

AngloGold Ashanti Vaal River Operations

Social and Labour Plan 2015-2019

Date of Original submission: 31 October 2014
Date of Revised submission: 11 July 2016

Vaal River Mining Rights:

1. MPTRO REF: 12/2009, including endorsement in terms of Section 102 MPTRO REF: 15/2012 (DMR Reference No.: NW30/5/1/1/2/016MR) ("Vaal River Operations: Moab Khotsong, Great Nologwa and Kopanang mines") pending MPRDA Section 102 /Regulation44 application to incorporate Mine Waste Solutions into this Mining Right.
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" pending Section 102 application for inclusion of minerals and extension of mining area to include further farm portions i.e. Vaalbrug Dolomiet, De Pont Landing and Altona.

And in support of the following application for a new order mining right made on the SAMRAD system:

- A portion of the Farm Altona 50HP (which is an area adjacent to areas covered by the aforementioned right in 1 above, currently applied for under DMR REF No.: NW/30/5/1/1/2/10039MR. A Section 102 Application was submitted on Monday, 18 February 2013 to incorporate the Altona mining right application area into the Grootdraai Mining Right. Once S102 application has been granted, the Altona Mining Right application will be withdrawn.



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11 July 2016

I, **Chris Sheppard**, the Chief Operating Officer: South Africa Region of AngloGold Ashanti Limited (Company), undersigned and duly authorized thereto by AngloGold Ashanti Limited, undertake to ensure that the company will adhere to the requirements, commitments and conditions as set out in this five year Social and Labour Plan for the period 2015 – 2019 which was submitted on 31 October 2014 and revised as per the directive of the North West Department of Mineral Resources on 11 July 2016.

Signed at Carletonville on this 11th day of July 2016.

Signature:
Chief Operating Officer, South Africa Region



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SLP 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
ATDS	AngloGold Ashanti's Training and Development Services
ATR	Annual Training Report
BBBEE	Broad Based Black Economic Empowerment
BEE	Black Economic Empowerment
BO	Black Owned
BWO	Black Women Owned
CBOs	Community Based Organisations
CSDC	Central Skills Development Committee
CSI	Corporate Social Investment
DMR	Department of Mineral Resources
DoL	Department of Labour
DTI	Department of Trade and Industry
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

SLP Glossary Of Terms And Acronyms / Abbreviations

Abbreviation	Full Word
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
METF	Mineral Education Trust Fund
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 the 11 May 2004.
MPRDA Regulations	Mineral Petroleum Resources Development Regulations as Gazetted by the President on 23 April 2004.
MQA	Mines Qualifications Authority
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
NPO	Non-Profit Organisation
NQF	National Qualifications Framework
NUM	National Union of Mineworkers (South Africa)
NWP	North West Province
Paterson Grading System	Job Evaluation System generally used in the South African Mining Industry and AngloGold Ashanti SAR Operations
PEA /PER	Personal Effectiveness Appraisal /Personal Effectiveness Review
QCTO	Quality Council for Trades and Occupations
Rand (R)	South African Rand
RPL	Recognition of Prior Learning
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
SEAP	Stakeholder Engagement Action Plans - plan to engage with stakeholders, formally and timeously in respect of issues that relate to the operation and may affect them

SLP Glossary Of Terms And Acronyms / Abbreviations

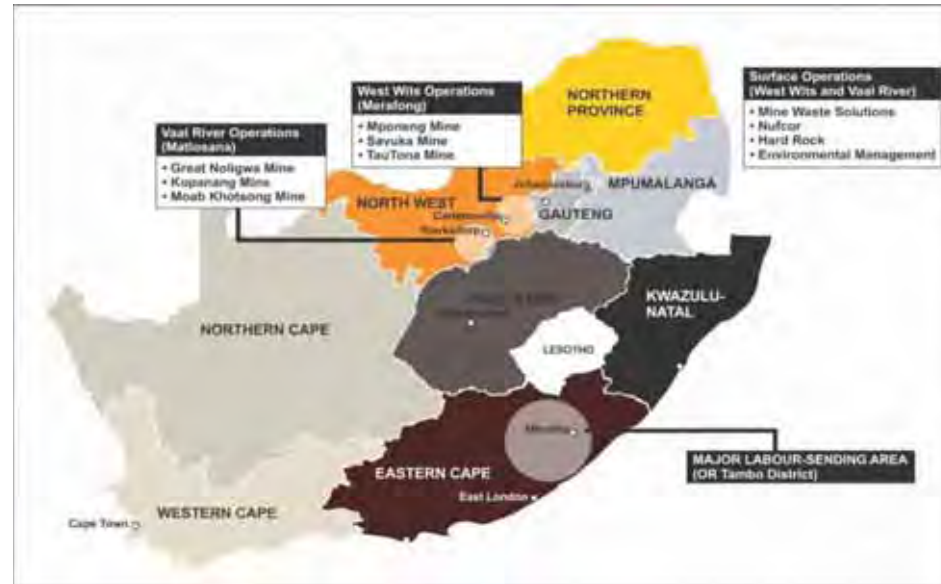
Abbreviation	Full Word
SETA	Sector Education Training Authority
SLP	Social and Labour Plan
SMME's	Small, Medium and Micro Enterprises
Solidarity	Solidarity Trade Union
SoR	Subordinate-once-Removed
SP	Systems for People
Teba	The Employment Bureau of Africa- An institution that has historically recruited 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 (AGA) is a global gold mining and exploration company with a diverse portfolio of mining operations and projects on four continents, headquartered in Johannesburg, South Africa. AngloGold Ashanti has 20 operations in 10 countries of which 6 of these operations are located in South Africa, 3 of which are located in Merafong (WW) and Matlosana (VR), respectively.



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 Nologwa and Kopanang mines/Production Operations, Note: Mine Waste Solutions Operations to be included, pending Ministerial consent in terms of MPRDA Section102 of the MPRDA
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:	Gold
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, our priority.

SAFETY



We treat one another with *dignity* and respect.

DIGNITY & RESPECT



We value *diversity*.

DIVERSITY



We aim to deliver on our commitments and to be *accountable* for our actions.

ACCOUNTABILITY



We strive to add value to the *communities* and *societies* in which we operate.

COMMUNITIES



We respect the *environment*.

ENVIRONMENT

BREAKDOWN OF EMPLOYEES

AGA South Africa Region Operations has a total workforce of **34 352 employees (including around 5000 contractors)**, of which **18 375 are at the Vaal River operations** and 15 977 at the West Wits. 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).

The following is a summary of the breakdown as contained in Annexure 1.1

BREAKDOWN OF EMPLOYEES: Vaal River as at 6 August 2014		
Country of origin	Province	Vaal River Total
SOUTH AFRICA	NORTH WEST	8 604
	EASTERN CAPE	3 039
	FREE STATE	1 164
	GAUTENG	953
	KWAZULU NATAL	395
	LIMPOPO	224
	MPUMALANGA	133
	NORTHERN CAPE	70
	WESTERN CAPE	11
	SUB TOTAL	14 593
SWAZILAND		406
ZIMBABWE		7
BOTSWANA		57
DEMOCRATIC REP OF CONGO		1
LESOTHO		1 993
MOZAMBIQUE		1 318
	SUB TOTAL	3 782
<i>(Note: these figures including Major Contractors)</i>	TOTAL	18 375

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 taken into account 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 6 August 2014 (incl Mine + Contractor Type 1, 2 and 3)				
DISTRICT	VAAL RIVER	WEST WITS	NO.	AGA's ORDER OF PRIORITY
OR TAMBO	1 284	1 671	2 955	1
AMATOLE (EL)	846	747	1 593	2
CHRIS HANI	440	572	1 012	3
ALFRED NZO	265	378	643	4
JOE GQABI / UKHAHLAMBA	180	205	385	5
NELSON MANDELA (PE)	6	5	11	6
CACADU	3	1	4	7
OTHER (ORIGIN UNKNOWN)	15	55	70	
GRAND TOTALS	3 039	3 634	6 673	

In developing this 2015-2019 SLP, cognisance was taken of the approved 2010-2014 SLP.

AngloGold Ashanti hereby lodges its Vaal River Operations Social and Labour Plan for the period 2015-2019 in compliance with the provisions of Section 23 of the MPRDA.

The following are the mining rights covered in this Vaal River Operations Social and Labour Plan for the period 2015-2019:

1. MPTR0 REF: 12/2009, including endorsement in terms of Section 102 MPTR0 REF: 15/2012 (DMR Reference No.: NW30/5/1/1/2/016MR) ("Vaal River Operations: Moab Khotsong, Great Nologwa and Kopanang mines") pending MPRDA Section 102 /Regulation44 application to incorporate Mine Waste Solutions into this Mining Right.
2. MPTR0 REF: 05/2008 (DMR Reference No.: NW30/5/1/2/2/04MR) ("Edom and Kleinfontein")
3. MPTR0 REF: 80/2007 (DMR Reference No: NW30/5/1/2/2/15MR) ("Moab Extension")
4. MPTR0 REF: 105/2013 (DMR Reference No.: NW30/5/1/1/2/14MR) in respect of the "Farm Grootdraai" pending MPRDA Section 102/Regulation44 application for inclusion of minerals and extension of mining area to include further farm portions i.e. Vaalbrug Dolomite, De Pont Landing and Altona; And

In support of the following application for a new order mining right made on the SAMRAD system:

- A portion of the Farm Altona 50HP (which is an area adjacent to areas covered by the aforementioned right in 1 above, currently applied for under DMR REF No.: NW/30/5/1/1/2/10039MR. A Section 102 Application (S102) was submitted on Monday, 18 February 2013 to incorporate the applied for Altona mining right area into the existing Grootdraai Mining Right. Once S102 application has been granted, the Altona Mining Right application will be withdrawn.

B. BACKGROUND AND CONTEXT ON THE 2015-2019 SLP

AngloGold Ashanti, in compliance with the provisions of Section 23 of the MPRDA, lodged its Vaal River Operations Social and Labour Plan for the period 2004-2009 on 29 October 2004, followed by the second SLP submission for the period 2010-2014 on 31 August 2010 and this submission for 2015 -2019 on the 31 October 2014.

Subsequent to the consultation with the DMR regarding the approval of the above-mentioned 2015-2019 SLP on 10 November 2015, the company, on 29 February 2016, submitted proof of consultation with the Matlosana Local Municipality and the OR Tambo District Municipalities as was directed by the DMR at the above-mentioned meeting.

On the 27 June 2016, at a meeting between AGA and the DMR regarding approval of the 2015-2019 SLP, the DMR further directed that the company gets another Proof Of Consultation from the Matlosana Local Municipality and the OR Tambo District Municipality which should be signed by the Municipalities on their own letter heads The DMR also directed that the Annexures to the SLP that dealt with the projects contained in the 2010-2014 SLP Section 102/Regulation 44 be removed from the SLP and that the company further consult with the Matlosana Local Municipality regarding the inclusion of an alternative project to the LED Project on the Land Acquisition/Bulk Infrastructure Development at Khuma Township should the Municipality fail to acquire the land by June 2017. The company subsequently engaged with the Matlosana Local municipality regarding the alternative project and the building of a Swimming Pool at Khuma Township as was requested by the Municipality at the Mandating Committee between the parties held on 1 June 2016 was agreed upon by the parties as an alternative project to the Land Acquisition/Bulk Infrastructure Development project.

The company subsequently submitted the proof of consultation letters for Matlosana Local Municipality and OR Tambo District Municipality on 29 June 2016 and 30 June 2016 respectively, duly signed by the respective Executive Mayors, as was directed by the DMR.

The company subsequently submitted the Revised VR SLP for the period 2015-2019 to the DMR Offices on 11 July 2016 having fully addressed all the issues as raised by the DMR at the meeting between the parties held on 27 June 2016, and having adjusted the implementation dates for the 2015 and 2016 SLP LED projects and the Financial Provision Table.

The delivery of the LED project as committed in this SLP shall therefore be dependant on the date on which to implement them shall be granted by the NW DMR.

C. SUMMARY - PERFORMANCE AGAINST THE MINING CHARTER SCORECARDS

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 2010 -2014 scorecard achievements as at the end of September 2014.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER 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	As at 30 Sept 2014
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	March 2011	March 2011	March 2012	March 2012	March 2013	March 2013	March 2014	March 2014	June 2014	N/A
2	Ownership	Minimum target for effective HDSA ownership	Meaningful economic participation	26%	15%	26.8%	----->	26.8%	----->	26.8%	----->	26.8%	26%	26.8%
			Full shareholder rights	26%	15%	26.8%	----->	26.8%	----->	26.8%	----->	26.8%	26%	26.8%
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	Base-line	18%	25%	38%	50%	64%	75%	100%	100%	100%
		Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units.	Family units established	Base-line	57%	25%	70%	50%	80%	75%	100%	100%	100%
		Note on Vaal River Operations from AngloGold Ashanti.	Implement initiatives to facilitate home ownership eg. Preference surveys, advice on purchasing homes, training on benefits of home ownership	No target set										
4	Procurement & Enterprise Development	Procurement spent from BEE entity	Capital goods	40%	5%	39%	10%	39%	20%	34%	30%	67%	40%	42%
			Services	70%	30%	29%	40%	39%	50%	36%	60%	54%	70%	71%
			Consumable goods	50%	10%	40%	15%	52%	25%	46%	40%	59%	50%	65%
		Multinational suppliers contribution to the social fund	Annual spend on procurement from multinational suppliers	0.5% of procurement value	0.5%	Awaiting DMR guidance								

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER 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	As at 30 Sept 2014		
5	Employment Equity	Diversification of the workplace to reflect the country's demographics to attain competitiveness. Note by AGA: Actuals adapted to correct any white female representation over 6%	Board Level	40%				45%			42%			56%		55.6%
			Top Management (F Band)	40%	20%	25% **	25.0%	40.0%	30.0%	40.0%	35.0%	37.5%	40.0%	42.9%		
			Senior Management (E Band)	40%	20%	22.2%	25.0%	26.4%	30.0%	32.1%	35.0%	31.3%	40.0%	39.6%		
			Middle Management	40%	30%	35.0%	35.0%	43.4%	40.0%	46.7%	40.0%	47.4%	40.0%	46.9%		
			Junior Management	40%	40%	48.5%	40.0%	52.6%	40.0%	53.2%	40.0%	53.1%	40.0%	54.1%		
		Core Skills	40%	15%	49.0%	20.0%	52.3%	30.0%	52.4%	35.0%	51.4%	40.0%	51.5%			
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%	5.82%	4.50%	6.70%	5.00%	7.84%		
7	Mine community development	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis.	Implement approved community projects in line with IDP's of local and major labour sending municipalities.	Up-to-date project implementation.		R23 672 979		R 11 751 964.19 (Community Development) plus Community HRD R8 995 509 Which amounts to 1.1% NPAT							R32,547,611.55 YTD	
	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 Communities IDP	Projects that prove to viable are all on target for delivery by 2014. Projects are removed and added after consultation with stakeholders						R34,238,990. This amounts to 2.78% of NPAT.		R47,412,413.41				
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%	Annual progress achieved against approved EMPs.	EMP compliance assessments every two years once approved.	Annual progress achieved against approved EMPs.	EMP compliance assessments every two years once approved.	Annual progress achieved against approved EMPs.	The DMR approved the revised Environmental Management Programme (EMP) in 2012.	Annual progress achieved against approved EMPs.	The DMR approved the revised Environmental Management Programme (EMP) in 2012.	Annual progress achieved against approved EMPs.	The DMR approved the revised Environmental Management Programme (EMP) in 2012. Formal environmental performance assessments were conducted & submitted to the DMR in 2014.		
		Improvement of the industry's mine health and safety performance.	Implementation of tripartite action plan on health and safety.	100%	Annual progress achieved	100%	Annual progress achieved	100%	Annual progress achieved	97%	Annual progress achieved	Annual update	Annual progress achieved	Annual update		
		Utilisation of South African based research facilities for analysis of samples across the mining value chain	Percentage of samples in South African facilities	100%	Establish baseline	To be clarified with DMR	25%	To be clarified with DMR	50%	100%	75%	100%	100%	100%	100%	

SUMMARY- PERFORMANCE AGAINST THE MINING CHARTER TARGETS

The following constitutes the company's (AGA Vaal River) performance against the Mining Charter targets:

Ownership - AGA has managed to achieve 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 following is a brief outline of AGA South Africa Region's Black Economic Empowerment Ownership Status:

AngloGold Ashanti's BEE ownership contribution is measured in respect of transactions with three BEE entities.

Sale of assets to ARMgold Limited (ARM):

- **January 1998** – Sale to ARM of Vaal Reefs No 1-7 shafts
- **July 1998** – Sale to ARM of Freegold's Western Holdings shafts 1, 2, 3, 4, 6, 7 and Welkom gold plant
- **January 2002** – Sale of Free State assets (Bambanani, Joel, Matjhabeng, Tshepong, Jeanette shares, plus surface infrastructure) to ARM/Harmony joint venture.

By direction of the then DME/DMR, the "credits" AGA is entitled to claim was calculated by the "units of production" provision of the Mining Charter based on AGA and attributable ARMgold production for the 12 months ended March 2004 – the last production data available at the time AGA applied for the conversion of its mining rights. ARMgold's attributable production in respect of former AGA assets for that period was 848,602ozs. AGA production at its South African assets in the same 12 month period was 3,232,000ozs.

AngloGold Ashanti's overall HDSA participation in respect of ARMgold is therefore 20.8% (848,602ozs as a percentage of 3,232,000 + 848,602ozs).

Employee Share Ownership Plan (ESOP) and Izingwe Holdings:

When AngloGold Ashanti was awarded its new order mining rights in 2005, one condition was that it fulfils its undertaking to the DMR that it would introduce an ESOP and carry out a further BEE transaction to complete its ownership obligations in terms of the Mining Charter. That obligation was fulfilled after a period of consultation between AGA and the unions representing the approximately 30,000 eligible members of the company's SA workforce at that time, and the leadership of Izingwe Holdings, a BEE company chaired by Siphon Pityana.

The transactions were announced in October 2006, involving the transfer of 3 840 000 (25% of them free shares and the remainder E shares operating in a manner similar to share options) to an employee share trust, the Bokamoso ESOP Trust, and 1 400 000 E shares to Izingwe.

The transactions were vendor-financed, and there is no possibility of any downside for BEE entities.

The ESOP transaction comprised a transfer of 4, 5% ownership in terms of the Mining Charter, and the Izingwe Holdings (Pty) Ltd transaction 1.5% this taking AGA's total HDSA ownership credit to 26, 8%.

Between the December 2006 launch date and December 2013, a total of R431 789 291 flowed to members of the Bokamoso Employee Ownership Share Plan. Of this, R14 624 894 was paid in dividends, R360 881 586 as a consequence of the vesting of free and loan shares, and R56 282 912 due to the proceeds of a rights issue in 2009.

In the same period our BEE partner Izingwe Holdings received a total of R8 830 500 in dividend flows and R22 252 455 as a consequence of the rights issue. In addition, Izingwe received 39 052 AGA shares as a consequence of the November 2011 vesting date. It is unknown at what price Izingwe sold the shares through its own brokerage house. The share price at which the vesting took place was R358.50. Izingwe received R28 063 597 as a consequence of the November 2012 and November 2013 vestings.

Due to international market conditions, the prevailing share price was “underwater” at the dates of the vesting of the first two tranches of E shares in November 2009 and 2010. In response to representations from the ESOP trustees (including union representatives) and Izingwe, AGA management took the view that, while not required in any way by regulation, the situation was compromising the spirit of the empowerment transactions.

Management entered into a new phase of consultations with the unions and Izingwe. This led to a restructuring of the transactions in a manner that builds in a guarantee of value of R40 per share in respect of vesting E shares, and the reinstatement of lapsed E shares.

Further value will flow to all participants over the remainder of the life of these transactions, which concludes in 2014.

It is the intention of the company to retain the current BEE structure in the period 2015 -2019, pending any guidance in this regard from the Regulator.

Housing and Living Conditions - AGA has achieved 100% compliance target with regards to its hostel conversion programme as outlined in its 2010-2014 SLP by converting hostels into both Single Accommodation and Family Units.

With respect to the **Home Ownership Scheme**, the company has reached an agreement with recognised unions at the Chamber of Mines level and are in the process of implementing the scheme and finalising outstanding issues pertaining to the scheme.

For the period 2015 -2019, the focus from the company will be on unlocking all opportunities with respect to Home Ownership in partnership with all the stakeholders and financing agents.

Procurement and Enterprise Development - With respect to **Procurement**, as at end of September, AGA had exceeded all its Mining Charter targets with 42% HDSA spend on *Capital Goods* against the Mining Charter target of 40%, 65% on *Consumable Goods* against the Mining Charter target of 50% and 71% against the Mining Charter target of 70% for *Services*.

With respect to **Enterprise Development**, we have at the time of submission of this SLP reached an agreement in principle with the Jobs Fund to set up the Enterprise Development Centres in Merafong, Matlosana and OR Tambo District Municipality with the main objective of supporting and incubating the Small, Medium and Micro Enterprises (SMMEs) in these areas, which will serve as the main sources of employment creation in the above mentioned localities.

For the period 2015 - 2019, the company intends to focus its efforts in developing local HDSA Suppliers and Entrepreneurs in both its host and major Labour Sending Areas with the triple objectives of creating an inclusive economy to reduce inequalities, create sustainable SMME businesses and most importantly creating more job opportunities to reduce the levels of poverty. We also intend turning our **Income Generating Projects** in Agriculture and livestock farming as contained in this and/or the Amended 2010 – 2014 SLP into profitable and sustainable enterprise ventures.

Employment Equity - As at 01 October 2014, the company had already exceeded the 40% HDSA Mining Charter targets at Board (56%), Top Management (43%), Middle Management (47%) and Junior Management (54%) levels. However, with respect to Senior Management level, we achieved 39.6%, that is 0.4% short of the 40% required by the Mining Charter at the end of 2014. We are however, confident that the 2014 Mining Charter targets at Senior Management level will be achieved as plans are in place to reach the 2014 targets by end of 2014.

For the period 2015 -2019, the company will continue to increase its HDSA Talent Pool in the technical disciplines through its HRD programmes so as to create an inclusive and demographically representative workforce into the future.

Human Resources Development - As at end of September 2014 we had already exceeded the Mining Charter target of 5% of payroll spend on HRD by having achieved 7.84 % of payroll spend on HRD. However, the company experienced challenges in the areas of ABET (mainly due to the increase in literacy levels over time resulting in over planning) .In-Service Bursaries (due to lack of nominations as a result of the right sizing exercise at management levels during the second semester of 2013) and the National Certificate Vocational (due to insufficient applications from our Host communities) where we were unable to achieve the 2013 targets. To this end a Section 102/Regulation44 application was made to the DMR and plans amended accordingly.

For the period 2015 -2019, we have used the 2014 Mining Charter HRD Financial Provision target of 5% of payroll as a base and B-BBEE Codes as a guide to set the targets for the HRD financial provisions, starting at 5.6% of payroll in 2015 and ending at 6% of Payroll in 2019.We will also continue to allocate 0.5% of the annual financial provisions for Community Human Resources Programmes in our Host and Labour Sending Areas, including Vocational Bursaries. We will also continue to partner with the MQA, the DMR and host communities to deliver additional training and development interventions aimed at delivering bursaries, learnerships, internships and portable skills in our Local and Labour Sending Areas.

Mine Community Development - We are happy to report that all the projects that were approved by the DMR, save for those which the company has applied for amendments thereof in terms of MPRDA Section 102/Regulation44 have been delivered or are in the process of being delivered before the end of December 2014. Having received provisional approval with respect to the above mentioned Section 102/Regulation 44 application, the company has subsequently submitted its new plans to the DMR as continued in the "Amended 2010-2014 SLP submitted to the DMR in September 2014. A detailed close out report on all the completed projects will be provided for in the 2014 SLP Report.

For the period 2015 -2019, the approach will continue to complement Government initiatives with respect to its five Apex Priorities namely; Education, Health, Social and Rural Development, and eradication of Crime. We will continue to focus on delivering the LED projects as provided for in the Amended 2010 -2014 SLP as well as the ones in this SLP for the period 2015 2019 and rolling out the completed Socio-economic development Strategies as outlined in the Socio-economic development Framework.

We will also approach other social partners like the government departments of Basic Education, Social Development, Trade and Industry, SMMEs and Agriculture with proposals for them to co-fund certain of our LED and Income Generating Projects, in the similar manner as we have done with the EDC through the Jobs Fund, thereby delivering projects with high and meaningful impact in an efficient and effective manner.

Sustainable Development and Growth - With respect to **Environment Management** the company revised and resubmitted its EMP during the fourth quarter of 2011 following the DMR comments on the initial submissions made in 2009. The DMR approved the revised Vaal River Environmental Management Plans (EMP) in 2012. Formal environmental performance assessments were conducted & submitted to the DMR in 2014. 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. The sampling of its mineral is done locally.

For the period 2015 2019, the company intends to manage the Sustainable Development and Growth elements as per the guide-lines of the DMR.

Beneficiation -The status as reported in 2012 remains the same and we await further guidance from the pending MPRDA Amendment Bill with respect to the plans for the period 2015 -2019.

Consultation with Stakeholders- In developing this 2015-2019 SLP the company on an extensive consultation process with all the relevant stakeholders including the recognised trade unions through the Future Forum, the Matlosana Local Municipality, the OR Tambo District Municipality, the District and Provincial Departments of Education in the North West and Eastern Cape Provinces, the Provincial Department of Health in the Eastern Cape and the AGA Community Consultation Forum comprising NGOs,

NPOs, SMMEs and other community representative bodies. The DMR was also consulted to give guidance on the process leading to the completion of this 2015-2019 SLP submission.

D. WAY FORWARD AND UNDERTAKINGS

Much as the company is still awaiting the promulgation of the new Mining Charter for the period 2015 and beyond, the company hereby undertakes to continue to transform the Workplace in accordance with the objectives and provisions of the MPRDA (and its Regulations) and Mining Charter as outlined in this SLP. The following outlines the framework within which the company shall follow in transforming its Workplace as stated above:

1. The objectives of the Broad Based Socio Economic Empowerment Charter for the South African industry hereafter referred to as “the Mining Charter”, whose objective is to effect sustainable growth and meaningful transformation of the mining industry as follows:
 - 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),
 - Link 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 their further 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 make an effort 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, in particular 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.
- Set up a five year Employment Equity (EE) plan for transformation of the company's workplace.
- Achieve the per cent HDSA representation targets in all management levels.
- Draw plans to address visible areas and remove barriers to Employment Equity (EE) community development.
- 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 end March.

SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMME

HRD GUIDING PRINCIPLES:

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

1. The data contained in Form Q was taken into account 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. West Wits 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) 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 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 Millennium Development Goals to "achieving universal primary education."

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 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 September 2014.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER 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	As at 30 Sept 2014
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%	5.82%	4.50%	6.70%	5.00%	7.84%

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 per cent women participating in mining and 40 per cent 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 of 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 2015-2019 AngloGold Ashanti (AGA) Social and Labour Plan (SLP) commitments 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 2015-2015 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%”*

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)

In compliance with the Skills Development Act, the company submits on an annual basis the Workplace Skills Plan (WSP) and the Annual Training Report (ATR), 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.

The AngloGold Ashanti's HRD Strategy will ensure that a platform for skills development is created. This Strategy addresses further skills enhancement of AngloGold Ashanti employees and by so doing supply 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 development 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 personnel 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 focus on skills supply.

Each Business Unit in South Africa is 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.

Furthermore, the Education and Training system makes provision for:

- The entering into partnerships with academic institutions and service providers in order to tailor the provided knowledge and skills to suit AngloGold Ashanti'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.

The Company furthermore encourages employees to further their studies. These studies are to be undertaken with a recognised and accredited academic institution. 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. Such programmes include, but are not limited to, Management Trainees Programmes, Bursary Schemes, Engineering and Mining Learnerships. And where required these programmes will be registered and accredited through the appropriate qualification authorities.

2.2 THE EDUCATION AND TRAINING MANAGEMENT SYSTEM WITHIN ANGLOGOLD ASHANTI

The Education and Training Management System within AngloGold Ashanti (AGA) establishes a framework to guide the consistent development of all employees to maximise their full potential for both current and future roles which are aligned to the organisation's Employment Equity (EE) plans, Business unit plans and operational requirements.

The objectives of the Education and Training System are:

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

The objects stated above are implemented through the company's Skills Development Committee (SDC) structures within each business unit. The SDC comprises the company's Senior HR Managers, Organised Labour and the Senior Management of the particular business unit concerned. The reason for the establishment of the SDC is to discuss and make decisions on all skills related matters.

AngloGold Ashanti is committed to providing all of its 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 in 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 SoR's, 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)

Adult Basic Education and Training (ABET) is a key instrument towards transformation and development within the company and the employees' lives which is aligned to the company's Form Q. The aim is to address literacy and numeracy levels, respond to the labour market and provide individuals with knowledge and skills which ultimately adds value to the individuals and the company. It enables 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 is flexible, developmental and targeted at the specific needs of particular audiences and, ideally, provides access to nationally recognised certificates.

ABET address employees who needs basic education in numeracy and literacy and from 2016 onwards, the GETCA (General Education and Training Certificate for Adults) will be a new inclusion for further development by the registered SETA, the MQA.

Adult Basic Education and Training includes:

- Adult Education & Training,
- Foundational Learning for Individuals to enter into vocational training programs (FLC), and
- Continuing or further education and training.

The system 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.

Adult Basic Education and Training (ABET) and Foundational Learning (18.1)

It is the company's policy to provide Adult Basic Education and Training to its employees to ensure that all employees 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.

ABET Programme Objectives

ABET is the pathway for further development for many employees in addition to improving their literacy levels. It is therefore 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.

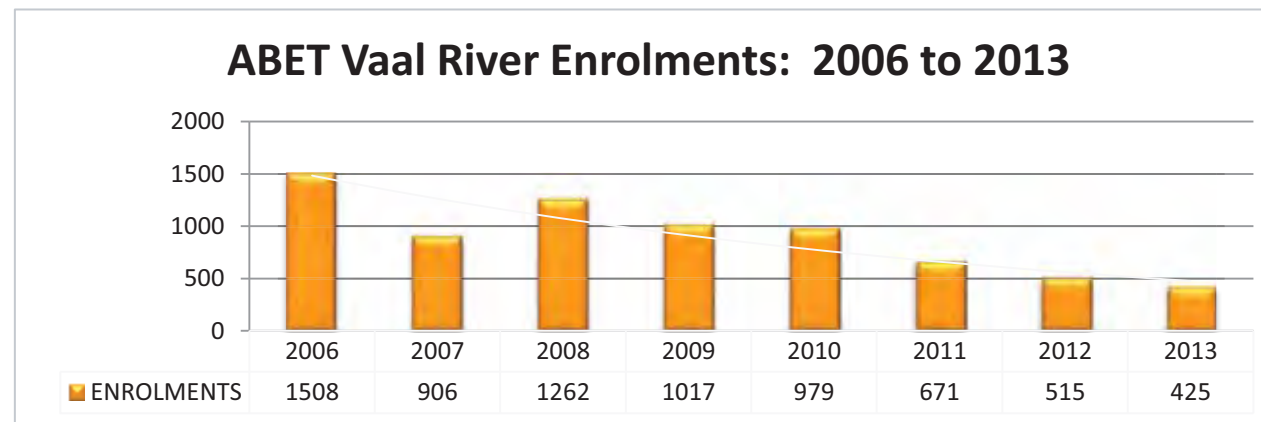
These changes included the following:

- 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 will 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.

The company will provide ABET programmes (Pre-ABET, ABET 1, 2, 3 & 4) as well as the Foundational Learning Component (FLC) in the region at the various residences and Full Time Community Centres. To ensure accessibility to employees, ABET will be provided on a Part Time basis, at no cost to the learners who attend during non-working hours. Full Time ABET 4 Fundamentals and Foundational Learning (FLC) will be available to individuals identified by their line managers.

During the past years participation in ABET programmes decreased as a result of downscaling of the company's South African 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 2754 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. Targets for the ABET 4 fundamentals and Foundational Learning Competence (FLC) have been combined due to the introduction of the General Education and Training Certificate for Adults (GETCA) qualification in 2016 as well as the uncertainty of the implementation of FLC within Occupational Qualifications.

The following graph illustrates the trends in Abet enrollments over an 8 year period:



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

ABET Programme Marketing

The company in collaboration with the ABET service provider will 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 will be a 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.

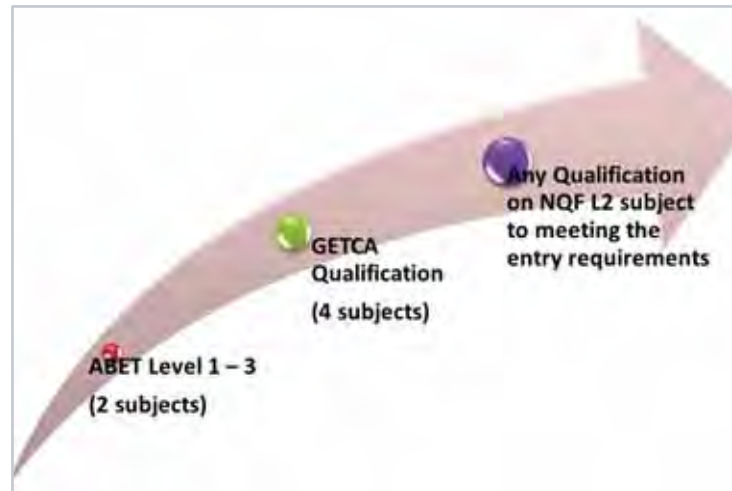
ABET Resource Allocation

The company will aim at all times to ensure a learner: facilitator ratio of 15:1 per level. Should there be more learners enrolled for a specific level the ABET service provider will provide another facilitator for that specific level. 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 is a qualification with 120 credits, comprising four subjects that will be registered at NQF level 1 and will be reinforced by a curriculum and national external assessments. Umalusi will take the accountability for quality assurance as well as certification. ABET 1 to 3 will provide a pathway into the GETCA qualification if learners can prove to be found competent in terms of ABET 3 by means of a readiness test. The duration of the programme will be a minimum of one year and a maximum of 6 years. The figure below provides an illustrative explanation of the educational progression from ABET 1 onwards. Occupational Qualifications registered with the Quality Council for Trades and Occupations (QCTO) will require a learner to prove competence in FLC for further studies.

