

Vaal River

Social and Labour Plan Report 2008



Vaal River

social labour plan contents

| | |
|--|----|
| INTRODUCTION | 1 |
| SECTION ONE: HUMAN RESOURCES DEVELOPMENT PROGRAMME | 2 |
| Skills Development Plan (SDP) | 2 |
| ABET employee awareness | 2 |
| Financial incentives | 2 |
| ABET attendance 2008 and targets for 2009 | 3 |
| ABET in the community | 3 |
| Internship and Bursary Scheme | 3 |
| - Internships | 3 |
| - Learnerships | 3 |
| - Bursaries | 4 |
| - Winter/Spring School | 4 |
| Career Progression (Path) Plan: | |
| - Moab Khotsong | 5 |
| - Great Nologwa | 6 |
| - Kopanang | 7 |
| - Tau Lekoa | 8 |
| - SA Metallurgy | 8 |
| - South African Regional Services (SARS) | 9 |
| - AngloGold Ashanti Health | 10 |
| Mentorship plan | 10 |
| Employment Equity progress | 11 |
| Women in mining | 13 |
| SECTION TWO: COMMUNITY DEVELOPMENT | 14 |
| Community consultation and involvement | 14 |
| Social investment spending | 14 |
| Portable skills training | 16 |
| Measures to address housing and living conditions | 16 |
| Stakeholder engagement | 17 |
| Upgrading of residences | 17 |
| Conversion of residences to family units | 18 |
| Promotion of home ownership | 18 |
| Formalisation of Vaal River Mine Village | 18 |
| SECTION THREE: PROCUREMENT | 18 |
| Procurement Progression Plan | 18 |
| SECTION FOUR: OWNERSHIP AND JOINT VENTURES | 19 |
| ANNEXURES | 20 |
| Annexure 1: Employment Equity statistics per business unit | 20 |
| Annexure 2: BEE procurement | 26 |
| Annexure 3: Enterprise development projects for 2008 | 28 |



Vaal River, South Africa

INTRODUCTION

AngloGold Ashanti Limited is a global gold producer with 21 operations on four continents, a substantial project pipeline and an extensive, worldwide exploration programme. Despite its global nature, the company remains rooted in Africa, with a number of its operations located in South Africa.

AngloGold Ashanti reports to a wide range of stakeholders and business partners including shareholders, employees, community members and many other interested parties in all of the countries and regions in which it operates. The 2008 Annual Financial Statements and Report to Society will be published in March 2009, and are available at www.anglogoldashanti.co.za.

AngloGold Ashanti has consistently supported the intention behind and 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 report is an account of the company's efforts to comply with the undertakings made in its Social and Labour Plan for Vaal River, which were drafted in terms of the Mining Charter. Social and Labour Plans are compiled for each of AngloGold Ashanti's two main South African operating regions: West Wits and Vaal River.

Vaal River

social labour plan



Vaal River, South Africa

SECTION ONE: HUMAN RESOURCE DEVELOPMENT PROGRAMME

Skills Development Plan

In 2008 AngloGold Ashanti spent 4,51% of its payroll (R4,128,221,220) in South Africa on the provision of training and development for its employees. The Mining Qualifications Authority (MQA) of South Africa stipulates that mining companies submit a training report on an annual basis, and AngloGold Ashanti's 2008 training report (covering the period of 1 April 2007 to 31 March 2008) reflects that 19,566 employees were trained over a 12-month period. The racial breakdown of the training beneficiaries is as follows:

- African = 17,139 [87.60%]
- Coloured = 96 [0.49%]
- Indian = 24 [0.12%]
- White = 2,307 [11.79%]

The training spend for the reported period totalled R186,200,085.

As part of the drive to address skills development and employment equity issues an operational level, AngloGold Ashanti has established several committees. One of these is the Central Skills Development Committee (CSDC), which meets quarterly. Skills development matters at business unit level are also addressed through the Business Unit Skills Development Committee.

Adult Basic Education Training (ABET) employee awareness

The annual budget set aside for Adult Basic Education Training (ABET) for both the Vaal River and West Wits operations is R9 million.

A skills development structure is in place to promote and support the delivery of ABET at both AngloGold Ashanti's Vaal River and West Wits operations. The National Union of Mineworkers (NUM) forms part of the CSDC - it is imperative that employees receive timely and relevant information about ABET, and so one of the CSDC's duties is to devise and implement strategies to market the ABET programme. Posters are placed on notice boards to invite employees to participate in the initiative. At a business unit level, ABET is also a regular feature on the agenda of the Skills Development Committee gatherings, where NUM is, once again, a key stakeholder.

On completion of the ABET programme, graduation ceremonies are held for employees at the specific business units as well as in employee residences.

AngloGold Ashanti aims to maintain and enhance all these processes during 2009. The teacher to learner ratio at the ABET centres is 1:22 and there are currently six ABET centres in Vaal River.


Financial incentives

Financial incentives for ABET learners are funded by the MQA at an amount of R1,170 per ABET level, excluding pre-ABET preparation and training. The MQA requires learners to successfully complete an ABET/NQF1 programme in order to qualify for the incentives, which are only paid once verification audits are done by the authority. AngloGold Ashanti registers all completed ABET programmes in order to facilitate payment from the MQA.

