



PLEASE READ THIS FIRST	SECTION A: EMPLOYER DETAILS & INSTRUCTIONS	
<p style="text-align: center;">↓</p> <p>PURPOSE OF THIS FORM</p> <p>This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.</p> <p>This form contains the format for employment equity reporting by designated employers to the Department of Labour.</p> <p>WHO COMPLETES THIS FORM?</p> <p>All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.</p> <p>WHEN SHOULD EMPLOYERS REPORT?</p> <p>Designated employers must submit their report annually on the first working day of October or by 15 January of the following year in the case of electronic reporting.</p> <p>Employers who become designated on or after the first working day of April but before the first working day of October must only submit their first report on the first working day of October of the following year.</p> <p>SEND TO:</p> <p>Employment Equity Registry The Department of Labour Private Bag X117 Pretoria 0001</p> <p>Online reporting: www.labour.gov.za Helpline: 0860101018</p> <p>NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED</p>	Trade name	ANGLOGOLD ASHANTI LTD
	DTI registration name	ANGLOGOLD ASHANTI LTD
	DTI registration number	1944/17354/06
	PAYE/SARS number	9640/006/60/8P
	UIF reference number	18596
	EE reference number	4930
	Seta classification	MINING QUALIFICATIONS AUTHORITY
	Industry/Sector	MINING AND QUARRYING
	Telephone number	(018) 700 8286
	Postal address	P.O.BOX 62117
		MARSHALLTOWN
	Postal code	2107
	City/Town	JOHANNESBURG
	Province	GAUTENG
	Physical address	76 JEPPE STREET
		NEWTOWN
		JOHANNESBURG
	Postal code	2001
	City/Town	JOHANNESBURG
	Province	GAUTENG
Details of CEO/Accounting Officer at the time of submitting this report		
Name and surname	MR. KELVIN DUSHNISKY	
Telephone number	011 637 6165	
Fax number	011 637 6666	
Email address	KDUSHNISKY@ANGLOGOLDASHANTI.COM	
Details of Employment Equity Senior Manager at the time of submitting this report		
Name and Surname	MRS. KAYLASH NAIDOO	
Telephone number	011 637 6185	
Fax number	086 678 0132	
Email address	KNAIDOO@ANGLOGOLDASHANTI.COM	
Business type		
<input checked="" type="checkbox"/> Private Sector	<input type="checkbox"/> State-Owned Enterprise	
<input type="checkbox"/> National Government	<input type="checkbox"/> Provincial Government	
<input type="checkbox"/> Local Government	<input type="checkbox"/> Educational Institution	
<input type="checkbox"/> Non-profit Organisation		
Information about the organisation at the time of submitting this report		
Number of employees in the organisation	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more	
Is your organisation an organ of State?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Is your organisation part of a group / holding company?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
If yes, please provide the name	_____	
Year for which this report is submitted	_____ 2018 _____	

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

From (date): 01 / 08 / 2017 to (date): 31 / 07 / 2018
DD / MM / YYYY DD / MM / YYYY

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

From (date): 01 / 08 / 2018 to (date): 31 / 07 / 2019
DD / MM / YYYY DD / MM / YYYY

PLEASE READ THIS FIRST

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

SECTION B: WORKFORCE PROFILE**1. WORKFORCE PROFILE**

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	2	1	0	1	0	1	1	7
Senior management	23	4	14	83	7	3	5	12	8	1	160
Professionally qualified and experienced specialists and mid-management	70	10	14	187	46	7	14	90	10	6	454
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	683	21	4	517	224	21	9	197	118	3	1797
Semi-skilled and discretionary decision making	1397	7	1	35	455	10	1	54	647	3	2610
Unskilled and defined decision making	2193	6	0	16	586	3	0	1	904	18	3727
TOTAL PERMANENT	4367	48	33	840	1319	44	30	354	1688	32	8755
Temporary employees	0	0	0	1	0	0	0	0	0	0	1
GRAND TOTAL	4367	48	33	841	1319	44	30	354	1688	32	8756

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	1	0	0	0	1	0	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	0	1	0	0	0	0	0	0	2
Semi-skilled and discretionary decision making	3	0	0	0	0	0	0	0	1	0	4
Unskilled and defined decision making	24	0	0	0	4	0	0	0	16	0	44
TOTAL PERMANENT	28	0	0	2	4	0	0	1	17	0	52
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	28	0	0	2	4	0	0	1	17	0	52

SECTION C: WORKFORCE MOVEMENT

2. Recruitment

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	3	5	0	1	0	0	0	0	9
Professionally qualified and experienced specialists and mid-management	0	0	1	8	1	0	0	1	0	0	11
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	11	0	0	3	11	1	0	3	0	0	29
Semi-skilled and discretionary decision making	101	2	0	5	54	1	0	4	0	1	168
Unskilled and defined decision making	12	0	0	0	12	0	0	0	5	0	29
TOTAL PERMANENT	124	2	4	21	78	3	0	8	5	1	246
Temporary employees	0	0	0	3	0	0	0	0	0	0	3
GRAND TOTAL	124	2	4	24	78	3	0	8	5	1	249

3. Promotion

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	7	1	0	0	1	0	0	9
Professionally qualified and experienced specialists and mid-management	1	1	0	0	1	0	1	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	48	0	0	3	11	1	0	1	4	0	68
Semi-skilled and discretionary decision making	24	1	0	2	2	0	0	0	5	0	34
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	73	2	0	12	15	1	1	2	9	0	115
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	73	2	0	12	15	1	1	2	9	0	115