Educational Progression from ABET 1 Onwards



AngloGold Ashanti has planned 274 Vaal River learners for the next 5 years to attend ABET 4 / FLC. Should the GETCA be introduced to the sector in 2016 there will be a phase out period of the current ABET 4 and in 2017 AGA will start with the GETCA using the same figures planned or the difference thereof. The following progression is envisaged as follows:

- 2015: ABET level 4 language and communication, thereafter FLC
- 2016: Learners can register on the current ABET level 4 up until the 30 June 2016 – two full-time intakes and one part-time intake.
- 2017 – 2019: Continue with the GETCA qualification in line with the MQA requirements.

The following tables constitute the 2015- 2019 ABET Plans (ABET):

HRD ABET1: VR ABET Enrolments Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Pre ABET	32	0	0	0	32	2	0	0	0	2	34	34
ABET 1	49	0	0	0	49	4	0	0	0	4	53	53
ABET 2	34	0	0	0	34	4	0	0	0	4	38	38
ABET 3	24	0	0	0	24	3	0	0	0	3	27	27
ABET 4 Fund / FLC	80	0	0	0	80	5	0	0	0	5	85	85
TOTALS	219	0	0	0	219	18	0	0	0	18	237	237

HRD ABET2: VR ABET Enrolments Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Pre ABET	27	0	0	0	27	0	0	0	0	0	27	27
ABET 1	39	0	0	0	39	2	0	0	0	2	41	41
ABET 2	26	0	0	0	26	3	0	0	0	3	29	29
ABET 3	19	0	0	0	19	3	0	0	0	3	22	22
ABET 4 Fund / FLC	64	0	0	0	64	6	0	0	0	6	70	70
TOTALS	175	0	0	0	175	14	0	0	0	14	189	189

HRD ABET3: VR ABET Enrolments Planned for 2017

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Pre ABET	16	0	0	0	16	0	0	0	0	0	16	16
ABET 1	47	0	0	0	47	0	0	0	0	0	47	47
ABET 2	23	0	0	0	23	1	0	0	0	1	24	24
ABET 3	13	0	0	0	13	3	0	0	0	3	16	16
ABET 4 Fund / FLC / GETCA	46	0	0	0	46	2	0	0	0	2	48	48
TOTALS	145	0	0	0	145	6	0	0	0	6	151	151

HRD ABET4: VR ABET Enrolments Planned for 2018

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Pre ABET	12	0	0	0	12	0	0	0	0	0	12	12
ABET 1	21	0	0	0	21	0	0	0	0	0	21	21
ABET 2	12	0	0	0	12	2	0	0	0	2	14	14
ABET 3	9	0	0	0	9	0	0	0	0	0	9	9
ABET 4 Fund / FLC / GETCA	39	0	0	0	39	2	0	0	0	2	41	41
TOTALS	93	0	0	0	93	4	0	0	0	4	97	97

HRD ABET5: VR ABET Enrolments Planned for 2019

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Pre ABET	9	0	0	0	9	0	0	0	0	0	9	9
ABET 1	17	0	0	0	17	0	0	0	0	0	17	17
ABET 2	11	0	0	0	11	0	0	0	0	0	11	11
ABET 3	8	0	0	0	8	0	0	0	0	0	8	8
ABET 4 Fund / FLC / GETCA	32	0	0	0	32	0	0	0	0	0	32	32
TOTALS	77	0	0	0	77	0	0	0	0	0	77	77

2.4 PORTABLE SKILLS FOR EMPLOYEES

The objective of this programme is to provide portable skills training to employees who show an interest in obtaining such training and with a special emphasis on employees who are incapacitated or retrenched in order to remain economically active, employable or self-sustaining within their communities. Employees will be entitled to a once off course at no cost to the participant. The individuals will 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 tables constitute 2015 to 2019 Portable Skills Training Plans (PSTP):

HRD PSTP SUMMARY: Portable Skills Training Planned for 2015 - 2019													
	Number (Delegates)	Duration (Days)	Number of courses and delegates planned for Vaal River per year										
			2015		2016		2017		2018		2019		
	Number of:		Courses	Delegates	Courses	Delegates	Courses	Delegates	Courses	Delegates	Courses	Delegates	
Basic Welding	10	8	1	10	0	0	1	10	0	0	1	10	
Basic Wiring	10	8	1	10	1	10	0	0	1	10	0	0	
Basic Brick Laying	10	13	0	0	1	10	0	0	1	10	1	10	
Basic Plumbing	10	13	1	10	0	0	1	10	0	0	1	10	
Basic Computer	10	7	1	10	0	0	1	10	0	0	0	0	
Basic Carpentry	10	13	0	0	0	0	0	0	1	10	1	10	
Basic Engine Service	10	8	0	0	0	0	1	10	0	0	1	10	
Basic Forklift	6	8	0	0	1	6	0	0	1	6	0	0	
Basic Refrigeration	10	13	0	0	1	10	1	10	0	0	0	0	
Sewing Course (External provider)	20	18	1	10	1	14	0	0	1	14	0	0	
PC Skills (ABET learners)	15	1	6	85	5	70	4	48	4	41	3	32	

Note: Basic Business Skills forms part of all the Portable Skills offerings except for ABET PC Skills.

HRD PSTP1:Portable Skills Training Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	27	1	0	2	30	20	0	0	0	20	50	48
TOTALS	27	1	0	2	30	20	0	0	0	20	50	48

HRD PSTP2:Portable Skills Training Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	28	0	0	2	30	19	0	0	1	20	50	48
TOTALS	28	0	0	2	30	19	0	0	1	20	50	48

HRD PSTP3:Portable Skills Training Planned for 2017												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	27	1	1	1	30	19	0	0	1	20	50	49
TOTALS	27	1	1	1	30	19	0	0	1	20	50	49

HRD PSTP4:Portable Skills Training Planned for 2018												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	28	1	1	0	30	19	1	0	0	20	50	50
TOTALS	28	1	1	0	30	19	1	0	0	20	50	50

HRD PSTP5:Portable Skills Training Planned for 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	27	1	1	1	30	17	1	1	1	20	50	49
TOTALS	27	1	1	1	30	17	1	1	1	20	50	49

2.5 TRAINEE PROGRAMMES AND LEARNERSHIPS FOR EMPLOYEES (18.1)

Learnership and trainee programmes are aimed to 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 will be registered and accredited through the appropriate qualification authorities

Although learners and trainees are allocated to geographical areas such as the Vaal River 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 Management Trainee (MT) Programme is approximately three 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 into 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.

The following tables constitute 2015 to 2019 Trainee Programmes: Management Trainees Plans (MTP):

HRD MTP 1: Trainee Programmes: Management Trainees Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Mining	3	0	0	0	3	0	0	0	0	0	3	3
Engineering	3	0	0	1	4	0	0	0	0	0	4	3
MRM: Geology	1	0	0	1	2	0	0	0	0	0	2	1
MRM: Survey	1	0	0	1	2	0	0	0	1	1	3	2
Metallurgy	2	0	0	0	2	0	0	0	0	0	2	2
TOTALS	10	0	0	3	13	0	0	0	1	1	14	11

HRD MTP 2: Trainee Programmes: Management Trainees Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Mining	3	0	0	0	3	0	0	0	0	0	3	3
Engineering	1	1	0	0	2	1	0	0	0	1	3	3
MRM: Geology	1	0	0	1	2	0	0	0	0	0	2	1
MRM: Survey	0	0	0	1	1	0	0	0	1	1	2	1
Metallurgy	2	0	0	0	2	0	0	0	0	0	2	2
TOTALS	7	1	0	2	10	1	0	0	1	2	12	10

HRD MTP 3: Trainee Programmes: Management Trainees Planned for 2017

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Mining	3	0	0	0	3	0	0	0	0	0	3	3
Engineering	1	0	1	1	3	0	0	0	0	0	3	2
MRM: Geology	1	0	0	0	1	1	0	0	0	1	2	2
MRM: Survey	0	0	0	1	1	0	0	0	1	1	2	1
Metallurgy	2	0	0	0	2	0	0	0	0	0	2	2
TOTALS	7	0	1	2	10	1	0	0	1	2	12	10

HRD MTP 4: Trainee Programmes: Management Trainees Planned for 2018

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Mining	1	0	0	0	1	0	0	0	0	0	1	1
Engineering	1	0	0	0	1	0	0	1	0	1	2	2
MRM: Geology	0	1	0	1	2	0	0	0	0	0	2	1
MRM: Survey	0	0	0	1	1	0	0	0	1	1	2	1
Metallurgy	2	0	0	0	2	0	0	0	0	0	2	2
TOTALS	4	1	0	2	7	0	0	1	1	2	9	7

HRD MTP 5: Trainee Programmes: Management Trainees Planned for 2019

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Mining	1	0	0	0	1	0	0	0	0	0	1	1
Engineering	2	0	0	0	2	0	0	0	0	0	2	2
MRM: Geology	1	0	0	1	2	0	0	0	0	0	2	1
MRM: Survey	0	0	0	0	0	0	0	0	0	0	0	0
Metallurgy	1	0	1	0	2	1	0	0	0	1	3	3
TOTALS	5	0	1	1	7	1	0	0	0	1	8	7

2.5.2 Trainee Programmes – Learner Officials (Employees 18.1):

The company endeavours to develop skills in line with the national skills shortage. Key national skills development priorities include developing supervisory skills. The Learner Official Programmes are internal company programmes. The Learner Official (LO) Programme of approximately three years in duration which gives non-graduates and non-diplomats the 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 Learner Official Trainee Programme are as follows:

a. Education and Training

- To provide all Learner Officials 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

- To equip all Learner Officials with the required skills to be considered eligible for appointment as an official into the in-house disciplines' entry level supervisory positions.

Progress 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.

Training Managers are accountable 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.

The following tables constitute the 2015 to 2019 Trainee Programmes – Learner Officials Plans (LOP):

HRD LOP1:Trainee Programmes: Learner Officials Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Engineering	2	0	0	1	3	0	0	0	0	0	3	2
MRM	1	0	0	1	2	0	0	0	0	0	2	1
Occupational Environment	2	0	0	1	3	1	0	0	0	1	4	3
Safety	1	0	0	1	2	0	0	0	0	0	2	1
TOTALS	6	0	0	4	10	1	0	0	0	1	11	7

HRD LOP 2:Trainee Programmes: Learner Officials Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Engineering	1	0	0	1	2	0	0	0	0	0	2	1
MRM	1	0	0	1	2	0	0	0	0	0	2	1
Occupational Environment	2	0	0	1	3	1	0	0	0	1	4	3
Safety	1	0	0	1	2	0	0	0	0	0	2	1
TOTALS	5	0	0	4	9	1	0	0	0	1	10	6

HRD LOP 3:Trainee Programmes: Learner Officials Planned for 2017												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Engineering	1	0	1	0	2	0	0	0	0	0	2	2
MRM	1	0	0	1	2	0	0	0	0	0	2	1
Occupational Environment	1	0	0	1	2	1	0	0	0	1	3	2
Safety	1	0	0	1	2	0	0	0	0	0	2	1
TOTALS	4	0	1	3	8	1	0	0	0	1	9	6

HRD LOP 4: Trainee Programmes: Learner Officials Planned for 2018

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Engineering	1	0	0	0	1	0	0	1	0	1	2	2
MRM	1	0	0	1	2	0	0	0	0	0	2	1
Occupational Environment	1	0	0	1	2	1	0	0	0	1	3	2
Safety	1	0	0	1	2	0	0	0	0	0	2	1
TOTALS	4	0	0	3	7	1	0	1	0	2	9	6

HRD LOP 5: Trainee Programmes: Learner Officials Planned for 2019

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Engineering	1	0	0	0	1	0	0	0	0	0	1	1
MRM	0	0	0	1	1	0	0	0	0	0	1	0
Occupational Environment	1	0	1	0	2	1	0	0	0	1	3	3
Safety	1	1	0	0	2	0	0	0	0	0	2	2
TOTALS	3	1	1	1	6	1	0	0	0	1	7	6

2.6 LEARNERSHIP PROGRAMME FOR EMPLOYEES (18.1)

2.6.1 Learnerships in Mining (Employees, 18.1)

2.6.1.1 Learnerships in Mining – Level 2 (Team Leader)

AngloGold Ashanti is committed to developing skills in line with the national SA skills shortage. Key national skills development priorities include developing high-level Mining skills. The company 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.

The plan for 2015 – 2019 will reflect 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/ethnicity 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.

AGA learnership programme supports Mining Industry Sector Skills Plans as it is offered in fields where there is a skills shortage.

The following tables constitute 2015 to 2019 Learnerships in Mining Plan (LIMP) – Level 2:

HRD LIMP 1:Learnerships in Mining Level 2 Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	14	0	0	0	14	1	0	0	0	1	15	15
TOTALS	14	0	0	0	14	1	0	0	0	1	15	15

HRD LIMP 2:Learnerships in Mining Level 2 Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	13	0	0	0	13	1	0	0	0	1	14	14
TOTALS	13	0	0	0	13	1	0	0	0	1	14	14

HRD LIMP 3:Learnerships in Mining Level 2 Planned for 2017												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	12	0	0	0	12	1	0	0	0	1	13	13
TOTALS	12	0	0	0	12	1	0	0	0	1	13	13

HRD LIMP 4:Learnerships in Mining Level 2 Planned for 2018												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	10	1	0	0	11	1	0	0	0	1	12	12
TOTALS	10	1	0	0	11	1	0	0	0	1	12	12

HRD LIMP 5:Learnerships in Mining Level 2 Planned for 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	9	0	1	0	10	1	0	0	0	1	11	11
TOTALS	9	0	1	0	10	1	0	0	0	1	11	11

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

Learner Miner Employees are engaged in learnerships, of approximately a two year duration, which is aligned with the national programmes registered with the Mining Qualifications Authority, allowing the learners to gain the skills needed to become competent as miners.

The plan for 2015 – 2019 will reflect 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 tables constitute 2015 – 2019 Learnerships in Mining Rock Breaker Plans (LIMRBP) – Level 3:

HRD LIMRBP 1:Learnerships in Mining Rock Breaker Level 3 Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	14	0	0	2	16	1	0	0	0	1	17	15
TOTALS	14	0	0	2	16	1	0	0	0	1	17	15

HRD LIMRBP 2: Learnerships in Mining Rock Breaker Level 3 Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	13	0	0	2	15	1	0	0	0	1	16	14
TOTALS	13	0	0	2	15	1	0	0	0	1	16	14

HRD LIMRBP 3: Learnerships in Mining Rock Breaker Level 3 Planned for 2017												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	12	0	0	2	14	1	0	0	0	1	15	13
TOTALS	12	0	0	2	14	1	0	0	0	1	15	13

HRD LIMRBP 4: Learnerships in Mining Rock Breaker Level 3 Planned for 2018												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	11	0	0	2	13	1	0	0	0	1	14	12
TOTALS	11	0	0	2	13	1	0	0	0	1	14	12

HRD LIMRBP 5: Learnerships in Mining Rock Breaker Level 3 Planned for 2019

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	10	0	0	2	12	1	0	0	0	1	13	11
TOTALS	10	0	0	2	12	1	0	0	0	1	13	11

2.6.2 Learnerships in Engineering (Employees, 18.1)

The company will equip individuals with the necessary knowledge and skills to ultimately qualify as artisans. Learner artisans are engaged in learnerships, of approximately three years in duration, which are programmes registered with the Mining Qualifications Authority. 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. The company 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.

The following tables constitute 2015 – 2019 2015 to 2019 Learnerships in Engineering Plans (LEIP):

HRD LIEP 1: Learnerships in Engineering Planned for 2015

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	27	1	0	2	30	3	0	0	0	3	33	31
TOTALS	27	1	0	2	30	3	0	0	0	3	33	31

HRD LIEP 2: Learnerships in Engineering Planned for 2016

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	27	1	0	2	30	3	0	0	0	3	33	31
TOTALS	27	1	0	2	30	3	0	0	0	3	33	31

HRD LIEP 3: Learnerships in Engineering Planned for 2017

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	28	1	1	1	31	2	0	0	0	2	33	31
TOTALS	28	1	1	1	31	2	0	0	0	2	33	31

HRD LIEP 4: Learnerships in Engineering Planned for 2018												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	28	1	1	1	31	1	1	0	0	2	33	32
TOTALS	28	1	1	1	31	1	1	0	0	2	33	32

HRD LIEP 5: Learnerships in Engineering Planned for 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	30	1	1	0	32	1	0	0	0	1	33	33
TOTALS	30	1	1	0	32	1	0	0	0	1	33	33

2.7 STUDY ASSISTANCE AND BURSARIES FOR EMPLOYEES (18.1)

The company encourages employees to further their studies and at management's discretion may provide financial or other support to employees entering graduate or post graduate studies. For the SLP 2010 – 2014 AGA applied for a Section 102/Regulation 44 to the DMR because the In-Service Bursary programme targets could not be met. Of the 27 planned for 2010 – 2014, only 22 bursaries were awarded. From 2015 onwards there will be two types of bursary programmes offered to employees within the company, viz. 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 will be reviewed annually based on the employee's work and study performance.

AngloGold Ashanti will consider providing financial support to employees who wish to further their studies on a part time basis. The support options available are:

- Bursaries to Employees who wish to undertake studies 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 study.

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 will seek to award bursaries in line with the Form R, indicated as follows:

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
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 2015 to 2019 Employee Study Assistance Plans (ESAP):

HRD ESAP SUMMARY: Employee Study Assistance Planned for 2015 to 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
2015	20	1	1	5	27	25	2	1	4	32	59	54
2016	20	1	2	4	27	25	1	2	4	32	59	55
2017	20	2	1	4	27	25	2	1	4	32	59	55
2018	20	1	2	4	27	25	1	2	4	32	59	55
2019	20	2	1	4	27	25	2	2	3	32	59	55
TOTAL	100	7	7	21	135	125	8	8	19	160	295	274

The following table constitutes the 2015 to 2019 Employee Bursary Plans (EBP):

HRD EBP SUMMARY Employee Bursaries Planned for 2015 to 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
2015	1	0	0	0	1	1	1	1	1	4	5	5
2016	1	0	0	0	1	1	1	1	1	4	5	5
2017	1	0	0	0	1	1	1	1	1	4	5	5
2018	1	1	1	0	3	1	1	0	0	2	5	5
2019	1	1	1	0	3	1	1	0	0	2	5	5
TOTAL	5	2	2	0	9	5	5	3	3	16	25	25

2.8 CAREER PROGRESSION PLAN FOR EMPLOYEES (18.1)

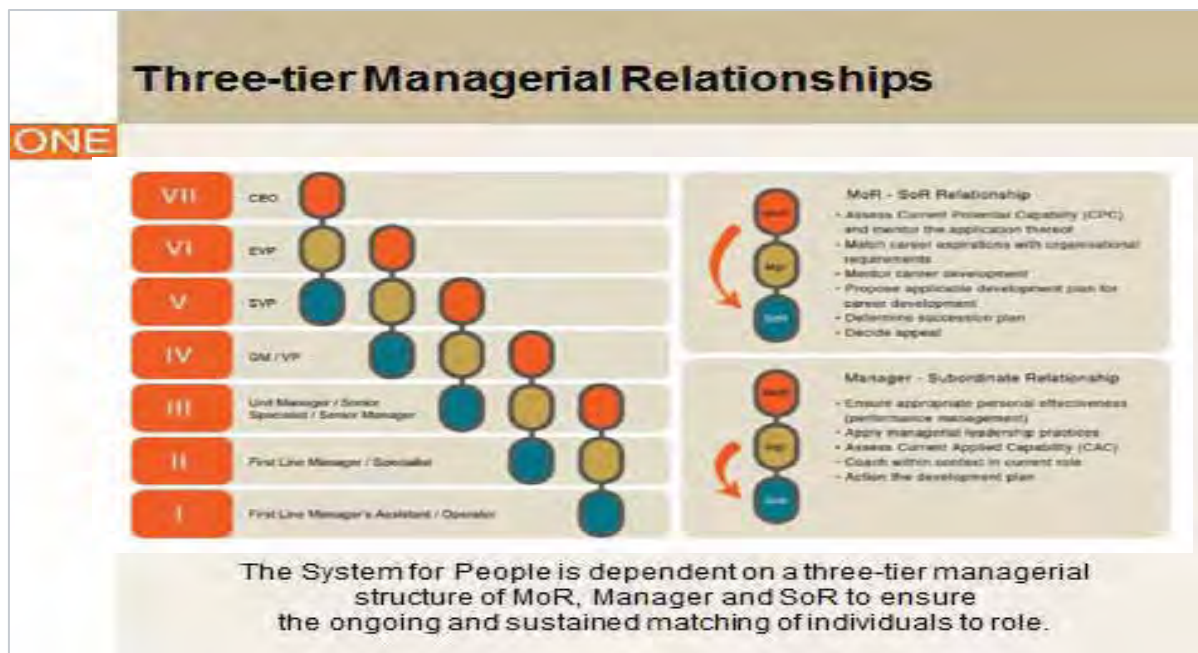
2.8.1 The System for People and Managerial Accountabilities

In terms of Career Progression of Employees, AGA has investigated and conducted much research on the System for People (SP) model to address the career progression for individuals within the company. This process commenced during 2010 with inputs and contributions from high level individuals 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 System for People 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 System for People 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 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 following figure illustrates the three tier managerial structure.

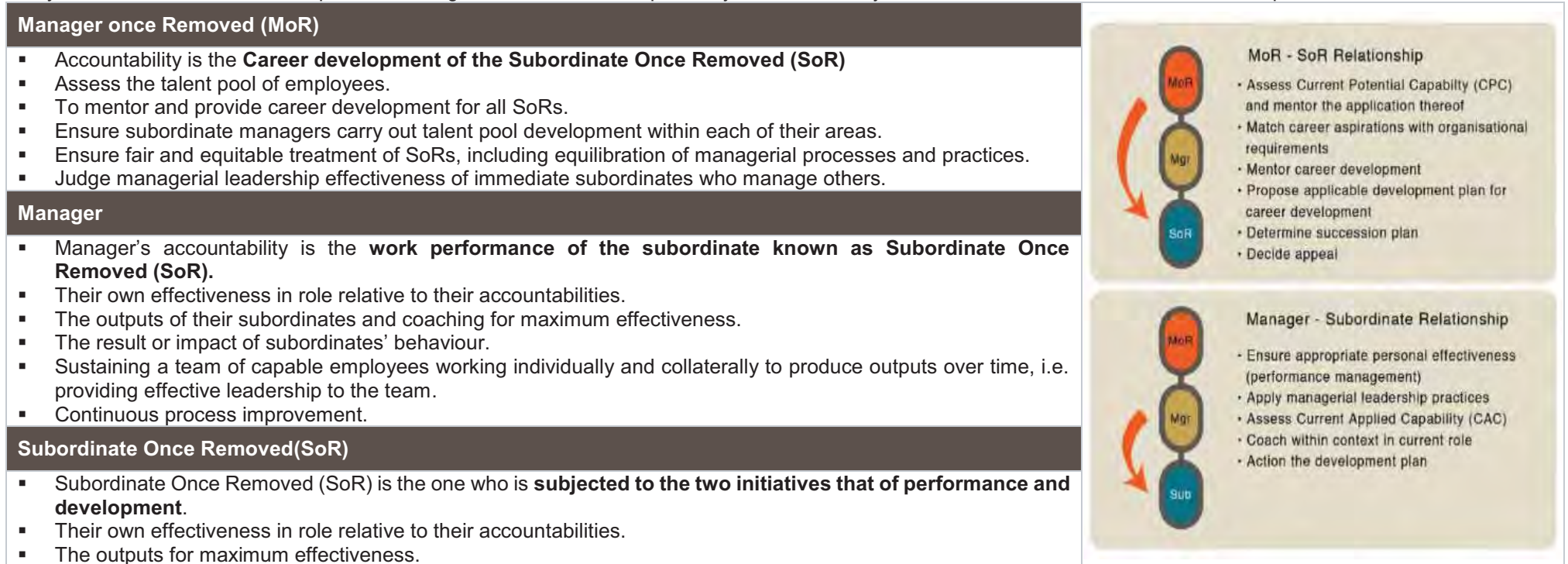


2.9 MENTORSHIP PLAN FOR EMPLOYEES (18.1)

In terms of the SP as explained in section 2.7, the MoR is accountable to mentor their SoR's which is per Systems for People's Three Tier Management System. Establishing and maintaining a trusting relationship with each of her/his 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. MoR's must have regular contact sessions with their SoR's 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.

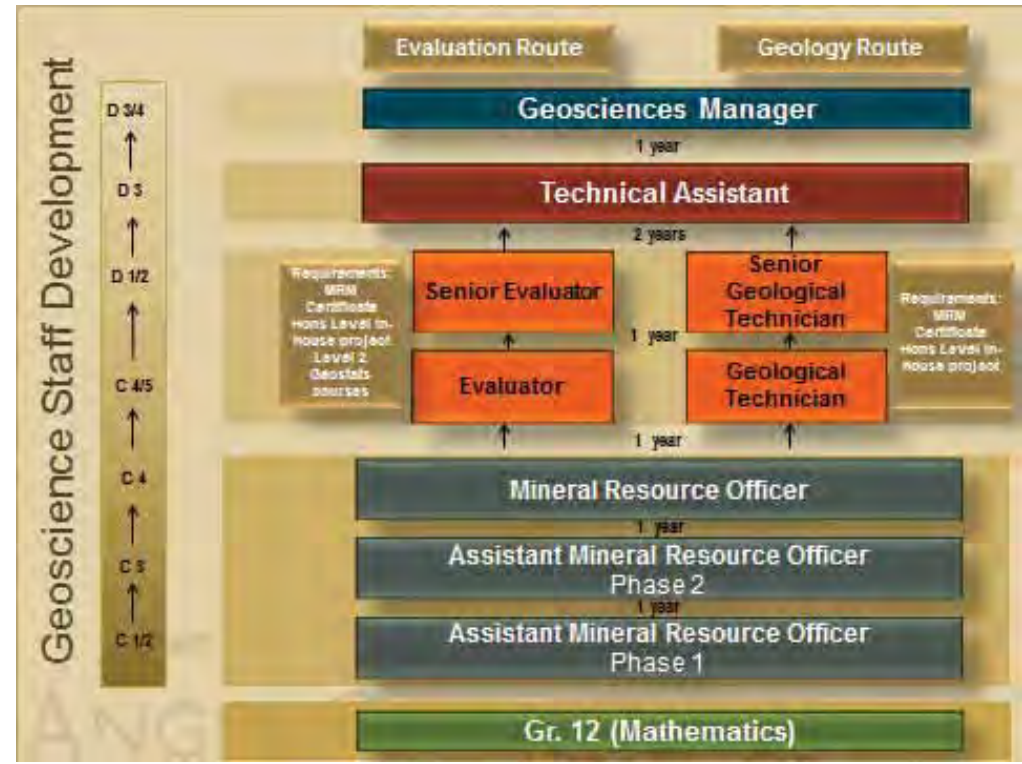
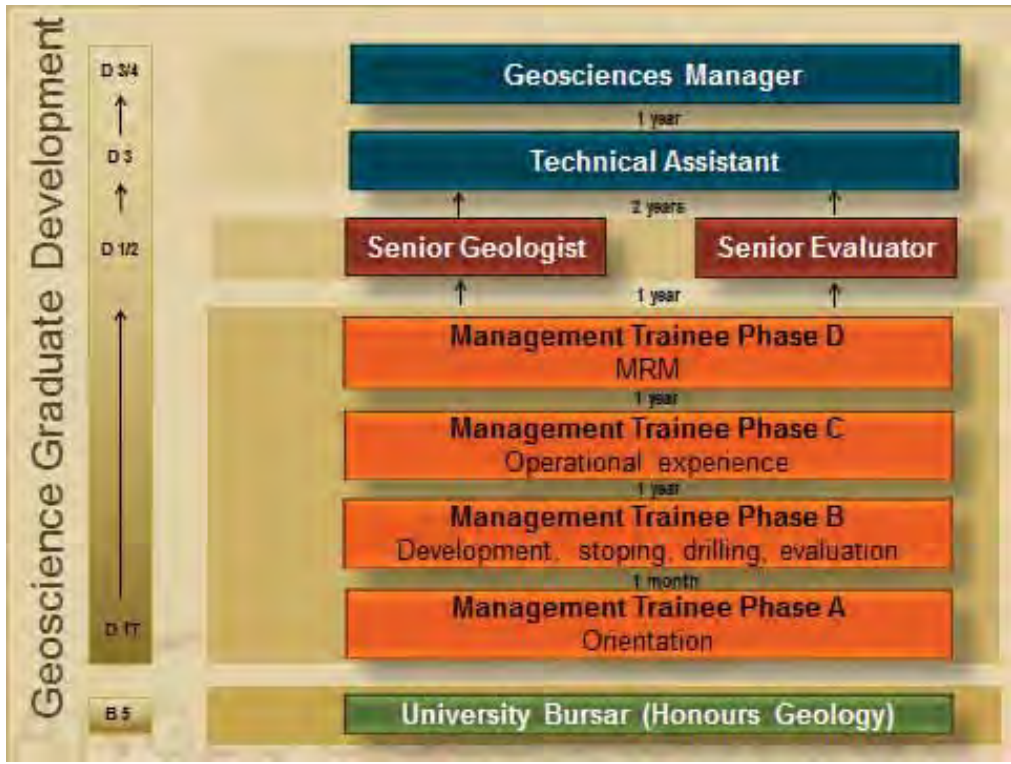
Further to the mentorship system above, all learners who are on a structured development or training programme are allocated a mentor or a coach to guide them in their developmental journey.

