non-performance. A total amount of R2.34m was spent at the ORT EDC. The Service Provider declared a dispute which was settled in November 2016 after a lengthy arbitration process.

Following the termination of the SLA with the Service Provider in ORT a new implementation plan was drafted. The Jobs Fund however, required that a due diligence on the New Implementation Plan, whose requirements were just as laborious as when we applied in 2012, be done. This had the potential to further delay the implementation of the project. The compliance processes of the Jobs Fund are very tedious and bureaucratic in nature and slowed the implementation of the project down. Given the pressures from the community and the commitments of AGA in the SLP it was decided to terminate the grant agreement with the Jobs Fund. Confirmation that the grant agreement was terminated by the Jobs Fund was only received in December 2016.

Revised Model

Given the above setbacks alternative models that are more cost effective but still can deliver the same outcomes were explored. A referral model, similar to the model used by the Jozi SME Hub and Transnet, proved to be very successful and cost effective. A multi-disciplinary partnership is created comprising of commercial banks, development funding institutions, venture capitalists and government enterprise development agencies. Each of these agencies offers their services at no cost and aligned to their own mandates. AGA will assume overall responsibility for the management of the centre and the referral of clients to the appropriate partner / service provider. This model will be implemented in Merafong from the onset. In Matlosana, an implementing agent has already been identified and will be appointed for a one-year period where after AGA will resume responsibility to operate the EDC. In OR Tambo, Ntinga OR Tambo Development Agency will be the designated implementing agent.

Colocators

Various agencies and funding institutions expressed interest in colocating at the various EDCs in order to create a “one-stop shop” for new and existing entrepreneurs. Formal expressions of interest were received from the Small Enterprise Development Agency (SEDA), National Empowerment Fund (NEF), Department of Small Business Development (DSBD), North West Development Agency (NWDA), and ABSA Bank. Consultations with other commercial banks and development agencies are in progress. Formal colocation agreements will be entered into to ensure the objectives of the EDCs are met.

Rolling Out

All the three main hubs in the three regions are secured through lease agreements with the respective local authorities. The OR Tambo site is in KSD Local municipality, at Wonkumntu Craft Centre. In Matlosana the main hub will be the Electrical Engineering Complex in Orkney and in Merafong the premises adjacent to the Merafong Civic Centre in Carletonville. All three the hubs have been renovated, furnished and equipped with the necessary ICT infrastructure. The Matlosana Enterprise Development Centre was officially opened on 16 March 2017, which coincided with an Enterprise Development Summit in Matlosana. As at end of December 2017, the EDC it has had 4 105 visitors, ten training workshops and 342 first interviews with clients. Masakhisane funded seven projects to the value R1 880 000. Four suppliers refered to ABSA bank by the EDC were assisted with bridging finance.

In OR Tambo the Service Level Agreement with Ntinga and the colocation agreements with the NEF, SEDA, and the Department of Small Business Development are at an advanced stage and implementation is expected in the first quarter of 2018.

SECTION 5: MEASURES TO AMELIORATE THE IMPACT OF DOWNSCALING & RETRENCHMENTS

In this section we address:

REGULATION 46(d) of the MPRDA requires that the contents of a social and labour plan must include:

A process pertaining to management of downscaling and retrenchment which must include:

i. The establishment of the future forum;
ii. Mechanisms to save jobs and avoid job losses and a decline in employment;
iii. Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided; and
iv. Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the mine is certain.

5.1 Background

AngloGold Ashanti is committed to manage downscaling and retrenchments at its Business Units within the purview of the principles of the Social Plan requirements of the Minerals and Petroleum Resources Development Act, 2002 (Act 28 of 2002), the Charter for the Socio – Economic Development of the Mining Industry of South Africa and consistent with applicable labour legislation.

The approach to managing downscaling and retrenchments takes cognisance of the tripartite relationship between government, the company and organized labour in proactively devising strategies to deal with the decline and closure of operations.

The approach to managing downscaling and retrenchments is based on the following:

- The establishment of a Future Forum;
- Steps that may be undertaken to avoid job losses;
- Initiatives to address instances where job losses cannot be avoided and
- Steps to ameliorate the impact job losses may have on employees, and the assistance provided to retrenched employees.

Establishment of Future Forum:

A Future Forum was established and functioning since 2012. It consists of Management and Organized Labour established for the purpose of consultation. Other stakeholders such as Municipalities will be invited to participate in the Future Forum as and when necessary.

Only one meeting was held for both Regions (Vaal River and West Wits Future Forum) on 15 May 2017, as agreed to by the parties (unions and management) who engaged in a S189A process under the auspices of the CCMA.

Restructuring Plenary Committee:

As a concomitant part of the Future Forum, the Restructuring Plenary Committee was convened during 2017.

- It is the role of the Restructuring Plenary Committee to create an enabling environment for committees dealing with restructuring and the effect of downsizing and retrenchments. The Plenary Committee ensures that all processes are fair and transparent. The Plenary Committee receives reports and recommendations from the committees which ratifies work done by the business unit committees dealing with restructuring. The NUM, AMCU, UASA and Solidarity are represented at the Restructuring Plenary Committee which serves to unlock disagreement and provide strategic direction and mandate to the various Business Unit Restructuring Committees.

- Following various briefings by the Chief Operating Officer, Senior Vice Presidents and General Managers the SA Region issued a formal S189A notice on 17 January 2017. This was in response to the overall objective of setting the SA Region up for a sustainable future as embedded in a new Operating Model and the resultant Employee Transition Framework. 849 employees were identified to be possibly affected by restructuring, the restructuring process ensued under the auspices of the CCMA following notice to the DMR Minerals and Petroleum Board in terms of S52. The S189A CCMA Facilitated sessions commenced on 7 February 2017 and were concluded on 3 April 2017. The number of employees dismissed due to operational requirements was reduced to only 21 employees, 6 which were from the VR Region employed at Moab Khotsong at the time of their retrenchment. The retrenchments followed a rigorous process of implementing various agreed (with Organised Labour) avoidance measure initiatives including the offering of Voluntary Separation Packages (VSP's), facilitating of transfers, reskilling and the offering of early retirement options to qualifying employees. The close out report of the formal S189A process was provided to the DMR Minerals and Petroleum Board (S52) and to Organised Labour in a Plenary meeting.

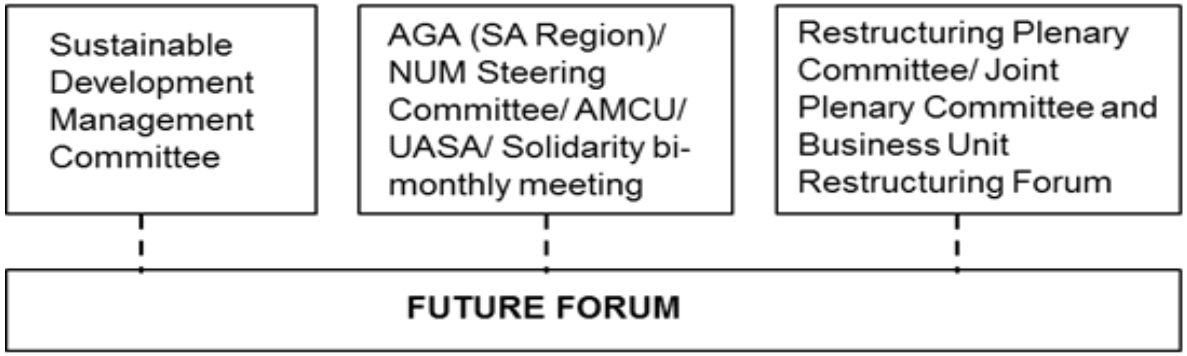
- As a concomitant part of setting the SA Region up for a sustainable future a need again arose during mid 2017 for a restructuring and downscaling process. The Chief Operating Officer once again held a Management briefing in June 2017 where the Road Ahead was presented and Voluntary Severance Packages were open for employees. Given that a number of assets reached the end of their designed life as well as consecutive losses at a number of other assets, such as Kopanang Mine, a formal S189A notice was issued on 28 June 2017. 8500 employees were expected to be dismissed for operational requirements (mostly due to the closure of the mines that had reached the end of their Life of Mine, deferral of projects due to unaffordability and unsustainable losses which continued unabated). The formal CCMA facilitation process commenced on 14 July 2017 and concluded on 28 August 2017, where all unions (incl. Non-Unionised employee representatives) were represented. A Retrenchment Job Loss Avoidance agreement was signed with all Parties under the auspices of the CCMA. The agreement is aligned with the Leaders Declaration which resulted in the Sale of a Distressed Asset (Kopanang Mine), where approximately 3300 jobs were saved. The implementation of the Retrenchment Job Loss Avoidance Agreement took place at the different Business Units which was overseen by the Business Unit Restructuring Committees.

- Notice was given to the DMR in terms of S52 of the MPRDA, a number of interactions with the DMR were held in accordance with the legislation.

Business Unit Restructuring Forums/Committees:

- Committees were established to implement the decisions made by the Central Restructuring Plenary at the different operations/mines.
- It acts as a consultative forum at Business Units to give effect to downsizing and restructuring at the business units in a fair and transparent manner.
- UASA, Solidarity, AMCU and the NUM are represented in the above committees, which report into the Restructuring Plenary Committee.
- Each union was afforded a Full-Time representative (per Business Unit) to monitor adherence to the "Retrenchment Job Loss Avoidance Agreement".

The Structure of the monitoring and information sharing function of the Future Forum:



5.2 Mechanisms to save jobs and avoid job losses, as well as a decline in employment

In terms of Section 189(2) of the 1995 Labour Relations Act, the company is required to consult with employees with regard to contemplated retrenchment. The parties must attempt to reach consensus on appropriate measures to avoid the dismissals, to minimize the number of dismissals, to change the timing of the dismissals, and to mitigate the adverse effects of the dismissals.

AngloGold Ashanti and Organised Labour (incl. Non-unionised employee representatives) signed a Retrenchment Job Loss Avoidance Agreement in accordance with the Leaders Declaration. Mechanisms such as the Sale of a Distressed Asset, offering Voluntary Separation Packages (VSP's), terminating Sub-Contractors (replacing them with affected employees) and transfer of affected employees in vacancies/vacancies created by VSP applicants.

The Restructuring Plenary Committee provided the infrastructure to implement pre-emptive strategies as outlined above to avoid employment losses.

During 2017 the Company continued with cost saving initiatives to optimise efficiencies throughout the business through its P500 project, which is driven from the office of the CEO.