ABET 2008 : Plan v/s Actual

As reflected in table 1 below, the Vaal River region exceeded its ABET targets for 2008 and has set slightly higher targets for 2009.

| VR Mines | Target '08 | Actual '08 | Target '09 |
|-------------------|--------------|--------------|--------------|
| NQF2 Fundamentals | | 58 | 150 |
| NQF1 | 150 | 366 | 325 |
| ABET3 | 500 | 1,734 | 1,350 |
| ABET2 | 600 | 985 | 680 |
| ABET1 | 500 | 909 | 545 |
| Pre-ABET | 400 | 3,655 | 2,730 |
| Total | 2,150 | 7,707 | 5,780 |




Vaal River, South Africa

ABET in the community

AngloGold Ashanti continues to execute its strategy to extend ABET classes to host communities. Community learners attend the part time classes presented at the ABET Centre at 1A Milton Avenue, Orkney. It is hoped that a renewed focus on marketing and awareness strategies for 2009 will ensure that 2009 targets are reached, and improve uptake in the community for ABET.

| Community ABET | Target '08 | Actual '08 | Target '09 |
|----------------|------------|------------|------------|
| NQF2 | 0 | 1 | 0 |
| NQF1 | 0 | 56 | 35 |
| ABET3 | 75 | 100 | 70 |
| ABET2 | 75 | 105 | 70 |
| ABET1 | 50 | 77 | 20 |
| Pre-ABET | 0 | 22 | 0 |
| Total | 200 | 361 | 195 |



ABET learner graduation, South Africa

Internship and bursary scheme

AngloGold Ashanti remains committed to implementing programmes designed to improve the competencies of its talent pool. As a direct result of a national shortage of critical skills, the company's internship and bursary scheme has been grown substantially between 2006 and 2008. Internships and bursaries are centrally managed for the South African Division as a whole, and not allocated per region. As a result, Tables 3 to 5 are applicable to both the Vaal River and the West Wits regions.

Internships: The full-time internship programme is intended to develop employees for various career paths (see Table 3 on page 4). The Management Trainee Programme (which lasts approximately three years) equips university or tertiary-level diploma graduates with the required skills for middle management positions.

Learnerships: Miners and artisans are engaged in learnerships (which last between one and two years) with the aim of obtaining the skills needed for supervisory positions. Learner officials participate in similar schemes to develop into supervisory positions. As shown in Table 3 (page 4), the actual number of miner and artisan trainees differs between planned and budgeted numbers of miners and artists trainees. Reasons for this include learners completing their studies and moving on to permanent jobs; phasing in of new learners; turnover; and the recruitment and selection processes. As a result, discrepancies do exist at any given stage between the budget and actual in-service trainees. AngloGold Ashanti is aware of these challenges and is committed to achieving the forecast numbers for 2009.

Vaal River

social labour plan

Bursaries: AngloGold Ashanti offers bursaries for full-time tertiary studies in specific fields of study which are critical to the company. Sixty one tertiary students benefited from AngloGold Ashanti's bursary support during 2008, detailed in Table 3 below under 'Actual Bursars'.

Winter/Spring School: During 2008, 121 matric students from local schools surrounding West Wits and Vaal River were invited to participate in a supplementary education programme to help improve their performance in mathematics, science and english. This included one study school in July and another in September. The objective of the programme was to assist matriculants in obtaining final results that would enable them to pursue their tertiary education in areas which are critical to occupations in the mining business. Suitable scholars from this programme are also being considered for bursary support for tertiary studies in 2009.

Table 3: 2008 Plan vs Actual

| Scheme | | Mining | Eng | Met | MRM | Rock Eng | SHE | HR | Finance | Total |
|---------------------|---------------|------------|------------|-----------|-----------|-----------|----------|----------|----------|------------|
| Bursars | Plan | 17 | 21 | 10 | 15 | | | | | 63 |
| | Actual | 16 | 17 | 11 | 17 | | | | | 61 |
| Management Trainees | Plan | 12 | 20 | 11 | 19 | 6 | 6 | 2 | 3 | 79 |
| | Actual | 9 | 24 | 11 | 16 | 5 | 3 | 2 | 3 | 73 |
| Miners & Artisans | Plan | 70 | 165 | | | | | | | 235 |
| | Actual | 115 | 159 | | | | | | | 274 |
| Officials | Plan | 39 | 18 | | 4 | 4 | | 2 | 3 | 70 |
| | Actual | 42 | 34 | | 2 | | | 1 | 3 | 82 |
| Total | Plan | 138 | 224 | 21 | 38 | 10 | 6 | 4 | 6 | 447 |
| Total | Actual | 182 | 234 | 22 | 35 | 5 | 3 | 3 | 6 | 490 |

The racial breakdown of AngloGold Ashanti bursars for 2008 is detailed in Table 4 below. It is intended to retain the percentage split of Historically Disadvantaged South Africa's (HDSAs) represented in 2009.

Table 4

| Discipline | HDSA's | White Males | Total |
|--------------|----------------|----------------|-----------|
| Mining | 12 | 4 | 16 |
| Engineering | 10 | 7 | 17 |
| MRM | 11 | 6 | 17 |
| Metallurgy | 11 | | 11 |
| Total | 44(72%) | 17(28%) | 61 |



Vaal River, South Africa

Internship and bursaries plan: 2009

As per Table 5 below, an increase in learners on average is planned for 2009

Table 5

| Scheme | | Mining | Eng | Met | MRM | Rock Eng | SHE | HR | Finance | Total |
|-------------------|--|------------|------------|-----------|-----------|----------|----------|----------|----------|------------|
| Bursars | | 20 | 21 | 13 | 18 | | | | | 72 |
| MT's | | 11 | 21 | 11 | 18 | 6 | 6 | 3 | 3 | 79 |
| Miners & Artisans | | 107 | 160 | | | | | | | 267 |
| Officials | | 42 | 15 | | 3 | | | 1 | 3 | 64 |
| Total | | 180 | 217 | 24 | 39 | 6 | 6 | 4 | 6 | 482 |

Career progression plans

A 'career path' essentially maps out the successive steps and possible job titles available to an employee over the course of her or his career within an organisation. AngloGold Ashanti has established clear career paths for employees in the following core disciplines: Mining, Engineering, Mineral Resources Management, Metallurgy, Financial Services and Human Resources.