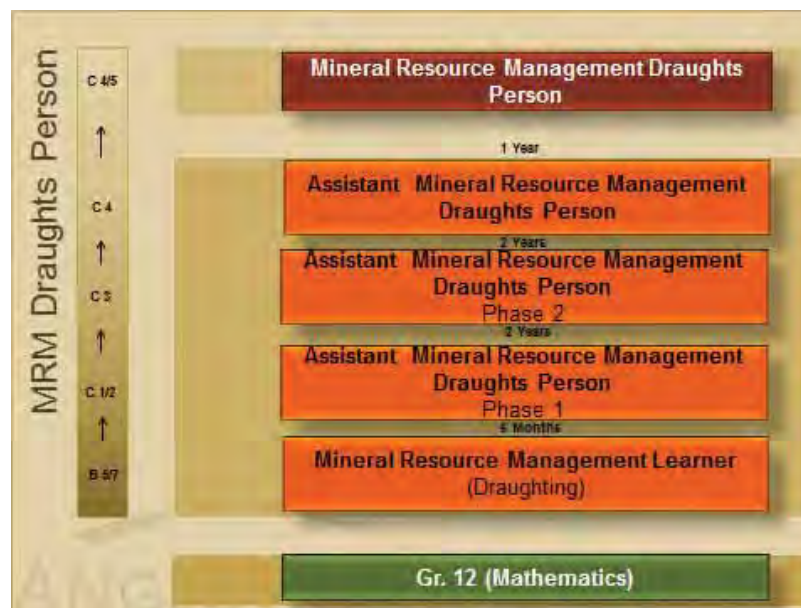
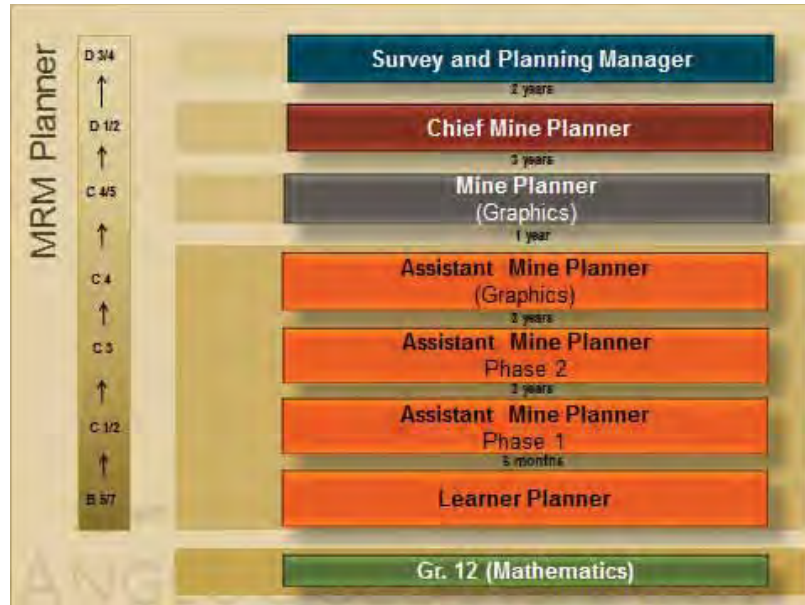
The system has a built in Mentorship and coaching scheme, which is depicted by a Three-Tier System above in Section 2.8. The relationship is as follows:

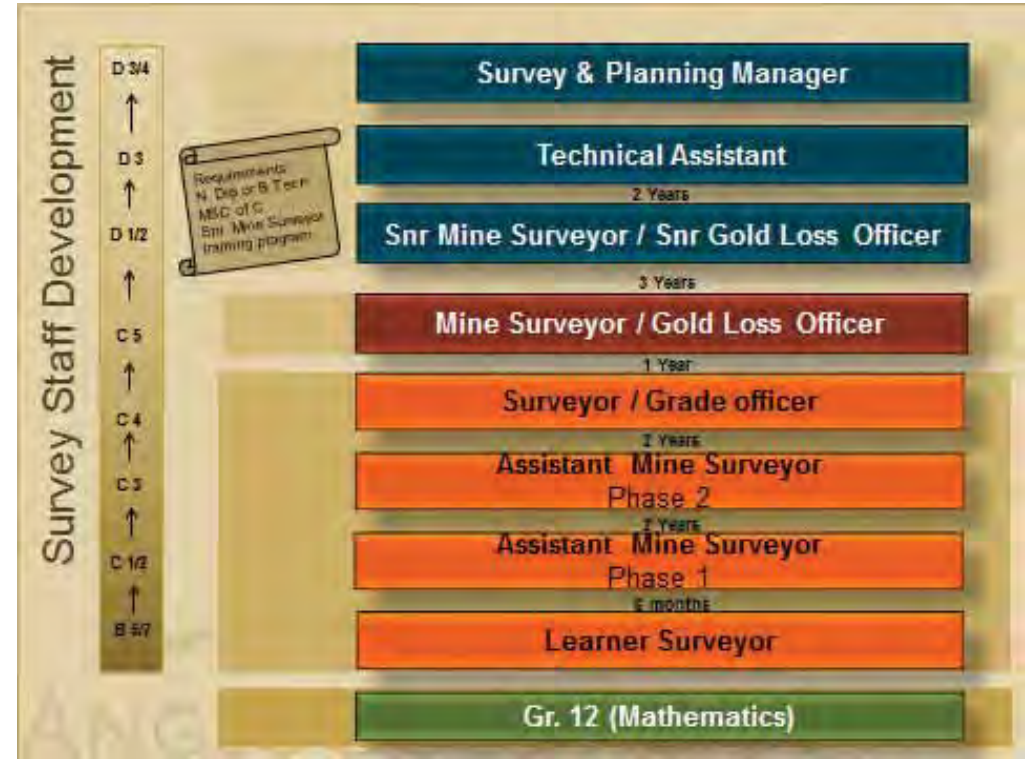
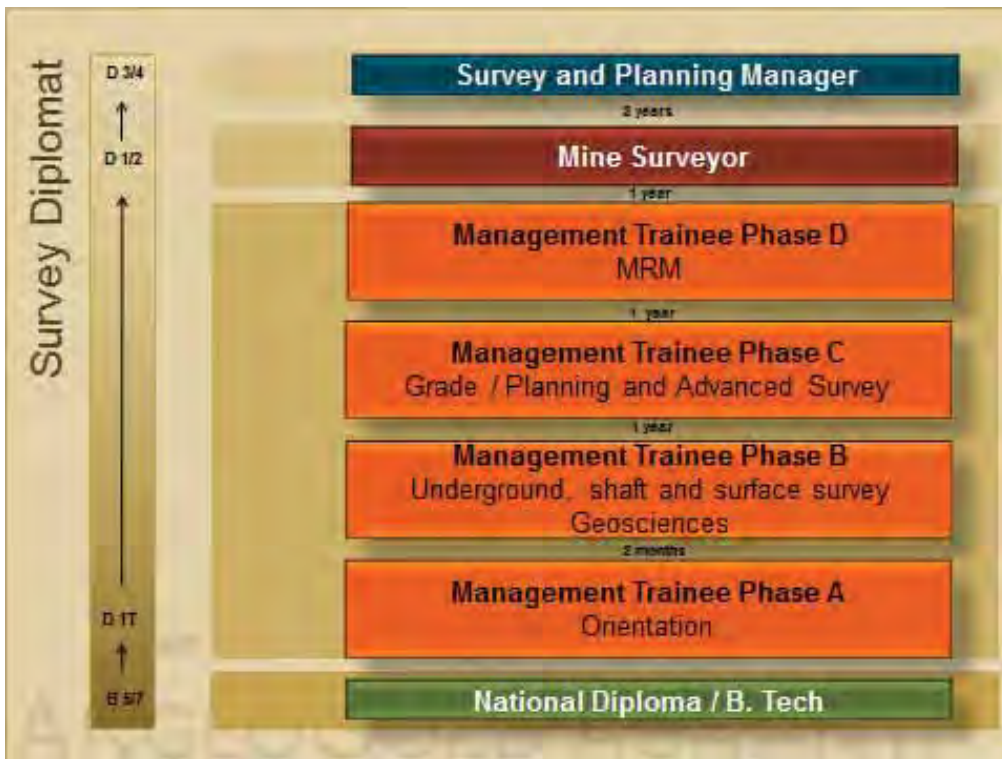


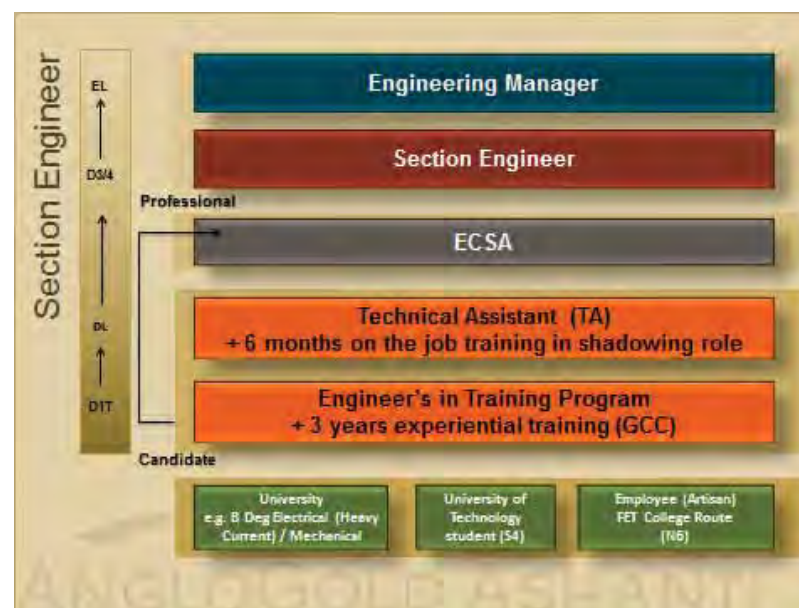
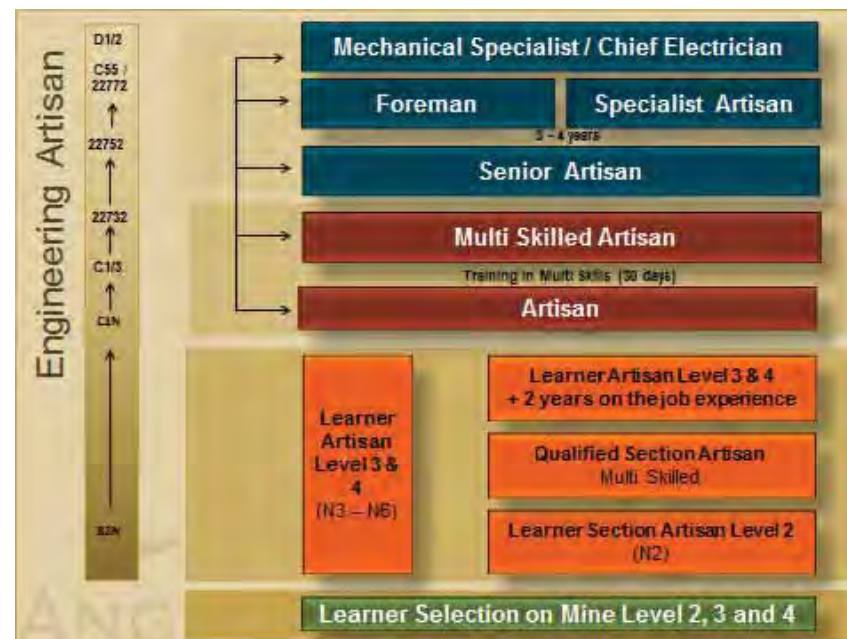
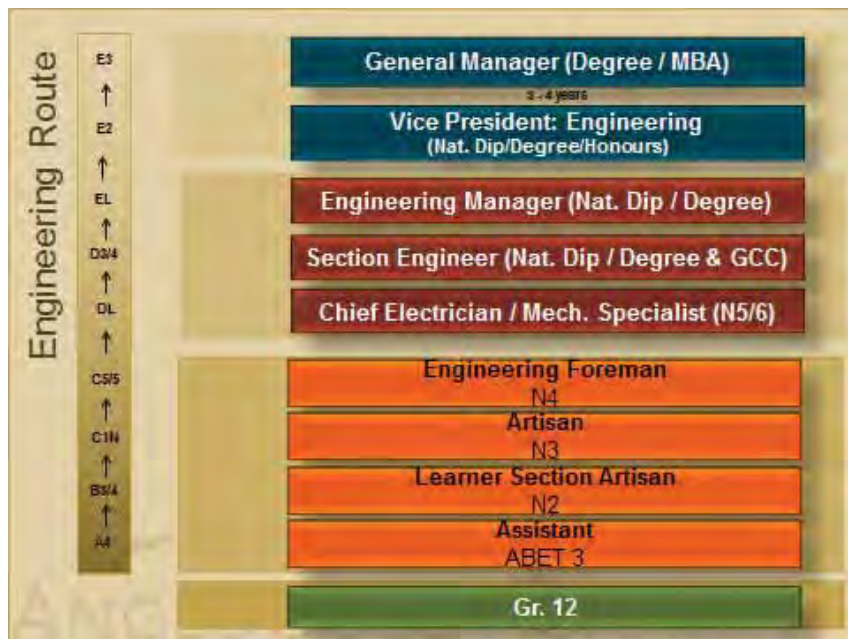
AngloGold Ashanti has success in implementing this process and will continuously improve the system were required. The purpose of this process is to ensure that every individual within the company is mentored by their manager two levels up. Every bursar and intern is allocated a mentor as part of their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

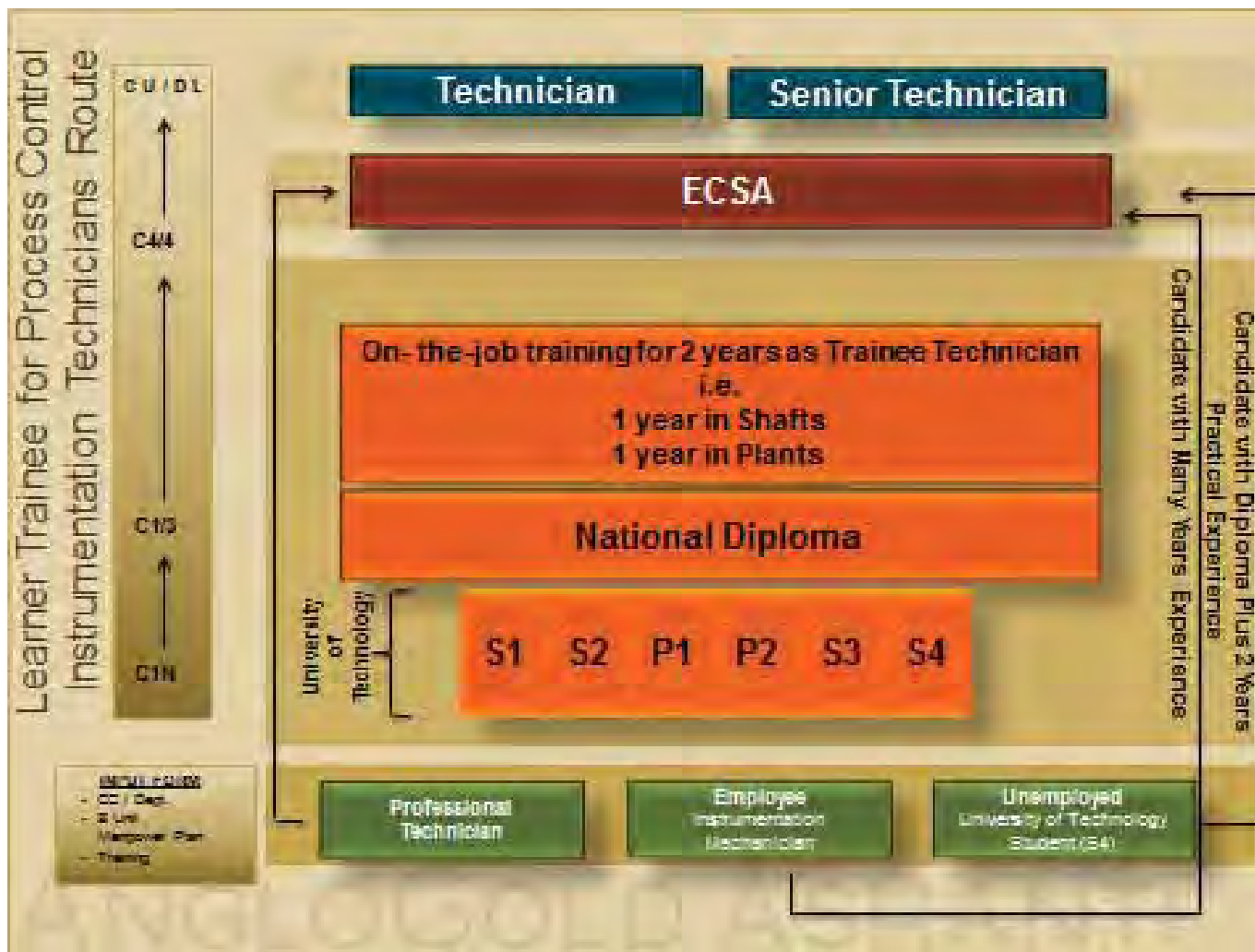
There are career paths in place for all of the major disciplines which serves as a map for employees on how to progress to the next level as per the following diagram with similar career paths are in place for mining, mineral resource management, rock engineering, human resources, finance and metallurgy.



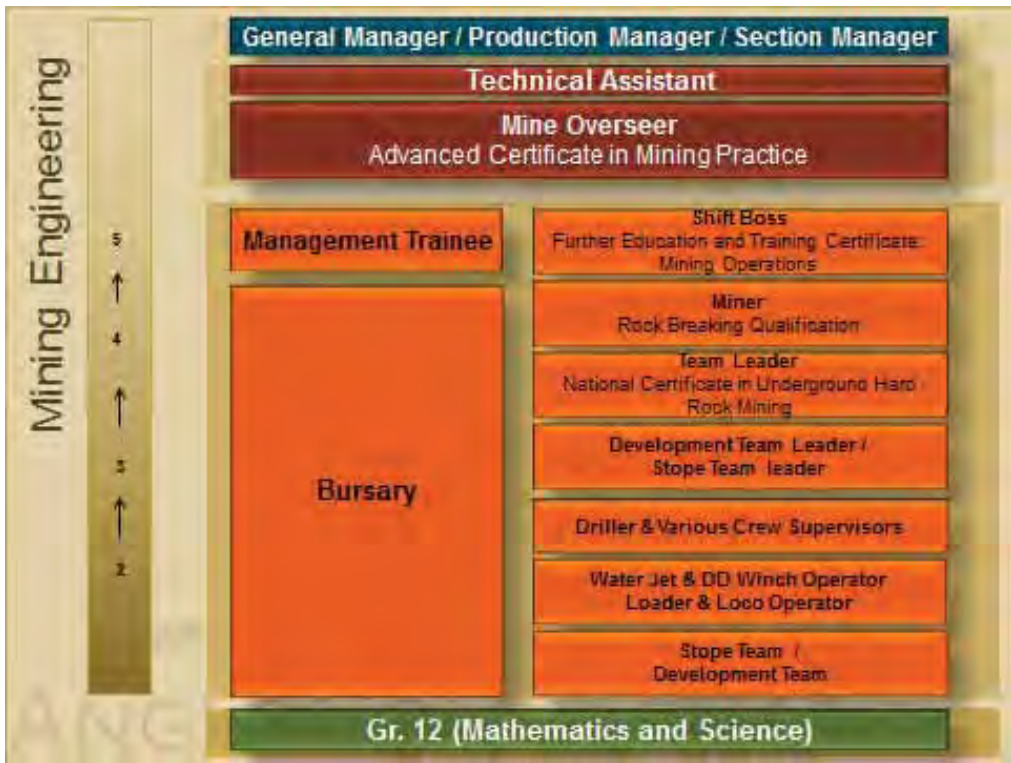
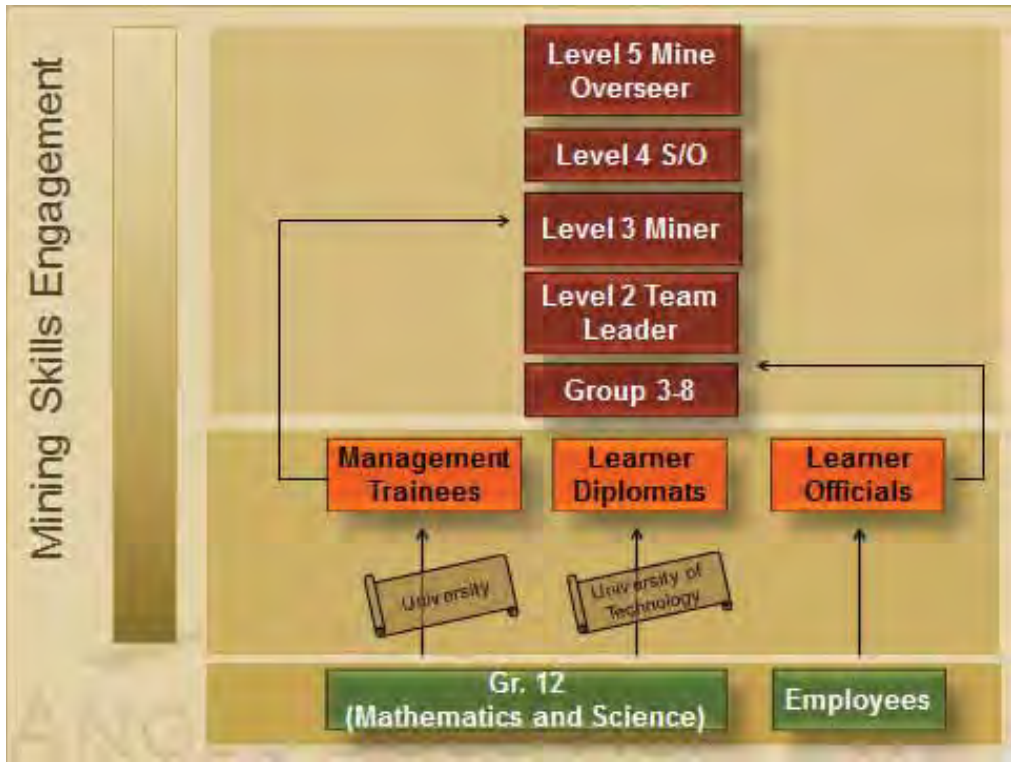


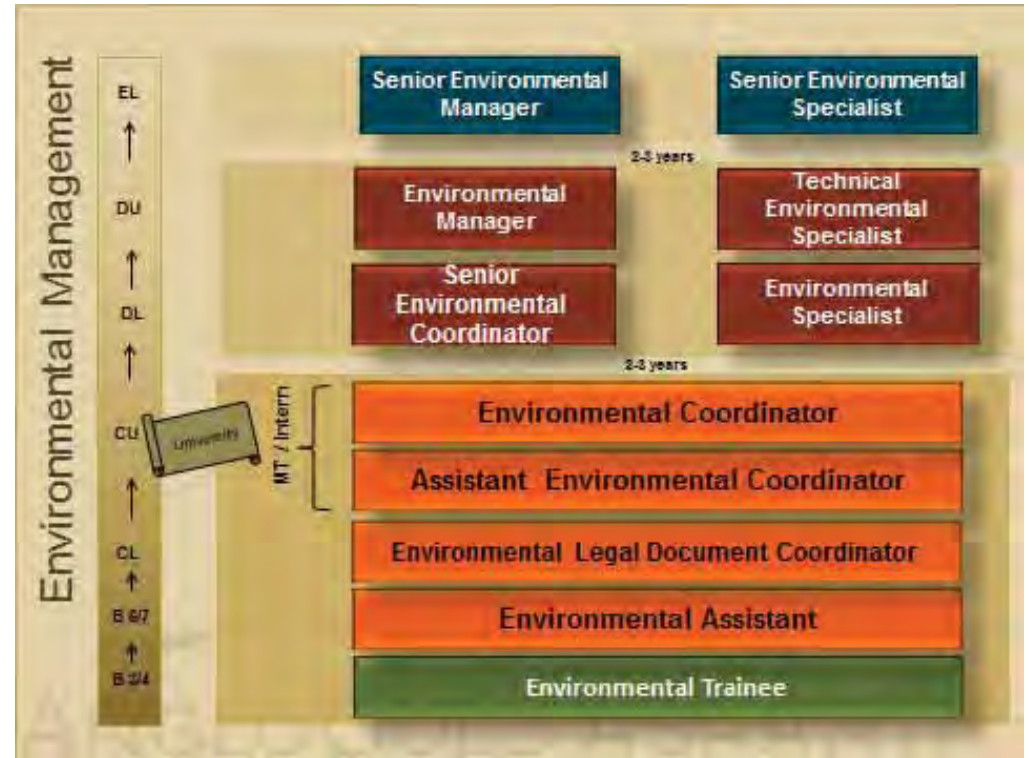
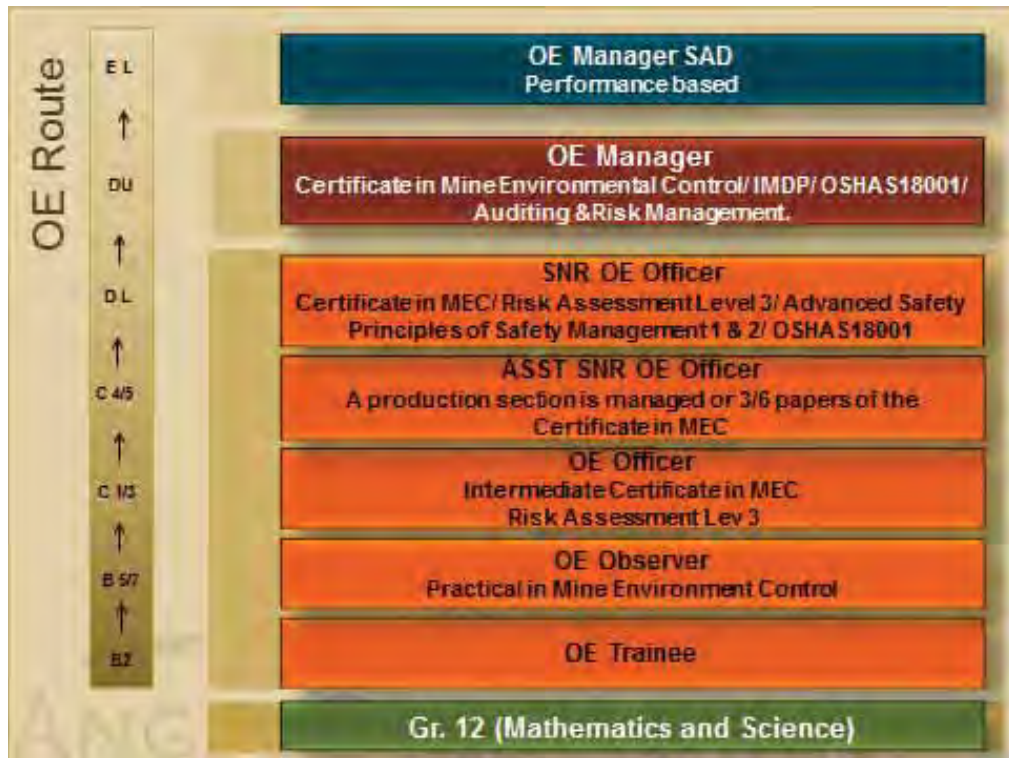


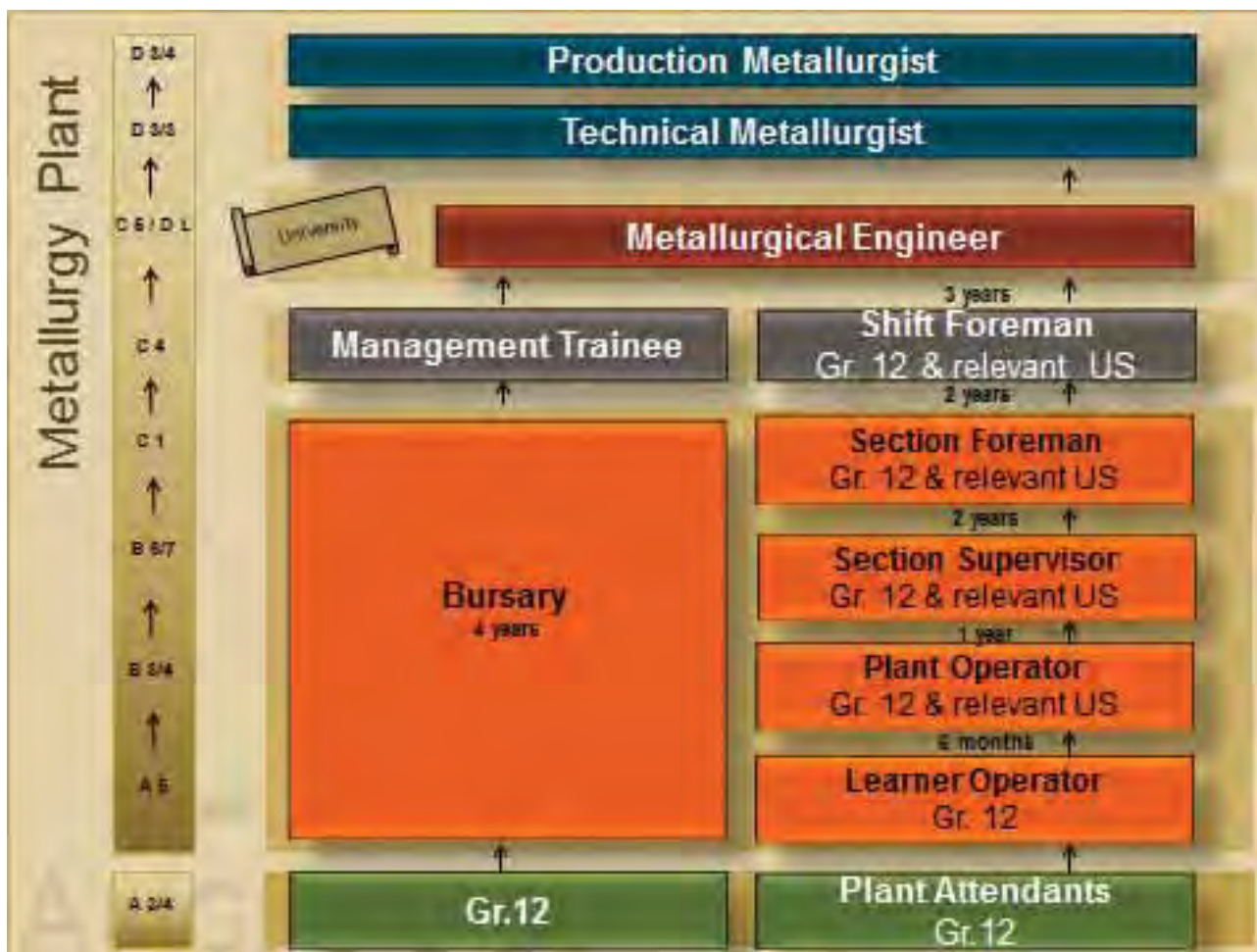


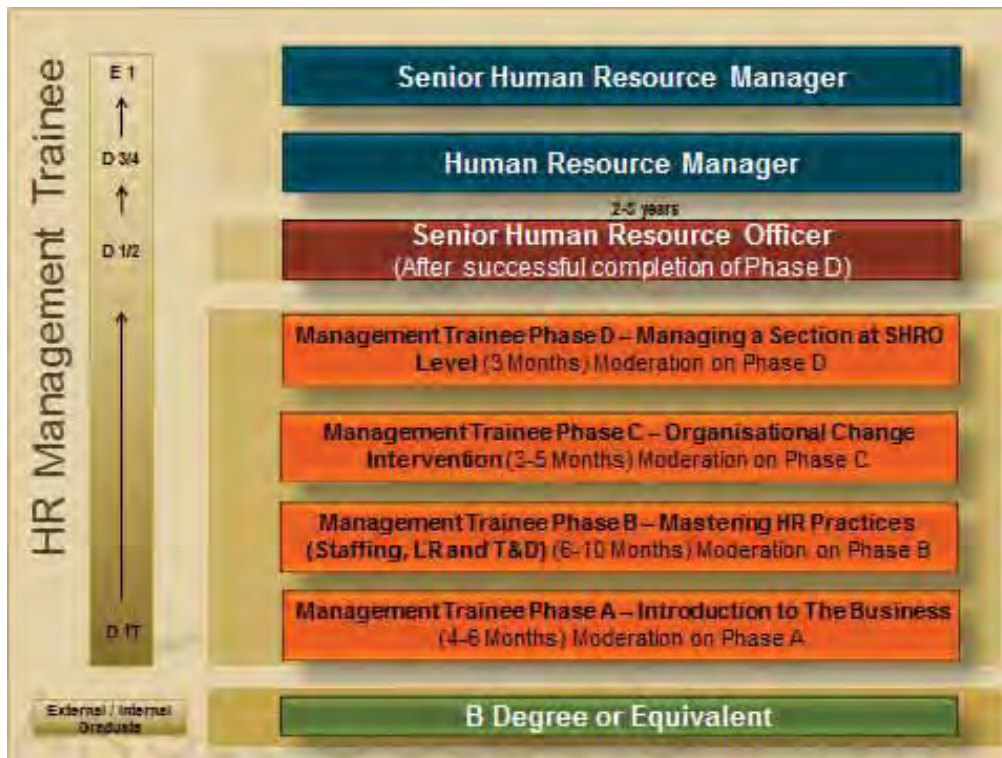


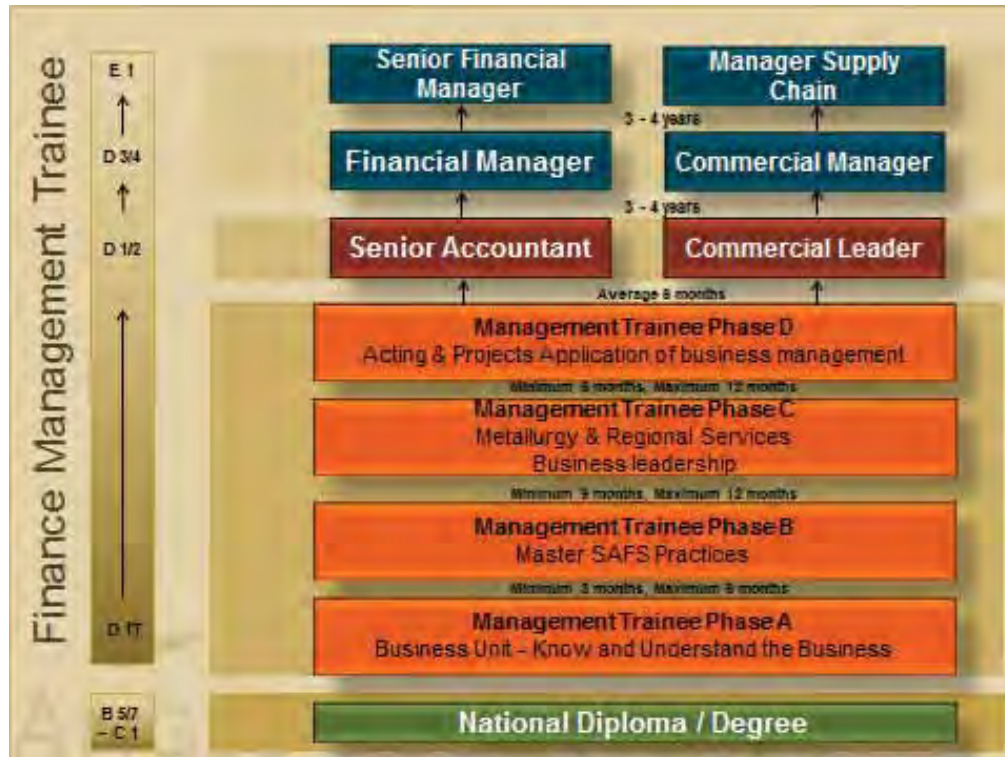












2.10 MANAGEMENT DEVELOPMENT FOR EMPLOYEES (18.1)

Managerial/leadership training and development is generally based on the career development plans of the employees as identified through the talent pool and succession planning processes which also links into the Employment Equity imperatives and drivers of AGA. Management training is an essential 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.

The company 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 tables constitute the 2015 to 2019 Management Development Plans (MDP):

HRD MDP 1: Management Development Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSEA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Senior management	1	0	1	0	2	1	0	0	0	1	3	3
Professionally qualified and experienced specialists and mid-management	3	1	1	1	6	3	1	0	0	4	10	9
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	1	1	1	7	1	0	1	1	3	10	9
TOTALS	8	2	3	2	15	5	1	1	1	8	23	21

HRD MDP 2: Management Development Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Senior management	1	0	1	0	2	1	0	0	0	1	3	3
Professionally qualified and experienced specialists and mid-management	3	1	1	1	6	3	1	0	0	4	10	9
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	1	0	1	6	2	0	1	1	4	10	9
TOTALS	8	2	2	2	14	6	1	1	1	9	23	21

HRD MDP 3: Management Development Planned for 2017												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Senior management	1	0	0	1	2	1	0	0	0	1	3	2
Professionally qualified and experienced specialists and mid-management	2	1	2	1	6	2	0	1	1	4	10	9
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	2	0	0	5	3	1	0	1	5	10	10
TOTALS	6	3	2	2	13	6	1	1	2	10	23	21

HRD MDP 4: Management Development Planned for 2018

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Senior management	1	0	0	1	2	1	0	0	0	1	3	2
Professionally qualified and experienced specialists and mid-management	2	1	1	1	5	2	1	1	1	5	10	9
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	1	1	0	4	3	2	1	0	6	10	10
TOTALS	5	2	2	2	11	6	3	2	1	12	23	21

HRD MDP 5: Management Development Planned for 2019

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
Senior management	1	0	0	0	1	1	0	1	0	2	3	3
Professionally qualified and experienced specialists and mid-management	3	1	1	0	5	2	1	1	1	5	10	10
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	1	0	1	4	3	1	1	1	6	10	9
TOTALS	6	2	1	1	10	6	2	3	2	13	23	22

2.11 TALENT POOL DEVELOPMENT

The purpose of the Talent Pool Development Subsystem is to provide **all** employees with the opportunity to develop to their maximum potential to meet current and future business needs. The objectives of the Talent Pool Subsystem are:

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

The Talent Pool Development Subsystem allows the organisation 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 capability, and a projection of its 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.

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

The objectives of our CHRD programmes are as outlined below:

- Contributing to the country'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 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 Millennium Development Goals to "achieving universal primary education."
- To promote employment and advance the social and economic welfare of mine communities.

2.12 PORTABLE SKILLS FOR THE COMMUNITY (18.2)

The objective for providing portable skills training to the community, which may include the unemployed within close proximity of the AGA operations, is to equip community members with a skill that will assist them to become economically active within their community and become self-sustainable.

Community members will be entitled to a once-off course at no cost to the participant. The individuals will complete specific modules and will be 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 are 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.