5.3 Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided

The following alternative solutions were applied:

- A moratorium was placed on the recruitment and promotions;
- Reviewing fixed term employees, temporary workers, consultants and contractors;
- Implementing the company's retirement policy including offering early retirement;

- Offering Voluntary Severance Packages, with an additional enhancement to achieve employee reduction in areas that was over staffed;
- Initiatives such as demotions, optionality planning, restructuring and reviewing capital expenditure and projects; and
- Initiating austerity measures.

The Company's Labour Management Forum convened regularly to co-ordinate the transfer of employees from surplus areas to Business Units where a shortage existed.

5.4 Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain

No Operations were closed. AngloGold Ashanti strived to ensure that all its undertakings in the event of retrenchment and or closure of operations were adhered to:

- The Portable skills training interventions were broadened following the establishment of a Task Team (Management, Organised Labour and Non-Unionised Employee Representatives), these Skills were intended to lessen the impact of unemployment in labour sending areas and to encourage self-employment;
- These Skills for Tomorrow were identified as adequate training that would allow affected employees to seek alternative employment;
- These Skills encourage self-employment (incl. Entrepreneurial skills training);
- The Department of Labour was approached directly and through the Chamber of Mines to facilitate speedy processing of unemployment fund benefits; and
- The Company approached other Companies in the mining industry to try and facilitate employment, as well as advising those who are interested to register with the Department of Labour through the Employment Services of South Africa (ESSA) initiative.

In addition to the mechanisms described above, a number of processes have been established for this purpose including all the activities mentioned above. The signed agreement makes provision for a Recall procedure should any vacancies arise within 24 months.

SECTION 6: FINANCIAL PROVISION

In this section we address:

REGULATION 46 (e) of the MPRDA which provides that the contents of a social and labour plan must provide financially for the implementation of the social and labour plan in the following areas:

The human resource development programme;
The local economic development programme; and
The processes to manage downscaling and retrenchment

The following constitutes the Financial Provisions covering the above mentioned three areas:

6.1 Financial Provision for Human Resources Development (HRD)

The total HRD budget essentially provides for all training and development as contained in the company's Workplace Skills Plan. The following table reflects the HRD financial plan for 2017 and actual expenditure:

HRD FP 1: HUMAN RESOURCE DEVELOPMENT PROGRAMME: FINANCIAL PROVISION FOR VAAL RIVER- 2017		
	2017 Plan	**2017 Actual**
HRD	R 187 000 000	R 172 190 037
% OF PAYROLL	5.8%	5.18%

*Please note that the actual financial provisions reflected in the above Table are only indicative as the Payroll is much more likely to change depending on the annual manpower plans in the next five years. The commitment is thus with respect to the percentages against Payroll. CHRD programmes will constitute approximately 0.5% of the annual financial provisions in this regard.

6.2 Financial for Local Economic Development Programme

The company has for the duration of this SLP 2015-2019 allocated funds to address the needs of the host and labour sending communities, guided by the IDPs of the municipalities and consultations with all relevant stakeholders. Figures reflected below indicate the financial plan for 2015-2017 and actual expenditure for Community Development.

VAAL RIVER AND LABOUR SENDING	TOTAL 2105-2019	2017 Plan	2017 Actual
ED – VR	**R 13 500 000**	R 2 700 000	R1 880 000
ED – LS	**R 16 800 000**	R 3 360 000	-
LED	**R 46 100 000**	R 16 300 000	R 645 313
INCOME Generating	**R 4 000 000**	R 2 000 000	-
SI Funding	**R 12 000 000**	R 2 400 000	R2 325 627
TOTAL	**R 92 400 000**	**R 26 760 000**	**R 4 850 940**

*Please note that the financial provisions as reflected in the above Table are only indicative amounts as they were derived from the experience gained from the 2010-2014 SLP LED. Thus, the total spend per year may differ depending on the actual spend on individual projects. The above Table is reflective of the Vaal River Operations SLP budget, excludes the Corporate CSI budget as will be provided for in the Chairman's Fund.

Comments
ED-VR and ED-LS: Masakhisane fund operating as a disbursement vehicle have been fully set-up and 7 loans to the value of R1.88m has been disbursed in the year 2017 in the VR area, no loans have been disbursed to date in LS area pending the set-up of the Enterprise Development centre.

LED: Projects have not been implemented as planned in 2015 - 2017 due to outstanding full approval or provisional approval of the Vaal River SLP by the NW DMR.

SI FUNDING: Actual spent is in line with set budgeted amount in 2017.

Year	2015 - 2017 Plan	Actual
Budget	**R22.2m**	
Matlosana LED Projects 2015-2019	LEDP 1: Community Development Contribution towards land acquisition and /or contribution towards bulk infrastructure development in Khuma - R4m	-
	LEDP2: Refurbishment and equipping of a classroom into a Computer Lab Kanana Secondary School in Kanana - R0.5m	R0.08m
	LEDP3: Refurbishment and equipping of a classroom into a Computer Lab at Gaenthone Secondary School in Tigane - R0.5m	R0.1m
	LEDP4 (VR SLP): Building of 1 additional classroom, Early Childhood Development Centre, a Computer Centre and ablution facilities at Sonata Junior Primary School in Libode - R2.6m	R2.8m
	LEDP5: Building and equipping of Physical Science Lab in Borakanelo Secondary School in Khuma - R1.9m	R0.07m
	LEDP6: Building and equipping of Physical Science Lab in Dirang ka Natla Secondary School in Khuma - R1.9m	R0.06m
	LEDP 7 (VR SLP): Establishment of an Agricultural Project in Tsolo - R4m (over 3 years)	R0.08m
	LEDP8: Building of 5 classrooms, Ablution facilities and Computer lab at Sediko Primary School in Jouberton - R3m	R0.19m
	LEDP9: Tshebedisano Secondary School in Jouberton – (Social Science Lab) - R1.9m	R0.013m
	LEDP10: Building and equipping of Physical Science Lab at Kgolaganyo Secondary School at Rammolotsi - R1.9m	R0m

6.3 Downscaling and Retrenchment

In this section we address:

REGULATION 46 (e) (iii) of the MPRDA as stated above.

The company provides for the management of downscaling and retrenchment in terms of its Business plan process, which includes provision for the human resources development initiatives, as well as the local economic development plan. The Labour Relations Act's process and requirements will precede any downscaling that may lead to retrenchments.

In the 2015-2018 Wage Agreement the payment of a minimum severance pay was increased from no less than R20 000 to no less than R30 000 by 2018. It was increased by R3 500 in 2017, and the increments will continue yearly in accordance with the Wage Agreement.

Severance pay will furthermore be calculated at no less than two weeks' pay for every year worked. The aforementioned is adequately provided for.

The company provides for the following when contemplating downscaling:

An ex-gratia payment equivalent to one month's basic pay.
50% of the retrenchee's monthly basic pay for every completed year of continuous service, which is double the minimum amount required in terms of the Basic Conditions of Employment Act.

SECTION 7: REPORTING (MONITORING AND EVALUATION)

In this section we address the Mining charter requirements and MPRDA as detailed below.

Mining Charter Requirement:

In terms of Reporting (Monitoring and Evaluation) the amended BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING AND MINERALS INDUSTRY states:

Every mining company must report its level of compliance with the Mining Charter annually, as provided for by Section 28(2)(c) of the MPRDA. The Department shall monitor and evaluate, taking into account the impact of material constraints which may result in not achieving set targets.

The company's achievements against the Mining Charter as at December 2017 are detailed as follows:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2017**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
1	**Reporting**	Has the company reported the level of compliance with the Charter for the Calendar year	Documentary proof of receipt from the department	Annually by 31 March	100%

7.1. Monitoring

The Senior Vice President: Sustainability is charged with the responsibility to ensure implementation of the Social and Labour Plan commitments in conjunction with the relevant Head of Disciplines and functional managers. A Sustainable Development Management Committee (SDMC) comprising all the relevant line functionaries, oversees and monitors the implementation of the Social and Labour Plan programmes and reports to the SA Region Executive Committee which in turn reports to the AngloGold Ashanti Board Social, Ethics and Sustainability Committee on a quarterly basis.

7.2. Reporting

The Senior Vice President: Sustainability oversees the preparation and submission by the SA Region of AngloGold Ashanti Ltd on an annual basis, of compliance reports to the DMR and Chamber of Mines. Such reports will be in accordance as per agreement in the Company's Mining Rights Section 18.1-18.2 that stipulates that the company will annually no later than three months before the end of its financial year, submit a detailed implementation plan to give effect to the Regulation 46(e) (i) (ii) and (iii) in line with the Social and Labour Plan. The Company will also annually, not later than three months after the finalisation of its audited annual report, submit a detailed report on the implementation of the previous year's Social and Labour Plan. The Vaal River 2017 Social and Labour Plan (SLP) implementation plans were submitted in September to the respective Department of Mineral Resources in Gauteng and North West.

SECTION 8: SUSTAINABLE GROWTH AND DEVELOPMENT

In this section we address the Mining Charter requirements and MPRDA as detailed below.

Mining Charter Requirement:

In terms of Sustainable Growth and Development the amended BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER of the SOUTH AFRICAN MINING AND MINERALS INDUSTRY states:

Mineral resources are non-renewable in nature, forthwith exploitation of such resources must emphasise the importance of balancing concomitant economic benefits with social and environmental needs without compromising future generations, in line with Constitutional provisions for ecological, sustainable development and use of natural resources. To this end, every mining company must implement elements of sustainable development commitments included in the "*Stakeholders' Declaration on Strategy for the sustainable growth and meaningful transformation of South Africa's Mining Industry of 30 June 2010 and in compliance with all relevant legislation*", as follows:

- Improvement of the industry's environmental management by:
  - Implementing environmental management systems that focus on continuous improvement to review, prevent, mitigate adverse environmental impact;
  - Undertake continuous rehabilitation on land disturbed or occupied by mining operations in accordance with appropriate regulatory commitments;
  - Provide for the save storage and disposal of residual waste and process residues;
  - Design and plan all operations so that adequate resources are available to meet the closure requirements of all operations.
- Improvement of the industry's health and safety performance by:
  - Implementing a management systems focused on continuous improvement of all aspects of operations that have a significant impact on the health and safety of employees, contractors and communities where mining takes place;
  - Providing all employees with health and safety training and require employees of contractors to have undergone such training;
  - Implement regular health surveillance and risk-based monitoring of employees.
- Stakeholders undertake to enhance the capacity and skills in relevant South African research and development facilities in order to ensure quality, quick turnaround, cost effectiveness and integrity of such facilities. To this extent, mining companies are required to utilise South African based facilities for the analysis of samples across the mining value chain.