There are seven business units in the Vaal River and each has its own processes, which are detailed below.

Moab Khotsong Mine

At Moab Khotsong mine, the strategy to promote career pathing begins with briefing employees. At present, 106 employees at Moab Khotsong have been identified as part of the talent pool, 86% of whom are Historically Disadvantaged South Africans (HDSAs). The talent pool is managed and developed by linking it to the needs of the organisation: these employees have development plans and attend developmental panels on a regular basis to ensure constant dialogue between talented individuals and the company. The development panel process is used to identify potential and determine how best to nurture this potential in the individual. The panels, together with the company's performance management process, allow for an individualised development plan to be drawn up, and for the identification of specific training needs. The individual then has access to various supporting structures to meet these needs. Study loans to assist in attaining relevant qualifications for progress within the organisation are often granted. Selected individuals are also invited to attend further developmental panel interviews (in order to expose employees to senior management at the business unit), and other initiatives, such as aptitude testing, are used in instances where employees are earmarked for the next level.

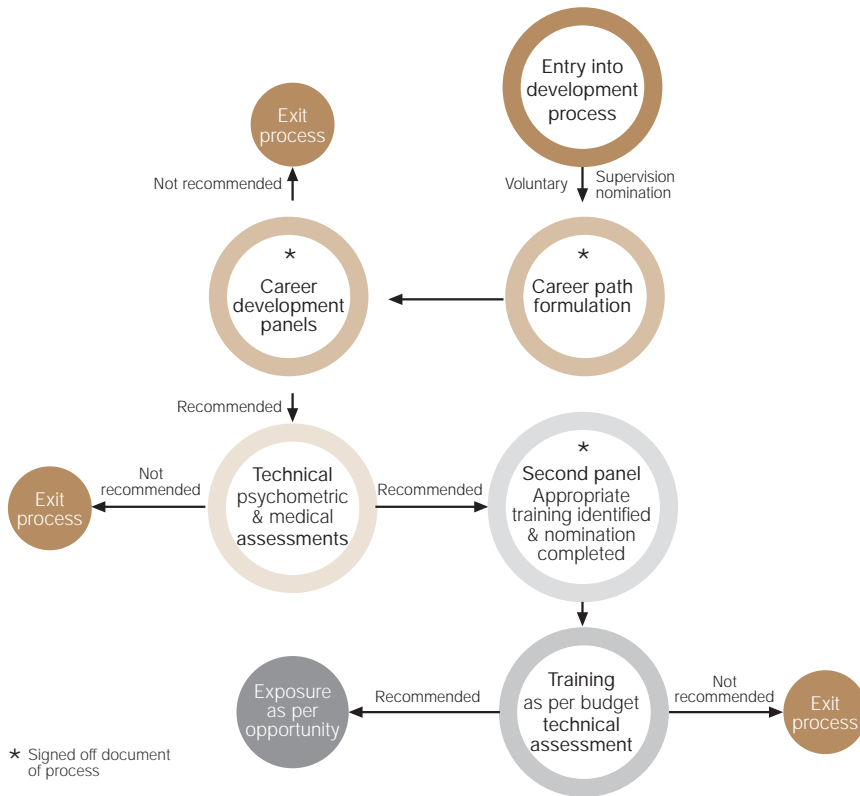
Through forums such as the Employment Equity Committee at Moab Khotsong, training and development opportunities such as ABET, and formal and informal study assistance are made known. Various intake opportunities for qualifications such as NQF levels one and two, Learner Miner and Trainee and Shift Boss programmes are also publicised and emphasised. Areas in which vacancies remain a challenge and hard to fill are: Rock Engineering, Survey and Geology. The mine is working to develop internal candidates to fill these positions.



Vaal River, South Africa

Vaal River

social labour plan



Great Noligwa Mine

Great Noligwa identifies potential through its specifically developed 'Employee Career Development Programme', an initiative launched in 2007. The ECDP programme, together with the company's performance management process, allows for an individualised development plan to be drawn up and followed. The programme also identifies specific training needs, and employees then have access to various supporting structures to meet these needs. Study loans are often granted to assist in attaining relevant qualifications for progress within the organisation. Selected individuals are also invited to attend further developmental panel interviews, and other initiatives such as aptitude testing are used in instances where employees are earmarked for the next level. Through forums such as the Employment Equity Committee at Great Noligwa, training and development opportunities such as ABET, and formal and informal study assistance are made known. Various intake opportunities for qualifications such as NQF levels one and two, Learner Miner and Trainee and Shift Boss programmes are also publicised and emphasised.

Great Noligwa makes active use of line management to identify talented individuals to be nominated for various courses and programmes. Training and development opportunities are also communicated during the induction process at the mine, through communal noticeboards, and through direct communication to Heads of Sections and Heads of Disciplines.

Great Noligwa's talent pool is managed through encouraging the individual's participation in his or her career path. Study assistance is available if required, and specific courses to address identified training needs can be arranged. At Great Noligwa, there are currently 156 employees identified in the talent pool. Table 6 below shows the split per discipline and level. Ten of the employees in the talent pool are foreign nationals.