Community members 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 constitute 2015 to 2019 Community Portable Skills Training Plans (CPSTP):

Summary Portable Skills Training Planned for 2015 - 2019												
	Number	Duration	Number of courses and delegates planned for Vaal River per year									
	(Delegates)	(Days)	2015		2016		2017		2018		2019	
			Courses	Delegates	Courses	Delegates	Courses	Delegates	Courses	Delegates	Courses	Delegates
Basic Welding	10	8	1	10	0	0	1	10	0	0	1	10
Basic Wiring	10	8	0	0	1	10	0	0	1	10	1	10
Basic Brick Laying	10	13	0	0	1	10	1	10	1	10	0	0
Basic Plumbing	10	13	1	10	0	0	1	10	1	10	0	0
Basic Computer	10	7	1	10	1	10	1	10	0	0	1	10
Basic Carpentry	10	13	0	0	1	10	0	0	1	10	1	10
Basic Engine Service	10	8	1	10	0	0	1	10	0	0	1	10
Basic Forklift	5	8	1	5	1	5	1	5	1	5	1	5
Basic Refrigeration	10	13	1	10	1	10	1	10	1	10	0	0
Sewing or Cooking or Baking Courses (External provider)	10	18	1	10	1	10	0	0	1	10	1	10
TOTALS				65		65		65		65		65

Note: Basic Business Skills forms part of all the Portable Skills offerings.

HRD CPSTP 1: Portable Skills Training Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	35	0	0	2	37	28	0	0	0	28	65	63
TOTALS	35	0	0	2	37	28	0	0	0	28	65	63

HRD CPSTP 2: Portable Skills Training Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	37	0	0	2	37	28	0	0	0	28	65	63
TOTALS	37	0	0	2	37	28	0	0	0	28	65	63

HRD CPSTP 3: Portable Skills Training Planned for 2017												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	30	1	1	2	34	28	1	1	1	31	65	63
TOTALS	30	1	1	2	34	28	1	1	1	31	65	63

HRD CPSTP 4: Portable Skills Training Planned for 2018												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	24	2	2	2	30	28	2	1	4	35	65	63
TOTALS	24	2	2	2	30	28	2	1	4	35	65	63

HRD CPSTP 5: Portable Skills Training Planned for 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	22	2	2	2	28	29	2	2	4	37	65	63
TOTALS	22	2	2	2	28	29	2	2	4	37	65	63

2.13 MINING SKILLS FOR THE COMMUNITY (18.2)

The objective of the Mining skills project is to provide community members the opportunity to educate themselves by obtaining entry level knowledge and skills which will enable them to apply for a position within the mining industry and to become part of the TEBA Ltd database. TEBA Ltd is an institution who has been helping mining industry for many years in terms of sourcing labour among many other functions. Beneficiaries are given the opportunity to be trained as a member on the Stope- and Development team's category of learners. The training is done after hours at no cost to the members 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 will partner with TEBA to assist in attracting more Coloured, Indian and even White female learners to participate in this training programme, which has proven to be a challenge and hence it is not planned for in the 2015 to 2019 plan below.

The following constitute 2015 to 2019 Community Mining Skills Plans (CMSP):

CHRD CMSP 1: Mining Skills Training Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	65	0	0	3	68	12	0	0	0	12	80	77
TOTALS	65	0	0	3	68	12	0	0	0	12	80	77

CHRD CMSP 2: Mining Skills Training Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	65	0	0	3	68	12	0	0	0	12	80	77
TOTALS	65	0	0	3	68	12	0	0	0	12	80	77

CHRD CMSP 3: Mining Skills Training Planned for 2017												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	64	1	0	3	68	12	0	0	0	12	80	77
TOTALS	64	1	0	3	68	12	0	0	0	12	80	77

CHRD CMSP 4: Mining Skills Training Planned for 2018												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	60	1	1	3	65	13	1	0	1	15	80	77
TOTALS	60	1	1	3	65	13	1	0	1	15	80	77

CHRD CMSP 5: Mining Skills Training Planned for 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	60	1	1	3	65	13	0	1	1	15	80	77
TOTALS	60	1	1	3	65	13	0	1	1	15	80	77

2.14 COMMUNITY MINING ENGINEERING ASSISTANT TRAINING PROGRAMME (CMEATP) - (18.2)

Host community members are given the opportunity to be trained as Mining Engineering Assistants on this programme. The training is done after working hours at no cost to the individuals. 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 constitute the 2015 to 2019 Community Mining Engineering Assistant Training Targets:

CHRD CMEATP 1: Mining Engineering Assistant Training Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	42	5	1	8	56	14	0	0	0	14	70	62
TOTALS	42	5	1	8	56	14	0	0	0	14	70	62

CHRD CMEATP 2: Mining Engineering Assistant Training Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	42	5	1	8	56	14	0	0	0	14	70	62
TOTALS	42	5	1	8	56	14	0	0	0	14	70	62

CHRD CMEATP 3: Mining Engineering Assistant Training Planned for 2017												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	40	4	2	8	54	14	1	0	1	16	70	62
TOTALS	40	4	2	8	54	14	1	0	1	16	70	62

CHRD CMEATP 4: Mining Engineering Assistant Training Planned for 2018												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	38	3	2	6	49	17	1	1	2	21	70	64
TOTALS	38	3	2	6	49	17	1	1	2	21	70	64

CHRD CMEATP 5: Mining Engineering Assistant Training Planned for 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	33	3	2	5	43	21	2	1	3	27	70	65
TOTALS	33	3	2	5	43	21	2	1	3	27	70	65

2.15 INTERNSHIPS FOR THE COMMUNITY (18.2)

2.15.1 Community Internship Programme (CIP)

The company commits to provide supervised work experience which can lead to future employment opportunities for community members who are in the possession of recognised degrees or diplomas to extend the theoretical knowledge acquired through their studies in a practical job exposure. Internships are awarded on an annual basis and will not extend beyond the calendar year in which interns are appointed. During the time of internship, the intern receives a stipend as set out per budget allocation and approval by the company.

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 internal 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 following constitute the 2015 to 2019 Community Internship programme (CIP):

CHRD CIP SUMMARY: Community Interns Planned for 2015 to 2019 Core and Non-Core Skills													
		MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
2015	Core	2	1	1	1	5	2	0	0	1	3	8	7
	Non-Core	5	1	0	1	7	5	1	2	2	10	17	16
2016	Core	2	1	1	1	5	1	1	1	0	3	8	7
	Non-Core	5	0	1	1	7	7	1	1	1	10	17	16
2017	Core	2	1	1	1	5	1	1	0	1	3	8	7
	Non-Core	5	1	0	1	7	5	1	2	2	10	17	16
2018	Core	2	0	1	0	3	2	1	1	1	5	8	8
	Non-Core	4	1	1	0	6	6	2	1	2	11	17	17
2019	Core	2	1	1	0	4	2	0	1	1	4	8	8
	Non-Core	3	1	1	0	5	8	1	1	2	12	17	17
TOTAL	Core	10	4	5	3	22	8	3	3	4	18	40	37
	Non-Core	22	4	3	3	32	31	6	7	9	53	85	82
Note:	3 Non-Core Interns will be sourced yearly from the major labour sending area, which is included in the figure allocated for Non-core interns in this table.												

2.15.2 Graduate Development Scheme – MQA Learners / Interns

The company continues to work in partnership with the MQA, industry SETA, to provide work-integrated learning for external students. Candidates must comply with the MQA criteria and fields of study are also 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 2015 to 2019 MQA Learnership/ Internship Plans (MQAL/IP)

HRD MQAL/IP SUMMARY Graduate Develop Scheme - MQA Learners/ Interns Planned for 2015 to 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
2015	12	1	1	1	15	10	0	0	2	12	27	26
2016	11	1	1	1	14	11	0	0	2	13	27	26
2017	10	1	1	1	13	10	1	1	2	14	27	26
2018	6	2	2	0	10	14	1	1	1	17	27	27
2019	6	2	2	0	10	12	2	2	1	17	27	27
TOTAL	45	7	7	3	62	57	4	4	8	73	135	132
Note:	<i>1 MQA Learners/ Interns will be sourced yearly from the major labour sending area, which is included in the figure allocated for MQA Learners/ Interns in this table.</i>											

2.16 LEARNERSHIPS FOR THE COMMUNITY (18.2)

2.16.1 Community Learnerships in Engineering

Engineering skills training will be provided to community members in our host communities to provide 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.

Learners will be 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.

The company 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.

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, 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 tables constitutes the 2015 to 2019 Community Learnerships in Engineering Plans (CLIEP):

HRD CLIEP 1: Learnerships in Engineering Planned for 2015												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	24	0	0	1	25	9	0	0	1	10	35	34
TOTALS	24	0	0	1	25	9	0	0	1	10	35	34
Note:	<i>1 x Learnership in Engineering learner will be sourced yearly from the major labour sending area, which is included in the figure allocated for Learnerships in Engineering in this table.</i>											

HRD CLIEP 2: Learnerships in Engineering Planned for 2016												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	20	2	0	1	23	10	0	0	2	12	35	34
TOTALS	20	2	0	1	23	10	0	0	2	12	35	34
Note:	<i>1 x Learnership in Engineering learner will be sourced yearly from the major labour sending area, which is included in the figure allocated for Learnerships in Engineering in this table.</i>											

HRD CLIEP 3: Learnerships in Engineering Planned for 2017

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	17	1	1	1	20	12	0	1	2	15	35	34
TOTALS	17	1	1	1	20	12	0	1	2	15	35	34
Note:	<i>1 x Learnership in Engineering learner will be sourced yearly from the major labour sending area, which is included in the figure allocated for Learnerships in Engineering in this table.</i>											

HRD CLIEP 4: Learnerships in Engineering Planned for 2018

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	14	2	2	0	18	14	1	0	2	17	35	35
TOTALS	14	2	2	0	18	14	1	0	2	17	35	35
Note:	<i>1 x Learnership in Engineering learner will be sourced yearly from the major labour sending area, which is included in the figure allocated for Learnerships in Engineering in this table.</i>											

HRD CLIEP 5: Learnerships in Engineering Planned for 2019

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	12	2	2	0	16	15	1	1	2	19	35	35
TOTALS	12	2	2	0	16	15	1	1	2	19	35	35
Note:	<i>1 Learnership in Engineering learner will be sourced yearly from the major labour sending area, which is included in the figure allocated for Learnerships in Engineering in this table.</i>											

2.16.2 Learnerships in Mining

*Community Learnerships in Mining (Team Leader) – Level 2

The Learnerships in Mining programme will be 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 will be 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 endeavours to implement measures to align with the national EAP as far possible.

The following tables constitute the 2015 to 2019 Community Learnerships in Mining (Team Leader) Plans (CLIMTLP) -Level 2:

HRD CLIMTLP 1: Learnerships in Mining Level 2 Planned for 2015

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	16	0	0	1	17	3	0	0	0	3	20	19
TOTALS	16	0	0	1	17	3	0	0	0	3	20	19

HRD CLIMPTL 2:Learnerships in Mining Level 2 Planned for 2016

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	16	0	0	1	17	3	0	0	0	3	20	19
TOTALS	16	0	0	1	17	3	0	0	0	3	20	19

HRD CLIMTLP 3:Learnerships in Mining Level 2 Planned for 2017

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	13	1	0	1	15	3	0	0	2	5	20	19
TOTALS	13	1	0	1	15	3	0	0	2	5	20	19

HRD CLIMTLP 4:Learnerships in Mining Level 2 Planned for 2018

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	13	1	0	1	15	3	0	0	2	5	20	19
TOTALS	13	1	0	1	15	3	0	0	2	5	20	19

HRD CLIMTLP 5:Learnerships in Mining Level 2 Planned for 2019

	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
	12	0	1	1	14	5	1	0	0	6	20	19
TOTALS	12	0	1	1	14	5	1	0	0	6	20	19

2.17 BURSARIES FOR THE COMMUNITY (18.2)

The company commits to provide bursaries to community members in our host and major labour sending areas, who are admitted 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 initiative will be marketed within communities through local newspapers and through internal communication channels, as well as the Mandating and Implementing committees which have been established with the relevant Municipalities. The company will attempt to align bursar demographics with national EAP ratios and its Form R where possible. Where this proves challenging due to unavailability of certain demographic groups, alternative HDSA groups will be prioritised.

The following table constitute the 2015 to 2019 for Community Bursary Plans (CBP):

HRD CBP SUMMARY-Community Bursaries Planned for 2015 to 2019 -Core and Non-Core Skills													
		MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
2015	Core	3	1	1	1	6	4	0	1	1	6	12	11
	Non-Core	5	1	2	1	9	6	1	1	2	10	19	18
2016	Core	3	1	1	1	6	4	1	0	1	6	12	11
	Non-Core	5	2	1	1	9	5	1	2	2	10	19	18
2017	Core	4	1	0	0	5	4	0	1	2	7	12	12
	Non-Core	5	1	2	0	8	6	2	1	2	11	19	19
2018	Core	3	0	1	0	4	5	1	0	2	8	12	12
	Non-Core	4	2	1	0	7	7	2	2	1	12	19	19
2019	Core	2	0	1	0	3	6	0	1	2	9	12	12
	Non-Core	3	1	1	0	5	7	2	2	3	14	19	19
TOTAL	Core	15	3	4	2	24	23	2	3	8	36	60	58
	Non-Core	22	7	7	2	38	31	8	8	10	57	95	93
Note:	4 Non-core Bursars will be sourced yearly from the major labour sending area, which is included in the figure allocated for Non-core bursaries in this table.												

2.18 VOCATIONAL BURSARIES FOR THE COMMUNITY (18.2)

Vocational bursaries are offered to South Africans and are industry related with consideration being given to the company's Form R and the national EAP. 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 constitute the 2015 to 2019 Community Vocational Bursary Plans (CVBP):

HRD CVBP SUMMARY-Vocational Bursaries Planned for 2015 to 2019- Core Skills												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
2015	2	0	1	0	3	2	0	0	1	3	6	6
2016	2	1	0	0	3	2	0	0	1	3	6	6
2017	1	0	1	0	2	2	1	0	1	4	6	6
2018	1	1	0	0	2	2	1	1	0	4	6	6
2019	1	0	0	0	1	2	1	1	1	5	6	6
TOTALS	7	2	2	0	11	10	3	2	4	19	30	30

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 course at NQF level 4. After successful completion of the course the learner is registered as an Enrolled Nursing Auxiliary (ENA) which is an entry level position. At the entry level, the Enrolled Nursing Auxiliaries clean patients beds, assist in bathing patients, etc. AGA also provides a learning opportunity to a few top learners to continue their training to the level of Enrolled Nursing, which is at NQF level 5 and this takes the individual to a level where he/she is allowed to administer medication. Prospective 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 SANC. Practical training takes place at the West Vaal Hospital, Klerksdorp Tshepong Complex and the surrounding clinics.

The opportunities for 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 40 learners per year, 20 in each district. Internal nursing experts are responsible to accompany the learners and manage their learning programmes and progress.

SANC has announced a change in the Nursing qualification structure that will be effective from 2016 which will not affect the intakes of Enrolled Nursing Auxiliaries, but will force AGA to discontinue the Enrolled Nursing intakes as from 2016. This will not affect the company's SLP.

The following constitute the 2015 to 2019 Community Enrolled Nursing Auxiliares and Nurses Plans (CENAP):

HRD CENAP SUMMARY- Vaal River Community Enrolled Nursing Auxiliaries and Enrolled Nurses 2015 to 2019												
	MALE					FEMALE					OVERALL TOTAL	TOTAL HDSA
	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL		
2015	6	1	1	1	9	6	1	1	1	9	18	17
2016	6	1	1	1	9	6	1	1	1	9	18	17
2017	6	1	1	1	9	6	1	1	1	9	18	17
2018	5	1	1	2	9	5	2	1	1	9	18	16
2019	5	2	1	1	9	5	2	1	1	9	18	17
TOTALS	28	6	5	6	45	28	7	5	5	45	90	84

2.20 COMMUNITY HUMAN RESOURCE DEVELOPMENT PROJECTS

Over and above the Community Human Resource Development (CHRD) training and development programmes offered by the company, education upliftment projects are implemented in our host and major labour sending communities. These projects contribute to equipping educational institutions with proper equipment to function at optimal and empower learners and teachers, as well as contributes to the Maths, Science and Language improvements which are in line with the country's National Development Plan (NDP).

Such projects included and are not limited to the following:

- A. Maths and Science projects,
- B. Career Expos and/ Guidance,
- C. Schools Enrichment,
- D. Capacitation of Schools, and
- E. Further Education and Training (FET) improvements.

The company budgets for these projects on an annual basis and has built into the five year SLP. These projects are further explained below:

A. Maths, Science and Language Enhancement projects:

It is generally accepted that without sufficient young people having a thorough knowledge of Mathematics and Physical Science, South Africa will continue to struggle to educate, train and register the Engineers it requires to sustain long-term infrastructure programmes. More learners need to be involved in Mathematics and Physical Science at a higher level to meet the economy's skills demand and to offer them a broader range of career options.

AngloGold Ashanti (AGA) recognises the need for such learners to achieve excellent results in both Mathematics and Physical Science as a means to a brighter, more sustainable future, hence AGA embarked on a project since 2007 to address this. This project ensures that teachers with proven credentials and experience are appointed as educators, taking cognisance to the fact that the majority of the learners come from disadvantaged communities in our host and labour sending areas. This project aims to empower, uplift and improve such individuals. This project consists of a **Learner Incubator Programme, Educator Incubator Programme and School Management Team Training Programme** in our host and major labour sending areas.

This project engages learners in Grades 10, 11 and 12 with the intention to direct them on an intended career path, and coach and support them towards meeting the requirements for chosen fields of study. The purpose of this project is:

- To improve the grade 10, 11 and 12 learners in Maths, Science and English.
- To upgrade the academic standard of committed learners who are interested in entering specific professions,
- To introduce learners to and familiarize them with the idea of higher education,
- To motivate learners to further their own education and think “entrepreneurship” where possible,
- To produce individuals who question and innovate,
- To encourage Incubator learners to assist fellow learners, creating a ripple effect on learning within their communities, and
- To equip learners with the skills needed, not just to fulfil their potential, but also to equip them to participate confidently in the our nation's economy.

B. Career Expos

The Career Expo project will be aimed at stimulating learners from under privileged schools to contribute towards youth development and growth in our host and major labour sending area. AngloGold Ashanti intends to partner with Local Municipalities in the execution of this project and to make a bigger impact.

This project seeks to empower and capacitate the grade 10 to 12 learners within our host and major labour sending areas. Learners will be provided with an opportunity to interact with various tertiary institutions including Universities, Colleges, Further Education and Training institutions and other educational institutions, which will give the learners insight into the requirements hereof. It will also allow learners the opportunity to access information from the various organisations and academia about the bursaries and financial support offered. Learners will also obtain insight into career paths and exploration into scarce skills within in the country. During the Career Expo the learners will receive motivational and inspirational talks from professional speakers. Learners will be exposed to the large variety of exhibitions where they will be able to connect with personnel from AngloGold Ashanti and various other institutions.

The purpose of the Career expo is to provide learners with an opportunity to apply for tertiary institution's acceptances as well as bursary opportunities; that AGA and other organisation's may offer, provide them with Information to enable them to make informed career path decisions; provide them with insight to the different study institutions and to advise the learners on career paths within the various organisations. The participating companies, academia and the learners participated for free.

C. Schools Enrichment project

AngloGold Ashanti subscribes to the philosophy of creating a complete institution of learning which should at least have competent, dedicated educators, school management teams, school governing bodies and the likes thereof. As a company that actively participates in the education space through our Social and Labour Plans' we continuously strive to assist in addressing education challenges in the communities and societies in which we operate.

One such an initiative is a Leadership and Performance Enrichment Programme that has been introduced to schools in our host communities over the past two years by AGA and will continue into years ahead. This project will also be rolled out to schools in our major Labour Sending Area going forward. AGA's aim is to enhance the leadership and improve the managerial skills of principals, school governing bodies (SGBs) and learner representative councils within less fortunate schools. This will assist in schools becoming effectively managed and therefore yielding good results. This will be done by a fully trained and experienced facilitator of and recognised organisation, which presents the programme and has been sourced and approved by AGA. The project seeks 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. It will also assist principals, their school management teams, schools' governing bodies, learner representative councils, student organisations, Department of Education, educator unions, local municipalities and any other relevant stakeholder in education will benefit from this project. Training manuals and lunch were also provided to those that attended. Learners received motivational packages.

The project consisted of the following key performance areas:

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

D. Capacitation of Schools

The company will in the course of the next five year period (2015-2019) investigate which schools require capacitation in our host communities and conduct feasibility study in this regard to ascertain what the schools real needs are. Based on this, the company will embark on a capacitation project within the identified schools.

The company seeks to assist such schools in equipping their science labs, computer labs and resource centres to make a more efficient classroom within the school to aid educators and learners to improve in these areas. The main objective of this project is to ensure that the schools are equipped with the necessary resources that they need to ensure effective and efficient learning.

E. Further Education and Training (FET) improvement projects

AngloGold Ashanti requires technical skills to run its operations; as a result, AGA will focus on enhancing the learning and teaching at the Further Education and Training (FET) Colleges by providing support to students and lecturers through capacitation. The scarcity of technical skills, legislative requirements and the company values, are the driving forces behind AGA initiatives in contributing to the national skills supply base with special emphasis in our host communities. AGA realises that to achieve the desired learning outcomes required by the marketplace, the learning environment should be able to support the development of competent future employees, preferably originating from our host communities. With these initiatives, AGA ensures that the learners have the facilities, and the lecturers have the ability, to transfer knowledge and facilitate learning of a high standard. The main objective of this project is to ensure that the FET Colleges are equipped with the necessary resources to ensure effective and efficient learning.

F. National Education and Collaborative Trust (NECT):

The NECT is an initiative by Business Leadership South Africa aimed at promoting partnerships between Business and Government (Department of Basic Education) in improving the quality of education in the country. Each company that is a member of the NECT has committed itself to contributing a percentage of its JSE market cap into the NECT Fund. The following are the six focus areas of the National Education Collaborative Framework which has been aligned to the Company's CHRD strategy:

1. Professionalization of the teaching service:
2. A call for courageous and effective leadership
3. Improving government capacity to deliver
4. Improving resourcing in order to create conducive and safe learning environments: teachers, books and infrastructure
5. Community and parent involvement
6. Learner support and wellbeing

AGA as a member of the NECT has committed itself to contributing an amount of R670 000.00 for the three year period effective 2014, over and above all the HRD commitments contained in this SLP. The Company has also aligned its CHRD strategy to the NECT Framework.

C. EMPLOYMENT EQUITY

Guiding Principles

The following guiding principles were applied when developing the Employment Equity (EE) Plans for the 2015 – 2019 period.

1. The 2015 - 2017 EE numerical targets as submitted to the DoL (Department of Labour) were converted into percentages and transferred into this 2015-2019 for the 2015-2017 period.
2. Life of Mine (LOM) Plans have been considered with respect to the workplace profile at all levels including the Skills required, which will be supported by the Human Resources Development (HRD) Plans.
3. For Senior Management level, the targets were set from the pool of employees from West Wits, Vaal River and Corporate office.
4. Employment Equity Principles have been applied with respect to EAP guidelines, and the workforce analysis of all our operations.
5. Our approach is to align to the extent possible, the EE Plans required in terms of the EEA and the MPRDA.
6. Top Management Plans have been planned to remain stable at 43% due to the small population at this level and low attrition rate. However, in an event where there is a termination, the company commits to replace any vacancy with a suitably qualified HDSA candidate.

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 that:

“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 stated as follows:

“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;

The employment equity targets set in the Mining Charter are applicable to the end of 2014. As at the end of June 2014, the company’s performance against the Mining Charter is as follows:

- Board - 56%
- Top Management - 38%
- Senior Management: Vaal River - 35 %, West Wits - 37%, & SAR - 36%
- Middle Management: Vaal River - 47%, West Wits - 53% & SAR - 50%
- Junior Management: Vaal River - 54%, West Wits - 61%, & SAR - 57%
- Core Skills: Vaal River – 51%, West Wits- 54%, & SAR – 52%
- Women in Mining: Vaal River - 16%, West Wits -14% & SAR – 15%

Based on the above, it is clear that the company has exceeded its targets as was set in the 2010 Revised Mining Charter at Board Level, Middle Management, Junior Management, Core skills and with respect to 10% target for Women in Mining. We are confident that the 40% target for Senior Management and Top Management will be achieved by end of December 2014.

In developing this 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 currently before the office of the President for signature, in particular the definition of HDSA which has now been aligned to that of the BBBEE codes.

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 will be taken 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 MANCOM”** means the **Management Committee (MANCOM)** 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 Khotsoeng Mine, Great Nologwa 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 VR (inclusive of Corporate Office) compliance as at end June 2014:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH AFRICAN MINING INDUSTRY - AGA : VAAL RIVER OPERATIONS									
ELEMENT	MEASURE	COMPLIANCE TARGET BY 2014	PROGRESS ACHIEVED					COMMENTS	
			2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 as at 31/06/2014		
5	Employment Equity	Board Level	40%		45%	42%	56%	55.5%	The company has exceeded the 40% target of 2014. If the non-South African Directors are excluded on the total actual figure, the HDSA representation stands at 83%
		Top Management (F Band)	40%	25%	40.0%	40.0%	37.5%	37.5%	The company has announced the appointment of Christine Ramon (HDSA) to take effect from 01 October 2014. This appointment will improve HDSA representation to 42.9%.
		Senior Management (E Band)	40%	22.2%	26.4% ¹	32.1%	31.3%	35.3%	The Vaal River Region has made positive progress which improved the HDSA percentage at this level by 4.8% (from 31.3% in 2013 to 35.3% in Q2 2014). Based on the action plans put in place, the Vaal River Region is confident that the 40% target will be achieved by end of 2014.
		Middle Management (D Band)	40%	35.0%	43.4% ²	46.7%	48.0%	46.8%	The Vaal River Region has exceeded the 40% Mining Charter target of 2014 at this level and aims to maintain the positive achievement.
		Junior Management (C Band)	40%	48.5%	52.6% ³	53.2%	53.6%	53.5%	The Vaal River Region has significantly exceeded the 40% Mining Charter target of 2014 at this level and aims to maintain the positive achievement.
		Core Skills	40%	49.0% **	52.3% **	52.4%	51.6%	51.2%	The Vaal River Region has exceeded the 40% Mining Charter target of 2014.

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 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, 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 30 June 2014 for the West Wits Operations, followed by the EE Plan for the West Wits 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 Management Committee (MANCOM) consisting of Senior Vice Presidents and Vice Presidents based mainly at South Africa Region Operations (SARO) in Vaal River Wits.

TABLE 2.17 A:- ANGLOGOLD ASHANTI BOARD OF DIRECTORS AS AT 30 JUNE 2014

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2014 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
AGA BOARD	3	1	0	1	0	0	0	1	3	0	9	40%	55.5%
GRAND TOTAL	33.3%	11.1%	0.0%	11.1%	0%	0%	0%	11.1%	33.3%	0%	100%	40%	55.5%

Note: If the non-South African Directors are excluded on the total actual figure, the HDSA representation stands at 83%.

TABLE 2.17 B:- ANGLOGOLD ASHANTI TOP MANAGEMENT LEVEL (EXCO) AS AT 30 JUNE 2014

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2014 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
Top Management	1	0	0	1	0	0	1	3	1	1	8	40%	37.5%
GRAND TOTAL	12.5%	0%	0%	12.5%	0%	0%	12.5%	37.5%	12.5%	12.5%	100%	40%	37.5%

It should be noted that the Top Management Structure operates across all areas of AngloGold Ashanti, i.e. West Wits and Vaal River. The 38% 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 30 JUNE 2014

Occupational Levels	Males			Females				Male	Foreign National		Total	2014 MC % HDSA Targets	2014 % HDSA Actual
	AFRICAN	COLOURED	INDIAN	AFRICAN	COLOURED	INDIAN	WHITE	WHITE	MALE	FEMALE			
SAR Mancom	2	1	0	0	0	0	0	2	0	0	5	40%	60%
GRAND TOTAL	40%	20%	0%	0%	0%	0%	0%	40%	0%	0%	100%	40%	60%

The following table reflects the status report with respect to Vaal River operations percentage of actual HDSA as at 30 June 2014, including Vaal River Corporate Office against the 2014 targets as set in the Revised Amended Mining Charter of 2010.

TABLE 2.17 D: TOTAL VAAL RIVER INCLUDING CORPORATE OFFICE												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				Male	Foreign National			
	A	C	I	A	C	I	W		Male	Female		
Senior Management	10.6%	2.4%	3.5%	4.7%	0.0%	2.4%	11.8%	57.6%	5.9%	1.2%	100%	35.3%
Middle Management	15.8%	2.6%	2.2%	5.8%	1.0%	1.2%	18.2%	50.4%	1.7%	1.2%	100%	46.8%
Junior Management	34.3%	1.2%	0.0%	9.1%	0.5%	0.3%	8.1%	39.1%	7.2%	0.1%	100%	53.5%
Semi-skilled	53.2%	0.4%	0.0%	11.5%	0.3%	0.0%	1.4%	2.1%	30.7%	0.1%	100%	67.0%
Un/skilled & Def. dec. making	54.8%	0.4%	0.0%	15.1%	0.0%	0.0%	0.0%	0.8%	28.0%	0.8%	100%	70.3%
Total Permanent	49.6%	0.6%	0.1%	12.6%	0.2%	0.1%	2.4%	9.2%	24.7%	0.5%	100%	65.6%
Non-Permanent Employees	11.1%	0.0%	0.0%	22.2%	5.6%	2.8%	25.0%	30.6%	2.8%	0.0%	100%	66.7%
GRAND TOTAL	49.5%	0.6%	0.1%	12.6%	0.2%	0.1%	2.5%	9.3%	24.6%	0.5%	100%	65.6%

As at the end of June 2014, the company has already met the 2014 Mining Charter targets at Board level, Middle Management and Junior Management levels. There are plans in place to the achieve 40% HDSA representation in Top and Senior Management levels. The company is confident that the 2014 targets will be met.

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 June 2014 in the Vaal River operations.

TABLE 2.17.E: VAAL RIVER WORKFORCE PROFILE - CORE FUNCTION AS AT 30 JUNE 2014												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				White	Foreign Nationals			
	A	C	I	A	C	I	W	Male	Male	Female		
Senior management	5	1	0	0	0	0	0	16	0	0	22	27.3%
Middle Management	38	6	2	9	0	2	12	103	2	1	175	39.4%
Junior Management	570	17	1	65	0	1	36	783	155	1	1629	42.4%
Semi-skilled... decision making	1866	10	0	95	1	0	3	60	1398	6	3439	57.4%
Unskilled & Def. dec. making	3648	24	0	862	2	0	2	56	1879	51	6524	69.6%
Total Permanent	6127	58	3	1031	3	3	53	1018	3434	59	11789	61.7%
Non-permanent employees	0	0	0	0	0	0	0	0	0	0	0	0.0%
GRAND TOTAL	6127	58	3	1031	3	3	53	1018	3434	59	11789	61.7%

TABLE 2.17.F: VAAL RIVER WORKFORCE PROFILE - CORE FUNCTION AS AT 30 JUNE 2014												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA
	Male			Female				Male	Foreign National			
	A	C	I	A	C	I	W		Male	Female		
Senior Management	22.7%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%	0.0%	0.0%	100%	27.3%
Middle Management	21.7%	3.4%	1.1%	5.1%	0.0%	1.1%	6.9%	58.9%	1.1%	0.6%	100%	39.4%
Junior Management	35.0%	1.0%	0.1%	4.0%	0.0%	0.1%	2.2%	48.1%	9.5%	0.1%	100%	42.4%
Semi-skilled	54.3%	0.3%	0.0%	2.8%	0.0%	0.0%	0.1%	1.7%	40.7%	0.2%	100%	57.4%
Unskilled & Def. dec. making	55.9%	0.4%	0.0%	13.2%	0.0%	0.0%	0.0%	0.9%	28.8%	0.8%	100%	69.6%
Total Permanent	52.0%	0.5%	0.0%	8.7%	0.0%	0.0%	0.4%	8.6%	29.1%	0.5%	100%	61.7%
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%
GRAND TOTAL	52.0%	0.5%	0.0%	8.7%	0.0%	0.0%	0.4%	8.6%	29.1%	0.5%	100%	61.7%

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 14%.

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 30 June 2014:

Occ. Levels	Female				Total Local	Foreign National	Grand Total	% WIM incl. Conventional functions
	A	C	I	W		Female		
Top Management	1	0	0	1	2	1	3	13.7% of women against the total workforce of 13237
Senior Management	3	1	2	6	12	2	14	
Middle Management	30	5	6	56	97	4	101	
Junior Management	197	15	7	188	407	1	408	
Semi-skilled	391	6	1	60	458	2	460	
Unskilled & Def. dec. making	785	1	0	1	787	30	817	
Total Permanent	1407	28	16	312	1763	40	1803	
Non-Permanent Employees	33	1	0	7	41	0	41	
GRAND TOTAL	1440	29	16	319	1804	40	1844	

The following table reflects the total numbers with respect to Women in mining in the core function at Vaal River Region as at 30 June 2014.

TABLE 2.17.N: VAAL RIVER: WOMEN IN MINING - CORE FUNCTION								
Occ. Levels	Female				Total Local	Foreign National	Grand Total	% WIM core function only
	A	C	I	W		Female		
Top Management	0	0	0	0	0	0	0	6.7% of women in women in core function against the total workforce of 13237
Senior Management	0	0	0	1	1	0	1	
Middle Management	10	1	1	13	25	0	25	
Junior Management	63	0	0	27	90	1	91	
Semi-skilled	71	0	0	2	73	3	76	
Unskilled & Def. dec. making	672	1	0	1	674	24	698	
Total Permanent	816	2	1	44	863	28	891	
Non-Permanent Employees	0	0	0	0	0	0	0	
GRAND TOTAL	816	2	1	44	863	28	891	

The following table reflects the total numbers with respect to Women in mining in the support function at Vaal River Region as at 30 June 2014.

TABLE 2.17.O: 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	0	1	2	0	2	7.0% of women in women in core function against the total workforce of 13237
Senior Management	2	0	1	5	8	1	9	
Middle Management	22	3	5	37	67	4	71	
Junior Management	126	13	5	169	313	0	313	
Semi-skilled	336	5	1	65	407	1	408	
Unskilled & Def. dec. making	124	0	0	0	124	2	126	
Total Permanent	611	21	12	277	921	8	929	
Non-Permanent Employees	0	1	0	2	3	0	3	
GRAND TOTAL	611	22	12	279	924	8	932	

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

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 2014 WSP-ATR to the MQA.