The company's achievements against the Mining Charter as at December 2017 are detailed as follows:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWEREMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - VAAL RIVER OPERATIONS AS AT 31 DECEMBER 2017					
No.	**ELEMENT**	**DESCRIPTION**	**MEASURE**	**COMPLIANCE TARGET BY 2014**	**PROGRESS ACHIEVED BY 31 DECEMBER 2017**
8	**Sustainable Development & Growth**	Improvement of the industry's environmental management. Captured in company EMP which is submitted to DMR	Implementation of approved EMPs.	100%	100%
		Improvement of the industry's mine health and safety performance.	Implementation of tripartite action plan on health and safety.	100%	97.5%
		Utilisation of South African based research facilities for analysis of samples across the mining value chain	Percentage of samples in South African facilities	100%	100%

8.1 Environmental Management

AngloGold Ashanti revised and resubmitted its Environmental Management Programme (EMP) to the DMR in December 2016. Prior to the EMP revision AGA conducted its last Environmental Performance Assessment in 2014. Closure liability assessments are updated (annually) and the closure trust fund, with bank guarantees fully providing for premature closure.

AGA SA Region's environmental management strategy remains focussed on Integrated Water Management, Closure Planning, Waste Management, Dust Management, Legal Compliance, and the alignment of the environmental management programme with AngloGold Ashanti business management processes and overall sustainable development objectives.

AGA SA Region Surface Operations have retained ISO14001 certification since 2006. External legal compliance audits are conducted (2-yearly), supplemented by specific internal compliance assessments on key environmental authorisations such as water use licenses, waste authorisations, certificates of registration, etc.

8.2 Health and Safety

8.2.1 IMPLEMENTATION OF THE CULTURAL TRANSFORMATION FRAMEWORK

The following table presents the scoring and calculations:

CTF Pillar	Score	CTF Pillar	Score
Leadership	4	Leadership	4
Risk Assessment	4	Risk Assessment	4
Bonuses and Performance Incentives	2	Bonuses and Performance Incentives	2
Leading Practices	4	Leading Practices	4
Elimination of discrimination	4	Elimination of discrimination	4
Total	**18**	Total	**18**
'Achievement Current Year'	18/20 * 100 = **90%**	**'Points Awarded'**	18/10 **= 1.8**

Leadership

The portfolio of Supervisory Skills training continues to be rolled out to Team Leader, Miner, Shift Overseer and Mine Overseer levels. This includes courses such as:

- Basic / Advanced Supervisory Skills,
- Safety Leadership Practice Training
- Coaching for Safety & Performance

These courses have been designed to give effect to, among others, the principles of the company's people and technical systems and especially the company's Safety Leadership Practices. Part of a comprehensive suite of psychometrics was conducted on management participants.

The set of leadership behaviours, as agreed by SAR EXCO was cascaded down through the various structures, taking input from employees at the various levels and configuring/translating them to suit the respective business units and department contexts, whilst retaining the underlying meaning thereof.

Risk Assessment
The SAR Risk assessment strategy is in line with the CTF requirements.

Bonuses and Performance Incentives
Leading Indicator incentive system is in place for senior management and for mining crews on Mponeng mine at our West Wits operations, however this has not been included for all levels in the organization as yet. It is important to match incentives with Safety Maturity, and this may not be appropriate for some time to come.

Leading Practices
All leading practices was considered and those appropriate was adopted

8.2.2 PERCENTAGE OF EMPLOYEES EMBARKING ON OHS REP TRAINING

Percentage of employees embarking on OHS representative training				
Total number employed (including contractors) in 2017	**Total number trained on OHS rep course (Jan 2009 – Dec 2017)**	**2017 Target**	**% Achievement by 2017**	**Comments**
8137	**5061**			

8.2.3 PERCENTAGE OF LEADING PRACTICES FROM THE MOSH LEARNING HUB INVESTIGATED FOR IMPLEMENTATION

Percentage of Leading Practices from the MOASH Learning Hub investigated for implementation						
	MOSH LP completed in 2015	**LP investigated? (Yes=1 / No=0)**	**Will adopt? (Y/N)**	**If adopting, by when?**	**If NOT adopting, why?**	**Comments**
1	Continuous Real-Time Monitoring of Airborne Pollutant Engineering Controls	**1**	**Y**	**2016**	**N/A**	Adoption commenced in 2016, installation and commissioning of sensors commenced in 2017 at Moab Khotsong Mine and Metallurgy Plants
Total		**1**				
2017 Target		**75%**				
% Achievement in 2017		**50%**				

8.2.4 PERCENTAGE OF RESEARCH FINDINGS FROM THE MHSC INVESTIGATED FOR IMPLEMENTATION

Percentage of research findings from MHSC investigated for implementation (1)					
MHSC research completed in 2016	**Research Findings investigated (Yes=1 / No=0)**	**Will adopt? (Y/N)**	**If adopting by when?**	**If NOT adopting why?**	**Comments**
SIM 130102 “How can we best monitor behaviour change from interventions related to the people-centred adoption of leading practices?”	1	Y	Completed		This is part of the MOSH adoption Process and the COO has

Percentage of research findings from MHSC investigated for implementation (1)					
MHSC research completed in 2016	**Research Findings investigated (Yes=1 / No=0)**	**Will adopt? (Y/N)**	**If adopting by when?**	**If NOT adopting why?**	**Comments**
					implemented this as part of the Safe Production Strategy
SIM 150101 “Develop elements that will address racism, genderism and all forms of unfair discrimination that the mining industry can integrate into existing leadership development programmes at all levels taking into account the varying styles of leadership”	1	Y	Completed		Discrimination training was rolled out in SAR.
SIM 120201 “Technology Transfer for - A Risk Based Approach to Support Design in Bushveld Underground Mines”	1	N	N/A	Specific to the Bushveld Complex / Platinum Mines	
SIM 140201 "Training on the Technology transfer on Support design in the Bushveld Complex"	1	N	N/A	Specific to the Bushveld Complex / Platinum Mines	
SIM 140202 "Identify opportunities to improve the safety of barring-down practices."	1	Y	Completed		Implemented as part of entry examination MOSH adoption
SIM 140204 “Integration of the South African National Seismograph Network and Database with Mining Networks as per the recommendations in Chapter 1 of the Presidential Mine and Safety Audit 2008; Phase 2.”	1	Y	Completed		A complete seismic network is in place that works on the principles of the research findings
SIM 150202 “Design a feasible methodology for selecting permanent areal support for varying environments in underground mines.”	1	Y	Completed		Part of the support regime in the FOG COP
SIM 140301 “Technology transfer on minimising seismic risk in the platinum mines."	1	N	N/A	Specific to the Platinum Mines	
SIM 130401 “Which types of pressurised gases exist in the Bushveld Complex platinum mines, where do these originate and how their existence can be predicted?”	1	N	N/A	Specific to the Bushveld Complex / Platinum Mines	
SIM 120501 “Noise controls for mining equipment.”	1	Y	Completed		Part of the Noise MOSH Adoption and "buy quiet" process
SIM 140905 “Handbook On Personal Protective Equipment (PPE) For Women In Mining (WIM)”	1	Y	Completed		WIM COP implemented
Total	**11**				
2017 Target	**100%**				
% Achievement in 2017	**100%**				

8.2.5 PERCENTAGE OF MANDATORY OCCUPATIONAL HEALTH REPORTS SUBMITTED

Health: Percentage of mandatory occupational health reports submitted						
Mandatory reports	**Submitted? (Yes=1/No=0)**	**Date Submitted**	**Comments**			
Medical Reports						
Annual Medical Report (DMR 90)	1	2016 report was submitted on 28 February 2017 2017 report to be submitted on 28 February 2018				
Hygiene Reports						
Particulates Personal Exposure Report Form 21.9(2)(a)	1		**Quarter 1**	**Quarter 2**	**Quarter 3**	**Quarter 4**
		MKM/GNM	23/5/2017	15/8/2017	23/11/2017	Pending
		Kopanang	1/1/2017	1/4/2017	1/7/2017	Pending
		VR-Surface Sources	24/5/2017	25/8/2017	28/11/2017	Pending
		MWS	24/5/2017	25/8/2017	28/11/2017	Pending
		SARS	18/4/2017	11/7/2017	11/10/2017	Pending
Thermal Stress Report Form 21.9(2)(b)(c)	1	**MKM/GNM**	23/05/2017	23/11/2017	N/A	N/A
		Kopanang	1/1/2017	30/6/2017	N/A	N/A
		VR-Surface Sources	24/5/2017	28/11/2017	N/A	N/A
		MWS	24/5/2017	30/11/2017	N/A	N/A
		SARS	4/4/2017	9/10/2017	N/A	N/A
Personal Noise Exposure - Report form 21.9(2)(e)	1	**MKM/GNM**	Submit annual report. Due by end of February 2018			
		Kopanang				
		VR-Surface Sources	24/5/2017	25/8/2017	30/11/2017	Pending
		MWS	24/5/2017	25/8/2017	30/11/2017	Pending
		SARS	18/4/2017	11/7/2017	11/10/2017	Pending
Total	**4**					
2017 Target	**100%**					
% Achievement in 2017	**100%**					

8.2.6 ADHERENCE TO THE HIV/AIDS AND TB GUIDELINES

HEALTH: Adherence to the HIV/Aids and TB Guidelines						
	The company guidelines should be compliant to:	**Do you have a signed off policy? (Yes=1/No=0)**	**Date policy signed**	**Annual TB Programme Reviews done? (Yes=1/No=0)**	**Date reviews done**	**Comments**
1	NTBCP & DMR TB Guidance Note	1	AGA Health approved TB policy - Oct 2009, and revised 2012.	1	8-11 September 2015. Internal TB Reviews are completed annually for 2014, 2015, 2016 and 2017 within AGA Health	TB & HIV programmes are aligned to the National TB Control Programmes, the DMR Guidance Note on TB, and the relevant National HIV/AIDS Guidelines.