Table 6: Representation by job grading

| | Male | | | Female | | | Male White | Foreign Nationals | | PWDs |
|---|---------|----------|--------|---------|----------|--------|------------|-------------------|------|------|
| | African | Coloured | Indian | African | Coloured | Indian | | White | Male | |
| F | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| D | 5 | 1 | 1 | 0 | 0 | 0 | 1 | 7 | 0 | 0 |
| C | 85 | 1 | 1 | 7 | 0 | 0 | 4 | 17 | 10 | 0 |
| B | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 |
| A | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

The fast-tracking of HDSAs in the talent pool is a priority, while simultaneously providing support through initiatives such as developmental panel interviews and study assistance. Programmes to enable individuals to complete relevant training modules as part of a 'portfolio of evidence' for their job experience, within their respective disciplines are also available.

Career guidance and coaching also form part of the panel interview process, and individuals are expected to demonstrate initiative and self-awareness with regard to their careers, which can be demonstrated by proactively enrolling for programmes, for example a Mine Overseer Certificate of Competency. At lower levels within the organisation, Great Nologwa encourages individuals to enrol for ABET, particularly for NQF level one and level two, and also to nominate individuals for promotional training (with the involvement of line management). ABET incentives are also in place through the Mining Qualifications Authority (MQA).

At Great Nologwa, hard-to-fill vacancies exist in the areas of Blasting Certificate Holders (for both Miners and Shift Overseers); Artisans; Accountants; Geologists and Surveyors. In order to address these skills shortages, AngloGold Ashanti has introduced a number of initiatives, such as:

- salary adjustments to ensure market competitiveness
- performance and retention bonuses
- strengthening communications at the business unit level, particularly regarding the company's long-term strategy and objectives
- striving to improve working environment to make Great Nologwa mine an employer of choice

Kopanang Mine

Kopanang mine has a policy and procedure in place that guides the relationship between management and organised labour in the filling of vacancies. Career development and progression is governed by the Kopanang's Employment Equity committee, its Executive Committee, and AngloGold Ashanti's Central Skills Development Committee. The employment, retention and fast tracking of Historically Disadvantaged South Africans (HDSAs) is a strategic priority at Kopanang. At present, Kopanang has 64 HDSA candidates on developmental programmes, and 23 of them have been allocated mentors. All candidates have development plans and bi-annual development panels are held, where line management and the Human Resources department have an opportunity to interact with candidates to understand their particular needs, strengths and challenges.

In general, entry into the mining industry at Kopanang is at group three level, but there are various other entry levels at Kopanang, such as:

- Prospective employees can also enter the mine as Learner Officials: these candidates normally have to have good mathematics and science results at matric level, or the required tertiary qualification, as per the discipline specifications.
- Candidates can also enter as Learner Section Artisans if they have N2 with mathematics, science and engineering drawings, along with any trade theory.
- Candidates can enter and register as a Level Two Mining Learner if they have ABET Three, with mathematics and communication.
- Learners can enter at the Mining Rock Breaker Learnership Level Three if they have NQF level one, or Grade Nine with mathematics and communication.

Vaal River

social labour plan

Employees have various career paths to choose from within mining, engineering, mineral resource management, finance, human resource training, and commercial services. Hard-to-fill vacancies remain in the areas of rock engineering, surveying and geology. Candidates with Mine Managers' certificates and HDSA Mine Overseers are also challenging areas.

Tau Lekoa Mine

Tau Lekoa mine believes in promoting talent from within its own ranks. This strategy is promoted and supported in the following ways at Tau Lekoa:

- The creation of a 'learning culture': the continuous improvement of each employee's qualifications, as part of the building blocks of a better career, is encouraged and supported.
- Support and assistance is available: study loans to the value of R186,134 were approved during 2008 at the mine.
- Career development is a priority. Tau Lekoa currently has 228 employees in its talent pool, drawn from all disciplines, to form part of succession and career development planning. As part of Tau Lekoa's focus on career flexibility, career development panel interviews to facilitate movement, particularly in the lower levels of the business units (below C5) are regularly held. Thirty four employees attended career development panels during 2008.

SA Metallurgy

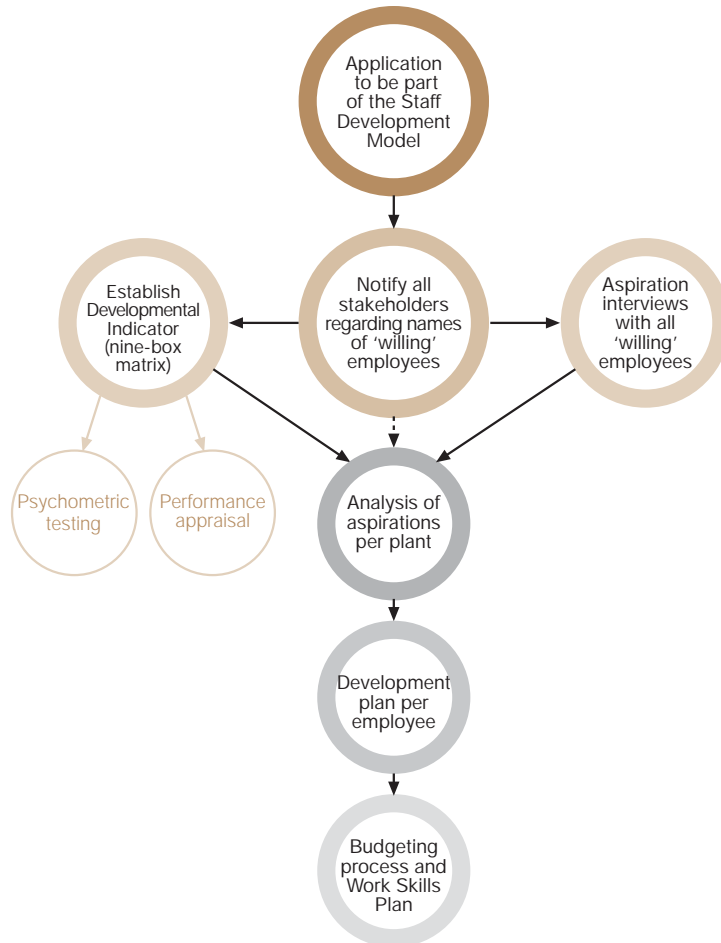
South African Metallurgy's objectives are to identify employees with the potential to be developed to management level in the near future, particularly HDSA candidates. Along with this, facilitating and assisting with the process of transfer of skills from leaders to employees, and uplifting the general skill level of all employees in Metallurgy are key. Part of realising these objectives is making sure that there are development plans in place for all employees in Metallurgy.