TABLE 2.17.L: 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,	Middle Management
Engineering	Senior Rock Engineering Officers	Middle Management
Engineering	Artisans - Riggers, 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 Surveyors/Evaluators/Planners	Middle Management
MRM	Mine Planning Technician	Middle Management
MRM	Draughtsperson	Middle Management
Metallurgy	Metallurgical Engineers	Middle Management
Metallurgy	Metallurgical Plant Managers	Middle Management
Metallurgy	Metallurgists	Middle Management

2.17.4 VAAL RIVER BUSINESS UNITS' PROGRESS

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 tables below reflect the percentage achievements of the Business Units within Vaal River Operation as at the end of 30 June 2014. 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	0	1	0	0	0	0	0	1	2	3
Senior management	8	5	2	0	3	2	10	30	51	81
Middle Management	65	25	10	3	8	5	74	190	206	396
Junior Management	805	212	27	13	1	7	190	1255	919	2174
Core & Critical Skills (1)	5548	981	34	3	0	0	5	6571	120	6691
Total of the above	6426	1224	73	19	12	14	279	8047	1298	9345

(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	1	3	33.33	20%	25%	30%	35%	40%	3	
Senior management	30	81	37.04	20%	25%	30%	35%	40%	4	
Middle Management	190	396	47.98	30%	35%	40%	40%	40%	3	
Junior Management	1255	2174	57.73	40%	40%	40%	40%	40%	1	
Core and Critical Skills	6571	6691	98.21	15%	20%	30%	35%	40%	5	
TOTAL	8047	9345	86.11						16	0

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

The following tables reflect the percentage EE Plan of the Vaal River operations for the period 2015 – 2019.

Business Units in the Vaal River operation have accordingly put in place EE Plans with set targets which aim to address the obligations as contained in the Employment Equity Act.

Year 1												
EE PLAN : 2015												
TABLE 2.17.G: TOTAL VAAL RIVER EE PLAN												

VAAL RIVER PROPOSED PLAN - 2015 - YEAR ONE												
Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Planned % HDSA
	Male			Female				Male	Foreign National			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	28.6%	14.3%	14.3%	100%	42.9%
Senior Management	14.1%	2.9%	5.3%	4.1%	1.2%	2.4%	10.6%	51.8%	5.9%	1.8%	100%	40.6%
Middle Management	20.3%	2.2%	3.0%	7.8%	1.3%	2.1%	13.5%	46.4%	2.6%	0.7%	100%	50.3%
Junior Management	40.8%	1.2%	0.1%	9.7%	0.6%	0.3%	9.1%	31.3%	6.8%	0.1%	100%	61.8%
Semi-skilled	54.4%	0.2%	0.0%	10.0%	0.3%	0.0%	2.1%	2.1%	30.8%	0.1%	100%	67.1%
Unskilled & Def. dec. making	60.8%	0.3%	0.0%	13.9%	0.0%	0.0%	0.1%	0.7%	23.8%	0.4%	100%	75.1%
Total Permanent	53.9%	0.5%	0.1%	11.8%	0.2%	0.1%	2.7%	8.1%	22.2%	0.3%	100%	69.4%
Non-Permanent Employees	25.0%	0.0%	0.0%	40.0%	0.0%	0.0%	20.0%	15.0%	0.0%	0.0%	100%	85.0%
GRAND TOTAL	53.9%	0.5%	0.1%	11.8%	0.2%	0.1%	2.7%	8.1%	22.1%	0.3%	100%	69.4%

Year 2

EE PLAN : 2016

TABLE 2.17.H: TOTAL VAAL RIVER EE PLAN

VAAL RIVER PROPOSED PLAN - 2016 - YEAR TWO

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Planned % HDSA
	Male			Female				White	Foreign National			
	A	C	I	A	C	I	W	Male	Male	Female		
Top Management	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	28.6%	14.3%	14.3%	100%	42.9%
Senior Management	15.9%	3.5%	5.9%	5.3%	1.2%	3.5%	10.0%	47.1%	5.9%	1.8%	100%	45.3%
Middle Management	21.5%	2.1%	3.1%	8.6%	1.3%	2.1%	13.4%	44.6%	2.7%	0.7%	100%	52.1%
Junior Management	42.0%	1.3%	0.2%	9.5%	0.6%	0.3%	8.8%	30.8%	6.4%	0.1%	100%	62.7%
Semi-skilled	56.1%	0.2%	0.0%	10.1%	0.3%	0.0%	2.1%	2.0%	29.0%	0.1%	100%	68.9%
Unskilled & Def. dec. making	62.0%	0.3%	0.0%	13.6%	0.0%	0.0%	0.1%	0.7%	22.9%	0.4%	100%	76.0%
Total Permanent	55.3%	0.5%	0.2%	11.7%	0.2%	0.1%	2.6%	7.9%	21.2%	0.3%	100%	70.7%
Non-Permanent Employees	23.5%	0.0%	0.0%	41.2%	0.0%	0.0%	17.6%	17.6%	0.0%	0.0%	100%	82.4%
GRAND TOTAL	55.3%	0.5%	0.2%	11.7%	0.2%	0.1%	2.6%	7.9%	21.2%	0.3%	100%	70.7%

Year 3

EE PLAN : 2017

TABLE 2.17.I: TOTAL VAAL RIVER EE PLAN

VAAL RIVER PROPOSED PLAN - 2017 - YEAR THREE

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Planned % HDSA
	Male			Female				Male	Foreign National			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14.3%	0.0%	0.0%	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%	9.0%	30.5%	5.4%	0.0%	100%	64.1%
Semi-skilled	56.1%	0.2%	0.0%	10.3%	0.3%	0.0%	2.2%	1.9%	28.9%	0.1%	100%	69.2%
Unskilled & Def. dec. making	62.9%	0.2%	0.0%	13.0%	0.0%	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%	0.0%	41.2%	0.0%	0.0%	17.6%	17.6%	0.0%	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%

Year 4

EE PLAN : 2018

TABLE 2.17.J: TOTAL VAAL RIVER EE PLAN

VAAL RIVER PROPOSED PLAN - 2018 - YEAR FOUR

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Planned % HDSA
	Male			Female				Male	Foreign National			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	28.6%	14.3%	14.3%	100%	42.9%
Senior Management	19.1%	3.9%	5.1%	6.2%	1.7%	3.4%	10.1%	43.8%	5.1%	1.7%	100%	49.4%
Middle Management	22.3%	2.6%	3.6%	10.0%	1.3%	2.2%	13.7%	42.0%	2.0%	0.3%	100%	55.8%
Junior Management	43.5%	1.4%	0.3%	9.9%	0.9%	0.4%	9.1%	29.7%	4.7%	0.0%	100%	65.6%
Semi-skilled	56.0%	0.2%	0.0%	10.5%	0.3%	0.0%	2.2%	1.8%	28.8%	0.1%	100%	69.3%
Unskilled & Def. dec. making	63.0%	0.2%	0.0%	13.5%	0.1%	0.0%	0.1%	0.6%	22.3%	0.3%	100%	76.9%
Total Permanent	56.1%	0.5%	0.2%	11.8%	0.3%	0.2%	2.7%	7.4%	20.5%	0.2%	100%	71.8%
Non-Permanent Employees	23.5%	0.0%	0.0%	41.2%	0.0%	0.0%	17.6%	17.6%	0.0%	0.0%	100%	82.4%
GRAND TOTAL	56.0%	0.5%	0.2%	11.9%	0.3%	0.2%	2.8%	7.4%	20.5%	0.2%	100%	71.9%

Year 5

EE PLAN : 2019

TABLE 2.17.K: TOTAL VAAL RIVER EE PLAN

VAAL RIVER PROPOSED PLAN - 2019 - YEAR FIVE

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Planned % HDSA
	Male			Female				Male	Foreign National			
	A	C	I	A	C	I	W		Male	Female		
Top Management	14.3%	0.0%	0.0%	0.0%	14.3%	0.0%	14.3%	28.6%	14.3%	14.3%	100%	42.9%
Senior Management	21.1%	4.6%	4.0%	8.0%	2.3%	3.4%	8.0%	42.3%	4.6%	1.7%	100%	51.4%
Middle Management	23.9%	2.5%	3.4%	10.8%	1.6%	2.3%	13.3%	40.7%	1.3%	0.3%	100%	57.8%
Junior Management	44.6%	1.3%	0.2%	10.3%	0.8%	0.4%	9.3%	28.8%	4.2%	0.0%	100%	67.0%
Semi-skilled	56.3%	0.3%	0.0%	10.6%	0.3%	0.0%	2.3%	1.8%	28.4%	0.1%	100%	69.7%
Un/skilled & Def. dec. making	63.0%	0.2%	0.0%	13.5%	0.1%	0.0%	0.1%	0.6%	22.3%	0.3%	100%	76.9%
Total Permanent	56.5%	0.5%	0.2%	12.0%	0.3%	0.2%	2.7%	7.1%	20.4%	0.2%	100%	72.3%
Non-Permanent Employees	23.5%	0.0%	0.0%	41.2%	0.0%	0.0%	17.6%	17.6%	0.0%	0.0%	100%	82.4%
GRAND TOTAL	56.4%	0.5%	0.2%	12.0%	0.3%	0.2%	2.7%	7.1%	20.4%	0.2%	100%	72.3%

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 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 Mining Charter scorecard which is shown below is for the 2010-2014 period along with AGA compliance to date.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER 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	As at 30 June 2014
7	Mine community development	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis.	Implement approved community projects in line with IDP's of local and major labour sending municipalities.	Up-to-date project implementation.		R23 672 979		R 11 751 964,19 (Community Development) plus Community HRD R8 995 509 Which amounts to 1.1% NPAT						R8,011,042.33 YTD
	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 Communities IDP	Projects that prove to viable are all on target for delivery by 2014. Projects are removed and added after consultation with stakeholders					R34,238,990. This amounts to 2,78% of NPAT.		R47,412,413.41			

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 now in the process of been developed and implemented:

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 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 been developed in tandem with the Land and Environment Strategy. Amongst the decision already been taken has been to begin the process of been implemented is 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 been leased at nominal rental 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 Millennium 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 the 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 in this SLP, the lessons and leading practices learned from 2010 to date have been incorporated into this SLP for the period 2015 -2019. For instance, of the total AGA (proportinatley 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 communhities of Merafong and Matlosana and our Major Labour Sending Communities in the Eastern Cape Province.

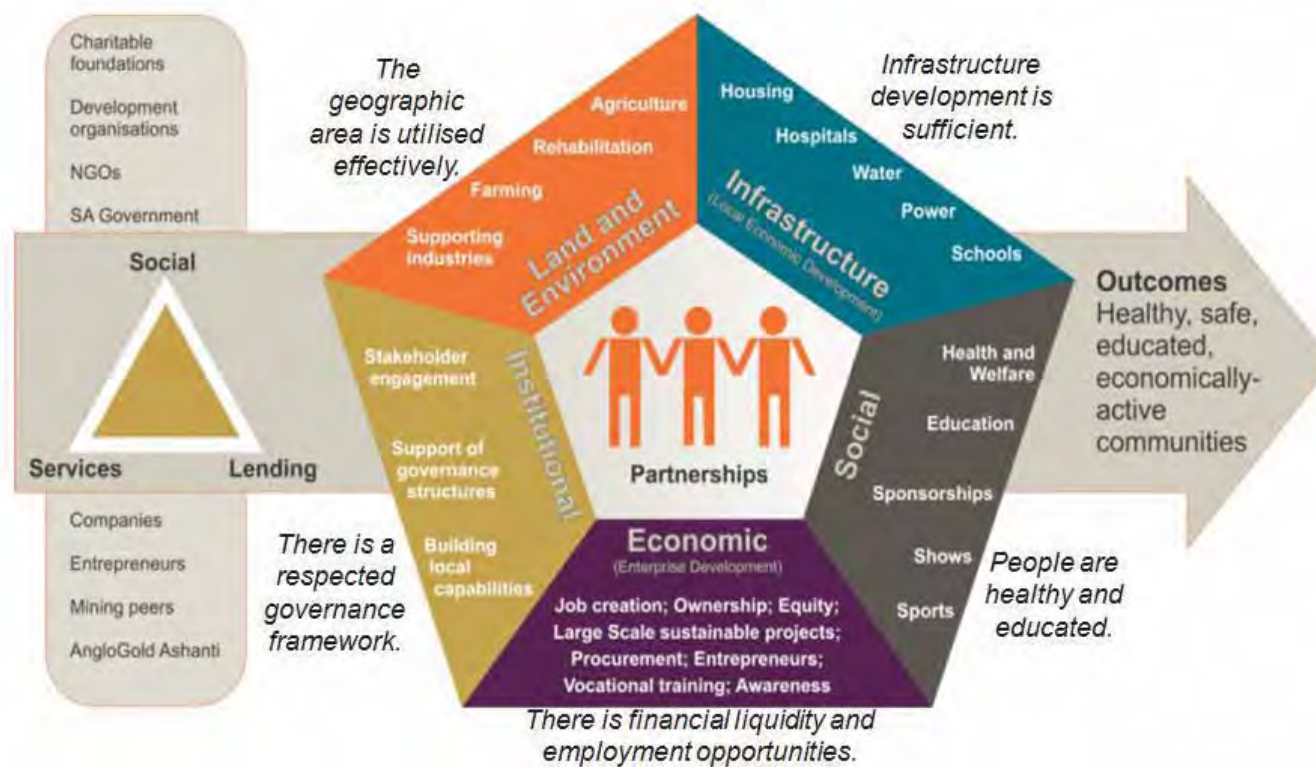
3.1.5 Economic Development – The current national challenges of poverty, high rates of unemployment and inequality requires that we adopt a multi-pronged approach to socio-economic development aimed at creating healthy, safe, educated and economically active communities as envisaged in the SEDF. Once 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 SMMEs Mentoring and Incubation programmes through the Enterprise Development Centers been set up in Merafong, Matlosana the major Labour Sending Areas of the Eastern Cape, in particular, the OR Tambo District municipality.

In line with our **SED Funding Model**, we have, at the time of submission of this SLP, 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 over 1300 sustainable job opportunities through the creation of and support for SMMEs over a period of five years.

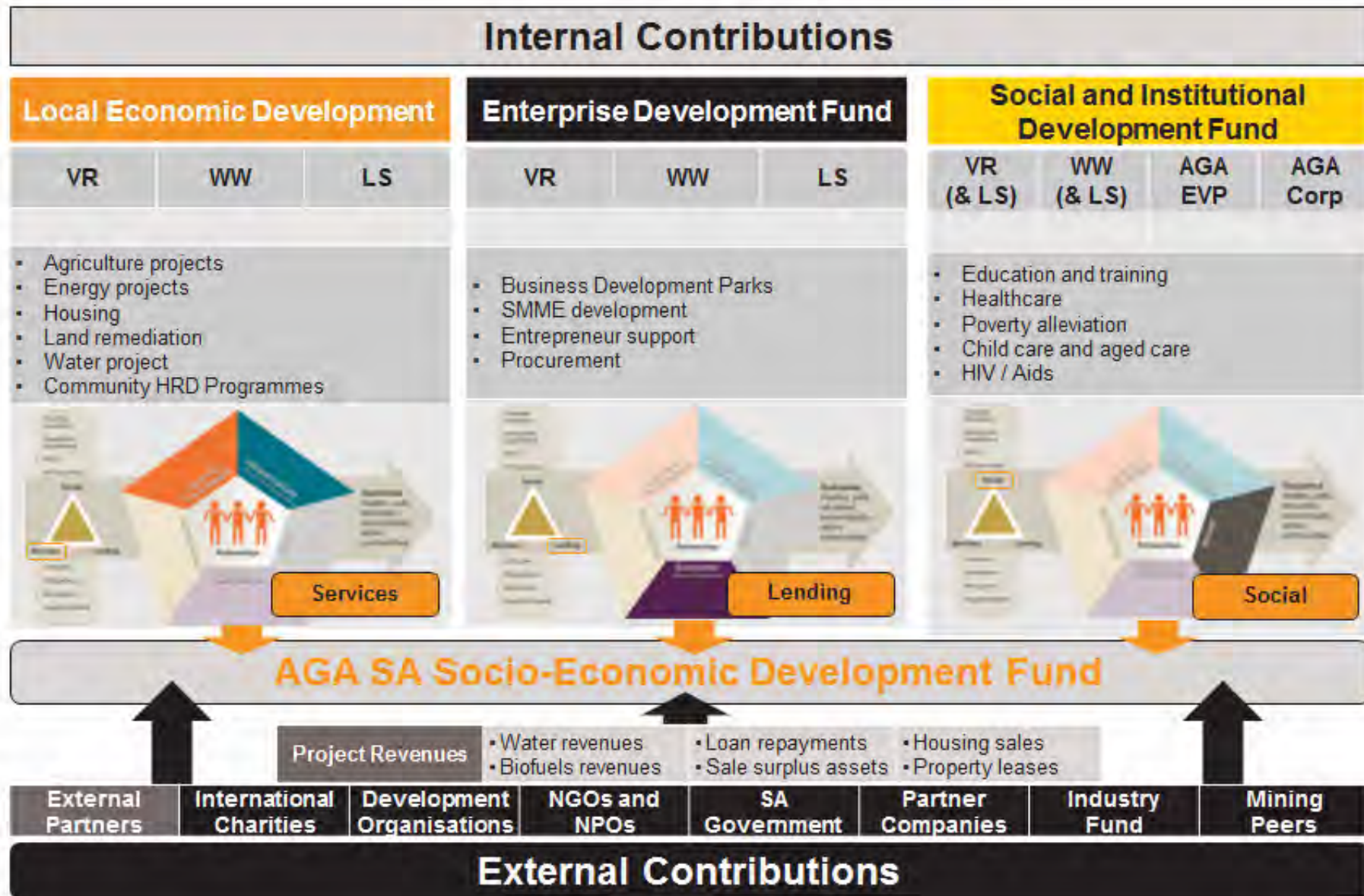
Moving into the next five years to 2019, the main challenge remains that of partnering with government and other businesses in increasing the local procurement spend and content as per the BBBEE Codes, in particular, the HDSA SMMEs, and developing the suppliers and entrepreneurs in line with the objectives of the Amended MPRDA and B-BBEE 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
- 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 time period.
- Developed in consultation with the relevant stakeholders.
- The area is in close proximity of the mine in its Host Local Municipality and is a 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

The following is a brief outline of the company's consultation process followed in developing this SLP:

- Vaal River Future Forum (FF) was consulted on the 26 August and 25 September 2014. A letter confirming the final LED projects following the consultations with the relevant stakeholders was sent to the various recognised unions on the 24 October for their input before 28 October 2014. Sufficient consensus was reached with the exception of the request to extend the LED projects to all Labour Sending Areas. The company has indicated that the approach adopted is informed by the requirements of the Mining Charter to focus its projects in the Major Labour Sending Areas, in our case OR Tambo District Municipality and the practical challenges of dealing with the various Local and District Municipalities. However, in order to accommodate this proposal the company has added an LED project for Amatole District Municipality, which is its second Major Labour Sending Area and has also committed itself to cover all other Labour Sending Areas to the extent possible through its SID Fund financial provisions.
- OR Tambo District Municipality, the Eastern Cape Department of Education and that of Health, were consulted on the 4 September 2014, respectively. Agreement was subsequently reached on the projects for the LSA and a written confirmation to this end sent to the OR Tambo District Municipality on the 22 and 23 October 2014 respectively. The Executive Mayor subsequently indicated her satisfaction with the SLP projects and programmes in writing to the company on 28 October 2014.
- Matlosana Local Municipality was consulted on 9 September 2014 at a Special Mandating Committee meeting. This was followed by written correspondence from the Municipality and the company with respect to the LED Projects. The company has, after due consideration of the Municipalities proposal and the above-mentioned guiding principles, informed the Municipality in writing regarding the final LED projects for the Matlosana Local Municipality for the period 2015-2019 to be submitted to the DMR for approval. The three projects that could not be accommodated by the company were with respect to the renovation of the Fresh Produce Market in Klerksdorp as this was rejected by the DMR in 2011, the Upgrade the Municipal substation in Joreuberton which falls squarely within the accountabilities of the Local Municipality and the provision of Bulk Infrastructure at the still to be established Meat Processing Plant which the parties have agreed in terms of this project's MOU that the Municipality shall financially provide for.
- The District Department of Education was consulted by the company on the 09 September 2014 and a list of priority school projects discussed with the company. The company has agreed to include several of the education infrastructures in Matlosana Local Municipality schools in the SLP for 2015-2019.
- The Matlosana Community Forum comprising NGO's, SMMEs and other community organisations' representatives was briefed and consulted on 18 September 2014. Positive feedback was received from the consultations and inputs were incorporated into this SLP.

- The Moqhaka District department of Education was consulted on the choice of the education project in Moqhaka, given that the efforts of the company to sign an MOU with the Municipality from 2011 failed to materialise, despite all the efforts from the company to forge a similar relationship to the Matlosana Municipality and the difficulties experienced with the Municipality in implementing the 2010 2014 LED Community Hall project in Moqhaka.
- The DMR was also consulted on the 17th of September 2014 immediately after their meeting with the Matlosana Local Municipality to give guidance with respect to the process leading to the completion of this 2015-2019 SLP submission.

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

The company operations in the Vaal River are located within 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. The first partnership we have entered into is with the Development Bank of South Africa's (DBSA) Jobs Fund with respect to the establishment of the Enterprise Development Centres (EDC) in Merafong (R30m), Matlosana (R30m) and OR Tambo (R36m) to the tune of R96m, with each partner contributing half of this over-all amount. 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. This joint project will run for a period of three years from the date of signature, beginning with the OR Tambo EDC to be launched during the third quarter of this year followed by Merafong and Matlosana in the coming two quarters.

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 Haartebeesfontein. 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 of 1, 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's. 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.

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 consultants 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%
Mining	Clay mining at Malungeni	72.75%
	Sand mining and quarrying in Ntabankulu	68.25%
Manufacturing	Umkikantu 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 above 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.

SUMMARY OF LOCAL ECONOMIC DEVELOPMENT PROJECTS PER SECTOR FOR THE 2015-2019 VAAL RIVER SLP:

1. EDUCATION

Project Name	Sector	Location	Year	Budget
LEDP 5: Building and equipping of Physical Science Lab at Borakanelo Secondary School	Infrastructure - Education	Khuma	2016	R1.9m
LEDP 6: Building and equipping of Physical Science Lab at Dirang Ka Natla Secondary School	Infrastructure - Education	Khuma	2016	R1.9m
LEDP 2: Refurbishment and equipping of a classroom into a Computer Lab Kanana Secondary School	Infrastructure - Education	Kanana	2015	R0.5m
LEDP 15: Building of 5 classrooms, ablution facilities and Computer Lab Atamelang Primary School	Infrastructure - Education	Kanana	2019	R3.0m
LEDP 8: Building of 5 Classrooms, ablution facilities and Computer lab at Sediko Primary School	Infrastructure - Education	Jouberton	2017	R3.0m
LEDP 9: Building and equipping of Physical Science Lab Tshedimosetso Secondary School	Infrastructure - Education	Jouberton	2017	R1.9m
LED 14: Matlosana Schools Hall	Infrastructure - Education	Jouberton	2019	R3.4m
LEDP 3: Refurbishment and equipping of a classroom into a Computer Lab at Gaenthone Secondary School	Infrastructure - Education	Tigane	2015	R0.5m
LEDP 10: Building and equipping of Physical Science Lab at Kgolaganyo Secondary School	Infrastructure - Education	Rammolotsi	2017	R1.9m

Project Name	Sector	Location	Year	Budget
LED 16: Refurbishment and equipping of a 2 Physical Science Labs and 2 Social Science Labs at Alabama Combined School	Infrastructure - Education	Alabama	2019	R2.0m
LEDP 4: Building of 1 additional classroom, Early Childhood Development Centre, a Computer Centre and ablution facilities at Sonata	Infrastructure - Education	Libode (ORT)	2015	R2.6m
LEDP 18 (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	Infrastructure - Education	Amatole District	2019	R5m
EDUCATION TOTAL BUDGET				R27.6m

2. INCOME GENERATION

Project Name	Sector	Location	Year	Budget
LEDP 7: Establishment of an Agricultural Project	Income Generating	Tsolo (ORT)	2016	R4m
INCOME GENERATING TOTAL BUDGET				R4m

3. HEALTH

Project Name	Sector	Location	Year	Budget
LED13: Building of a Primary Health Centre	Infrastructure -Health	Qumbu (ORT)	2018	R4.5m
HEALTH TOTAL BUDGET				R4.5m

4. SPORTS AND RECREATION

Project Name	Sector	Location	Year	Budget
LEDP 11: 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	Sports and Recreation	Khuma	2018	R4.0m
LEDP 12: Community Development Contribution towards land acquisition and /or contribution towards bulk infrastructure development in Khuma by June 2017 alternatively construction of a swimming pool if land is not acquired by June 2017= R4m	Sports and Recreation	Kanana	2018	R4.0m
SPORTS AND RECREATION TOTAL BUDGET				R8m

5. INFRASTRUCTURE

Project Name	Sector	Location	Year	Budget
LEDP 1: Community Development Contribution towards land acquisition and /or contribution towards bulk infrastructure development in Khuma by June 2017 alternatively construction of a swimming pool if land is not acquired by June 2017= R4m	Infrastructure	Khuma	2015	R4.0m
LED 17: Community Development (Bulk Infrastructure)	Infrastructure	Kanana	2019	R2.0m
COMMUNITY DEVELOPMENT INFRASTRUCTURE TOTAL BUDGET				R6m

The following table reflects a revised summary of the 2015-2019 VR LED projects covering the DMR directive of 27 June 2016:

Year	2015	2016	2017	2018	2019
Budget	R7.6m	R7.8m	R6.8m	R12.5m	R15.4m
Matlosana LED Projects 2015-2019	<p>LEDP 1: Community Development Contribution towards land acquisition and /or contribution towards bulk infrastructure development in Khuma by June 2017 alternatively construction of a swimming pool if land is not acquired by June 2017= R4m</p>	<p>LEDP5: Building and equipping of Physical Science Lab in Borakanelo Secondary School in Khuma= R1,9m</p>	<p>LEDP8: Building of 5 Classrooms, ablution facilities and Computer lab at Sediko Primary School in Jouberton =R3m</p>	<p>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</p>	<p>LEDP14: Matlosana Schools Hall to be built at Matlosana Secondary School in Jouberton = R3,4m</p>
	<p>LEDP2: Refurbishment and equipping of a classroom into a Computer Lab Kanana Secondary School in Kanana = R0.5m</p>	<p>LEDP6: Building and equipping of Physical Science Lab in Dirang ka Natla Secondary School in Khuma = R1,9m</p>	<p>LEDP9: Tshebedisano Secondary School in Jouberton - (Social Science Lab)= R1,9m</p>	<p>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</p>	<p>LEDP15: Building of 5 Classrooms, ablution facilities and Computer lab Atamelang Primary School in Kanana =R3m</p>
	<p>LEDP3: Refurbishment and equipping of a classroom into a Computer Lab at Gaenthone Secondary School in Tigane = R0.5m</p>	<p>LEDP 7 (VR SLP): Establishment of an Agricultural Project in Tsolo - R4.0m (over 3 years)</p>	<p>LEDP10: Building and equipping of Physical Science Lab at Kgolaganyo Secondary School at Rammolotsi = R1.9m</p>	<p>LEDP13(VR SLP): Building of a Primary Health Centre in Qumbu - R4.5m</p>	<p>LEDP16: Refurbishment and equipping of a 2 Physical Science Labs and 2 Social Science Labs at Alabama combined school = R2m</p>
	<p>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</p>				<p>LEDP 17: Community Development Contribution towards bulk infrastructure development in Kanana=R2.0m</p>
					<p>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</p>

LEDP.1 COMMUNITY DEVELOPMENT: LAND ACQUISITION AND CONTRIBUTION TOWARDS BULK INFRASTRUCTURE IN KHUMA TOWNSHIP

Description:	<p>This project arises from the 2010-2014 SLP but could not be executed by the end of 2014 and as a result the parties agreed to reallocate its budget of R3.5m to the Botshabelo Community Health Centre. The project is as a result of the growing population and an increase of informal settlement in Khuma location, there is a need for the Matlosana Municipality to intervene to relocate the people staying in informal settlements into a formal developed area. Land owned by the Municipality in and around Khuma, the Municipality approached private land owners in that area to purchase the land from them for this purpose.</p> <p>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 and any other community development project agreed to by the parties in case where the budget for this project is not utilised as above.</p> <p>Should the above stated land not acquired by the Municipality by June 2017, the Municipality has agreed that AGA should redeploy the funds allocated for this project to go towards the construction of a Swimming Pool at Khuma Sports Complex, thus contributing to the development of sports and recreation in the area with the objective of creating safe and healthy communities.</p> <p>The Swimming Pool will comprise an Adult pool of 25m x 10m, a children's pool 10m x 5m and a Change House.</p>
Location:	Khuma Township
Objective:	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. The alternative project of a Swimming Pool shall contribute towards the development of sports and recreation in the area thus contributing towards the creation of a healthy and safe community.
Value contribution by AGA:	R4 Million
Value contribution by other:	City of Matlosana Local Municipality is responsible to provide detailed completed feasibility study and liaise with the Department of Human Settlement to provide other related infrastructure.
Project category / type:	Infrastructure
No of jobs to be created:	Approximately 25 jobs during the construction phase and 5 direct jobs in the case of a swimming Pool.
Benefit to Community:	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. In case of the alternative project of a Swimming Pool, the entire community of Khula will benefit.
Skills transferred to HDSAs:	Construction skills during the implementation of bulk infrastructure.
Stakeholders:	AGA and City of Matlosana
Deliverables:	<p>Feasibility studies</p> <p>Conclude Stakeholders MOU</p> <p>Establish formal project Steering Committee</p> <p>Land acquisition and bulk infrastructure alternatively a Swimming Pool with a Change House</p>
Critical Path, Milestones & Design Path	
Concept feasibility	Qrt 3 2016

LEDP.1 COMMUNITY DEVELOPMENT: LAND ACQUISITION AND CONTRIBUTION TOWARDS BULK INFRASTRUCTURE IN KHUMA TOWNSHIP	
Finalize Business plan	Qrt 4 2016
Obtain Funding	Done
Construct / Execute Facility	Qrt 2 2017
Completion	Qrt 4 2017 in the case of the alternative project of a Swimming Pool.

LEDP.2 REFURBISHMENT AND EQUIPPING OF A CLASSROOM INTO A COMPUTER LABORATORY IN KANANA SECONDARY SCHOOL	
Description:	In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Technology has been less than satisfactory and as such more effort is needed towards improving our performance in this regard. Kanana Secondary School has a roll call of approximately 1010 learners and feeds from 11 primary schools and is a feeder to North West University. 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 Computer Laboratory will be built according to the Department of Basic Education's specification.
Location:	Kanana Township
Objective:	To improve knowledge on Information Technology thereby increasing the pass rate in this regard over the years.
Value contribution by AGA:	R0.5m
Value contribution by other:	Department of Basic Education to provide land
Project category / type:	Infrastructure
No of jobs to be created:	Approximately 20 jobs during the construction phase.
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education.
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee Well-furnished computer lab

Critical Path, Milestones & Design Path

LEDP.2 REFURBISHMENT AND EQUIPPING OF A CLASSROOM INTO A COMPUTER LABORATORY IN KANANA SECONDARY SCHOOL	
Concept feasibility	Qrt 1 2015
Finalize Business plan	Qrt 1 2015
Obtain Funding	Completed
Construct / Execute Facility	Qrt 4 2016
Completion	Qrt 2 2017

LEDP. 3 REFURBISHMENT AND EQUIPPING OF A CLASSROOM INTO A COMPUTER LABORATORY IN GAENTHONE SECONDARY SCHOOL IN TIGANE TOWNSHIP	
Description:	In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Technology has been less than satisfactory and as such more effort is needed towards improving our performance in this regard. Gaenthone Secondary School has a roll call of approximately 800 learners and is a feeder to North West University. 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 Computer Laboratory will be built according to the Department of Basic Education's specification.
Location:	Tigane Township
Objective:	To improve knowledge on Information Technology thereby increasing the pass rate in this regard over the years.
Value contribution by AGA:	R0.5m
Value contribution by other:	Department of Basic Education to provide land.
Project category / type:	Infrastructure
No of jobs to be created:	Approximately 20 jobs during the construction phase.
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education.
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee Well-furnished Computer Lab

LEDP. 3 REFURBISHMENT AND EQUIPPING OF A CLASSROOM INTO A COMPUTER LABORATORY IN GAENTHONE SECONDARY SCHOOL IN TIGANE TOWNSHIP

Critical Path, Milestones & Design Path

Concept feasibility	Qrt 1 2015
Finalize Business plan	Qrt 1 2015
Obtain Funding	Completed
Construct / Execute Facility	Qrt 4 2016
Completion	Qrt 1 2017

LEDP4 (ORT): BUILDING OF 1 ADDITIONAL CLASSROOM, EARLY CHILDHOOD DEVELOPMENT CENTRE, A COMPUTER CENTRE AND ABLUTION FACILITIES AT SONATA PRIMARY SCHOOL

Description:	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. In the Eastern Cape the priority of Government is to eradicate all mud structures and replace these with proper structures that meet the Norms and Standards as determined by the Minister of Basic Education. Sonata Primary School is one of the mud-school structures that were identified as a priority by the District Department of Basic Education in the Eastern Cape for AGA to include in its Vaal River Operations 2010-2014 SLP.</p> <p>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.</p> <p>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.</p> <p>The facilities will be built according to the Department of Education's specifications</p>
Location:	Sonata village in Mlengana Administrative Authority in Libode
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R2.6m
Value contribution by other:	Department of Basic Education to provide furniture and Educators
Project category / type:	Infrastructure
No of jobs to be created:	25
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, ORTDM and Department of Basic Education

LEDP4 (ORT): BUILDING OF 1 ADDITIONAL CLASSROOM, EARLY CHILDHOOD DEVELOPMENT CENTRE, A COMPUTER CENTRE AND ABLUTION FACILITIES AT SONATA PRIMARY SCHOOL

Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee 1 additional classroom, Early Childhood Development Centre (ECDC), Computer Centre and ablution facilities
Critical Path, Milestones & Design Path	
Concept feasibility	Completed
Finalize Business plan	Completed
Obtain Funding	Completed
Construct / Execute Facility	Qtr. 4 2015
Completion	Qtr. 3 2017

LEDP.5 BUILDING AND EQUIPPING OF PHYSICAL AND LIFE SCIENCES LABORATORY IN BORAKANELO SECONDARY SCHOOL

Description:	In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard. 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. 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 Science Laboratory will be built according to the Department of Basic Education's specification.
Location:	Khuma
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R1.9m
Value contribution by other:	Department of Basic Education to provide land
Project category / type:	Infrastructure
No of jobs to be created:	Approximately 20 jobs during construction.
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education.