HEALTH: Adherence to the HIV/Aids and TB Guidelines						
		Do you have a signed off policy? (Yes=1/No=0)	**Date policy signed**	**Report on HCT Uptake (Yes=1/No=0)**	**Date report submitted**	**Comments**
2	HIV/AIDS National Guideline	1	AGA Board approved HIV policy - April 2005.	1	HCT submitted annually to the DMR and Chamber of Mines as part of the DMR164 forms – submitted in March 2014, Feb 2015, Feb 2016, Feb 2017 and Feb 2018.	Work is ongoing within the tripartite structure of MITHAC (Mining Industry TB & HIV Advisory Committee) at the MHSC (Mine Health & Safety Council) to draft new industry guidelines on the integration of TB, HIV & Silicosis policies in the workplace going forward. Once this work is complete, company policies will be updated.
Total		**2**	**Total**	**2**		
2017 Target		**100%**				
% Achievement in 2017		**100%**				

8.3 Samples

All samples are done in-house and are therefore undertaken by South African facilities.

SECTION 9: BENEFICIATION

9.1 Beneficiation in South Africa

AngloGold Ashanti is the world's third largest gold producer, with 417 operations in 9 countries and is domiciled in South Africa. In all the countries where we operate, governments are focusing on value-adding activities that benefit local economies, either by increasing revenue or up-skilling people. Adding value to our mineral product before export from the country of origin is a serious aspect of the business.

For AngloGold Ashanti, the notion of beneficiation has been an integral part of the company's strategic vision and marketing activities since 1999. It was, at that time, a novel approach in an industry that had hitherto failed to consider its responsibility beyond the mining activity. Since then, AngloGold Ashanti has undertaken a number of initiatives to support both upstream and downstream activities. Between 1999 and 2014, AngloGold Ashanti hosted a number of jewellery design competitions in South Africa, and also extended the competition to markets such as India, China and Brazil. We also took custodianship of the Gold of Africa Collection, a West-African collection of gold artefacts. It was displayed for a number of years in a museum in Cape Town before being returned to Johannesburg.

AngloGold Ashanti is member of the World Gold Council, and our involvement is instrumental in initiatives aimed at supporting the gold market beyond South Africa. We also continue to conform to the Conflict-Free Gold Standard. We are also investors in Rand Refinery (Pty) Limited, and view gold refining as an important part of the process to convert our mined product to metal for use in in jewellery manufacture, investment or technology.

9.1.1 Rand Refinery

AngloGold Ashanti is committed to the beneficiation of gold. This has included the provision of structural support to assist the growth and development of downstream industries.

AngloGold holds a 42.41% interest in Rand Refinery (Pty) Limited, a key player in the beneficiation/value-added chain in South Africa and on the African continent. Rand Refinery was established in 1920 and is certified by the London Bullion Market Association. It complies with the highest standards required by bullion banks, commodity traders and coin distributors. The Refinery goes beyond just refining ore; it produces gold cast bars, minted bars, semi-finished product, coins and certified gold. These products are available to the South African and the global market. AngloGold Ashanti's investment in terms of time and resources places South Africa in a competitive position, opening up various beneficiation opportunities.

Through our significant stake in Rand Refinery, AngloGold Ashanti contributes to a number of beneficiation initiatives. The Rand Refinery Gold Zone offers both local and international jewellery manufacturers a cost-effective location for manufacturing facilities. Additional benefits include access to bulk manufactured semi-fabricated jewellery components and proximity to the Refinery. The latter is important as it provides easy access to facilities for re-refining any scrap gold produced in the jewellery manufacturing process.

This initiative aims to assist gold jewellery manufacturers to beneficiate African gold for export and to assist local communities with skills development. The Gold Zone, assisted by the African Growth Opportunity Act, offers the added advantage of exporting jewellery to the USA. The facility also houses a number of skills development projects aimed at uplifting local communities, and with a view to employment in the jewellery manufacturing industry.

The following projects are located in the Gold Zone:

Intsika Skills Beneficiation Project (Intsika) is a non-profit organisation founded in 2002. Since it became operational in 2004, the company has been using teaching skills in mineral beneficiation, using precious and semi-precious minerals and stones. The project was initiated to assist with youth development, particularly given the high rate of unemployment in the area, as well as the need to promote beneficiation, encourage entrepreneurship and reduce poverty among young people from historically disadvantaged backgrounds. Trainees earn credits by participating in the project, and these can then be applied towards a National Certificate in Jewellery Manufacturing.

The Ekurhuleni Jewellery Project was launched in mid-2009, and caters for industry-based skills programmes and the development of small, medium-sized and microenterprises (SMMEs). Learners receive theoretical training, and participation in the project adds the necessary practical skills. It also provides a nationally recognised qualification. After a training period, learners are upskilled for the relevant industry.

The Ekurhuleni Jewellery project provides support for the industry by providing accredited short courses, skills programmes and has a recognition-of-prior-learning system in its Training for the Trade programmes.

See www.randrefinery.co.za for more information.

ANNEXURES

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
BOTSWANA		BOTSWANA CNTRL	MOLEPOLOLE			3	1		2		1		7
			PALAPYE						2				2
		BOTSWANA N.E.	PALAPYE			1							1
		KWENENG	MOLEPOLOLE			2	1	1	2				6
		NGWAKETSE	MOLEPOLOLE			5	3		4		1		13
		RAMOTSWA	MOLEPOLOLE				1		1				2
LESOTHO		BUTHA BUTHE	BUTHA BUTHE			23	36	2	33		2		96
			LERIBE			3	2		3		1		9
			MASERU			1							1
		LERIBE	BUTHA BUTHE			1			1				2
			LERIBE			73	99	4	105		8		289
			MASERU			3	3						6
			MOKHOTLONG				1						1
		MAFETENG	MAFETENG			52	91	3	98		5		249
			MASERU			6	11		18				35
		MASERU	MASERU			61	87	5	110		6	1	270
		MOHALESHOEK	MASERU			4	10		13				27
			MOHALESHOEK	1		45	58	2	71		2		179
		MOKHOTLONG	LERIBE				2						2
			MASERU				1				1		2
			MOKHOTLONG			10	12		16				38
		OTHER	BUTHA BUTHE									1	1
			MASERU									1	1
		QACHASNEK	MAFETENG			1							1

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
			MASERU			8	9		9		1		27
			QACHAS NEK			1	8	1	2				12
		QUTHING	MASERU			2	8		9		1		20
			QUTHING			13	38	1	36		2		90
		TEYATEYANENG	LERIBE			18	15	1	11		3		48
			MASERU			9	10		13		1		33
			TEYATEYANENG			11	24	3	31		1		70
		THABA TSEKA	LERIBE			1	1		1				3
			MASERU			10	24		23				57
MOZAMBIQUE		BILENE	RESSANO GARCIA			5	23		19				47
		BOANE	RESSANO GARCIA						1				1
		CANICADO	RESSANO GARCIA			2	2		4				8
		CHIBUTO	RESSANO GARCIA			27	34		77		1		139
		CHICUALACUALA	RESSANO GARCIA				1						1
		GOVURO	RESSANO GARCIA				1		1				2
		HOMOINE	RESSANO GARCIA			16	16		15				47
		INHAMBANE	RESSANO GARCIA			2	1		2				5
		INHARRIME	RESSANO GARCIA			12	18		17				47
		JANGAMO	RESSANO GARCIA			4	4	1	9				18
		LIMPOPO	RESSANO GARCIA			7	16		30				53
		MABALANE	RESSANO GARCIA				2	1					3
		MAGUDE	RESSANO GARCIA			1	1		9				11
		MANHICA	RESSANO GARCIA			4	9		11				24
		MANJACAZE	RESSANO GARCIA			21	13	1	32		1		68
		MAPUTO	RESSANO GARCIA	1		22	34	1	39		1		98
		MARRACUENE	RESSANO GARCIA			1	1		2				4
		MASSINGA	RESSANO GARCIA	1		23	16		73		1		114
		MATOLA	RESSANO GARCIA			20	11		35		1		67
		MAXIXE	RESSANO GARCIA			5	8		15				28

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
		MORRUMBENE	RESSANO GARCIA			12	6		12				30
		MUCHOPES	RESSANO GARCIA			1	2						3
		NAMAACHA	RESSANO GARCIA						1				1
		NORTH OF SAVE RIVER	RESSANO GARCIA			4	2		8				14
		PANDA	RESSANO GARCIA			2	1		3				6
		SABIE	RESSANO GARCIA			2	4		3				9
		VILANCULOS	RESSANO GARCIA			1	2		4				7
		XAI-XAI	RESSANO GARCIA			36	58	1	87		2	1	185
		ZAVALA	RESSANO GARCIA	1		8	28		31				68
SOUTH AFRICA	EASTERN CAPE	ADELAIDE	KLERKSDORP	1									1
		ALICE	KLERKSDORP			1	3	3	6		1		14
		ALIWAL NORTH	KLERKSDORP				2	1	4				7
		BIZANA	BIZANA						1				1
			KLERKSDORP	1		12	31	11	32		12		99
		BURGHERSDORP	KLERKSDORP					1					1
		CALA	KLERKSDORP	1		9	21	3	18		1		53
		COFIMVABA	KLERKSDORP	1		10	22	5	19		4		61
			TOM WEST WITS					1			1		2
		DORDRECHT	KLERKSDORP			2	1						3
		EAST LONDON	KLERKSDORP			5	8	7	12		5		37
		ELLIOT	KLERKSDORP			3	2	4	6		2		17
		ELLIOTDALE	KLERKSDORP	2		10	19	3	23		3		60
		ENGCOBO	KLERKSDORP	4		24	44	20	65		7		164
			NGCOBO			1							1
		FLAGSTAFF	FLAGSTAFF			1							1
			KLERKSDORP	4		14	22	3	56		4		103
		GCUWA	KLERKSDORP			13	16	6	23		3		61
		HERSCHEL	KLERKSDORP	6		9	31	19	36		6		107
		HOFMEYR	KLERKSDORP						1				1

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
		IDUTYWA	BUTTERWORTH						1				1
			KLERKSDORP	5		30	52	14	80		11		192
		INDWE	KLERKSDORP				4	1	4				9
		KEISKAMAHOEK	KLERKSDORP				2						2
		KENTANI	KLERKSDORP	1		19	24	3	31		3		81
		KING WILLIAMS TOWN	KLERKSDORP	1	1	7	22	10	36				77
		LADY FRERE	KLERKSDORP	2		2	6	6	8		3		27
			TOM WEST WITS								1		1
		LIBODE	KLERKSDORP	5		34	21	6	61		10		137
		LUSIKISIKI	KLERKSDORP	2		19	45	8	47		2		123
		MACLEAR	KLERKSDORP			2	2	2	7				13
		MATATIELE	KLERKSDORP	8		22	59	11	60		5		165
		MIDDLEDRIFT	KLERKSDORP			1	9	3	9		2		24
		MOUNT AYLIFF	KLERKSDORP			1	8		7		3		19
		MOUNT FLETCHER	KLERKSDORP	1		7	15	8	8		1		40
		MOUNT FRERE	KLERKSDORP	4		8	22	3	18		4		59
		MQANDULI	KLERKSDORP			23	34	2	48		6		113
			MTHATHA			1							1
		MTHATHA	KLERKSDORP	3		14	37	10	49		7		120
		NGQELENI	KLERKSDORP	2	1	32	42	6	68		16		167
			MTHATHA			1							1
		NQAMAKWE	KLERKSDORP	5		13	63	9	32		9		131
		PEDDIE	KLERKSDORP					2	3				5
		PORT ALFRED	KLERKSDORP						2				2
		PORT ELIZABETH	KLERKSDORP			1	1	1			2		5
		PORT ST JOHNS	KLERKSDORP	2		14	37	2	25		3		83
		QUEENSTOWN	KLERKSDORP	6		2	16	1	12		2		39
		QUMBU	KLERKSDORP	2		14	22	8	29		4		79
			MOUNT FRERE						1				1