Rand Refinery, South Africa

Our staff development model for SA Metallurgy is included below:

Southern Africa Division Metallurgy Staff Development Model



South African Regional Services (SARS)

The South African Regional Services (SARS) department of AngloGold Ashanti has adopted a policy and procedure which governs the relationship between management and organised labour constituencies in the filling and monitoring of vacancies. The career management process is governed by the SARS Employment Equity committees, heads of discipline, heads of department and the AngloGold Ashanti Central Skills Development Committee with an emphasis on the employment of HDSA candidates.

SARS has 16 HDSA candidates on accelerated developmental programmes, all of whom have been allocated trained mentors, and an additional group of 109 employees who are being fast-tracked in their careers. Career development plans are put in place for all the candidates and bi-annual development panel reviews are conducted where line management and the Human Resource department interact with them.

By the end of 2008, SARS had achieved 38% of the 40% target for HDSAs in management set by the Mining Charter. It has surpassed the target of 10% set for the number of female employees, and has achieved a figure of 15%. SARS's workforce currently comprises 25% females.

Vaal River

social labour plan

The general entry level into the mining industry at SARS is at group three level. There are various other entry levels, however:

- All employees on learnership programmes in AngloGold Ashanti fall within SARS central, and are then allocated to the different business units for various phases of their programmes.
- All management trainees in AngloGold Ashanti fall within SARS central, and are then allocated to the different business units. They enter at a C3 Level as they meet the tertiary education requirements.
- Prospective employees can also enter the mine as "learner officials"; these candidates normally have to have good mathematics and science results at matric level, or the required tertiary qualification as per the discipline specifications.
- Candidates can also enter as Learner Section Artisans if they have an N2 qualification with mathematics, science and engineering drawings, along with any trade theory.
- At lower levels within AngloGold Ashanti, individuals are also encouraged to enrol for Adult Basic Education Training (ABET) – especially with NQF Level one and two - and also to nominate individuals for promotional training, with the involvement of line management. ABET incentives are also in place through the Mining Qualifications Authority. This is covered in detail in Section One of this report, on Human Resource Development.
- Candidates can register as a level two Mining Learner if they have ABET three with mathematics and communication.
- Employees have various career paths to choose from within Mining, Engineering, Mineral Resource Management, Finance, Human Resource, Human Resources Internships, Training and Development, OESH and Commercial Services.
- Vacancies that remain harder to fill are in Rock Engineering, Surveying and Planning, Geology, Senior Health and Safety officers.

AngloGold Ashanti Health

AngloGold Ashanti Health is a wholly-owned subsidiary of the company operating in South Africa, that provides healthcare services to 35,000 employees. AngloGold Ashanti Health operates two hospitals, Western Deep Levels and West Vaal, with 152 and 259 beds respectively.

AngloGold Ashanti has implemented a process that will ensure career paths for employees are clearly defined. In the West Vaal region a project to set up career paths using the Employment Equity and Training and Development committees, has begun.

The process of succession planning is being rolled out with employees at junior management level and above. A number of briefings with organised labour and the Employment Equity /Skills development committee have also taken place to ensure clear communication around career paths.

At present, employees who are enrolled in learnership programmes include:

- six non-nursing staff studying the Enrolled Nursing Assistant (ENA) course;
- five students completing a bridging course from Enrolled Nurse to second year Professional Nurse;
- four bridging students from the Enrolled Nurse to first year Professional Nurse Course;
- six students studying the Post Basic Nursing Primary Health course; and
- Ten Community Development students doing the Enrolled Nursing Auxiliary course.

Mentorship Plan

AngloGold Ashanti's mentoring process involves the identification and training of mentors, the allocation of protégés, coaching sessions, panel interviews and interactions with heads of discipline and general managers.

In line with the company's accelerated development process, HDSA employees who would receive formal mentoring include:

- Bursars (72% currently from the HDSA population);
- Management Trainees (58% currently from the HDSA population);
- Learner Officials; and
- Any individual with identified potential on a planned career path.

Furthermore, the company maintains a database of each trainee's progress, which is accessible to the trainees, their managers and mentors.

Employment Equity progress during 2008

AngloGold Ashanti continues with its efforts to meet the 2009 Employment Equity plan requirements. The first milestone is the Mining Charter target of 40% HDSA and 10% female representation in management. A structured plan is in place to reach these targets by April 2009. Each business unit has identified issues which might present challenges to achieving these targets, and is actively addressing these issues.

A number of diversity management and awareness training interventions have taken place over the years, across the operations. Recently, the South African Division launched the Care Training Programme which is aimed at encouraging an open, honest and transparent work environment.