LEDP.5 BUILDING AND EQUIPPING OF PHYSICAL AND LIFE SCIENCES LABORATORY IN BORAKANELO SECONDARY SCHOOL

Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee Well-furnished Physical Science laboratory
Critical Path, Milestones & Design Path	
Concept feasibility	Qrt 1 2016
Finalize Business plan	Qrt 1 2016
Obtain Funding	Completed
Construct / Execute Facility	Qrt 2 2017
Completion	Qrt 3 2017

LEDP.6. BUILDING AND EQUIPPING OF PHYSICAL AND LIFE SCIENCES LAB IN DIRANG KA NATLA SECONDARY SCHOOL

Description:	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard.</p> <p>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.</p> <p>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.</p>
Location:	Khuma
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R1.9m
Value contribution by other:	Department of Education to provide land
Project category / type:	Infrastructure
No of jobs to be created:	Approximately 20 jobs during the construction phase.
Benefit to Community:	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.

LEDP.6. BUILDING AND EQUIPPING OF PHYSICAL AND LIFE SCIENCES LAB IN DIRANG KA NATLA SECONDARY SCHOOL	
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee Well-furnished Physical Science laboratory
Critical Path, Milestones & Design Path	
Concept feasibility	Qrt 2 2017
Finalize Business plan	Qrt 2 2017
Obtain Funding	Completed
Construct / Execute Facility	Qrt 3 2017
Completion	Qrt 4 2017

LEDP 7 (ORT): ESTABLISHMENT OF AN AGRICULTURAL PROJECT AT TSOLO VILLAGE AT THE AMATOLE LOCAL MUNICIPALITY AT OR TAMBO DISTRICT MUNICIPALTY	
Description:	The scope is limited to the establishment of a sustainable agricultural farm project over a three year period .The project will be located in Tsolo Communal land. The available land is 20 hectares and project is planned to start with 5 hectares. This project is aimed at contributing towards poverty alleviation and employment creation in Tsolo in the OR Tambo district, the major labour sending area of AGA. This will include but not limited to the establishment and support of the agricultural initiatives in the area while effectively transferring both technical and management skills in the Agricultural sector of the economy. Through this project, sustainable modular agricultural farm will be established; this will encompass the design, build, operation and transfer of this modular Agri-farm to Tsolo community members. The tribal authority will donate land towards the implementation of the project and this project will assist in actively optimising the use of the land beyond subsistence farming. The targeted product is maize and other crops will be informed by soil tests, climatic conditions, water bed and other suitability factors. The project will directly benefit members of the communities in the locality where the project will be implemented. The success of the project will be fully reliant on the correct selection of participants. Participants shall be selected based on their competency and willingness to contribute equally in the success of the project. 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.
Location:	Tsolo Village at Amatole in ORTDM.
Objective:	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.
Value contribution by AGA:	R4m
Value contribution by other:	Department of Agriculture, Tribal Authority and ORTDM to provide land; Agri-Seta and Fort Hare University will be approached for assistance ;OR Tambo District Municipality
Project category / type:	Income Generating/ Poverty Alleviation

LEDP 7 (ORT): ESTABLISHMENT OF AN AGRICULTURAL PROJECT AT TSOLO VILLAGE AT THE AMATOLE LOCAL MUNICIPALITY AT OR TAMBO DISTRICT MUNICIPALITY

No of jobs to be created:	To be determined
Benefit to Community:	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
Skills transferred to HDSAs:	Farming and business skills
Stakeholders:	AGA, Chiefs , Department of Agriculture, Agri-Seta and ORTDM
Deliverables:	Feasibility studies Conclude Stakeholders MOU Review project structure, i.e. establish formal project Steering Committee Receive project records of understandings – , Take-off agreements
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.1 2017
Finalize Business plan	Qtr.2 2017
Obtain Funding	Completed
Construct / Execute Facility	2017 – 2019
Completion (Transfer and exit)	Qtr. 4 2019

LEDP8: BUILDING OF 5 CLASSROOMS, ABLUTION FACILITIES AND COMPUTER LAB ORATORYAT SEDIKO PRIMARY SCHOOL IN JOUBERTON

Description:	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Technology has been less than satisfactory and as such more effort is needed towards improving our performance in this regard. . Sediko Primary School was also identified as one of the priority schools by the Department of Basic Education in North West with respect to dealing with the challenge of overcrowding in schools.</p> <p>Sediko Primary School has a roll call of approximately 1011 learners.</p> <p>The Department of Basic Education has requested the AGA to assist in building of 5 additional classrooms, Ablution Facilities and a Computer Laboratory at Sediko Primary School.</p> <p>AGA has committed to building 5 additional classrooms, Ablution Facilities and a Computer Laboratory at Sediko Primary School. Building of classrooms will contribute towards alleviating overcrowding in classes thereby contributing towards the quality of education in City of Matlosana.</p> <p>All the constructions to be done will be according the Department of Education specifications.</p>
Location:	Jouberton
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R3.0m
Value contribution by other:	Department of Basic Education to provide land
Project category / type:	Infrastructure

LEDP8: BUILDING OF 5 CLASSROOMS, ABLUTION FACILITIES AND COMPUTER LAB ORATORYAT SEDIKO PRIMARY SCHOOL IN JOUBERTON

No of jobs to be created:	To be determined.
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education.
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee 5 classrooms, ablution facilities and well-furnished Computer laboratory

Critical Path, Milestones & Design Path

Concept feasibility	Qrt 1 2017
Finalize Business plan	Qrt 1 2017
Obtain Funding	Completed
Construct / Execute Facility	Qrt 2 2017
Completion	Qrt 4 2017

LEDP9: BUILDING AND EQUIPPING OF PHYSICAL SCIENCE LAB TSHEBEDISANO SECONDARY SCHOOL IN JOUBERTON

Description:	In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard. Tshebedisano 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. 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 Tshebedisano Secondary School in Jouberton . The Science Laboratory will be built according to the Department of Basic Education's specification.
Location:	Jouberton
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R1.9m
Value contribution by other:	Department of Basic Education to provide land
Project category / type:	Infrastructure
No of jobs to be created:	To be determined.

LEDP9: BUILDING AND EQUIPPING OF PHYSICAL SCIENCE LAB TSHEBEDISANO SECONDARY SCHOOL IN JOUBERTON

Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education.
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee Well-furnished social science
Critical Path, Milestones & Design Path	
Concept feasibility	Qrt 1 2017
Finalize Business plan	Qrt 1 2017
Obtain Funding	Completed
Construct / Execute Facility	Qrt 2 2017
Completion	Qrt 4 2017

LEDP10: BUILDING AND EQUIPPING OF PHYSICAL SCIENCE LABORATORY AT KGOLAGANYO SECONDARY SCHOOL AT RAMMULOTSI –VILJOESKROON

Description:	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard.</p> <p>Kgolaganyo Secondary School has a roll of approximately 650 learners and attracts many learners in the area. The school is a feeder to University of the Free State.</p> <p>In partnership with the Department of Basic Education and Matlosana Local Municipality, AGA has committed to build a Physical and Life Science Laboratory at Kgolaganyo Secondary School in Rammulotsi. The Science Laboratory will be built according to the Department of Basic Education's specification.</p>
Location:	Rammulotsi in Moqhaka Local Municipality
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R1.9m
Value contribution by other:	Department of Basic Education to provide land

LEDP10: BUILDING AND EQUIPPING OF PHYSICAL SCIENCE LABORATORY AT KGOLAGANYO SECONDARY SCHOOL AT RAMMULOTSI –VILJOESKROON	
Project category / type:	Infrastructure
No of jobs to be created:	To be determined.
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA and Department of Basic Education
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee Well-furnished physical science lab
Critical Path, Milestones & Design Path	
Concept feasibility	Qrt 1 2017
Finalize Business plan	Qrt 1 2017
Obtain Funding	Completed
Construct / Execute Facility	Qrt 2 2017
Completion	Qrt 4 2017

LEDP11: KHUMA SPORTS AND RECREATION COMPLEX. CONSTRUCTION OF AN ATHLETIC TRACK AND FIELDS IN KHUMA STADIUM	
Description:	<p>In using Sports, Recreation, Arts and Culture as a catalyst for social cohesion, platform for creation of safe and healthy community, the City of Matlosana Local Municipality has embarked on upgrading sport, art and recreation facilities in communities. Informed by the IDP document and through the Mandating Committee, the Municipality requested AGA to construction of an Athletic Track And Sports Fields In Khuma Stadium. The facility will cater for various sporting codes in the area (Athletic Track and Field) and will also be used by other schools in Khuma.</p> <p>AGA to construct Athletic Track and Sports Fields in Khuma Stadium. Putting up track and fields facilities in the complex will increase the number of youth participating in various sporting codes and the facilities will be used also by schools within the vicinity during athletics seasons.</p>
Location:	Khuma
Objective:	To contribute in creating active socially cohesive nation through sports, recreation and the arts
Value contribution by AGA:	R4.0 m
Value contribution by other:	City of Matlosana to provide land
Project category / type:	Infrastructure

LEDP11: KHUMA SPORTS AND RECREATION COMPLEX. CONSTRUCTION OF AN ATHLETIC TRACK AND FIELDS IN KHUMA STADIUM

No of jobs to be created:	To be determined.
Benefit to Community:	Job creation during the building the project and socially cohesive community. Furthermore more than +5000 communities members will utilise the facility for sport activities
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA and City of Matlosana
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee Track and field sports facility

Critical Path, Milestones & Design Path

Concept feasibility	Qtr.3 2017
Finalize Business plan	Qtr.4 2017
Obtain Funding	Completed
Construct / Execute Facility	Qtr.1 2018
Completion	Qtr.3 2018

LEDP12: KANANA SPORTS AND RECREATION COMPLEX. CONSTRUCTION OF AN ATHLETIC TRACK AND FIELDS IN KANANA STADIUM

Description:	In using Sport, Arts and Culture as a catalyst for social cohesion, platform to fight crime, promote a healthy community; the City of Matlosana has embarked on building sport, art and recreation facilities in communities. The municipality is currently busy revamping the Kanana sports and recreation complex and AGA will be putting up Swimming Pool as part of the section 102 projects to be delivered 2015-2017. As a follow up project, City of Matlosana through the mandating committee has requested AGA to construct an Athletic Track and Fields in the existing sports facilities . Putting up track and fields facilities in the complex will increase the number of youth participating in various sporting codes and the facilities will be used also by schools within the vicinity during athletics seasons.
Location:	Kanana
Objective:	To contribute in creating active socially cohesive nation through sports, recreation and the arts
Value contribution by AGA:	R4.0 m
Value contribution by other:	City of Matlosana Local Municipality is responsible to provide detailed completed feasibility study and land

LEDP12: KANANA SPORTS AND RECREATION COMPLEX. CONSTRUCTION OF AN ATHLETIC TRACK AND FIELDS IN KANANA STADIUM

Project category / type:	Infrastructure
No of jobs to be created:	To be determined.
Benefit to Community:	Job creation during the building the project and socially cohesive community. Furthermore more than +5000 communities members will utilise the facility for sport activities
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA and City of Matlosana
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee Track and field sports facility
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.3 2017
Finalize Business plan	Qtr.4 2017
Obtain Funding	Completed
Construct / Execute Facility	Qtr.3 2018
Completion	Qtr.4 2018

LEDP13(ORT): BUILDING OF A PRIMARY HEALTH CENTRE IN QUMBU

Description:	<p>In terms of National Government Priorities, health has been identified by Government as priority number two. In partnership with the Department of Health, AGA has committed to building a Primary Health Care Facility to cater for the community. The objective of this project is to replace the current mud primary health care facility in Qumbu. The current structure can only cater for 12 patients with only 3 nurses and 1 doctor that come once a week and only offer minimal services. ORT District Municipality has an estimated population of 1 488, 427. The estimated population of Qumbu is 115 273 and the Clinic receives 3500 – 4000 visits per month. As per the reports from the ORT District Municipality -Department of Health, there has been increase on the rate of chronic conditions, e.g. Hypertension and Diabetes Mellitus. HIV/AIDS, TB. The current infrastructure is inadequate.</p> <p>This clinic will be a day care Primary Health Facility. The project is a Public Private Partnership between AngloGold Ashanti, ORT District Municipality and Department of Health. AGA will finance the construction of the facility, ORT District Municipality will provide Land and the Department of Health will provide personnel and equip the facility. The centre will have an office, staff room, pharmacy for dispensing medicine, an emergency care unit, toilets and consulting rooms. The area where the clinic is to be built is centrally located for easy access. The Development and construction of a clinic in Qumbu will result in an improved health care in the area. The Clinic will be built according to the Department of Health specifications</p>
Location:	Qumbu in ORTDM.

LEDP13(ORT): BUILDING OF A PRIMARY HEALTH CENTRE IN QUMBU	
Objective:	To enable the community of Qumbu to access comprehensive health services closer to home without taking public transport.
Value contribution by AGA:	R4.5m
Value contribution by other:	A Memorandum Of Understanding will be entered into between AGA and the Department of Health with respect to ensuring that the DoH appropriately resources and operates the Centre as envisaged and agreed to by the parties.
Project category / type:	Infrastructure
No of jobs to be created:	To be determined
Benefit to Community:	The new Community Health Centre will contribute towards improving the quality of health of the community; reduce the costs of health by eliminating the transport costs and lead to economically active and healthy community. The project will also be delivered by a local Entrepreneur.
Skills transferred to HDSAs:	Construction skills, Carpentry and electrical skills
Stakeholders:	Construction skills, Carpentry and electrical skills
Deliverables:	Feasibility studies Conclude Stakeholders MOU Review project structure, i.e. establish formal project Steering Committee Receive project records of understandings
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.1 2017
Finalize Business plan	Qtr. 2 2017
Obtain Funding	Completed
Construct / Execute Facility	Qtr. 1 2018
Completion	Qtr. 4 2018

LEDP14: MATLOSANA SCHOOLS HALL TO BE BUILT AT MATLOSANA SECONDARY SCHOOL IN JOUBERTON	
Description:	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Department of Basic Education has identified a need for a school hall and requested AGA to commit in constructing the hall. The hall will be centrally located at Matlosana Secondary School. Amongst other things, this hall will be used for the purposes:-</p> <ul style="list-style-type: none"> • Extra mural activities like music Competitions and practises, Debates, Drama practices, Novels and drama competitions, Presentations, fundraising activities etc. • Career exhibitions, lectures where big numbers are involved, motivational talks • Meetings of Educators and Principals by the Area Office and the workshops will be done in the Hall. <p>The project is a Public Private Partnership between AngloGold Ashanti and Department of Basic Education. AGA will finance the construction of the facility and provide furniture, and Department of Basic Education will provide personnel. The school hall will be built according to the Department of Basic Education's specifications.</p>

LEDP14: MATLOSANA SCHOOLS HALL TO BE BUILT AT MATLOSANA SECONDARY SCHOOL IN JOUBERTON	
Location:	Jouberton
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R3.4m
Value contribution by other:	Department of Basic Education to provide land
Project category / type:	Infrastructure
No of jobs to be created:	To be determined.
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education.
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee School hall to be used by 23 schools around Jouberton
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.3 2018
Finalize Business plan	Qtr.4 2018
Obtain Funding	Completed
Construct / Execute Facility	Qtr.1 2019
Completion	Qtr.3 2019

LEDP15: BUILDING OF 5 CLASSROOMS, ABLUTION FACILITIES AND COMPUTER LAB AT ATAMELANG PRIMARY SCHOOL IN KANANA

Description:	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Technology has been less than satisfactory and as such more effort is needed towards improving our performance in this regard. Atamelang Primary School was also identified as one of the priority schools by the Department of Basic Education in North West with respect to dealing with the challenge of overcrowding in schools. Atamelang Primary School has a roll call of approximately 1215 learners. The Department of Basic Education has requested the AGA to assist in building of 5 additional classrooms, Ablution Facilities and a Computer Laboratory at Atamelang Primary School.</p> <p>AGA has committed to building 5 additional classrooms, Ablution Facilities and a Computer Laboratory at Atamelang Primary School. Building of classrooms will contribute towards alleviating overcrowding in classes thereby contributing towards the quality of education in City of Matlosana. All the constructions to be done will be according to the Department of Basic Education specifications.</p>
Location:	Kanana
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R3.0m
Value contribution by other:	Department of Basic Education to provide land
Project category / type:	Infrastructure
No of jobs to be created:	To be determined.
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education.
Deliverables:	<p>Feasibility studies</p> <p>Conclude Stakeholders MOU</p> <p>Establish formal project Steering Committee</p> <p>5 classrooms, ablution facilities and well-furnished Computer laboratory</p>
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.3 2018
Finalize Business plan	Qtr.4 2018
Obtain Funding	Completed
Construct / Execute Facility	Qtr.1 2019
Completion	Qtr.3 2019

LEDP16: : REFURBISHMENT AND EQUIPPING OF A 2 PHYSICAL SCIENCE LABS AND 2 LIFE SCIENCES LABS AT ALABAMA COMBINED SCHOOL

Description:	<p>In terms of National Government Priorities, education has been identified by Government as priority number one. AGA has committed itself to assist the Department of Basic Education to meet the Norms and Standards as determined by the Minister of Basic Education. Over the years our performance as a country in Maths and Science has been less than satisfactory and as such more effort is needed towards improving our performance in this regard.</p> <p>Alabama Combined School has a roll of approximately 1720 learners and attracts many learners in the area. The school is a feeder to North West University.</p> <p>In partnership with the Department of Basic Education and City of Matlosana Local Municipality, AGA has committed to refurbish and equip existing two Physical Science Laboratories and two Life Sciences Laboratories at Alabama Combined School in Alabama. The Laboratories will be built according to the Department of Basic Education’s specification.</p>
Location:	Alabama
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R2.0m
Value contribution by other:	Department of Basic Education to provide land
Project category / type:	Infrastructure
No of jobs to be created:	To be determined.
Benefit to Community:	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.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, City of Matlosana and Department of Basic Education.
Deliverables:	<p>Feasibility studies</p> <p>Conclude Stakeholders MOU</p> <p>Establish formal project Steering Committee</p> <p>Well furnished & equipped 2 Physical-Science Lab and 2 Social Science Lab</p>
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.1 2019
Finalize Business plan	Qtr.1 2019
Obtain Funding	Completed
Construct / Execute Facility	Qtr.2 2019
Completion	Qtr.4 2019

LEDP 17: COMMUNITY DEVELOPMENT CONTRIBUTION TOWARDS BULK INFRASTRUCTURE DEVELOPMENT IN KANANA

Description:	<p>The project is as a result of the growing population and an increase of informal settlement in Kanana location, there is a need for the Matlosana Municipality to intervene to supply bulk infrastructure to the people. This project was sourced from the City of Matlosana IDP document. The Municipality has requested AGA to contribute towards Bulk Infrastructure Development in Kanana.</p> <p>This budget would cater for the provision of bulk infrastructure in Kanana as requested by the City of Matlosana Local Municipality and any other community development project.</p>
Location:	Kanana
Objective:	Contribute towards the achievement of the constitutional right to human dignity.
Value contribution by AGA:	R2 Million
Value contribution by other:	City of Matlosana is responsible to provide detailed completed feasibility study and liaise with the Government Departments and Corporate Sector to contribute towards the total costs of the project
Project category / type:	Infrastructure
No of jobs to be created:	To be determined
Benefit to Community:	To improve the quality of lives of the community and contribute towards the achievement of the constitutional right to human dignity. Estimated + 10000 community members will benefit from the project. The project will also be delivered by a local Entrepreneur.
Skills transferred to HDSAs:	Construction skills during the implementation of bulk infrastructure
Stakeholders:	City of Matlosana
Deliverables:	<p>Feasibility studies</p> <p>Conclude Stakeholders MOU</p> <p>Establish formal project Steering Committee</p> <p>Bulk-infrastructure</p>
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.3 2018
Finalize Business plan	Qtr.3 2018
Obtain Funding	Completed
Construct / Execute Facility	Qtr.1 2019
Completion	Qtr.4 2019

LEDP18(ORT): BUILDING OF A NEW SCHOOL AT KUHLE PRIMARY SCHOOL IN KING WILLIAM'S TOWN

Description:	In terms of National Government Priorities, education has been identified by Government as priority number one. In the Eastern Cape the priority of Government is to eradicate all mud structures and replace these with proper structures that meet the Norms and Standards as determined by the Minister of Basic Education. Kuhle Primary School is one of the mud-school structures that were identified as a priority by the District Department of Basic Education in the Eastern Cape for AGA to include in its Vaal River Operations 2015-2019 SLP. Kuhle Primary School has a current learner capacity of 927 resulting in overcrowding in classrooms. In partnership with the Department of Basic Education, AGA has committed to build 6 classrooms, Admin Block and Ablution Facilities at Kuhle Primary School. The Department of Basic Education will supply the furniture and additional personnel once the building has been completed. All the constructions to be done will be according the Department of Basic Education specifications.
Location:	Nomzamo Location – Amathole District Municipality
Objective:	To improve the quality of education and thereby contributing towards the achievement of Government Priority Goals as outlined in the NDP.
Value contribution by AGA:	R5m
Value contribution by other:	Department of Basic Education to provide furniture
Project category / type:	Infrastructure
No of jobs to be created:	To be determined
Benefit to Community:	Job creation during the building of the project and conducive learning environment after the completion of the project. The project will also be delivered by a local Entrepreneur.
Skills transferred to HDSAs:	Construction skills
Stakeholders:	AGA, Amathole District Municipality and Department of Basic Education
Deliverables:	Feasibility studies Conclude Stakeholders MOU Establish formal project Steering Committee
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr. 3 2017
Finalize Business plan	Qtr.4 2018
Obtain Funding	Completed
Construct / Execute Facility	Qtr.1 2019
Completion	Qtr.4 2019

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 are currently 21 social type leases. The table below shows a list of such entities with their nominal rentals charged vs. Market related rates applicable as at end July 2014.

No.	NAME OF ENTITY	SQM	MARKET RELATED RENTAL FOR PREMISES P/M	NOMINAL RENTAL FOR JULY
1	APOSTOLIC FAITH MISSION CHURCH	320	3, 840	401
2	CITY COUNCIL OF MATLOSANA (OFFICES & LIBRARY)	725	8,700	10
3	DEPARTMENT OF HEALTH (CLINIC)	285	3, 420	10
4	CORLINE 128 T/A JUNGLE BUDDIES	500	6,000	441
5	EARLY SALVATION CHRISTIAN CHILD CARE CENTRE	1,285	15,420	543
6	MOSALA T/A JOLLY KIDS	80	960	213
7	NTSIE (UMUZIMUHLE PRE PRIMARY)	148	1,776	531
8	ORKNEY CHILD & FAMILY WELFARE	Unit	1 ,488	9.416666667
9	ORKNEY ANIMAL SHELTER	458	5,496	15.33333333
10	MATLOSANA RUGBY ACADEMY	502	6,024	482
11	ST. JOHNS APOSTOLIC CHURCH	242	2, 904	101
12	IRON MAIDEN MOTORCYCLE CLUB	30	360	24.53333333
13	DEPT. PUBLIC WORKS (KANANA POLICE STATION)	900	10,800	6 564
14	VAAL REEFS TECHNICAL HIGH SCHOOL	10,045	120, 540	0.0833333333
15	VAAL REEFS PRIMARY SCHOOL	2,750	33, 000	0.0833333333
16	UNITED PRIMARY SCHOOL	1,159	13,908	0.0833333333
17	EL-BETHEL CHRISTIAN WORSHIP MINISTRY	922	11,064	220
18	UMUZIMUHLE CONGREGATION	100	1,200	337
19	MOLALE SECURITY SERVICES (UD)	Unit/s	3, 780	0.0833333333
20	MINEWORKERS PROVIDENT FUND	200	2,400	-
21	DINALEDI EDU-CARE CENTRE	Unit	1, 488	495
	TOTALS		254, 568	10,338
	TOTAL SOCIAL CONTRIBUTION FOR JULY			244 230
	TOTAL SOCIAL CONTRIBUTION YEAR TO DATE			1 712 364

It is the intention of the company to continue to utilise its infrastructure to assist its communities in meeting their socio-economic needs at a minimal cost.

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 ***Mining Charter scorecard*** requirements are indicated below along with the AGA, VR compliance to date.

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER 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	As at 30 Sept 2014	
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	Base-line	18%	25%	38%	50%	64%	75%	100%	100%	100%
		Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units.	Family units established	Base-line	57%	25%	70%	50%	80%	75%	100%	100%	100%
		Note on Vaal River Operations from AngloGold Ashanti.	Implement initiatives to facilitate home ownership eg. Preference surveys, advice on purchasing homes, training on benefits of home ownership	No target set										
				Pilot project has been given Board approval. Developer was identified and appointed. The Vaal River project has been hampered by the unavailability of bulk electricity from Matlosana Council to service the identified stands, the dolomitic ground conditions. A further solution was sought on the Orkney Ext 2 stands owned by AGA, however there was an unfavorable public participation process and a high level of dissatisfaction from the surrounding neighborhood. A further option was investigated on the eastern side of the R30 through a private developer. This option was also found to be unsuitable due to third party ownership and resultant excessive cost to purchase. The company is in the process of finalising the home ownership scheme framework which includes the signing of a Memorandum of Understanding with organised labour stakeholders. The plan entails selling to employees the existing company houses. In order to enhance affordability consultations have been held with finance institutions and the department of Human Settlements to unlock government subsidies for purchasers.										

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 2003 MC scorecard states as follows with regards to Housing and Living conditions:

- “For company provided housing, has the mine, on consultation with stakeholders, established measures 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:

Background

High Density residences and the need to improve the standard of accommodation within the mining industry have long been recognised as an issue requiring prioritisation and significant attention. Improving housing and living conditions is a fundamental aspect of transforming the mining industry. It is underpinned by the need to establish and maintain a sense of human dignity and respect within the workforce.

The company approach to date has been to address the challenge through the requirements of the Mining Charter and the submitted Social Labour Plans. This includes consultation with organised labour through the various levels of housing forums established within the organisation. Key activities included:

- Conversion or upgrade of hostels into family units.
- Conversion of communal accommodation into single occupancy rooms.
- Facilitate affordable home ownership options for all employees.

From 2005, the company has spent approximately R344 million in the conversion of hostels into family units (534 units) and for the privacy of residents, attaining one person per room (9917 rooms). This total can be further broken down into the specific areas of Vaal River and the West Wits operations. To date in Vaal River a total of R141, 27 million has been spent on creating 5070 single rooms with a further R37, 74 million spent on 170 family unit redevelopments.

Significant progress in improving High Density accommodation has been demonstrated and Mining Charter and MPRDA requirements have been met. Despite this, challenges remain and are recognised, as the region seeks to continuously improve and aspires for social normalisation in and around its operations.


Issues in focus

Notwithstanding the real progress made from 1995, the following challenges are highlighted:

- While in line with the national building standards SANS 10400, rooms in the 6m² range are generally considered by the dwellers to be small and 14m² being deemed as preferable. Increasing the room sizes will result in a reduction of units being available for occupation.
- The ratio of ablution per person varies from one residence to the next, in Vaal River there is on average one toilet or shower for every 5 to 6 residents. Current numbers of ablution facilities still fall within the specifications of SANS 10400.
- Ablution facilities may be some distance from sleeping quarters and in some instances shower facilities are located in an adjacent building. Addressing this will require reconfiguration of residence design.
- High residence accommodation for females are currently unavailable due to unfavourable responses from Organised Labour. Females are accommodated either in family units or in boarding houses consisting of single rooms with communal bathroom and kitchen facilities.
- The region, as with the rest of the company finds itself in a cost constrained environment.
- Declining employee numbers within life of mine plans may present an opportunity to mitigate the impact of reducing the number of private rooms.

In responding to these challenges, the company is considering the approach explained below:

AGA High approach

Element	Option	Analysis
	Build on gains made and seek to have progressive improvements over the next 10 years, but moving beyond compliance	<ul style="list-style-type: none"> • Seek social normalisation in a progressive and measured way • Retain focus on human dignity, but recognises constraints (primarily economic) in immediately addressing the challenges • Consideration of declining employee numbers in relation to life of mine plans • Expenditure staged over time

Based on the analysis, the option which seeks **progressive improvement** on the gains made and **moving beyond compliance** is the recommended approach. In particular, as it maintains and strengthens focus on human dignity it is mindful of current economic conditions and seeks to manage possible unintended consequences associated with radical change.

Next steps

In pursuing the above approach the next steps are as follows.

- Continue with the following activities in pursuit of the SLP 2015 – 2019 objectives
 - Stakeholder engagement
 - Ensure that the spirit of transformation and a focus on human dignity is embedded into the SLP by upgrading and modernising the current high density residences. Reconfiguring the available space in our residences for increased room sizes and improve the ratio of ablution blocks in the WW to 1:5.
 - Prioritisation of interventions such as promotion of home ownership by selling vacant company owned stands, existing housing stock etc
 - In a phased and controlled manner sell the existing housing stock to promote home ownership. The sales process for existing AGA housing stock in the both the West Wits and Vaal River region would take place over a period 12 years. During this time, it is envisaged that all existing AGA housing stock within the Merafong and Matlosana Municipal area, could be sold to AGA employees who are interested in purchasing their mine houses or flats.
 - Linking interventions to life of mine plans
- Continue consideration of infrastructure options post closure
 - Redevelop underutilised hostels into family units
 - In partnership with the relevant government departments develop vacant company owned stands for home ownership
- In the longer term influence the industry position
 - Mining Charter targets move beyond compliance – again embedding a spirit of transformation
 - A more collaborative and integrated approach by companies in SLP development to obtain leverage and maximise impact on community development and in particular housing – reducing dependence on company accommodation

Conclusion

The SA Region has made significant progress in addressing accommodation challenges and seeking to reflect respect for human dignity. These challenges are however based on a century old legacy. As expected, further work is required to bring about true transformation.

Furthermore, a broader industry alignment of SLPs and a greater collaborative approach is likely to drive greater impact in community housing and development.

C. NUTRITION

AngloGold Ashanti has for several years been active in this field and the current status is 18000 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:

“(vi) 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 Procurement function and system at the AGA SA Region, comprising West Wits and Vaal River Operations, and Corporate Office is centralised at the regional level. The following table reflect the overall performance of company against the Mining Charter targets:

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

DMR BEE Compliance Targets Section 2.2 of the Mining Charter										
Categories	2010		2011		2012		2013		2014	
	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	TARGET	CURRENT
Capital	5%	39%	10%	36%	20%	39%	30%	46%	40%	51%
Consumables	10%	40%	15%	48%	25%	51%	40%	56%	50%	65%
Services	30%	29%	40%	41%	50%	43%	60%	57%	70%	72%
Multinational Contribution	0.50%	Pending	0.50%	Pending	0.50%	Pending	0.50%	Pending	0.50%	Pending

The Table above shows that as at end of September 2014, the company achieved the Mining Charter targets with respect to BEE Capital Spend (51% against the target of 40%), Consumable Goods Spend (65% against the target of 50%) and Services (72% against the target of 70%).

This huge improvement is attributed to a concerted effort by the company to encourage all suppliers to comply with the Mining Charter requirements. AGA's Procurement function is centralised and splitting it into West Wits (Merafong Area) and Vaal River (Matlosana Area) as directed by the DMR, results in actuals for the region that are exclusive of the central spend which is not the true reflection of the company's Procurement Spend.

The Mining Charter scorecard requirements for 2010 to 2014 are indicated below along with the AGA Vaal River compliance as at end September:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER 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	As at 30 Sept 2014	
4	Procurement & Enterprise Development	Procurement spent from BEE entity	Capital goods	40%	5%	39%	10%	39%	20%	34%	30%	67%	40%	42%
			Services	70%	30%	29%	40%	39%	50%	36%	60%	54%	70%	71%
			Consumable goods	50%	10%	40%	15%	52%	25%	46%	40%	59%	50%	65%
		Multinational suppliers contribution to the social fund	Annual spend on procurement from multinational suppliers	0.5% of procurement value	0.5%	Awaiting DMR guidance								

The Table above shows that as at end of September 2014, the VR achieved the Mining Charter targets with respect to BEE Capital Spend (42% against the target of 40%), Consumable Goods Spend (65% against the target of 50%) and Services (71% against the target of 70%).

4.2.1 Procurement Challenges during the 2010 - 2014 Reporting Period

Much as we have achieved and exceeded the 2014 Mining Charter targets, extending procurement opportunities to companies in and around the communities where we operate was a challenge that needed to be addressed by developing and putting in place a comprehensive and coherent Procurement Strategy addressing both the need to empower local suppliers and entrepreneurs.

Following workshops within the company and consultations with a number of stakeholders, namely, the DMR, local SMMEs and business forums and the host communities' Municipalities and the SMMEs, and the Localisation Research Study conducted in 2012, the following challenges were identified as the main challenges that needed to be addressed to satisfy the DMR requirements that the company increase the number of HDSA companies in our Procurement System and to achieve the goal of making the company's Procurement System inclusive and accessible to local SMMEs and businesses:

- a) Procurement was still perceived as not opening up opportunities to local entrepreneurs, especially the HDSA ones.
- b) SMMEs still finding difficult to obtain a Vendor Number from AGA
- c) There is a need to provide training for vendor application process
- d) Emerging businesses still treated the same as established businesses
- e) Enterprise Development not integrated into other business units (e.g. Properties)
- f) No platform to encourage the formation of JVs with established White businesses procuring from AGA
- g) No mentoring and capacity building of HDSA suppliers and local SMMEs and entrepreneurs
- h) No allocation of specific contracts to emerging businesses.