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
			TOM WEST WITS	1									1
		SEYMOUR	KLERKSDORP				1						1
		STUTTERHEIM	KLERKSDORP			2	7		6		1		16
		TABANKULU	FLAGSTAFF						1				1
			KLERKSDORP	4		16	30	3	30		6		89
		TSOLO	KLERKSDORP	5		13	44	6	35		6		109
			TOM WEST WITS	2									2
		TSOMO	KLERKSDORP	2		7	14	7	33		4		67
		UGIE	KLERKSDORP			1	2	1					4
		UITENHAGE	KLERKSDORP					1					1
		WHITTLESEA	KLERKSDORP			1	2		2		1		6
		WILLOWVALE	KLERKSDORP	3		2	17	6	16		3		47
		ZWELISHA	KLERKSDORP								1		1
SOUTH AFRICA	FREE STATE	BETHLEHEM	KLERKSDORP			2	3		4				9
		BLOEMFONTEIN	KLERKSDORP	4		5	32	9	38		4		92
		BOTHAVILLE	KLERKSDORP	9		6	26	32	23		12		108
		BRANDFORT	KLERKSDORP				1						1
		BULTFONTEIN	KLERKSDORP			2	4		4		2		12
			TOM WEST WITS						1				1
		CLOCOLAN	KLERKSDORP	1			1		1		1		4
		DEWETSDORP	KLERKSDORP	1			2						3
		EDENVILLE	KLERKSDORP				1	1					2
		EXCELSIOR	KLERKSDORP			1	3						4
		FICKSBURG	KLERKSDORP	1		8	12	4	18				43
		FOURIESBURG	KLERKSDORP			1	1		5				7
		FRANKFORT	KLERKSDORP						1				1
		HARRISMITH	KLERKSDORP				1	1	1				3
		HENNENMAN	KLERKSDORP			2		2	1				5
		HOBHOUSE	KLERKSDORP			1							1

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
		KROONSTAD	KLERKSDORP	2		5	9	10	5		3	1	35
		LADYBRAND	KLERKSDORP			1	3		2				6
		LINDLEY	KLERKSDORP	1		1		1					3
		MARQUARD	KLERKSDORP				2						2
		ODENDAALSRUS	KLERKSDORP	4		7	13	4	23		3		54
			TOM WEST WITS								1		1
		PARYS	KLERKSDORP			4	2	4	1		4		15
		PETRUS STEYN	KLERKSDORP					1					1
		ROUXVILLE	KLERKSDORP				1						1
		SENEKAL	KLERKSDORP					2	1		1		4
		SMITHFIELD	KLERKSDORP	1					1				2
		STEYNSRUST	KLERKSDORP				2	1					3
		THABA NCHU	KLERKSDORP			2	3		4		1		10
		THEUNISSEN	KLERKSDORP			2	6		5		2		15
		VENTERSBURG	KLERKSDORP				1				1		2
		VILJOENSKROON	KLERKSDORP	10	1	16	49	42	44		13		175
		VILLIERS	KLERKSDORP						1				1
		VIRGINIA	KLERKSDORP			7	7	7	8		2		31
		VREDE	KLERKSDORP					1					1
		VREDEFORT	KLERKSDORP	3				2	2				7
		WELKOM	KLERKSDORP	9	2	17	51	38	75		26		218
			TOM WEST WITS				1	1					2
		WEPENER	KLERKSDORP			2	2	2	3				9
		WESSELBRON	KLERKSDORP	5		1	2	4	7		3		22
		WINBURG	KLERKSDORP	2			1						3
		WITZIESHOEK	KLERKSDORP	6		9	22	13	27		3		80
			WITSIESHOEK				1						1
		ZASTRON	KLERKSDORP			2	6	4	3		1		16
	GAUTENG	BENONI	KLERKSDORP				3	5	4				12

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
SOUTH AFRICA		BOKSBURG	KLERKSDORP	4			2	2	2				10
		BRAKPAN	KLERKSDORP			1		4	1		1		7
			TOM WEST WITS	1									1
		BRONKHORSTSPRUIT	KLERKSDORP				1						1
		CARLETONVILLE	KLERKSDORP	13	1	13	15	31	44		22	16	155
			TOM WEST WITS	1	1			4	3		3		12
		EVATON	KLERKSDORP	1			4	1			1		7
		GERMISTON	KLERKSDORP			2	2	7	5				16
		HAMMANSKRAAL	KLERKSDORP	2				4					6
		HEIDELBERG - TVL	KLERKSDORP	3									3
		JOHANNESBURG	KLERKSDORP	11		9	7	29	14		5		75
			TOM WEST WITS				1	2					3
		KEMPTON PARK	KLERKSDORP	1				1	5		1		8
		KRUGERSDORP	KLERKSDORP	4		2	1	5	2		1		15
			TOM WEST WITS	4									4
		NIGEL	KLERKSDORP	1									1
		PRETORIA	KLERKSDORP	14		3	6	6	8		2		39
			TOM WEST WITS						1				1
		RANDFONTEIN	KLERKSDORP	2			2	1	1				6
		ROODEPOORT	KLERKSDORP					3			2		5
		SEBOKENG	KLERKSDORP	2		3	1	2	2				10
		SPRINGS	KLERKSDORP			1	1	4	4		1		11
		VANDERBIJLPARK	KLERKSDORP	3				8	1				12
		VEREENIGING	KLERKSDORP	6		3	8	18	5				40
			TOM WEST WITS						1				1
		WESTONARIA	KLERKSDORP	1		2	1	4	3				11
			TOM WEST WITS					1					1
SOUTH AFRICA	KWAZULU NATAL	BERGVILLE	KLERKSDORP				1		2		1		4
		DUNDEE	KLERKSDORP						1				1

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
		DURBAN	KLERKSDORP	2		3	4	6	7		2		24
		EMPANGENI	KLERKSDORP			1	4	1	3		1		10
		ESHOWE	KLERKSDORP	1		1	1		2				5
		ESTCOURT	KLERKSDORP	1	1		1				1		4
		GREYTOWN	KLERKSDORP						1				1
		HARDING	KLERKSDORP			1	7	1	8				17
		HLABISA	KLERKSDORP			1	1		2				4
		HLUHLUWE	KLERKSDORP				2	2	1				5
		IMPENDHLE	KLERKSDORP					1					1
		INGWAVUMA	KLERKSDORP			7	9	4	13		3		36
		IXOPO	KLERKSDORP	1		1	3		3				8
		IZINGOLWENI	KLERKSDORP				2		1				3
		KOKSTAD	KLERKSDORP			1	1	2	1				5
		KWANGWANASE	KLERKSDORP						1				1
		LADYSMITH - NATAL	KLERKSDORP			1		1					2
		MAHLABATINI	KLERKSDORP			2	6		3		1		12
			ULUNDI RECRUITING			1							1
		MELMOTH	KLERKSDORP				1		1				2
		MKUZE	KLERKSDORP						1				1
		MTUBATUBA	KLERKSDORP	1		2	3	1	3				10
		MTUNZINI	KLERKSDORP					1					1
		NDWEDWE	KLERKSDORP					1					1
		NEWCASTLE	KLERKSDORP	1		1	3	2	2				9
		NKANDHLA	KLERKSDORP				2						2
		NONGOMA	KLERKSDORP	2		13	11	6	23		2		57
		NQUTU	KLERKSDORP	1				1	1				3
		PAULPIETERSBURG	KLERKSDORP				1		1				2
		PIETERMARITZBURG	KLERKSDORP	1		2	4	1	3		1		12
		PINETOWN	KLERKSDORP					1	1				2