4. Termination

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	8	0	0	19	2	0	1	4	0	0	34
Professionally qualified and experienced specialists and mid-management	54	10	4	137	25	1	1	35	9	2	278
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	989	21	4	786	254	3	1	139	222	3	2422
Semi-skilled and discretionary decision making	2720	21	2	89	563	8	2	46	1693	3	5147
Unskilled and defined decision making	4639	24	1	48	1240	0	0	2	2157	83	8194
TOTAL PERMANENT	8410	76	11	1079	2084	12	5	226	4081	91	16075
Temporary employees	0	0	0	1	0	0	0	0	1	0	2
GRAND TOTAL	8410	76	11	1080	2084	12	5	226	4082	91	16077

SECTION D: SKILLS DEVELOPMENT

5. Skills Development

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

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	5	0	2	16	1	0	5	4	33
Professionally qualified and experienced specialists and mid-management	30	3	6	49	22	3	3	26	142
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1037	22	5	682	255	11	5	110	2127
Semi-skilled and discretionary decision making	2014	13	2	57	409	6	0	34	2535
Unskilled and defined decision making	3320	21	0	31	808	0	0	0	4180
TOTAL PERMANENT	6406	59	15	835	1495	20	13	174	9017
Temporary employees	1	0	0	0	0	0	0	0	1
GRAND TOTAL	6407	59	15	835	1495	20	13	174	9018

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical goals

6.1. Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile **including people with disabilities**) you project to achieve at the end of your current Employment Equity Plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites:

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	2	1	0	1	0	1	1	7
Senior management	20	4	13	74	7	3	5	11	7	1	145
Professionally qualified and experienced specialists and mid-management	57	8	11	170	39	6	14	80	9	6	400
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	547	18	3	451	118	15	6	138	111	1	1408
Semi-skilled and discretionary decision making	1003	4	0	16	195	5	1	29	533	0	1786
Unskilled and defined decision making	1788	6	0	13	455	2	0	1	779	9	3053
TOTAL PERMANENT	3416	40	27	726	815	31	27	259	1440	18	6799
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	3416	40	27	726	815	31	27	259	1440	18	6799

7. Numerical targets

7.1. Please indicate the numerical targets as contained in the EE Plan (i.e. the entire workforce profile **including people with disabilities**) you project to achieve at the end of the next reporting cycle, in terms of occupational levels.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	2	1	0	1	0	1	1	7
Senior management	20	4	13	74	7	3	5	11	7	1	145
Professionally qualified and experienced specialists and mid-management	57	8	11	170	39	6	14	80	9	6	400
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	547	18	3	451	118	15	6	138	111	1	1408
Semi-skilled and discretionary decision making	1003	4	0	16	195	5	1	29	533	0	1786
Unskilled and defined decision making	1788	6	0	13	455	2	0	1	779	9	3053
TOTAL PERMANENT	3416	40	27	726	815	31	27	259	1440	18	6799
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	3416	40	27	726	815	31	27	259	1440	18	6799

SECTION F: MONITORING & EVALUATION

8. Consultation

8.1. Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

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

9. Barriers and affirmative action measures

9.1. Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIME-FRAME FOR IMPLEMENTATION OF AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures	Yes	-	Yes	-	01/10/2013	31/07/2019
Advertising positions	Yes	-	Yes	-	01/08/2016	31/07/2019
Selection criteria	Yes	-	Yes	-	01/08/2013	31/07/2019
Appointments	Yes	-	Yes	-	01/08/2016	31/07/2019
Job classification and grading	Yes	-	Yes	-	01/08/2016	31/07/2019
Remuneration and benefits	Yes	-	Yes	-	01/02/2014	31/07/2019
Terms & conditions of employment	-	No	-	No		
Job assignments	-	No	-	No		
Work environment and facilities	Yes	-	Yes	-	01/08/2014	31/07/2019
Training and development	Yes	-	Yes	-	01/08/2013	31/07/2019
Performance and evaluation	-	No	-	No		
Promotions	-	No	-	No		
Transfers	-	No	-	No		
Succession & experience planning	Yes	-	Yes	-	01/10/2013	31/07/2019
Disciplinary measures	Yes	-	Yes	-	01/08/2016	31/07/2019
Dismissals	-	No	-	No		
Retention of designated groups	Yes	-	Yes	-	01/08/2014	31/07/2019
Corporate culture	Yes	-	Yes	-	01/08/2016	31/07/2019
Reasonable accommodation	Yes	-	Yes	-	01/10/2013	31/07/2019
HIV&AIDS prevention and wellness programmes	-	No	-	No		
Assigned senior manager(s) to manage EE implementation	-	No	-	No		
Budget allocation in support of employment equity goals	-	No	-	No		
Time off for employment equity consultative committee to meet	-	No	-	No		

10. Monitoring and evaluation of implementation

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

Monthly	Quarterly
x	

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

Yes	No	Please explain
X		<p>Our commitment to transformation is illustrated by our sustained employment equity (EE) profile. Despite ongoing organisational restructuring, we have largely maintained the EE gains achieved in recent years.</p> <p>Across our workforce, aggregated levels of historically disadvantaged South African (HDSA) representation have continued to improve. By first half of this year, aggregate HDSA representation at top management level was 43%, senior management level 43%, middle management level 55% and 64% for junior management level.</p> <p>Progress has been made in identifying and prioritising succession planning for key and critical positions emphasise on Employment Equity.</p> <p>The commitment to Transformation and Employment Equity, notwithstanding the current business challenges and restructuring imperatives remain an important business objective.</p>

SECTION G: Signature of the Chief Executive Officer/Accounting Officer

Chief Executive Officer/Accounting Officer

I KELVIN MISHKIN (full Name) CEO Accounting Officer of _____

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

Signed on this 11th day of DECEMBER (month) year 2018

At (place): Shamesburg.

Mishkin

Chief Executive Officer/Accounting Officer