4.2.3 Procurement - Key Focus Areas for 2015-2019

In an effort to address the above-mentioned challenges, AngloGold Ashanti is in the process to establishing Enterprise Developments Centres in its Host and the Labour Sending Areas. This will be used to drive a more focused local Supplier and Enterprise Development Programme which will assist in developing HDSAs and local suppliers, SMMEs and entrepreneurs to enable them to meet the company's procurement requirements.

Subsequent to extensive consultations and engagements with all the key stakeholders, 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 and entrepreneurs in host and Labour Sending Areas to establish their businesses in a sustainable manner:

- a) Advertising LED Projects in the local newspapers
- 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 big and established suppliers
- d) Facilitating Joint Ventures between Established Suppliers and some Local Entities – this will give small suppliers an opportunity to participate in large projects and assist in the transfer of skills
- e) Incubation – Establish Enterprise Development Centres that will help in the development of new entrants from our host communities

4.2.4 2015-2019 BEE Procurement Targets and Approach

- a) Overall Target for BEE Entities (> 25% Black Ownership)

AngloGold Ashanti will retain and improve the 2014 Mining Charter targets achieved by the end of 2014 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 around Host Communities to ensure that the majority of the SMMEs registered on our Local Procurement Portal are fully integrated into our Supply Chain

4.3 Our Approach to Enterprises 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 area.

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 loaning initiative experienced loan payment defaults following failure by assisted enterprises to meet legal obligations, thus resulting in most of the enterprises being closed. The loaning to enterprises was then placed on hold while the Masakhisane Limited as a lending vehicle placed under review to setup an appropriate governance and resource structure, based on an extensive benchmarking exercise aimed to establish best practice in enterprise development.

The outcome of the 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 R48m 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.

The EDCs are to be managed by professional implementing agents specialising in this area so to address the current shortcomings in both supplier and enterprise development in host communities. The feasibility study findings of this project however indicated that to create the targeted number of entrepreneurs and job opportunities as reflected in the SLPs, the budgets would need to be almost doubled. It was therefore necessary to search for external funders to close the shortfalls which delayed the implementation of the EDC's.

The Development Bank of South Africa (DBSA) with the Job Fund as the implementing agent was engaged and has agreed in principle to co-fund the EDCs project on a matching basis (R48m AGA and R48m Jobs Fund over a three year period from date of signature), subject to the terms of the Grant Agreement between the parties. In addition the host and labour sending community municipalities have formally agreed to provide the premises required to host the EDC at no charge to the projects.

Parallel to the engagement with the Jobs Fund there were extensive consultations with the Municipalities, the unions and the SMME sectors on the key objectives of the EDCs and the scope and outcomes has been agreed in formal steering committee structures.

The following are the key deliverables with measurable quarterly milestones per host community as contained in the Jobs Fund Agreement (still to be signed off by the Jobs Fund):

1. Recruitment and selection of a local stakeholder's base and implementing agents per host community.
2. Establishment of EDCs main hubs (3) and associated satellites centres (13) – 5 for OR Tambo, and 4 for Merafong and Matlosana, respectively.
3. Marketing & promotion of the EDCs to business and communities.

4. Identification and capacitation of new entrepreneurs - Capacitation of 618 entrepreneurs, that is 185 for Merafong, 185 for Matlosana and 248 for OR Tambo.
5. Mentoring and development of existing and established SMMEs - Assessment of developmental gap of 104 SMMEs 27 for Merafong, 27 for Matlosana and 50 for OR Tambo.
6. Creating some 1 328 jobs through the new and existing SMME's established and mentored programs (at a rate of 2.5 jobs/SMME) – Merafong = 387, Matlosana = 387 and OR Tambo = 554.
7. Monitoring and evaluation of the key deliverables by AGA, Job Fund, Implementing Agent and Steering Committees- Submission of compliant quarterly reports and meeting key performance targets so to release funding to the individual EDCs and verified by half and yearly external audits.

Over and above, when the EDCs are fully established, AngloGold Ashanti commits to continue to provide financial support (loans) to emerging entrepreneurs in the host communities via the newly registered AngloGold Enterprise development Fund (to trade as Masakhisane once the old Masakhisane has been liquidated) through which the EDC will also be able to obtain funding for potential enterprises.. All funding applications for proposed projects will be subject to robust evaluation criteria and business viability tests and only if it meets the company's requirements then it would migrate to, funding approval and implementation phases guided via the EDC's. SMMEs would be supported once established via the EDC's and will ideally be linked to the company's procurement spend and database. The enterprises must further be linked to other external markets other than AGA, for their continued independence beyond mining

It is important to note that these ED projects are not and cannot be done in isolation. Apart from the regular interaction with communities via briefing sessions, local government, the company has built strategic alliances with academic institutions, funding institutions, government agencies and community forums supporting sustainability beyond the initial three (3) period.

Finally, it should be noted that should the Jobs Fund not sign off on the above-mentioned Agreement, AGA will continue to implement the EDC projects on its own, although at a reduced budget and the targets set will be around half of what has been set above.

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 on 13 July 2013. 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. The primary function of the Future Forum is as follows:

- (i) Ensuring that the company keeps all stakeholders abreast with respect to its business strategy and possible effect on employment numbers.
- (ii) Ensuring that meaningful consultation takes place between all stakeholders with respect to the Social and Labour Plan of the company.

Ensuring that any envisaged downscaling is properly dealt with in terms of the requirements of the relevant legislation receiving and directing feedback from the various restructuring forums regarding restructuring of the company. During the latter part of 2013, the South Africa Region created necessary infrastructure to deal with possible restructuring to ensure effective co-ordination between Business Units as well as all inclusive infrastructure to deal with hi level consultation. Regular meetings of the Restructuring Plenary meeting, Joint task team and Business Unit restructuring committees take place to ensure optimal transparency

and joint initiatives seeking to prevent employer initiated downscaling and retrenchment. Our strategy has proven very successful under difficult business conditions.

The terms of reference of the various committees are as follows:

Restructuring Plenary Committee:

- 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 restructuring. The Plenary Committee will ensure that all processes are fair and transparent, and will receive reports and recommendations from committees and will ratify work done by the joint central committee and business unit committees dealing with restructuring. The NUM, AMCU, UASA and Solidarity is represented at the Restructuring Plenary Committee; and
- It will serve to unlock disagreement and provide strategic direction and mandate to the Joint Central Committee and Business Unit Restructuring Committees.

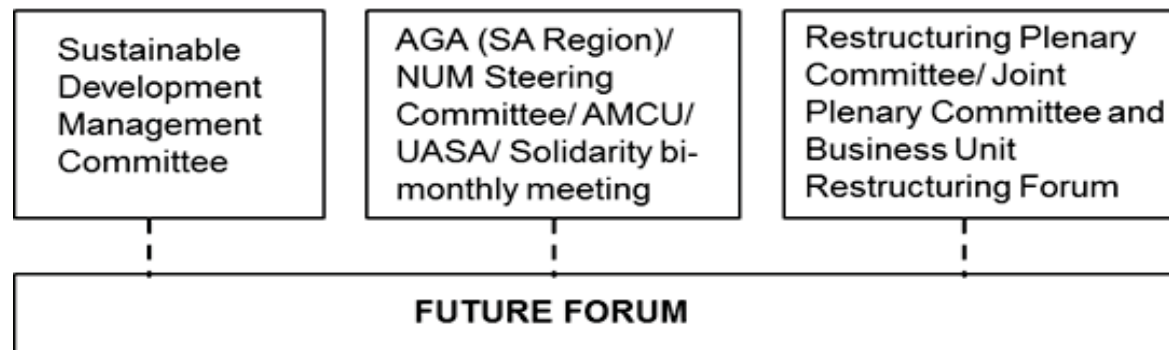
Joint Central Committee:

- It is responsible for obtaining all relevant information to enhance its ability to effectively oversee restructuring and other measures necessary;
- Examining opportunities to reduce the number of employees affected by downsizing and restructuring and to facilitate employment opportunities;
- Consider aspects pertaining to labour and skills mix; and
- Inviting external parties to share experience and opportunities such as the DoL (training lay off scheme) and the CCMA;

Business Unit Restructuring Forums:

- It acts as a consultative forum at Business Units to give effect to downsizing and restructuring at the business unit in a fair and transparent manner.
- UASA, Solidarity, AMCU and the NUM are represented in the above committees.
- Reports of the Future Forums are channelled into the Sustainable Development Committee as well as to the Future Forums.

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.

The AngloGold Ashanti Future Forum structures engage on matters broader than the above legislative requirement, i.e. whenever structural workplace change is envisaged, as well as on matters contained in the Social and Labour Plan, its implementation and the need to monitor progress. The Future Forum is an important structure to identify opportunities that may exist to promote employment sustainability. Presentations have been done to it to share these with our employees and organised labour.

The company is acutely aware of its obligation to comply with the requirements of Section 52 of the Minerals Act, by way of notifying the Minerals and Mining Development Board where retrenchment of 500 employees or 10 per cent of the labour force (whichever is the lesser) is contemplated in a 12 month period, or where prevailing economic conditions cause the profit to revenue ratio of the mine to be less than six per cent for a continuous period of six months. It is also aware of its obligation to comply with any ministerial directive arising from such a process.

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

As already stated, the company endeavour to avoid job losses, however, where circumstances are such that job losses and retrenchment cannot be avoided management would seek adequate ways (in consultation with organized labour) to ameliorate the impact on affected employees. In consulting with organized labour the company would ensure compliance with applicable legislation, policy and procedure emanating from the Chamber of Mines, appropriate legislation and would seek to ensure that it retains the necessary skills that would enable the company to operate effectively going forward.

A variety of alternatives would be considered such as:

- Placing a moratorium on recruitment, and promotions (with the necessary exceptions in the case of scarce skills occupations),
- Reviewing the continued employment of contract and temporary employees,
- Implementing the provisions of the retirement policy & offering early retirement to employees who may qualify in term of the policies of the company, and
- Voluntary retrenchment.

To ameliorate the impact of job losses the following would be considered:

- Creating awareness about the possibility of retrenchment, and facilitating access to training and employment opportunities where they may exist ((whether inside or outside the company) – this to ensure that affected employees are able to become economically active soon after retrenchment;
- Applicable notification period for employees identified for retrenchment would be utilized to counselling and other appropriate measures to lessen the impact on affected employees. Where appropriate the counselling would include finance handling in view of the retrenchments monies that will accrue to affected employees. Counselling for affected workers with the assistance of the Department of Labour will also be considered; and

- Training interventions would be responsive to specific need and will seek to ensure that employees are best able to re-enter formal employment and / or other opportunities to enter the economy. The suit of training interventions would include (but not limited to) financial and life-skills training, entrepreneurship training as well as portable skills training.

The following process would be followed when retrenchments cannot be avoided:

Whenever the need may arise to retrench employees due to operational requirements we are obliged to comply with the South African legislative and regulatory environment:

- The **Labour Relations Act 66 of 1995** (LRA) as amended, and the **Minerals and Petroleum Resources Development Act 28 of 2002** (MPRDA) as amended contains a variety of provisions aimed at regulating large scale retrenchments.
- The code of Good Practice on Dismissal for Operational Requirements provides a guideline to employers to ensure that any process of retrenchments adhere to substantive and procedural requirements. The relevant provisions of the Basic Conditions of Employment Act 75 of 1997 insofar as it relates to notice periods to employees will also be factored into the process. Insofar as any collective agreement makes provision for process and procedures for retrenchments such agreement will be observed.
- Section 189 and 189A provides for employers who **contemplate the possibility of retrenchments** to notify representative unions and to commence a process of consultation. A letter in compliance with section 52 of the Mineral and Petroleum Resources Development Act (MPRDA) will be provided to the DME for submission to the Minerals and Mining Development Board (when the profit-to-revenue ratio to decline to below 6 per cent on average for a continuous period of 12 months, and where retrenchments are likely.
- In compliance with the Labour Relations Act, applicable collective agreements and social and labour plan guidelines issued by the Department of Labour a letter would be issued to recognized trade unions (AMCU, NUM, UASA and Solidarity) in terms of section 189(3) of the Labour Relations Act, setting out:
 - the rationale for contemplating dismissals due to operational reasons
 - ways and means envisage to avoid dismissals and/or alternatives to consider prior to proposing dismissals
 - the number and job categories of employees who may be affected , and
 - The proposed selection criteria to select employees.

Process to be followed in the event of large scale dismissals:

In the event of large scale dismissals as defined in terms of S52 (b) of the Mineral and Petroleum Resource Development Act, or as provided for in terms of S189 (a) of the Labour Relations Act, the company will follow the following process after having issued the section 189(3) letter in terms of the Labour Relations Act, s189 or s189 (a) whichever is applicable:

- It will utilise the Restructuring Plenary Committee to provide high level direction and oversight to the process.
- It will simultaneously provide feedback to the Future Forum to execute its mandate

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

AngloGold Ashanti would, in compliance to its Social and Labour Plan undertakings pertaining to downscaling and/or retrenchment, take the following appropriate steps to ameliorate the impact:

- Identify and consider portable skills training interventions to lessen the impact of unemployment in labour sending areas and to encourage self-employment,
- Identify adequate training to allow affected employees to seek alternative employment,
- Approach the Department of Labour directly or through the Chamber of Mines to facilitate speedy processing of unemployment fund benefits,

- Employees who may otherwise be subjected to dismissal owing to operational requirement would be encouraged to participate in Department of Labour Training Lay Off scheme, as an alternative to retrenchment, and
- The company will assist employees with possible job opportunities in the industry 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 \

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:

- I. The human resource development programme;
- II. The local economic development programme; and
- III. 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 Table Below reflects the HRD financial plan for 2015-2019:

HRD FP 1: HUMAN RESOURCE DEVELOPMENT PROGRAMME : FINANCIAL PROVISION FOR VAAL RIVER					
	2015	2016	2017	2018	2019
HRD	R 175 300 000	R 183 700 000	R 187 000 000	R 193 500 000	R 201 000 000
% OF PAYROLL	5.6%	5.7%	5.8%	5.9%	6%

*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. The figures reflected in the following table indicate the financial plan for 2015-2019 for Community Development:

VAAL RIVER AND LABOUR SENDING	TOTAL	2015	2016	2017	2018	2019
ED - VR	R 13,500,000	R 2,700,000	R 2,700,000	R 2,700,000	R 2,700,000	R 2,700,000
ED - LS	R 16,800,000	R 3,360,000	R 3,360,000	R 3,360,000	R 3,360,000	R 3,360,000
LED	R 46,100,000	R 7,600,000	R 3,800,000	R 6,800,000	R 12,500,000	R 15,400,000
INCOME Generating	R 4,000,000	-	R 4,000,000	-	-	-
SI Funding	R 12,000,000	R 2,400,000	R 2,400,000	R 2,400,000	R 2,400,000	R 2,400,000
	R 92,400,000	R 16,060,000	R 16,260,000	R 15,260,000	R 20,960,000	R 23,860,000

*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. This excludes the external funding from the Jobs Fund to the tune of R33 million with respect to match funding of the EDCs for Matlosana Local Municipality and OR Tambo District Municipality.

The following table is in accordance with the revisions made to accommodate the delay in the approval of the SLP:

VAAL RIVER AND LABOUR SENDING	TOTAL	2015	2016	2017	2018	2019
ED - VR	R 13,500,000	R 2,700,000	R 2,700,000	R 2,700,000	R 2,700,000	R 2,700,000
ED - LS	R 16,800,000	R 3,360,000	R 3,360,000	R 3,360,000	R 3,360,000	R 3,360,000
LED	R 46,100,000	R -	R 1,900,000	R 16,300,000	R 12,500,000	R 15,400,000
INCOME Genrating	R 4,000,000			R 2,000,000	R 1,000,000	R 1,000,000
SI Funding	R 12,000,000	R 2,400,000	R 2,400,000	R 2,400,000	R 2,400,000	R 2,400,000
	R 92,400,000	R 8,460,000	R 10,360,000	R 26,760,000	R 21,960,000	R 24,860,000

Note: 2015 and 2016 LED projects implementation adjusted to 2017 due to the delay in the approval of the SLP by the DMR.

Year	2015	2016	2017	2018	2019
Budget	R7.6m	R7.8m	R6.8m	R12.5m	R15.4m
Matlosana	LEDP 1: Community Development Contribution towards land acquisition and /or contribution towards bulk infrastructure development in Khuma by June 2017 alternatively construction of a swimming pool if land is not acquired by June 2017= 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
LED	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: Tshebedisano 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
Projects 2015-2019	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				LEDP 17: Community Development Contribution towards bulk infrastructure development in Kanana= R2.0m
					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

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 2011-2013 Wage Agreement entered into between organized labour and the company, through the Chamber of Mines, provides for the payment of a minimum severance pay of not less than R20 000.00. It further undertook to pay a severance pay of not 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 ***Mining Charter scorecard*** achievements to date are indicated below:

SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER 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	As at 30 June 2014
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	March 2011	March 2011	March 2012	March 2012	March 2013	March 2013	March 2014	March 2014	June 2014	

7.1. Monitoring

The Senior Vice President: Sustainability is charged with the responsibility to ensure implementation of the Social and Labour Plan in conjunction with the relevant Head of Disciplines and functional managers. A Sustainable Development Management Committee (SDMC) comprising all the relevant line functionaries, the Senior Vice President: Human Resources and the Vice President: Finance and Commercial Services oversee and monitor the implementation of the Social and Labour Plan programs and report to the SA Region Executive Committee which in turn reports to the AngloGold Ashanti Board Social and Ethics 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.

ANNEXURES

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA (as at 6 August 2014)

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes - Mine Waste Solutions	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total
BOTSWANA		BOTSWANA CNTRL	MOLEPOLOLE				1			1		2
		BOTSWANA CNTRL	PALAPYE				8	4		2	1	15
		BOTSWANA N.E.	PALAPYE				1					1
		KWENENG	MOLEPOLOLE				9	3	1	2	2	17
		NGWAKETSE	MOLEPOLOLE				6	6		3	3	18
		RAMOTSWA	MOLEPOLOLE				1	2		1		4
DEMOCRATIC REP OF CONGO		OTHER	TOM WEST WITS						1			1
LESOTHO		BUTHA BUTHE	BUTHA BUTHE	5			36	46	2	35	3	127
		BUTHA BUTHE	LERIBE				1	3		3		7
		BUTHA BUTHE	MASERU				1					1
		LERIBE	BUTHA BUTHE					12		4		16
		LERIBE	LERIBE	8			87	115	4	104	9	327
		LERIBE	MASERU			1	1	7		4		13
		LERIBE	TEYATEYANENG							1		1
		MAFETENG	MAFETENG	8			62	113	1	108	10	302
		MAFETENG	MASERU	4			8	12		15		39
		MAFETENG	MOHALESHOEK					3		1		4
		MASERU	MAFETENG					1				1
		MASERU	MASERU	13			71	125	4	138	8	359
		MASERU	TEYATEYANENG	1			1					2
		MOHALESHOEK	MAFETENG	1			7	5		8		21
		MOHALESHOEK	MASERU	2			3	10		7		22
		MOHALESHOEK	MOHALESHOEK	7		1	44	81	4	76	4	217
		MOHALESHOEK	QUTHING				1			1		2
		MOKHOTLONG	LERIBE				1	1		5		7
		MOKHOTLONG	MASERU					2			1	3
		MOKHOTLONG	MOKHOTLONG	2			16	19		12	1	50
		QACHASNEK	MASERU				4	7		5		16
		QACHASNEK	MOHALESHOEK					1				1
	QACHASNEK	QACHAS NEK				8	16	1	12		37	
	QUTHING	LERIBE							1		1	

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total
LESOTHO cont.		QUTHING	MAFETENG				1	7		5		13
		QUTHING	MASERU	2			3	8		5		18
		QUTHING	MOHALESHOEK				1			1		2
		QUTHING	QACHAS NEK				1			1		2
		QUTHING	QUTHING		3		19	48	1	35	3	109
		TEYATEYANENG	LERIBE				15	28	1	19	5	68
		TEYATEYANENG	MASERU		2		7	17	1	12	2	41
		TEYATEYANENG	TEYATEYANENG		2		19	31	2	36	5	95
		THABA TSEKA	LERIBE				1					1
		THABA TSEKA	MASERU		2		10	28		23	2	65
		UNKNOWN	MASERU			3						3
MOZAMBIQUE		BILENE	RESSANO GARCIA	8			7	22		19		56
		BOANE	RESSANO GARCIA							2		2
		CANICADO	RESSANO GARCIA	1			2	3		5		11
		CHIBUTO	RESSANO GARCIA	14			21	35		76	2	148
		CHICUALACUALA	RESSANO GARCIA					1				1
		FUNHALOURO	RESSANO GARCIA					1				1
		GOVURO	RESSANO GARCIA					1		1		2
		HOMOINE	RESSANO GARCIA	5			19	13		16	1	54
		INHAMBANE	RESSANO GARCIA	1			2	1		2		6
		INHARRIME	RESSANO GARCIA	3			16	21		11	2	53
		JANGAMO	RESSANO GARCIA	3			8	4		8		23
		LIMPOPO	RESSANO GARCIA	3			7	17		34		61
		MABALANE	RESSANO GARCIA					2	1			3
		MAGUDE	RESSANO GARCIA	3			1	3		5		12
		MANHICA	RESSANO GARCIA	4			4	8		11	1	28
		MANJACAZE	RESSANO GARCIA	5			24	15		35		79
		MAPUTO	RESSANO GARCIA	14			32	48	1	45	2	142
		MARRACUENE	RESSANO GARCIA	1				1		1		3
		MASSINGA	RESSANO GARCIA	7			23	21		75	2	128
		MATOLA	RESSANO GARCIA	9			23	10		42	1	85
	MAXIXE	RESSANO GARCIA	2			7	8		16	1	34	

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total	
MOZAMBIQUE cont.		MORRUMBENE	RESSANO GARCIA	3			17	10		14		44	
		MUCHOPES	RESSANO GARCIA					4		2		6	
		NAMAACHA	RESSANO GARCIA							1		1	
		NORTH OF SAVE RIVER	RESSANO GARCIA	3			7	2		3		15	
		PANDA	RESSANO GARCIA				2	1		6		9	
		SABIE	RESSANO GARCIA				2	4		3		9	
		UNKNOWN	RESSANO GARCIA	1								1	
		VILANCULOS	RESSANO GARCIA	1			2	1		4		8	
		XAI-XAI	RESSANO GARCIA	17			46	73	1	80	1	218	
		ZAVALA	RESSANO GARCIA	3			11	30		31		75	
SOUTH AFRICA	EASTERN CAPE	ADELAIDE	KLERKSDORP								1	1	
		ALICE	KLERKSDORP	1				3	2	9		15	
		ALIWAL NORTH	KLERKSDORP	1				3	1	4		9	
		BARKLY EAST	KLERKSDORP								2		2
		BIZANA	KLERKSDORP	28			14	31	5	25	8	111	
		BIZANA	TOM WEST WITS								1		1
		BURGHERSDORP	KLERKSDORP	1				2	1				4
		CALA	KLERKSDORP	4			6	23	2	21	2	58	
		CATHCART	KLERKSDORP					1					1
		COFIMVABA	KLERKSDORP	15			9	24		19	4	71	
		DORDRECHT	KLERKSDORP				2	1					3
		EAST LONDON	KLERKSDORP	5			4	6	3	16	7	41	
		ELLIOT	KLERKSDORP	2			2	4	3	6	2	19	
		ELLIOTDALE	KLERKSDORP	8			11	16	3	19	3	60	
		ELLIOTDALE	TOM WEST WITS	1									1
		ENGCOBO	KLERKSDORP	13			1	24	42	14	49	7	150
		FLAGSTAFF	FLAGSTAFF					2					2
		FLAGSTAFF	KLERKSDORP	27			1	20	33	1	41	1	124
		FORT BEAUFORT	KLERKSDORP						1		1	1	3
		GCUWA	BUTTERWORTH								1		1
GCUWA	KLERKSDORP	7				8	17	2	25	7	66		

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total	
SOUTH AFRICA	EASTERN CAPE	HERSCHEL	KLERKSDORP	22			11	35	9	26	2	105	
		HIGHFLATS	KLERKSDORP					1		1		2	
		IDUTYWA	KLERKSDORP	21		2	39	47	3	78	6	196	
		INDWE	KLERKSDORP				1	4	1	3		9	
		JOUBERTINA	KLERKSDORP								1		1
		KEISKAMAHOEK	KLERKSDORP	1				3					4
		KENTANI	KLERKSDORP	20				11	23	1	26	7	88
		KING WILLIAMS TOWN	KLERKSDORP	8				10	18	1	41	4	82
		LADY FRERE	KLERKSDORP	2				4	10	2	13	5	36
		LADY GREY	KLERKSDORP	1									1
		LIBODE	KLERKSDORP	18				44	21	4	42	10	139
		LUSIKISIKI	FLAGSTAFF								1		1
		LUSIKISIKI	KLERKSDORP	28				24	46	1	38	2	139
		LUSIKISIKI	LUSIKISIKI					1					1
		LUSIKISIKI	TOM WEST WITS						1				1
		MACLEAR	KLERKSDORP	1				1	1	1	7		11
		MATATIELE	KLERKSDORP	38			1	24	65	7	47	7	189
		MATATIELE	TOM WEST WITS	1									1
		MDANTSANE - E/LONDON	KLERKSDORP							1			1
		MIDDELBURG - CAPE	KLERKSDORP	1									1
		MIDDLEDRIFT	KLERKSDORP	1				4	14	1	9	4	33
		MOLTENO	KLERKSDORP								1		1
		MOUNT AYLIFF	KLERKSDORP	4				6	5		1	2	18
		MOUNT FLETCHER	KLERKSDORP	2			2	4	20	6	8	1	43
		MOUNT FRERE	KLERKSDORP	9			2	5	19	2	17	3	57
		MQANDULI	KLERKSDORP	15				21	27	2	44	3	112
		MTHATHA	KLERKSDORP	13			1	13	37	6	47	6	123
		MTHATHA	TOM WEST WITS								1		1
		NGQELENI	KLERKSDORP	28				34	35	4	51	9	161
		NGQELENI	MTHATHA					1					1
NGQELENI	TOM WEST WITS								1		1		
NQAMAKWE	BUTTERWORTH					1					1		
NQAMAKWE	KLERKSDORP	18			2	9	70	3	25	10	137		

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total	
SOUTH AFRICA	EASTERN CAPE	NQAMAKWE	TOM WEST WITS	1								1	
		PEDDIE	KLERKSDORP					1	2	3		6	
		PORT ALFRED	KLERKSDORP					1		1		2	
		PORT ELIZABETH	KLERKSDORP	2		1						2	5
		PORT ST JOHNS	KLERKSDORP	15		1	13	34	1	22	4	90	
		QUEENSTOWN	KLERKSDORP	7		3	2	18	1	13	1	45	
		QUMBU	KLERKSDORP	13			12	27	4	16	3	75	
		SEYMOUR	KLERKSDORP					1				1	
		STUTTERHEIM	KLERKSDORP				2	9		6		17	
		TABANKULU	KLERKSDORP	17		1	15	28		27	2	90	
		TSOLO	KLERKSDORP	19		1	13	47	4	24	2	110	
		TSOLO	TOM WEST WITS	1								1	
		TSOMO	KLERKSDORP	15			6	18	5	27	4	75	
		UGIE	KLERKSDORP	1			1	2				4	
		UITENHAGE	KLERKSDORP							1		1	
		UNKNOWN	KLERKSDORP			13							13
		WHITTLESEA	KLERKSDORP	1			1	3		2	1	8	
		WILLOWVALE	KLERKSDORP	10			5	18	6	14	1	54	
		ZWELISHA	KLERKSDORP									1	1
		FREE STATE	BETHLEHEM	KLERKSDORP	4			2	1		2		9
	BETHULIE		KLERKSDORP					1				1	
	BLOEMFONTEIN		KLERKSDORP	20			7	26	2	33	3	91	
	BLOEMFONTEIN		TOM WEST WITS	1								1	
	BOTHAVILLE		KLERKSDORP	31		3	7	28	26	24	10	129	
	BRANDFORT		KLERKSDORP					1				1	
	BULTFONTEIN		KLERKSDORP	7			2	3		1	2	15	
	CLOCOLAN		KLERKSDORP	1			2	1		3	1	8	
	DEWETSDORP		KLERKSDORP			1		2				3	
	EDENVILLE		KLERKSDORP					1	1			2	
	EXCELSIOR		KLERKSDORP					3		1	2	6	
	FICKSBURG		KLERKSDORP	3		1	1	17	2	17	1	42	
	FOURIESBURG	KLERKSDORP	1			2	3		3		9		

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total		
SOUTH AFRICA	FREE STATE cont.	FRANKFORT	KLERKSDORP	2								2		
		HARRISMITH	KLERKSDORP	2			1		1			4		
		HEILBRON	KLERKSDORP	1									1	
		HENNENMAN	KLERKSDORP	1			1		1		3	1	7	
		KROONSTAD	KLERKSDORP	7			1	5	6	8	9	3	39	
		LADYBRAND	KLERKSDORP						2		2	1	5	
		LINDLEY	KLERKSDORP				1			1	1		3	
		MARQUARD	KLERKSDORP	2					2				4	
		ODENDAALSRUS	KLERKSDORP	20			1	7	13	1	12	6	60	
		ODENDAALSRUS	TOMWEST WITS										1	
		PARYS	KLERKSDORP	2				3		5	2	3	15	
		ROUXVILLE	KLERKSDORP						1	1			2	
		SENEKAL	KLERKSDORP					1		1		1	3	
		SMITHFIELD	KLERKSDORP				1					1	2	
		STEYNSRUST	KLERKSDORP	1					3			1	5	
		THABA NCHU	KLERKSDORP					1	4			6	1	
		THEUNISSEN	KLERKSDORP	2				1	9			4		
		UNKNOWN	KLERKSDORP	12		39								51
		VENTERSBURG	KLERKSDORP	2					1				1	4
		VILJOENSKROON	KLERKSDORP	26			5	11	42	38	33	16		171
		VILLIERS	KLERKSDORP									1		1
		VIRGINIA	KLERKSDORP	10				6	7	1	4	3		31
		VREDE	KLERKSDORP	1										1
		VREDEFORT	KLERKSDORP	3					1	1		1		6
		WARDEN	KLERKSDORP	1										1
		WELKOM	KLERKSDORP	59			3	12	57	26	61	44		262
		WELKOM	TOMWEST WITS	1						1				2
		WEPENER	KLERKSDORP	1				3	3			3	1	11
		WESSELBRON	KLERKSDORP	14			1	1	2			8	1	27
		WINBURG	KLERKSDORP							1				1
WITZIESHOEK	KLERKSDORP	11			2	10	19	8	27	5		82		
ZASTRON	KLERKSDORP	3				2	5	3	1	1		15		

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopangang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total	
SOUTH AFRICA	GAUTENG	ALBERTON	KLERKSDORP	1					2			3	
		BENONI	KLERKSDORP	18				2		4	1	25	
		BOKSBURG	KLERKSDORP	6		1	1	2		1		11	
		BRAKPAN	KLERKSDORP	5							2	2	9
		CARLETONVILLE	KLERKSDORP	53		4	4	18	21	29	28	157	
		CARLETONVILLE	TOM WEST WITS	5						1	2	8	
		EVATON	KLERKSDORP	1				2	1			4	
		GERMISTON	KLERKSDORP	14				2	3	3	5	1	28
		HAMMANSKRAAL	KLERKSDORP	2						2	1		5
		HEIDELBERG - TVL	KLERKSDORP	1		2							3
		JOHANNESBURG	KLERKSDORP	35		3	9	9	4	18	3	81	
		JOHANNESBURG	TOM WEST WITS	1									1
		KEMPTON PARK	KLERKSDORP	7									7
		KRUGERSDORP	KLERKSDORP	12				1	1		1		15
		NIGEL	KLERKSDORP	1									1
		PRETORIA	KLERKSDORP	22		1	3	11	3	7	1	48	
		PRETORIA	TOM WEST WITS	2								1	3
		RANDFONTEIN	KLERKSDORP	7		1	1	1					10
		ROODEPOORT	KLERKSDORP	5					1				6
		SEBOKENG	KLERKSDORP				3	1	1				5
		SPRINGS	KLERKSDORP	24				1			3		28
		SPRINGS	TOM WEST WITS	1									1
		UNKNOWN	KLERKSDORP	86		357							443
		VAN DER BIJLPARK	KLERKSDORP	7			1	1	1	2	1		13
		VEREENIGING	KLERKSDORP	9				4	9	1	4	4	31
		VEREENIGING	TOM WEST WITS									1	1
	WESTONARIA	KLERKSDORP					2	1		3		6	
	KWAZULU NATAL	BERGVILLE	KLERKSDORP						1		2	1	4
		DUNDEE	KLERKSDORP								1		1
		DURBAN	KLERKSDORP		4		1	3	6	3	6	3	26
		EMPANGENI	KLERKSDORP		3				9		2		14
		ESHOWE	KLERKSDORP					2	1		2	1	6

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Nologwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total	
SOUTH AFRICA	KWAZULU NATAL cont.	ESTCOURT	KLERKSDORP	2		1			1		2	6	
		GRABOUW	KLERKSDORP						1			1	
		GREYTOWN	KLERKSDORP	1			1				1	3	
		HARDING	KLERKSDORP	2			4	7		4			17
		HLABISA	KLERKSDORP	1			1	1		1			4
		HLUHLUWE	KLERKSDORP	2						1			3
		IMPENDHLE	KLERKSDORP							1			1
		INGWAVUMA	KLERKSDORP	11			9	13	2	10	1		46
		IXOPO	KLERKSDORP	3			1	4		2			10
		IZINGOLWENI	KLERKSDORP					2		1			3
		KOKSTAD	KLERKSDORP	1				2	1				4
		KWANGWANASE	KLERKSDORP	1							2		3
		LADYSMITH - NATAL	KLERKSDORP	1									1
		MAHLABATINI	KLERKSDORP	1			1	5	1	1	1	1	10
		MELMOTH	KLERKSDORP				1						1
		MKUZE	KLERKSDORP	2									2
		MTUBATUBA	KLERKSDORP	1				3	3	1	2		10
		NDWEDWE	KLERKSDORP							1		1	2
		NEWCASTLE	KLERKSDORP	1			1	3	3	2	2		12
		NKANDHLA	KLERKSDORP					1	2				3
		NONGOMA	KLERKSDORP	8				25	10	4	15		62
		NQUTU	KLERKSDORP					1			1	1	3
		PAULPIETERSBURG	KLERKSDORP					1					1
		PIETERMARITZBURG	KLERKSDORP	5				2	4		2	1	14
		PINETOWN	KLERKSDORP								1		1
		PONGOLA	KLERKSDORP	3				3	7		2	1	16
		PORT SHEPSTONE	KLERKSDORP	2					6		2	1	11
		RICHMOND - NATAL	KLERKSDORP						1				1
		TUGELA FERRY	KLERKSDORP	1					1			1	3
		UBOMBO	KLERKSDORP						1	1			2
		UMZIMKULU	KLERKSDORP	20				10	17	4	14	5	70
		UMZINTO	KLERKSDORP						1		1		2
		UNKNOWN	KLERKSDORP				8						8
VRYHEID	KLERKSDORP	3					1		3		7		
VULAMEHLO	KLERKSDORP							1			1		