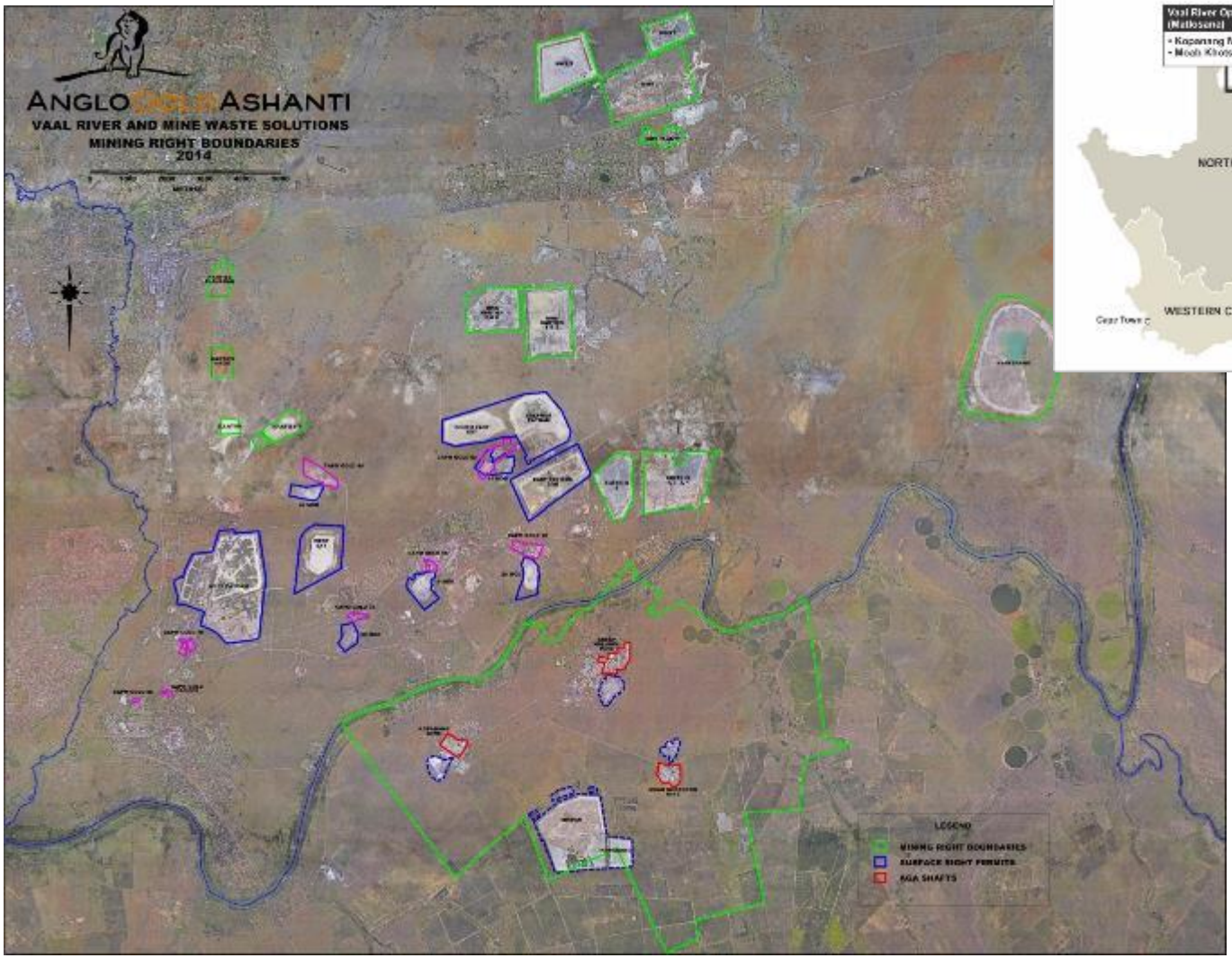
Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
		PONGOLA	KLERKSDORP			3	5	2	3		3		16
		PORT SHEPSTONE	KLERKSDORP				3		3		1		7
		TUGELA FERRY	KLERKSDORP				1	1	1				3
		UBOMBO	KLERKSDORP				1	1					2
		UMZIMKULU	KLERKSDORP	5		8	21	6	25		8		73
		UMZINTO	KLERKSDORP				1		1				2
		VERULAM	TOM WEST WITS	1									1
		VRYHEID	KLERKSDORP				1	4	1				6
		VULAMEHLO	KLERKSDORP					1					1
SOUTH AFRICA	LIMPOPO	BUSHBUCKRIDGE	KLERKSDORP	2		7	23	6	30		6		74
			BUSHBUCKRIDGE						1				1
		DRIEKOP	KLERKSDORP	1			1						2
		GIYANI	KLERKSDORP	3		1	6	3	11		2		26
		LOUIS TRICHARDT	KLERKSDORP	1				5	5		2		13
			TOM WEST WITS						1				1
		MALAMULELE	KLERKSDORP			1	1	1	2		1		6
		MESSINA	KLERKSDORP					1					1
		MHALA	KLERKSDORP			1							1
		MUTALE	KLERKSDORP				1						1
		PHALABORWA	KLERKSDORP			1	3	1	3				8
		PIETERSBURG	KLERKSDORP	1									1
			TOM WEST WITS					1					1
		POLOKWANE	KLERKSDORP	10		6	9	12	10		7		54
			TOM WEST WITS						2				2
		POTGIETERSRUS	KLERKSDORP					3	1				4
		RITAVI	TOM WEST WITS					1					1
		SEKHUKHUNE	KLERKSDORP	1					1				2
		SIBASA	KLERKSDORP	1				2	3		1		7
		THABAZIMBI	KLERKSDORP			1	1						2

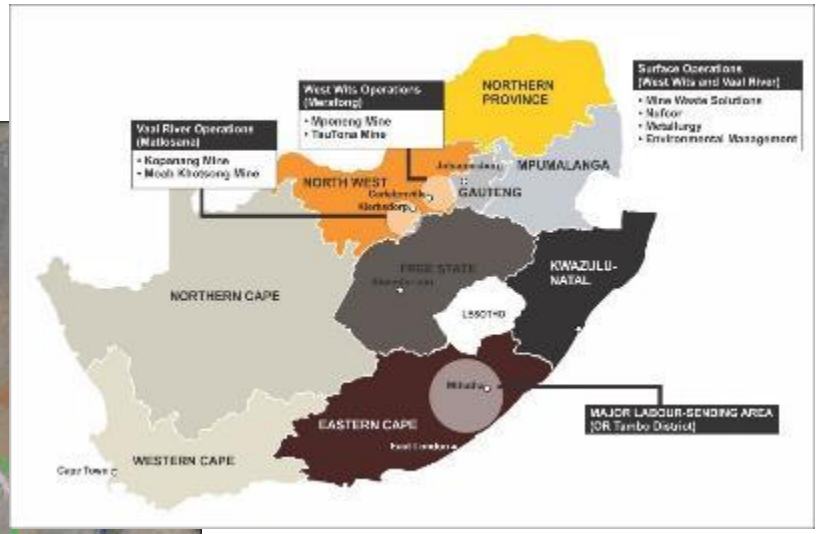
Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
		TZANEEN	KLERKSDORP	2		2	4	3	3		1		15
		VUWANI	KLERKSDORP					1	1				2
		WARMBATHS	KLERKSDORP	1				1	1				3
SOUTH AFRICA	MPUMALANGA	BALFOUR	KLERKSDORP	3									3
		BARBERTON	KLERKSDORP			1	4		2		1		8
		BELFAST	KLERKSDORP					1					1
		CAROLINA	KLERKSDORP						1				1
		ERMELO	KLERKSDORP	2			1	2	1				6
		EVANDER	KLERKSDORP				1	3	2				6
		GROBLERSDAL	KLERKSDORP	1		1		5	1		1		9
		KOMATIPOORT	KLERKSDORP			1	3	1	2				7
		MIDDLEBURG - TVL	KLERKSDORP						1				1
		NELSPRUIT	KLERKSDORP	11		10	17	7	12		1		58
		PIET RETIEF	KLERKSDORP	1		2	3				1		7
		VOLKSRUST	KLERKSDORP					1					1
		WAKKERSTROOM	KLERKSDORP						1				1
		WHITE RIVER	KLERKSDORP				1						1
		WITBANK	KLERKSDORP				3	2					5
SOUTH AFRICA	NORTH WEST	BLOEMHOF	KLERKSDORP	1			2	4	3		2		12
		BRITS	KLERKSDORP	1			2	1	2				6
		CHRISTIANA	KLERKSDORP				1	1					2
		DELAREYVILLE	KLERKSDORP	5		3	7	5	7		3		30
		GANYESA	KLERKSDORP	2		3	5	1	8		1		20
		KLERKSDORP	KLERKSDORP	780	62	395	1136	1321	1374	5	1022	439	6534
			TOM WEST WITS	6	3		1	7	3		3	1	24
		LEHURUTSHE	KLERKSDORP					1					1
		LICHTENBURG	KLERKSDORP	4		2	2	11	10		2		31
		MADIKWE	KLERKSDORP	1				5					6
		MAHIKENG	KLERKSDORP	10		7	27	18	31		4		97

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
		POTCHEFSTROOM	KLERKSDORP	27		4	10	23	15		15		94
			TOM WEST WITS	1			1	1					3
		RUSTENBURG	KLERKSDORP	9		1	1	19	7		3		40
		SCHWEIZER RENEKE	KLERKSDORP	12	1		4	9	6		1		33
		TAUNG	KLERKSDORP	21		16	52	34	60		31		214
		VENTERSDORP	KLERKSDORP	7		1	6		1		2		17
		VRYBURG	KLERKSDORP	5		7	19	2	11		7		51
		WOLMARANSTAD	KLERKSDORP	11		10	26	35	24		15		121
		ZEERUST	KLERKSDORP	4		2	15	5	12				38
SOUTH AFRICA	NORTHERN CAPE	COLESBURG	KLERKSDORP	1									1
		DE AAR	KLERKSDORP						1				1
		HARTSWATER	KLERKSDORP	1		1	5	7	1		1		16
		KIMBERLEY	KLERKSDORP	2		1	5	2	4		1		15
		KURUMAN	KLERKSDORP	2		1	12	8	6		5		34
		UPINGTON	KLERKSDORP				2						2
		WARRENTON	KLERKSDORP					1	1		1		3
			TOM WEST WITS								1		1
		POSTMASBURG	KLERKSDORP						1				1
SOUTH AFRICA	WESTERN CAPE	CAPE PENINSULA	KLERKSDORP	1			1	1					3
		GRAAF REINET	KLERKSDORP						1				1
		HERMANUS	KLERKSDORP						1				1
		LADISMITH - CAPE	KLERKSDORP	1				1					2
		ROBERTSON	KLERKSDORP				1						1
		VREDENDAL	KLERKSDORP		1								1
SWAZILAND		HLATIKULU	MBABANE			1		1	2				4
			NHLANGANO			2	3		3		1		9
		MANKAYANE	MBABANE			1	2	1	2				6
			NHLANGANO			1	1						2
		MANZINI	MBABANE	1		18	32	2	25		4	1	83

Country Description	Province Description	District Description	TEBA Office Desc	Chemwes	Corporate Office	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	SA Ops	SARS	AGAH	Grand Total
			NHLANGANO			2	1		1				4
		MBABANE	MBABANE			11	17	3	10		3		44
			NHLANGANO			1							1
		NHLANGANO	MBABANE	1		2	6	3	5				17
			NHLANGANO			24	33	1	26		1		85
		PIGGS PEAK	MBABANE			13	8		9		2		32
		SITEKI	MBABANE			8	5	1	4				18
ZIMBABWE		BULAWAYO	KLERKSDORP	1									1
		INHARRIME	KLERKSDORP						1				1
		MASVINGO	KLERKSDORP	1									1
		SHAMVA	KLERKSDORP						1				1
Grand Total				1200	75	1793	3711	2228	4536	5	1509	462	15519

ANNEXURE 1.2: LOCALITY MAP OF SOUTH AFRICA REGION VAAL RIVER OPERATIONS





Annexure 2.1. – Form Q

Note: Due to the large scale of the company, the number on employees reflected in the preamble, introduction and Annexure 1.1 differs from that of the Form Q, as the info is sourced at different times of the system by different departments.