Over the past 12 months, the company has initiated two employee retention initiatives: the first was aimed at a management level, with an emphasis on retaining critical skills and HDSA employees, including women. The initiative, started in July 2008, saw the Southern African Division launching a skills retention scheme aimed particularly at miners, artisans and selected officials.

AngloGold Ashanti's leadership engages with employees in various business units by using the structure of the business unit Skills Development Committees (SDC). One of the issues discussed in 2008 was the findings of a 2007 Employment Equity audit conducted across the South African operations, and the recommendations and insights gained from this audit. Matters that are business unit specific are addressed at each operation.

Some examples of various initiatives and steps taken to address Employment Equity issues during 2008 are:

- The revisiting and relaunching of the company's values, driven by AngloGold Ashanti's Chief Executive Officer Mark Cutifani and the Executive Committee, and rolled out at each operation.
- South African Division diversity awareness initiatives such as the Care Training Programme.
- Ongoing engagement with and capacity building of Skills Development Committees at business unit level.
- The termination of the traditional practice of the recruitment of family members (except in the case of a fatality). Recruitment is now conducted at TEBA offices – TEBA being the industry recruitment agency for novices.
- Accelerated development plans are being established for HDSAs and female employees
- Broader communication around the selection criteria used for employee training and development.
- Communication of Employment Equity-related matters is now included in the company's induction



Vaal River, South Africa

Vaal River

social labour plan

programme, and regular updates are posted on notice boards.

- Exit interviews at management level are now conducted at General Manager level in an effort to support and assist with the skills retention initiative.
- Positions are identified into which persons with disabilities (PWDs) can be recruited

By December 2008, 34.77% of the Vaal River region's management (D, E and F Bands) comprised designated employees. This figure falls short of the 40% target for April for 2009. Maximum effort is being made to close performance gaps in relation to Employment Equity targets by April 2009. Employment Equity progress in the Vaal River is reflected in Table 7 below.

Table 7: Vaal River Region Employment Equity 2008 Plan vs. Actual as at December 2008

| Vaal River region | Total Workforce | Band A | Band B | Band C | Band D | Band E | Band F | Non-Permanent Employees |
|---|-------------------|---------------|---------------|--------------|--------------|--------------|--------------|-------------------------|
| Number of females | '08 Plan | 2,113 | 1,093 | 505 | 412 | 87 | 14 | 1 |
| | '08 Actual | 2,087 | 999 | 483 | 467 | 88 | 11 | 39 |
| Number of males | '08 Plan | 16,131 | 8,632 | 4,902 | 2,145 | 360 | 78 | 9 |
| | '08 Actual | 19,260 | 12,183 | 3,999 | 2,553 | 404 | 73 | 43 |
| Number of designated employees | '08 Plan | 11,609 | 6,795 | 3,342 | 1,270 | 177 | 20 | 2 |
| | '08 Actual | 12,864 | 8,252 | 2,861 | 1,494 | 184 | 17 | 55 |
| Number of foreign nationals (NB: Included in male/female totals above) | '08 Plan | 4990 | 2791 | 1964 | 213 | 11 | 8 | 1 |
| | '08 Actual | 6553 | 4843 | 1467 | 229 | 10 | 2 | 1 |
| Total number of employees (Includes foreign nationals) | '08 Plan | 18244 | 9725 | 5407 | 2557 | 447 | 92 | 10 |
| | '08 Actual | 21347 | 13182 | 4482 | 3019 | 493 | 84 | 6 |
| % Female employees | '08 Plan | 12 | 11 | 9 | 16 | 19 | 15 | 10 |
| | '08 Actual | 9.78 | 7.58 | 10.78 | 15.46 | 17.94 | 12.65 | 16.67 |
| % Designated employees | '08 Plan | 64 | 70 | 62 | 50 | 40 | 22 | 20 |
| | '08 Actual | 60.26 | 62.60 | 63.85 | 49.47 | 37.28 | 20.10 | 33.33 |
| Persons with disability (Included in totals above) | '08 Plan | 220 | 164 | 34 | 17 | 5 | 0 | 0 |
| | '08 Actual | 136 | 121 | 5 | 6 | 3 | 1 | 0 |

Notes:

a. The above figures:

- For the plan - includes the mines in the Vaal River region as well as a 50% numerical split of each of the service areas (AGA-H, SA Metallurgy, SA Services, and corporate office).
- For the Actual - reflects the exact split as employees are allocated in their respective regions for the service areas (AGA-H, SA Division Metallurgy, SA Division Services), except for the corporate office which Actual are split on a 50% basis between the two regions. See the attached business unit profiles as reflected in Form S
- Planned 20% HDSA at F Band and achieved 33.33%
- At the A Band and B Band, the plan originally reflected Group 5-8 employees as B Band whilst the Actual reflect them correctly in the A Band.

b. The column on Total Workforce reflects the population A Band to F Band and Non-Permanent Employees.

c. Designated includes All HDSAs (Africans, Coloureds, Indians, women and persons with disability).

Women in mining

The Vaal river region has already met and exceeded its targets set out in the 2009 Plan in some areas, e.g. planned 10% females at the F Band and achieved 16.67%; planned 9% females at the B Band and achieved 10.78%. Across the operations, where feasible, women are actively being recruited in an attempt to deliver on the company's target of 10% representation by April 2009. Some interventions taking place at the business units include the following:

- Underground ablution facilities for female employees are being upgraded and increased. Change-house facilities for female employees were upgraded at the employees' residences during 2008.
- Clear targets have been set and budgets allocated to facilitate greater intake of female employees. Ratios for recruitment, for example, now stipulate a 70:30 female to male ratio, (additional positions have been budgeted for in 2009) and a target of engaging three female employees a month has been set in order to ensure compliance with the 10% representation target set for 2009.
- Existing positions inside the company have been identified for the placement of female employees as soon as possible. An example of success with this strategy has been the increased number of female Asset Protectors engaged in the South African Metallurgy division during 2008. A review of increased security measures at the South African Metallurgy plant for female employees working on night shift is currently underway to ensure optimal working conditions.
- Various skills audits have been conducted to assist in identifying the potential of existing female employees for other positions within AngloGold Ashanti. Mponeng Mine is currently in the process of identifying female employees for developmental programmes such as Engineering learnerships and Learner Miner programmes, through skills audit processes.
- AngloGold Ashanti's policy on maternity leave and maternity benefits is communicated during the induction process.