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total	
SOUTH AFRICA	LIMPOPO	BOCHUM	KLERKSDORP	1					1			2	
		BUSHBUCKRIDGE	KLERKSDORP	18			10	20		22	4	74	
		DRIEKOP	KLERKSDORP					2				2	
		GIYANI	KLERKSDORP	3			3	5	2	8	2	23	
		GIYANI	TOM WEST WITS	1								1	
		LOUIS TRICHARDT	KLERKSDORP	9					2	3	1	15	
		MALAMULELE	KLERKSDORP	2		1	3	1		1	2	10	
		MUTALE	KLERKSDORP	1			1	1				3	
		PHALABORWA	KLERKSDORP	1		1	1	3		4		10	
		PIETERSBURG	KLERKSDORP			1						1	
		POLOKWANE	KLERKSDORP	18		1	6	15	1	3	4	48	
		POTGIETERSRUS	KLERKSDORP	2							1	3	
		PRAKTISEER	KLERKSDORP				1					1	
		SIBASA	KLERKSDORP	5			1	1	1	1	1	9	
		SIBASA	TOM WEST WITS					1				1	
		THABAZIMBI	KLERKSDORP				1					1	
		TZANEEN	KLERKSDORP	3			3	3	2	2		13	
		UNKNOWN	KLERKSDORP	3								3	
		VUWANI	KLERKSDORP	1						1	1	3	
		WARMBATHS	KLERKSDORP								1	1	
	MPUMALANGA	BALFOUR	KLERKSDORP	5									5
		BARBERTON	KLERKSDORP	1					4		2		7
		BARBERTON	TOM WEST WITS	1									1
		CAROLINA	KLERKSDORP								1		1
		ERMELO	KLERKSDORP	2		1		1		1	1	6	
		EVANDER	KLERKSDORP	3		1					2		6
		GROBLERSDAL	KLERKSDORP	2								1	3
		KOMATIPOORT	KLERKSDORP	3			1	1		3			8
		LYDENBURG	KLERKSDORP				1						1
		MIDDLEBURG - TVL	KLERKSDORP	2							1		3
		NELSPRUIT	KLERKSDORP	22		8	5	20	1	9			65
		OHRIGSTAD	KLERKSDORP	1									1
PIET RETIEF	KLERKSDORP	3					3		3	1	10		

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Nologwa Mine	Kopanang Mine	Metallurgy	Moab Khotsoang Mine	South Africa Region Services	Vaal River Total	
SOUTH AFRICA	MPUMALANGA cont.	STANDERTON	KLERKSDORP	2				1			1	4	
		UNKNOWN	KLERKSDORP	4								4	
		WAKKERSTROOM	KLERKSDORP								1		1
		WHITE RIVER	KLERKSDORP					1					1
		WITBANK	KLERKSDORP	3				2				1	6
	NORTH WEST	BLOEMHOF	KLERKSDORP	9				1	2	2	2		16
		BRITS	KLERKSDORP	4				1	1	1	2		9
		BRITS	TOMWEST WITS									1	1
		CHRISTIANA	KLERKSDORP						1				1
		DELAREYVILLE	KLERKSDORP	11			1	5	8	3	7	2	37
		DITSOBOTLA	KLERKSDORP					1	1				2
		GANYESA	KLERKSDORP	2			1	1	7	1	7		19
		KLERKSDORP	KLERKSDORP	2464			447	568	1331	792	1264	758	7624
		KLERKSDORP	TOMWEST WITS	14			1	2	1	1	1	1	21
		LEHURUTSHE	KLERKSDORP							2			2
		LICHTENBURG	KLERKSDORP	13			1	2	7	8	13	8	52
		MADIKWE	KLERKSDORP	5									5
		MAHIKENG	KLERKSDORP	17			5	10	29	12	21	25	119
		MAHIKENG	TOMWEST WITS	2									2
		MOLOPO	KLERKSDORP									1	1
		POTCHEFSTROOM	KLERKSDORP	52			10	4	9	11	16	18	120
		POTCHEFSTROOM	TOMWEST WITS				1						2
		RUSTENBURG	KLERKSDORP	17				2	2	4	4	1	30
		SCHWEIZER RENEKE	KLERKSDORP	16			5		4	3	6	1	35
		TAUNG	KLERKSDORP	37			15	24	58	30	54	29	247
		TLHAPING-TLHARO	KLERKSDORP									1	1
		UNKNOWN	KLERKSDORP	7		2							9
		VENTERSDORP	KLERKSDORP	6			2	1	4		2	3	18
		VRYBURG	KLERKSDORP	7			2	6	19	3	10	6	53
		WOLMARANSTAD	KLERKSDORP	50				9	26	15	25	12	137
		ZEERUST	KLERKSDORP	6			2	2	13	3	12	3	41

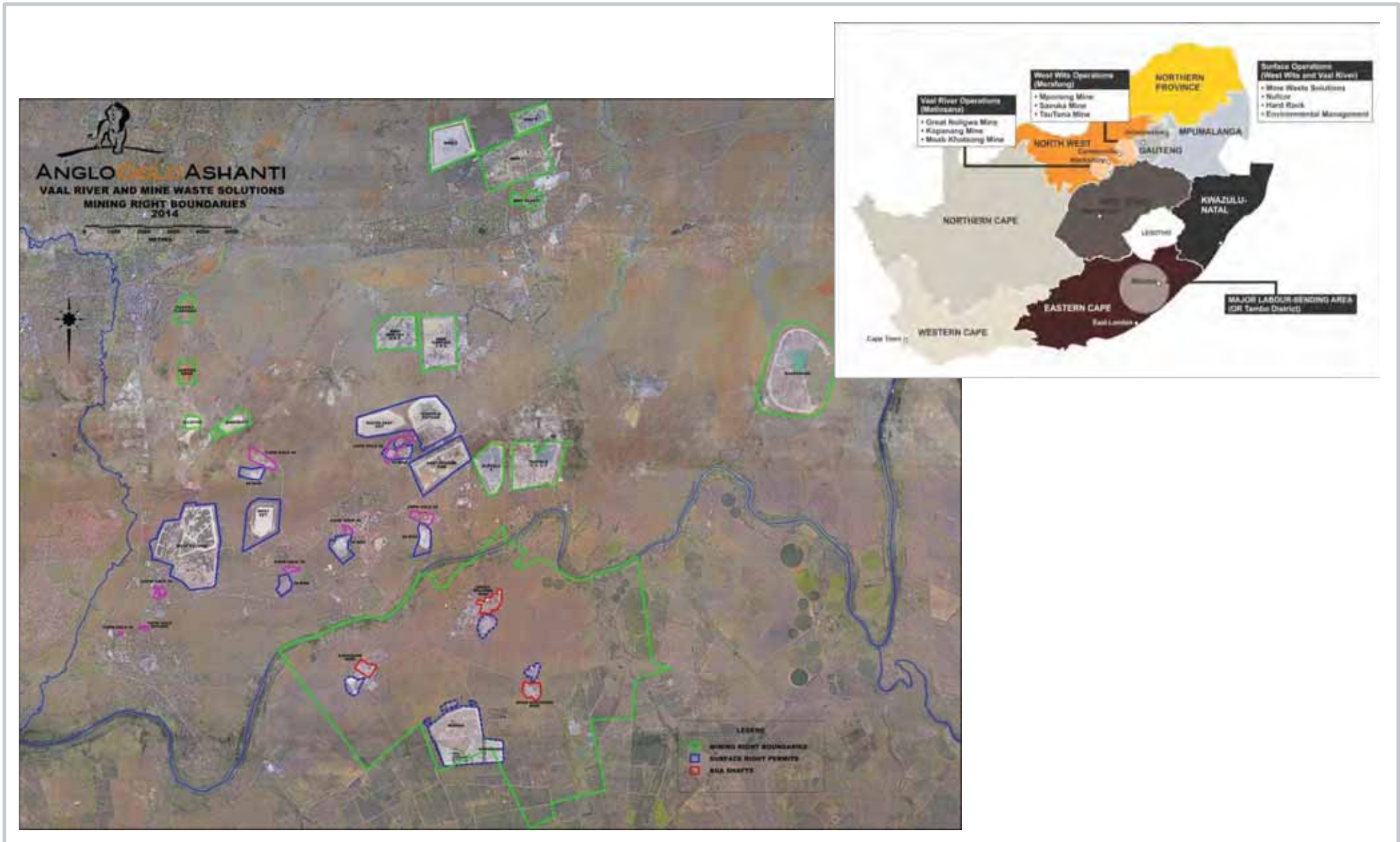
ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total
SOUTH AFRICA	NORTHERN CAPE	COLESBURG	KLERKSDORP			1						1
		DE AAR	KLERKSDORP							1		1
		HARTSWATER	KLERKSDORP	5		1		8	2	2	1	19
		KIMBERLEY	KLERKSDORP	5				5		3		13
		KURUMAN	KLERKSDORP	6			3	6	4	6	4	29
		UPINGTON	KLERKSDORP	1				1				2
		WARRENTON	KLERKSDORP						1	1	2	4
		WARRENTON	TOMWEST WITS								1	1
	WESTERN CAPE	CAPE PENINSULA	KLERKSDORP	1				1		1	2	5
		CLANWILLIAM	KLERKSDORP				1					1
		LADISMITH - CAPE	KLERKSDORP	2								2
		MALMESBURY	KLERKSDORP	1								1
		ROBERTSON	KLERKSDORP	1								1
		VREDENDAL	KLERKSDORP								1	1

ANNEXURE 1.1: BREAKDOWN OF EMPLOYEES PER SENDING AREA cont.

Country of origin	Province	City/Town	TEBA Recruitment Office	Contractors	AGA Health	Chemwes (Mine Waste Solutions)	Great Noligwa Mine	Kopanang Mine	Metallurgy	Moab Khotsong Mine	South Africa Region Services	Vaal River Total
SWAZILAND		HLATIKULU	MANZINI				1			3		4
		HLATIKULU	MBABANE								1	1
		HLATIKULU	NHLANGANO				3	5		2	1	11
		HLUTI	NHLANGANO					1				1
		MANKAYANE	MANZINI				1					1
		MANKAYANE	MBABANE				1	3	1	2		7
		MANKAYANE	NHLANGANO							1		1
		MANZINI	MANZINI				16	21	1	15	3	56
		MANZINI	MBABANE				17	25	1	16	5	64
		MANZINI	NHLANGANO				3	2				5
		MBABANE	MANZINI					1		1		2
		MBABANE	MBABANE		2		17	23	2	13	4	61
		MBABANE	NHLANGANO				1				1	2
		NHLANGANO	MANZINI				3	3		1		7
		NHLANGANO	MBABANE				1	4	5	1	5	17
		NHLANGANO	NHLANGANO		1		28	47	4	21	4	105
		PIGGS PEAK	MBABANE		1		14	11		12	1	39
		PIGGS PEAK	NHLANGANO						1			1
		SITEKI	MANZINI				6	5	1	5		17
		SITEKI	MBABANE				2					2
	SITEKI	NHLANGANO				1					1	
	UNKNOWN	NHLANGANO		1							1	
ZIMBABWE		BULAWAYO	KLERKSDORP	2								2
		CHIRUMHANZU	KLERKSDORP	1								1
		HARARE	KLERKSDORP	1								1
		INHARRIME	KLERKSDORP				1					1
		OTHER	KLERKSDORP	1								1
		SHAMVA	KLERKSDORP							1		1
				4,189	422	566	2,170	4,255	1,252	4,211	1,310	18,375

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 JUNE 2014

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	202	2	1	70	77	1	0	38	275	116	391
		Pre-ABET Fail	448	1	0	0	6	0	0	0	449	6	455
		Pre-ABET	738	1	0	0	24	0	0	0	739	24	763
		Grade 1 / Sub A	143	0	0	0	2	0	0	0	143	2	145
		Grade 2 / Sub B	21	0	0	0	1	0	0	0	21	1	22
		Grade 3 / Std 1 / ABET 1	644	7	0	7	44	1	0	0	658	45	703
		Grade 4 / Std 2	230	0	0	0	1	0	0	0	230	1	231
		Grade 5 / Std 3 / ABET 2	577	1	0	8	33	0	0	1	586	34	620
		Grade 6 / Std 4	408	0	0	0	4	0	0	0	408	4	412
		Grade 7 / Std 5 / ABET 3	819	2	0	2	21	0	0	0	823	21	844
	Grade 8 / Std 6	320	1	0	4	11	0	0	0	325	11	336	
	1	Grade 9 / Std 7 / ABET 4 / General Education Certificate / N1	1092	2	0	17	62	1	0	0	1111	63	1174
Further Education and Training	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	720	7	0	141	121	1	0	15	868	137	1005
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	1500	10	0	176	379	3	0	9	1686	391	2077
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	2595	40	0	684	903	13	3	168	3319	1087	4406
Higher Education and Training	5	Higher Certificate	100	3	0	89	95	2	1	33	192	131	323
	6	Advanced Certificate / Diploma	48	3	1	34	47	1	1	14	86	63	149
	7	Bachelor Degree (360 credits) / Advanced Diploma	34	2	1	30	30	2	1	30	67	63	130
	8	Honours Degree / Postgraduate Diploma / Bachelor's Degree (480 credits)	12	0	4	23	8	0	1	13	39	22	61
	9	Master's Degree	2	0	0	5	0	0	0	3	7	3	10
	10	Doctoral Degree	1	0	0	0	0	0	0	0	1	0	1
Grand Total			10654	82	7	1290	1869	25	7	324	12033	2225	14258

CONTRACTORS LEVEL 1 VAAL RIVER TOTAL AS AT JUNE 2014

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	832	11	5	138	89	1	0	10	986	100	1086
		Pre-ABET Fail	3	0	0	0	0	0	0	0	3	0	3
		Pre-ABET	4	0	0	0	0	0	0	0	4	0	4
		Grade 1 / Sub A	6	0	0	0	0	0	0	0	6	0	6
		Grade 2 / Sub B	9	0	0	0	0	0	0	0	9	0	9
		Grade 3 / Std 1 / ABET 1	22	1	0	0	0	0	0	0	23	0	23
		Grade 4 / Std 2	29	0	0	0	1	0	0	0	29	1	30
		Grade 5 / Std 3 / ABET 2	32	0	0	0	0	0	0	0	32	0	32
		Grade 6 / Std 4	37	1	0	0	0	0	0	0	38	0	38
		Grade 7 / Std 5 / ABET 3	63	1	0	0	1	0	0	0	64	1	65
		Grade 8 / Std 6	63	0	0	0	4	0	0	0	63	4	67
	1	Grade 9 / Std 7 / ABET 4 / General Education Certificate / N1	89	0	0	2	6	0	0	0	91	6	97
Further Education and Training	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	114	0	0	30	14	0	0	0	144	14	158
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	124	1	0	17	11	0	0	0	142	11	153
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	159	3	0	81	16	0	0	7	243	23	266
Higher Education and Training	5	Higher Certificate	0	0	0	4	0	0	0	0	4	0	4
	6	Advanced Certificate / Diploma	1	0	0	0	0	0	0	0	1	0	1
	7	Bachelor Degree (360 credits) / Advanced Diploma	1	0	0	0	0	0	0	0	1	0	1
	8	Honours Degree / Postgraduate Diploma / Bachelor's Degree (480 credits)	0	0	0	0	0	0	0	0	0	0	0
	9	Master's 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			1588	18	5	272	142	1	0	17	1883	160	2043

GRAND TOTAL VAAL RIVER (AGA, CONTRACTORS AND AGAH) AS AT JUNE 2014

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	1034	13	6	208	166	2	0	48	1261	216	1477
		Pre-ABET Fail	451	1	0	0	6	0	0	0	452	6	458
		Pre-ABET	742	1	0	0	24	0	0	0	743	24	767
		Grade 1 / Sub A	149	0	0	0	2	0	0	0	149	2	151
		Grade 2 / Sub B	30	0	0	0	1	0	0	0	30	1	31
		Grade 3 / Std 1 / ABET 1	666	8	0	7	44	1	0	0	681	45	726
		Grade 4 / Std 2	259	0	0	0	2	0	0	0	259	2	261
		Grade 5 / Std 3 / ABET 2	609	1	0	8	33	0	0	1	618	34	652
		Grade 6 / Std 4	445	1	0	0	4	0	0	0	446	4	450
		Grade 7 / Std 5 / ABET 3	882	3	0	2	22	0	0	0	887	22	909
	Grade 8 / Std 6	383	1	0	4	15	0	0	0	388	15	403	
	1	Grade 9 / Std 7 / ABET 4 / General Education Certificate / N1	1181	2	0	19	68	1	0	0	1202	69	1271
Further Education and Training	2	Grade 10 / Std 8 / National Certificate (Vocational), Level 2 / N2	834	7	0	171	135	1	0	15	1012	151	1163
	3	Grade 11 / Std 9 / National Certificate (Vocational), Level 3 / N3	1624	11	0	193	390	3	0	9	1828	402	2230
	4	Grade 12 / Std 10 / National Senior Certificate / National Certificate (Vocational), Level 4 / N1 + N2 + N3 + 2 languages	2754	43	0	765	919	13	3	175	3562	1110	4672
Higher Education and Training	5	Higher Certificate	100	3	0	93	95	2	1	33	196	131	327
	6	Advanced Certificate / Diploma	49	3	1	34	47	1	1	14	87	63	150
	7	Bachelor Degree (360 credits) / Advanced Diploma	35	2	1	30	30	2	1	30	68	63	131
	8	Honours Degree / Postgraduate Diploma / Bachelor's Degree (480 credits)	12	0	4	23	8	0	1	13	39	22	61
	9	Master's Degree	2	0	0	5	0	0	0	3	7	3	10
	10	Doctoral Degree	1	0	0	0	0	0	0	0	1	0	1
Grand Total			12242	100	12	1562	2011	26	7	341	13916	2385	16301

ANNEXURE 2.2: FORM R – HARD TO FILL VACANCIES

TABLE R.1: 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	Draughtsperson	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 S.1: KOPANANG MINE WORKFORCE JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	50.0%	0.0%	0.0%	100%	50.0%	40%
Middle Management	22.0%	0.0%	2.0%	2.0%	0.0%	0.0%	10.0%	64.0%	0.0%	0.0%	100%	36.0%	40%
Junior Management	41.2%	1.4%	0.0%	5.8%	0.0%	0.0%	4.5%	33.4%	13.6%	0.2%	100%	52.8%	40%
Semi-skilled	54.3%	0.1%	0.0%	3.1%	0.1%	0.0%	0.2%	1.6%	40.4%	0.1%	100%	57.8%	No Target
Unskilled & Def. Dec. making	57.3%	0.3%	13.1%	0.0%	0.0%	0.0%	0.0%	0.8%	27.5%	1.0%	100%	70.7%	
Total Permanent	54.0%	0.3%	7.3%	1.7%	0.0%	0.0%	0.7%	5.8%	29.5%	0.6%	100%	64.1%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	
GRAND TOTAL	54.0%	0.3%	7.3%	1.7%	0.0%	0.0%	0.7%	5.8%	29.5%	0.6%	100%	64.1%	

TABLE S.2: MOAB KHOTSONG MINE JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	50.0%	0.0%	0.0%	100%	50.0%	40%
Middle Management	19.0%	3.4%	0.0%	8.6%	0.0%	0.0%	10.3%	58.6%	0.0%	0.0%	100%	41.4%	40%
Junior Management	40.0%	0.4%	0.0%	4.5%	0.0%	0.0%	3.7%	40.2%	11.1%	0.0%	100%	48.7%	40%
Semi-skilled	52.2%	0.1%	0.0%	3.2%	0.0%	0.0%	0.3%	1.3%	42.8%	0.1%	100%	55.8%	No Target
Unskilled & Def. Dec. making	54.2%	0.2%	0.0%	14.5%	0.0%	0.0%	0.0%	0.4%	29.9%	0.7%	100%	68.9%	
Total Permanent	51.4%	0.2%	0.0%	9.8%	0.0%	0.0%	0.7%	6.3%	31.1%	0.4%	100%	62.2%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	
GRAND TOTAL	51.4%	0.2%	0.0%	9.8%	0.0%	0.0%	0.7%	6.3%	31.1%	0.4%	100%	62.2%	

TABLE S.3: GREAT NOLIGWA MINE WORKFORCE JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	40%
Middle Management	15.0%	0.0%	0.0%	5.0%	0.0%	0.0%	5.0%	70.0%	5.0%	0.0%	100%	25.0%	40%
Junior Management	29.3%	1.2%	0.0%	4.1%	0.4%	0.0%	3.3%	46.3%	15.3%	0.0%	100%	38.4%	40%
Semi-skilled	46.4%	0.0%	0.0%	3.3%	0.0%	0.0%	0.2%	0.9%	48.9%	0.3%	100%	49.9%	No Target
Unskilled & Def. Dec. making	49.0%	0.2%	0.0%	10.3%	0.0%	0.0%	0.1%	0.4%	39.1%	0.9%	100%	59.5%	
Total Permanent	45.8%	0.2%	0.0%	7.5%	0.0%	0.0%	0.5%	6.2%	39.1%	0.6%	100%	54.1%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	
GRAND TOTAL	45.8%	0.2%	0.0%	7.5%	0.0%	0.0%	0.5%	6.2%	39.1%	0.6%	100%	54.1%	

TABLE S.4: MINE WASTE SOLUTIONS WORKFORCE JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100%	0.0%	40%
Middle Management	27.8%	0.0%	0.0%	11.1%	0.0%	0.0%	11.1%	44.4%	0.0%	5.6%	100%	50.0%	40%
Junior Management	29.3%	3.0%	0.0%	6.6%	0.0%	0.0%	3.0%	57.5%	0.6%	0.0%	100%	41.9%	40%
Semi-skilled	66.9%	0.0%	0.0%	17.6%	0.7%	0.0%	5.6%	7.7%	1.4%	0.0%	100%	90.8%	No Target
Unskilled & Def. Dec. making	61.7%	1.7%	33.2%	0.0%	0.0%	0.0%	0.4%	3.0%	0.0%	0.0%	100%	97.0%	
Total Permanent	52.2%	1.6%	13.9%	6.7%	0.2%	0.0%	2.8%	21.8%	0.5%	0.2%	100%	77.4%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	100%	66.7%	
GRAND TOTAL	51.9%	1.6%	13.8%	6.7%	0.4%	0.0%	3.0%	21.9%	0.5%	0.2%	100%	77.4%	

TABLE S.5: COMBINED METALLURGY EE JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	30.0%	0.0%	10.0%	0.0%	0.0%	0.0%	10.0%	50.0%	0.0%	0.0%	100%	50.0%	40%
Middle Management	28.6%	2.2%	2.2%	11.0%	0.0%	1.1%	12.1%	41.8%	1.1%	0.0%	100%	57.1%	40%
Junior Management	42.2%	0.9%	0.2%	7.9%	0.5%	0.4%	6.3%	40.2%	1.3%	0.2%	100%	58.3%	40%
Semi-skilled	68.8%	1.2%	0.0%	18.0%	0.4%	0.0%	1.3%	4.3%	5.9%	0.1%	100%	89.7%	No Target
Unskilled & Def. Dec. making	70.0%	2.3%	0.0%	17.0%	0.5%	0.0%	0.0%	3.0%	7.0%	0.3%	100%	89.8%	
Total Permanent	58.6%	1.4%	0.2%	14.2%	0.4%	0.2%	3.2%	17.2%	4.4%	0.2%	100%	78.2%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GRAND TOTAL	58.6%	1.4%	0.2%	14.2%	0.4%	0.2%	3.2%	17.2%	4.4%	0.2%	100%	78.2%	

TABLE S.6: METALLURGY VAAL RIVER WORKFORCE JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	62.5%	0.0%	0.0%	100%	37.5%	40%
Middle Management	24.3%	2.9%	2.9%	7.1%	0.0%	1.4%	15.7%	44.3%	1.4%	0.0%	100%	54.3%	40%
Junior Management	36.9%	1.3%	0.0%	8.5%	0.5%	0.5%	6.7%	44.6%	0.8%	0.3%	100%	54.4%	40%
Semi-skilled	68.0%	1.3%	0.0%	19.5%	0.6%	0.0%	1.7%	4.6%	4.2%	0.2%	100%	91.0%	
Unskilled & Def. Dec. making	69.2%	2.8%	0.0%	19.6%	0.5%	0.0%	0.0%	4.2%	3.3%	0.5%	100%	92.1%	
Total Permanent	55.5%	1.6%	0.2%	15.2%	0.5%	0.2%	3.8%	19.9%	2.8%	0.2%	100%	77.1%	
Non-Permanent Employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	No Target
GRAND TOTAL	55.5%	1.6%	0.2%	15.2%	0.5%	0.2%	3.8%	19.9%	2.8%	0.2%	100%	77.1%	

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

TABLE S.7: COMBINED SOUTH AFRICAN REGIONAL SERVICES (SARS) JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	17.1%	4.9%	2.4%	4.9%	0.0%	0.0%	2.4%	68.3%	0.0%	0.0%	100%	31.7%	40%
Middle Management	11.0%	4.3%	1.9%	5.7%	1.0%	1.4%	22.5%	51.7%	0.5%	0.0%	100%	47.8%	40%
Junior Management	30.0%	0.9%	0.4%	10.6%	0.9%	0.3%	21.3%	33.4%	2.1%	0.0%	100%	64.5%	40%
Semi-skilled	50.1%	0.6%	0.0%	26.3%	0.8%	0.2%	9.2%	2.5%	10.1%	0.2%	100%	87.1%	
Unskilled & Def. Dec. making	55.5%	0.1%	0.0%	25.0%	0.0%	0.0%	0.1%	1.6%	17.0%	0.7%	100%	80.7%	
Total Permanent	41.1%	1.0%	0.4%	18.5%	0.6%	0.3%	11.2%	18.0%	8.7%	0.3%	100%	73.0%	
Non-Permanent Employees	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	53.8%	38.5%	0.0%	0.0%	100%	61.5%	No Target
GRAND TOTAL	40.8%	1.0%	0.4%	18.4%	0.6%	0.3%	11.5%	18.2%	8.6%	0.3%	100%	72.9%	

TABLE S.8: VR SOUTH AFRICAN REGIONAL SERVICES (SARS) JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	81.8%	0.0%	0.0%	100%	18.2%	40%
Middle Management	7.3%	5.5%	0.0%	3.7%	0.0%	0.9%	26.6%	55.0%	0.9%	0.0%	100%	44.0%	40%
Junior Management	27.1%	1.1%	0.3%	7.9%	0.5%	0.3%	19.2%	42.6%	1.1%	0.0%	100%	56.3%	40%
Semi-skilled	52.6%	0.7%	0.0%	25.7%	0.7%	0.0%	8.1%	1.5%	10.7%	0.0%	100%	87.9%	
Unskilled & Def. Dec. making	53.8%	0.3%	0.0%	27.8%	0.0%	0.0%	0.3%	1.8%	15.7%	0.3%	100%	82.2%	
Total Permanent	39.9%	1.1%	0.1%	18.3%	0.3%	0.2%	10.8%	21.0%	8.2%	0.1%	100%	70.8%	
Non-Permanent Employees	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	45.5%	45.5%	0.0%	0.0%	100%	54.5%	No Target
GRAND TOTAL	39.5%	1.1%	0.1%	18.2%	0.3%	0.2%	11.2%	21.2%	8.1%	0.1%	100%	70.6%	

TABLE S.9: COMBINED ANGLOGOLD ASHANTI HEALTH (AGAH) JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED				Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National		Total		
	A	C	I	A	C	I	W		Male	Female			
Senior Management	8.3%	0.0%	8.3%	0.0%	0.0%	0.0%	16.7%	66.7%	0.0%	0.0%	100%	33.3%	40%
Middle Management	32.0%	0.0%	4.0%	32.0%	4.0%	0.0%	20.0%	8.0%	0.0%	0.0%	100%	92.0%	40%
Junior Management	20.0%	0.0%	0.0%	47.3%	1.9%	0.4%	26.2%	3.1%	0.8%	0.4%	100%	95.8%	40%
Semi-skilled	28.4%	0.4%	0.0%	60.8%	1.3%	0.0%	7.0%	0.9%	1.1%	0.0%	100%	98.0%	
Unskilled & Def. Dec. making	22.6%	0.0%	0.0%	71.7%	1.9%	0.0%	0.0%	0.0%	3.8%	0.0%	100%	96.2%	
Total Permanent	25.1%	0.2%	0.2%	55.3%	1.6%	0.1%	13.3%	2.7%	1.1%	0.1%	100%	96.0%	
Non-Permanent Employees	37.0%	0.0%	0.0%	54.8%	0.0%	0.0%	5.5%	2.7%	0.0%	0.0%	100%	97.3%	No Target
GRAND TOTAL	26.1%	0.2%	0.2%	55.3%	1.5%	0.1%	12.7%	2.7%	1.0%	0.1%	100%	96.1%	

TABLE S.10: VR ANGLOGOLD ASHANTI HEALTH (AGAH) JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED				Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National		Total		
	A	C	I	A	C	I	W		Male	Female			
Senior Management	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	100%	28.6%	40%
Middle Management	40.0%	0.0%	10.0%	30.0%	0.0%	0.0%	10.0%	10.0%	0.0%	0.0%	100%	90.0%	40%
Junior Management	21.2%	0.0%	0.0%	53.0%	2.3%	0.0%	18.9%	3.8%	0.0%	0.8%	100%	95.5%	40%
Semi-skilled	28.3%	0.9%	0.0%	60.1%	2.6%	0.0%	6.4%	1.3%	0.4%	0.0%	100%	98.3%	
Unskilled & Def. Dec. making	18.8%	0.0%	0.0%	75.0%	3.1%	0.0%	0.0%	0.0%	3.1%	0.0%	100%	96.9%	
Total Permanent	25.1%	0.5%	0.2%	57.2%	2.4%	0.0%	10.4%	3.4%	0.5%	0.2%	100%	95.9%	
Non-Permanent Employees	21.4%	0.0%	0.0%	50.0%	0.0%	0.0%	21.4%	7.1%	0.0%	0.0%	100%	92.9%	No Target
GRAND TOTAL	25.0%	0.5%	0.2%	57.0%	2.3%	0.0%	10.7%	3.5%	0.5%	0.2%	100%	95.8%	

TABLE S.11: COMBINED CORPORATE JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED				Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National		Total		
	A	C	I	A	C	I	W		Male	Female			
Senior Management	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	12.5%	37.5%	12.5%	12.5%	100%	37.5%	40%
Middle Management	8.2%	2.0%	6.1%	5.1%	1.0%	4.1%	10.2%	48.0%	12.2%	3.1%	100%	36.7%	40%
Junior Management	7.9%	1.3%	7.3%	6.0%	4.0%	4.6%	23.2%	35.1%	5.3%	5.3%	100%	54.3%	40%
Semi-skilled	8.5%	1.7%	0.0%	20.3%	16.9%	15.3%	33.9%	1.7%	1.7%	0.0%	100%	96.6%	40%
Unskilled & Def. Dec. making	70.4%	1.2%	0.0%	13.6%	3.7%	0.0%	8.6%	0.0%	2.5%	0.0%	100%	97.5%	
Total Permanent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	
Non-Permanent Employees	20.9%	1.5%	4.3%	9.6%	5.0%	5.0%	18.4%	26.2%	6.0%	3.0%	100%	64.7%	
Senior Management	11.8%	0.0%	0.0%	0.0%	17.6%	5.9%	11.8%	35.3%	11.8%	5.9%	100%	47.1%	No Target
GRAND TOTAL	20.5%	1.4%	4.1%	9.2%	5.6%	5.1%	18.1%	26.6%	6.3%	3.1%	100%	64.0%	

TABLE S.12: VR CORPORATE JUNE 2014 ACTUAL

Occupational Levels	DESIGNATED							NON-DESIGNATED			Total	Actual % HDSA	2014 MC % HDSA target
	Male			Female				Male	Foreign National				
	A	C	I	A	C	I	W		Male	Female			
Senior Management	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	40.0%	20.0%	20.0%	100%	20.0%	40%
Middle Management	3.9%	2.0%	5.9%	7.8%	0.0%	3.9%	9.8%	47.1%	19.6%	0.0%	100%	33.3%	40%
Junior Management	8.5%	0.0%	5.6%	5.6%	4.2%	4.2%	22.5%	33.8%	8.5%	7.0%	100%	50.7%	40%
Semi-skilled	9.7%	3.2%	0.0%	19.4%	16.1%	12.9%	35.5%	3.2%	0.0%	0.0%	100%	96.8%	40%
Unskilled & Def. Dec. making	70.0%	0.0%	0.0%	12.5%	2.5%	0.0%	10.0%	0.0%	5.0%	0.0%	100%	95.0%	
Total Permanent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0.0%	
Non-Permanent Employees	19.7%	1.0%	3.5%	10.1%	4.5%	4.5%	18.2%	25.8%	9.6%	3.0%	100%	61.6%	
Senior Management	10.0%	0.0%	0.0%	0.0%	20.0%	10.0%	10.0%	30.0%	20.0%	0.0%	100%	50.0%	No Target
GRAND TOTAL	19.2%	1.0%	3.4%	9.6%	5.3%	4.8%	17.8%	26.0%	10.1%	2.9%	100%	61.1%	

The company has at the beginning of August 2012, acquired a Uranium Operation called Mine Waste Solutions, where about 423 employees were transferred to SA Region. Due to the location of the business (Stilfontein – North West), Vaal River operation has incorporated Mine Waste Solutions in its report.