AGA VAAL RIVER TOTAL AS AT DECEMBER 2017

Band	NQF LEVEL	OLD SYSTEM	Male				Female				Male Total	Female Total	Grand Total
			African	Coloured	Indian	White	African	Coloured	Indian	White			
General Education and Training		No Schooling / Unknown	74	0	1	28	30	0	0	22	**103**	**52**	**155**
		Pre-AET Fail	277	0	0	0	4	0	0	0	**277**	**4**	**281**
		Pre-AET	644	0	0	1	19	0	0	0	**645**	**19**	**664**
		Grade 1 / Sub A	75	0	0	0	2	0	0	0	**75**	**2**	**77**
		Grade 2 / Sub B	21	0	0	0	2	0	0	0	**21**	**2**	**23**
		Grade 3 / Std 1 / AET 1	507	3	0	5	47	1	0	0	**515**	**48**	**563**
		Grade 4 / Std 2	168	0	0	0	1	0	0	0	**168**	**1**	**169**
		Grade 5 / Std 3 / AET 2	426	0	0	7	38	0	0	0	**433**	**38**	**471**
		Grade 6 / Std 4	312	0	0	0	3	0	0	0	**312**	**3**	**315**
		Grade 7 / Std 5 / AET 3	611	2	0	2	19	0	0	0	**615**	**19**	**634**
		Grade 8 / Std 6	271	0	0	3	11	0	0	0	**274**	**11**	**285**
	1	Grade 9 / Std 7 / AET 4 / General Education Certificate / N1	905	2	0	13	68	1	0	0	**920**	**69**	**989**
Further Education and Training	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	620	13	0	100	135	0	0	10	**733**	**145**	**878**
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	1300	10	0	135	323	3	0	4	**1445**	**330**	**1775**
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	2418	34	3	529	886	6	3	111	**2984**	**1006**	**3990**
Higher Education and Training	5	Higher Certificate	97	6	0	77	76	2	1	28	**180**	**107**	**287**
	6	Advanced Certificate / Diploma	46	2	1	25	45	1	1	12	**74**	**59**	**133**
	7	Bachelor Degree (360 credits) / Advanced Diploma	42	1	1	23	56	0	2	29	**67**	**87**	**154**
	8	Honours Degree / Postgraduate Diploma / Bachelors Degree (480 credits)	15	0	1	22	13	0	1	15	**38**	**29**	**67**
	9	Masters Degree	0	0	1	6	0	0	0	2	**7**	**2**	**9**
	10	Doctoral Degree	0	0	0	0	0	0	0	0	**0**	**0**	**0**
Grand Total			**8829**	**73**	**8**	**976**	**1778**	**14**	**8**	**233**	**9886**	**2033**	**11919**

CONTRACTORS LEVEL 1 VAAL RIVER TOTAL AS AT DECEMBER 2017

Band	NQF LEVEL	OLD SYSTEM	Male				Female				Male Total	Female Total	Grand Total
			African	Coloured	Indian	White	African	Coloured	Indian	White			
General Education and Training		No Schooling / Unknown	849	12	2	127	116	0	0	12	**990**	**128**	**1118**
		Pre-AET Fail	2	0	0	0	0	0	0	0	**2**	**0**	**2**
		Pre-AET	5	0	0	0	0	0	0	0	**5**	**0**	**5**
		Grade 1 / Sub A	1	0	0	0	0	0	0	0	**1**	**0**	**1**
		Grade 2 / Sub B	4	0	0	0	0	0	0	0	**4**	**0**	**4**
		Grade 3 / Std 1 / AET 1	19	0	0	0	0	0	0	0	**19**	**0**	**19**
		Grade 4 / Std 2	14	0	0	0	0	0	0	0	**14**	**0**	**14**
		Grade 5 / Std 3 / AET 2	22	0	0	0	0	0	0	0	**22**	**0**	**22**
		Grade 6 / Std 4	28	1	0	0	0	0	0	0	**29**	**0**	**29**
		Grade 7 / Std 5 / AET 3	47	0	0	0	1	0	0	0	**47**	**1**	**48**
		Grade 8 / Std 6	47	0	0	0	2	0	0	0	**47**	**2**	**49**
	1	Grade 9 / Std 7 / AET 4 / General Education Certificate / N1	60	1	0	0	6	0	0	0	**61**	**6**	**67**
Further Education and Training	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	66	0	0	20	9	0	0	1	**86**	**10**	**96**
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	96	2	0	10	7	0	0	0	**108**	**7**	**115**
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	113	4	0	55	16	0	0	7	**172**	**23**	**195**
Higher Education and Training	5	Higher Certificate	0	0	0	6	0	0	0	0	**6**	**0**	**6**
	6	Advanced Certificate / Diploma	3	0	0	0	0	0	0	0	**3**	**0**	**3**
	7	Bachelor Degree (360 credits) / Advanced Diploma	1	0	0	0	0	0	0	0	**1**	**0**	**1**
	8	Honours Degree / Postgraduate Diploma / Bachelors Degree (480 credits)	0	0	0	1	1	0	0	0	**1**	**1**	**2**
	9	Masters Degree	0	0	0	0	0	0	0	0	**0**	**0**	**0**
	10	Doctoral Degree	0	0	0	0	0	0	0	0	**0**	**0**	**0**
Grand Total			**1377**	**20**	**2**	**219**	**158**	**0**	**0**	**20**	**1618**	**178**	**1796**

ANNEXURE 2.2: FORM R – HARD TO FILL VACANCIES

TABLE 2.2: TOTAL VAAL RIVER CRITICAL AND SCARCE SKILLS		
DISCIPLINE	POSITION	OCCUPATIONAL LEVEL
Mining	Production/General Managers	Senior Management
Mining	Mining Engineers	Middle Management
Mining	Section Managers	Middle Management
Mining	Mine Overseers	Middle Management
Engineering	Engineering Managers	Senior Management
Engineering	Engineers - Electrical, Mechanical, Rock Engineers, Section Engineers	Middle Management
Engineering	Senior/Rock Engineering Officers	Middle Management
Engineering	Artisans - Riggers, Ropesman, Diesel Mechanics, Instrument technicians, etc.	Junior Management
Engineering	Winding Engine Drivers	Junior Management
MRM	MRM Managers/Geosciences Managers	Senior Management
MRM	Senior/Geologists	Middle Management
MRM	Senior/Surveyor/Evaluators/Planners	Middle Management
MRM	Mine Planning Technician	Middle Management
MRM	Draughts person	Middle Management
Metallurgy	Metallurgical Engineers	Middle Management
Metallurgy	Metallurgical/Plant Managers	Middle Management
Metallurgy	Metallurgist	Middle Management

ANNEXURE 2.3: FORM S - VAAL RIVER: BUSINESS UNITS % HDSA ACTUALS

TABLE 2.3.A: KOPANANG MINE WORKFORCE ACTUAL AS AT DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	25.0%	0%	0%	0%	0%	0%	25.0%	50%	0%	0%	100%	50%
Professionally qualified…management	26.7%	0%	3.3%	10.0%	0%	0%	10.0%	50%	0%	0%	100%	50%
Skilled technical…superintendents	44.4%	1.2%	0%	6.0%	0%	0%	3.1%	29.7%	15.2%	0.2%	100%	54.8%
Semi-skilled… decision making	55.9%	0.1%	0%	4.6%	0%	0%	0.1%	0.9%	38.3%	0.1%	100%	60.7%
Unskilled & defined dec. making	56.7%	0.5%	0%	16.4%	0%	0%	0%	0.8%	24.2%	1.4%	100%	73.6%
Total Permanent	**54.6%**	**0.5%**	**0%**	**11.4%**	**0%**	**0%**	**0.5%**	**4.9%**	**27.3%**	**0.8%**	**100%**	**67.0%**
Non-permanent employees	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**
Grand Total	**54.6%**	**0.5%**	**0%**	**11.4%**	**0%**	**0%**	**0.5%**	**4.9%**	**27.3%**	**0.8%**	**100%**	**67.0%**

TABLE 2.3.C: MOAB KHOTSONG & GREAT NOLIGWA MINE ACTUAL AS AT DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	100%	50.0%
Professionally qualified…management	17.9%	1.8%	0%	8.9%	0%	0%	10.7%	57.1%	3.6%	0%	100%	39.3%
Skilled technical…superintendents	37.1%	0.8%	0%	4.7%	0%	0%	2.8%	39.3%	15.3%	0%	100%	45.4%
Semi-skilled… decision making	50%	0.2%	0%	3.6%	0%	0%	0.2%	1.3%	44.6%	0.1%	100%	54.1%
Unskilled & defined dec. making	52.6%	0.2%	0%	14%	0%	0%	0%	0.5%	31.5%	1.2%	100%	66.8%
Total Permanent	**49.7%**	**0.3%**	**0%**	**9.7%**	**0%**	**0%**	**0.5%**	**5.8%**	**33.3%**	**0.7%**	**100%**	**60.2%**
Non-permanent employees	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**
Grand Total	**49.7%**	**0.3%**	**0%**	**9.7%**	**0%**	**0%**	**0.5%**	**5.8%**	**33.3%**	**0.7%**	**100%**	**60.2%**

TABLE 2.3.H: MINE WASTE SOLUTIONS WORKFORCE ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESGNATED			Total	Current % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	100%
Professionally qualified…management	26.3%	5.3%	0%	15.8%	0%	0%	5.3%	47.4%	0%	0%	100%	52.6%
Skilled technical…superintendents	36.2%	4%	0%	9.6%	0%	0%	1.7%	47.5%	1.1%	0%	100%	51.4%
Semi-skilled… decision making	62.7%	0.5%	0%	28.2%	0.5%	0%	2.9%	4.3%	1.0%	0%	100%	94.7%
Unskilled & defined dec. making	59.6%	0.7%	0%	36.0%	0%	0%	0%	0.7%	2.9%	0%	100%	96.3%
Total Permanent	**51.8%**	**1.8%**	**0.2%**	**23.6%**	**0.2%**	**0%**	**1.8%**	**19.0%**	**1.5%**	**0%**	100%	79.5%
Non-permanent employees	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grand Total	**51.7%**	**1.8%**	**0.2%**	**23.6%**	**0.2%**	**0.0%**	**2.0%**	**19.0%**	**1.5%**	**0%**	100%	79.6%