Vaal River, South Africa

Vaal River

social labour plan

SECTION TWO: COMMUNITY DEVELOPMENT

Community consultation and involvement

AngloGold Ashanti continues to engage in an open and transparent way with all its stakeholders. Communication with the following representative structures is key:

- The North West Growth and Development working groups and mining forums. The provincial working groups have enjoyed varied levels of success. The skills development working group has led to a partnership project to train 20 learners in various engineering learnerships. On completion of the learnership the beneficiaries will be placed within various municipalities.
- The Matlosana and Moghaka Implementing and Mandating Committee meeting forums are being held as scheduled. The company and the local government representatives have identified and implemented a number of community development initiatives. The charter requires the company to participate in the formulation of the Integrated Development Plan and consult municipalities on community development issues.

Anglogold Ashanti aims to continue with the quarterly briefings to key stakeholders in local communities. The Southern Africa Division used the community briefings platform to award monetary grants to deserving charitable institutions, six local schools were presented with R45,000, and three local NGOs were granted R30,000 each. Stakeholder engagement plans for two pilot sites were drawn up and implemented. The company also demarcated the communities per business unit in order to get a balanced approach for community development.

Social investment spending

AngloGold Ashanti's community and social development initiatives are guided by the company business principle which states that AngloGold Ashanti "aims to form partnerships with host communities; sharing their environments, traditions and values".

The company's social investment spending is managed and disbursed through the following structures:

- AngloGold Ashanti's Corporate Social Investment (CSI) programme considers support for non-profit organisations and institutions working towards the upliftment of the community, focusing on areas such as education, HIV & AIDS, health, job creation, skills development and welfare. Funding decisions are taken by the Board of Trustees which meet on a quarterly basis. The company has spent over R16 million on social development projects in host communities and labour sending areas throughout the Southern African region.

The project list is attached as Annexure 1. Table 7 below summarises the 2008 CSI spend.

| Province | Provincial giving by value | | Sector | Sectoral giving by value | |
|----------------------|----------------------------|--------------------|--------------------------------|--------------------------|--------------------|
| | Target 2008 | Actual 2008 | | Target for 2008 | Actual 2008 |
| North West | R7,224,000 | R 8,227,628 | Education | R7,419,586 | R6,563,707 |
| National | R168,800 | R 8,221,790 | Arts and Culture | R100,00,000 | R0 |
| Eastern Cape | R3,192,000 | R1,979,412 | HIV/AIDS | R2,435,602 | R1,800,000 |
| Gauteng | R2,688,000 | R1,180,000 | Welfare and Development | R2,435,460 | R2,620,500 |
| Outside South Africa | R1,680,000 | R2,717,500 | Skills Training & Job Creation | R1,759,352 | R2,042,500 |
| KwaZulu Natal | R1,344,000 | R280,000 | Health | R1,350,000 | R1,736,000 |
| Free State | R336,000 | R280,000 | Area Committee | R1,300,000 | R1,631,833 |
| Western Cape | R168,800 | R300,000 | National Initiatives | R0 | R6,791,790 |
| Grand Total | R16,800,000 | R23,186,330 | Grand Total | R16,800,000 | R23,186,330 |

- Local Area Committees (LACs) for each geographical region also consider projects which resonate with the communities and are able to grant once-off donations on behalf of AngloGold Ashanti, with a maximum grant of R10,000 funding per project. Funding decisions are made by a committee, which meets on a monthly basis. The LAC total spend is included in Table 8 on the previous page. The business units have also spent over R1.4 million on various social development projects in the community, money generated by various fundraising activities.
- The funding requirements for local economic development or job creation projects stipulate that the project should be able to demonstrate financial viability, and the initiative seeking funding must be able to make a significant contribution towards the required project funding. The company stimulates local economic development through small enterprise development initiatives aimed at empowering local entrepreneurs to run their own businesses. In the Vaal River region, there are currently 26 entrepreneurs benefiting from company assistance and the collective turnover of these businesses is R6.2 million. These businesses have created and sustained employment for 153 people.

A list of the Vaal River businesses supported by the Masakhisane Fund can be found in Annexure 2. The local economic development projects/sustainable job creation project status for 2008 are summarised in Table 9 below:

| Table 9 | |
|---|--|
| VR Community Nursery – Moab Khotsong | |
| Project Description | The project aims to establish a community nursery which will supply plants for planting in mining affected land. The project will create seven full time jobs and five non permanent jobs. |
| Status | Local beneficiaries were identified, and the shareholder's agreement was also drawn up. Site establishment has been completed. Funding model is being reviewed. |
| Project Name and Location | |
| Potch Brickyard – VR Metallurgy | |
| Project Description | In partnership with the local municipality the project aims to revive a community brick manufacturing plant. The Tlokwe Brickyard will create employment for 10 people. |
| Status | R318,000 was approved towards this project and the final administrative processes are being handled prior to implementation. Beneficiaries were identified and site establishment completed. Beneficiaries still need to open bank accounts and access the approved funding. |