TABLE 2.3.H: METALLURGY EE ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESGNATED			Total	Current % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	22.2%	0%	0%	0%	0%	0%	11.1%	66.7%	0.0%	0%	100%	33.3%
Professionally qualified…management	**27.6%**	1.3%	0%	11.8%	0%	1.3%	15.8%	39.5%	1.3%	1.3%	100%	57.9%
Skilled technical…superintendents	49.7%	0.7%	0.3%	9.7%	0.5%	0.3%	6.2%	31.0%	1.5%	0.2%	100%	67.3%
Semi-skilled… decision making	67.3%	1.2%	0%	20.9%	0.5%	0%	0.9%	4.0%	5.0%	0.1%	100%	90.9%
Unskilled & defined dec. making	64.3%	1.7%	0%	20.5%	0.2%	0%	0%	1.5%	11.5%	0.2%	100%	86.8%
Total Permanent	**59.0%**	**1.1%**	**0.1%**	**16.7%**	**0.4%**	**0.2%**	**3.1%**	**14.0%**	**5.1%**	**0.2%**	100%	80.7%
Non-permanent employees	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%
Grand Total	**59.1%**	**1.1%**	**0.1%**	**16.7%**	**0.4%**	**0.2%**	**3.1%**	**14.0%**	**5.1%**	**0.2%**	100%	80.7%

TABLE 2.3.H: METALLURGY VAAL RIVER WORKFORCE ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	**DESIGNATED**							**NON-DESIGNATED**			**Total**	**Actual % HDSA**
	Male			**Female**				**White Male**	**Foreign Nationals**			
	A	**C**	**I**	**A**	**C**	**I**	**W**		**Male**	**Female**		
Senior management	0%	0%	0%	0%	0%	0%	16.7%	83.3%	0%	0%	**100%**	**16.7%**
Professionally qualified…management	25.9%	1.9%	0.0%	7.4%	0.0%	1.9%	18.5%	40.7%	1.9%	1.9%	**100%**	**55.6%**
Skilled technical…superintendents	44.1%	1.0%	0.2%	10.0%	0.5%	0.5%	6.5%	36.2%	0.7%	0.2%	**100%**	**62.8%**
Semi-skilled… decision making	65.2%	1.5%	0.0%	23.4%	0.7%	0.0%	0.9%	4.5%	3.5%	0.2%	**100%**	**91.8%**
Unskilled & defined dec. making	61.5%	2.3%	0.0%	23.0%	0.0%	0.0%	0.0%	2.9%	9.8%	0.6%	**100%**	**86.8%**
Total Permanent	**55.3%**	**1.4%**	**0.1%**	**17.9%**	**0.5%**	**0.3%**	**3.6%**	**17.1%**	**3.4%**	**0.3%**	**100%**	**79.1%**
Non-permanent employees	100%	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**100%**	**100%**
Grand Total	**55.4%**	**1.4%**	**0.1%**	**17.9%**	**0.5%**	**0.3%**	**3.6%**	**17.1%**	**3.4%**	**0.3%**	**100%**	**79.1%**

Note: SA Regional employees based at the South Africa Regional Offices are incorporated in the SA Regional Services plan which follows.

TABLE 2. 3.L: SOUTH AFRICAN REGIONAL SERVICES (SARS) 31 DECEMBER 2017												
Occupational Levels	**DESIGNATED**							**NON-DESIGNATED**			**Total**	**Actual % HDSA**
	Male			**Female**				**White Male**	**Foreign Nationals**			
	A	**C**	**I**	**A**	**C**	**I**	**W**		**Male**	**Female**		
Senior management	21.2%	9.1%	3.0%	3%	0%	0%	6.1%	54.5%	3.0%	0%	**100%**	**42.4%**
Professionally qualified…management	10.1%	3.6%	2.9%	8%	0.7%	2.9%	23.2%	47.8%	0.7%	0%	**100%**	**51.4%**
Skilled technical…superintendents	28.8%	0.8%	0.5%	14.8%	1.8%	0.5%	19.6%	29.1%	3.8%	0.3%	**100%**	**66.8%**
Semi-skilled… decision making	43.9%	0.3%	0%	33.4%	0.3%	0.3%	8.4%	0.7%	12.2%	0.3%	**100%**	**86.8%**
Unskilled & defined dec. making	44.9%	0.3%	0%	39.6%	0%	0%	0%	0.8%	12.8%	1.6%	**100%**	**84.8%**
Total Permanent	**35.0%**	**1.1%**	**0.6%**	**25.7%**	**0.7%**	**0.6%**	**11.0%**	**16.6%**	**8.2%**	**0.7%**	**100%**	**74.6%**
Non-permanent employees	35.7%	0%	3.6%	32.1%	3.6%	0%	10.7%	14.3%	0%	0%	**100%**	**85.7%**
Grand Total	**35.0%**	**1.0%**	**0.6%**	**25.8%**	**0.8%**	**0.6%**	**11.0%**	**16.5%**	**8.0%**	**0.6%**	**100%**	**74.8%**

TABLE 2. 3.L: VR SOUTH AFRICAN REGIONAL SERVICES (SARS) ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	30%	0%	0%	0%	0%	0%	10%	50%	10%	0%	**100%**	**40.0%**
Professionally qualified…management	**9.5%**	2.7%	0%	4.1%	0%	1.4%	24.3%	56.8%	1.4%	0.0%	**100%**	**41.9%**
Skilled technical…superintendents	29.1%	1.5%	1.0%	11.7%	1.0%	0.5%	17.5%	35.0%	2.9%	0.0%	**100%**	**62.1%**
Semi-skilled… decision making	45.6%	0%	0%	33.3%	0%	0%	7.6%	1.2%	12.3%	0.0%	**100%**	**86.5%**
Unskilled & defined dec. making	42.6%	0.5%	0%	42.1%	0%	0%	0%	1.0%	12.9%	1.0%	**100%**	**85.1%**
Total Permanent	**35.3%**	**0.9%**	**0.3%**	**25.5%**	**0.3%**	**0.3%**	**10.3%**	**18.6%**	**8.3%**	**0.3%**	**100%**	**72.9%**
Non-permanent employees	**20%**	**0%**	**10%**	**20%**	**0%**	**0%**	**30%**	**20%**	**0%**	**0%**	**100%**	**80%**
Grand Total	**35.1%**	**0.9%**	**0.4%**	**25.4%**	**0.3%**	**0.3%**	**10.5%**	**18.6%**	**8.2%**	**0.3%**	**100%**	**73.0%**

TABLE 2.3.J: ANGLOGOLD ASHANTI HEALTH (AGAH) ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	14.3%	0%	14.3%	0%	0%	0%	0%	71.4%	0%	0%	**100%**	**28.6%**
Professionally qualified…management	36.8%	0.0%	0%	36.8%	5.3%	0.0%	10.5%	5.3%	5.3%	0%	**100%**	**89.5%**
Skilled technical…superintendents	25.1%	0%	0%	46.8%	0.5%	0.5%	23.6%	2.5%	0%	1.0%	**100%**	**96.6%**
Semi-skilled… decision making	31.2%	1%	0%	58.2%	1.0%	0.0%	5.8%	1.4%	1.4%	0.3%	**100%**	**96.9%**
Unskilled & defined dec. making	22.6%	0%	0%	61.3%	3.2%	0%	0%	0%	9.7%	3.2%	**100%**	**87.1%**
Total Permanent	**28.4%**	**0.4%**	**0.2%**	**52.7%**	**1.1%**	**0.2%**	**12.1%**	**2.7%**	**1.4%**	**0.7%**	**100%**	**95.1%**
Non-permanent employees	33.3%	0%	4.2%	37.5%	0%	0%	16.7%	8.3%	0%	0%	**100%**	**91.7%**
Grand Total	**28.6%**	**0.3%**	**0.3%**	**52.1%**	**1.0%**	**0.2%**	**12.3%**	**3.0%**	**1.4%**	**0.7%**	**100%**	**95.0%**

TABLE 2.3.J: VR ANGLOGOLD ASHANTI HEALTH (AGAH) ACTUAL AS AT 31 DECEMBER 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Senior management	25%	0%	0%	0%	0%	0%	0%	75%	0%	0%	100%	25%
Professionally qualified…management	40%	0%	0%	50%	0%	0%	0%	10%	0%	0%	100%	90%
Skilled technical…superintendents	24.2%	0%	0%	53.8%	0%	0.8%	18.2%	2.3%	0%	0.8%	100%	97%
Semi-skilled… decision making	28.5%	1.0%	0%	63.5%	1.5%	0%	4.5%	1.0%	0%	0%	100%	99%
Unskilled & defined dec. making	12%	0%	0%	68%	4%	0%	0%	0%	12%	4%	100%	84%
Total Permanent	**26.1%**	**0.5%**	**0%**	**59.3%**	**1.1%**	**0.3%**	**8.9%**	**2.4%**	**0.8%**	**0.5%**	**100%**	**96.2%**
Non-permanent employees	33.3%	0%	4.8%	33.3%	0%	0%	19.0%	9.5%	0.0%	0.0%	100%	90.5%
Grand Total	**26.5%**	**0.5%**	**0.3%**	**57.9%**	**1.0%**	**0.3%**	**9.4%**	**2.8%**	**0.8%**	**0.5%**	**100%**	**95.9%**

VAAL RIVER INCLUDING CORPORATE ACTUAL AS DEC 2017												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White Male	Foreign Nationals			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14.3%	0%	0%	14.3%	0%	14.3%	0%	28.6%	14.3%	14.3%	100%	42.9%
Senior management	14.1%	0%	6.4%	5.1%	2.6%	3.8%	10.3%	50%	6.4%	1.3%	100%	42.3%
Professionally qualified…management	17.2%	2.1%	1.2%	9.5%	0.6%	1.8%	18.3%	45.6%	2.7%	1.2%	100%	50.6%
Skilled technical…superintendents	37.5%	1.3%	0.2%	10.7%	0.5%	0.3%	7.0%	33.8%	8.5%	0.2%	100%	57.5%
Semi-skilled… decision making	53.2%	0.4%	0%	12.5%	0.2%	0%	1.0%	1.7%	30.8%	0.1%	100%	67.4%
Unskilled & defined dec. making	53.9%	0.4%	0%	16.9%	0%	0%	0%	0.7%	26.9%	1.2%	100%	71.2%
Total Permanent	**49.5%**	**0.6%**	**0.1%**	**14.1%**	**0.2%**	**0.1%**	**2.1%**	**8.3%**	**24.2%**	**0.7%**	**100%**	**66.8%**
Non-permanent employees	31.1%	0%	6.7%	22.2%	0%	0%	20.0%	20%	0%	0%	100%	80%
Grand Total	**49.5%**	**0.6%**	**0.1%**	**14.1%**	**0.2%**	**0.1%**	**2.2%**	**8.4%**	**24.1%**	**0.7%**	**100%**	**66.9%**