Nursery at Moab Khotsong, South Africa

Vaal River

social labour plan

Portable skills training

AngloGold Ashanti is currently running a project to assist its employees and members of the community to develop portable skills. Through this initiative 1,177 people have been able to acquire additional skills as reflected in the table below:

| Trade | Beneficiaries trained | Business Unit | Beneficiaries trained |
|---------------------|-----------------------|-------------------------|-----------------------|
| Basic refrigeration | 38 | Community | 408 |
| Basic computer | 173 | TauTona employees | 7 |
| Basic plumbing | 112 | Mponeng employees | 184 |
| Basic welding | 383 | Savuka employees | 4 |
| Basic wiring | 211 | AGA Health employees | 2 |
| Fork lift | 33 | SARS employees | 55 |
| Engine service | 50 | SA Metallurgy employees | 4 |
| Carpentry | 8 | Great Noligwa employees | 136 |
| Chicken farming | 12 | Moab Khotsong employees | 82 |
| | | Tau Lekoa employees | 146 |
| Brick laying | 157 | Kopanang employees | 149 |
| Total | 1,177 | Total | 1,177 |

NB. 1,171 beneficiaries are Historical Disadvantaged South Africans

Measures to address housing and living conditions

The upgrading of hostels has been a priority for both government and AngloGold Ashanti in recent years, in order to begin to address the legacy of the industry's use of migrant labour. The mining charter requires companies to establish a programme for improving the quality of accommodation.

Historically, a large proportion of the industry's workforce has been recruited from rural areas of South Africa and its neighbouring states, and accommodated in single-sex hostels. Large numbers of employees were obliged to live in dormitory-style high density accommodation. In the Vaal River region, AngloGold Ashanti has focussed on five key strategic interventions to improve the living conditions of miners:

- Stakeholder engagement.
- Upgrading of residences.
- Conversion of residences to family units.
- Promotion of home ownership.
- Formalisation of West Wits Mine Village.



Vaal River, South Africa

A list summarising the achievements and actions to date in each area of intervention follows:

Stakeholder engagement

The following forums are currently in existence:

- The AngloGold Ashanti Accommodation Forum with representation from all organised labour formations. This forum meets when the need arises.
- The Operational Accommodation Forum in Vaal River, with representation from all organised labour formations, which meets on a monthly basis.
- 'Senators' at residence levels. The senators are five full-time, elected employee representatives at each of the residences. The objective is to afford residents the opportunity to influence the decision-making process within their respective residences in relation to key housing issues, such as nutrition, health and safety, leisure activities, industrial relations and general communication matters.

Accommodation issues are discussed within all these forums, as mandated by the AngloGold Ashanti Accommodation Forum, and accommodation issues are also referred to AngloGold Ashanti senior management if all efforts to resolve these fail at an operational level.

Upgrading of residences

The following resolutions were agreed upon in the various consultation forums, as the strategic basis for residence upgrading:

- The reduction of high-density residences to "single bunking" and increased levels of privacy by using partitions, and by developing single permanent rooms within the residences. Physical work on this project commenced during 2005 and proceeds subject to funding availability. It is anticipated that the upgrading process will be complete by 2014 guided by a comprehensive development plan for all residences.
- The record to date for privacy and structural upgrading projects at Noliqwa Residence in the Vaal River region is as follows:
 - **2005:** R3.84 million was spent to the upgrading of Blocks eight, nine, and 10, and work has begun on the conversion of 500 rooms.
 - **2006:** R6.39 million was spent completing the 500 rooms started in 2005. These were completed, and the conversion of an additional 132 rooms at Block 12 was begun.
 - **2007:** R5.11 million was spent to complete the 132 rooms in Block 12. These were completed, and an additional 390 rooms were begun.
 - **2008:** R14 million was allocated to complete the 390 rooms started in 2007 and a further 258 rooms were completed. The actual expenditure for 2008 was R11.74 million.

The upgrading project for residences in the Vaal River region is ongoing, and is expected to reach completion in 2014, subject to the availability of funding and the requirement to vacate residences to allow for redevelopment to take place.

Conversion of residences to family units

As part of AngloGold Ashanti's planning, thought is given to sustainable residential developments which can continue post-closure of the mines. In order to facilitate this, reviews have been conducted to identify potential projects for redevelopment and conversion in family unit accommodation. In the Vaal River region, the following progress has been achieved to date:

West Boarding House Redevelopment:

- 2007: R3.4 million was allocated for the conversion of 16 three-bedroom units during the year
- 2008: R3.2 million was allocated for the conversion of an additional seven units. These were completed, with the associated landscaping and infrastructure upgrades, thus completing the complex's upgrade.

Future projects:

The possibility for employees or developers making use of vacant land in the Vaal River region for individual 'self-build' initiatives is currently being evaluated.

Vaal River

social labour plan

Promotion of home ownership

The sale of residential units and vacant stands was begun in November 2005, and is an ongoing project depending on the availability of surplus units. The sale of additional vacant residential stands is planned for 2009. A memorandum of agreement was reached with labour organisations on the process to be followed for these transactions. Accommodation assistance payments are paid to employees who elect to provide or source their own accommodation. These allowances were substantially increased for group level three to eight employees over a number of years. Since September 2008, employees in the Patterson Bands A and B receive R1,200 accommodation allowance, while those in the C Band receive R1,300 accommodation allowance per month.

Formalisation of Vaal River Mine Village

AngloGold Ashanti has embarked on the formalisation and integration of the Vaal River Mine Village (as well as adjacent land and properties) into the municipal area of Matlosana. The objective of this process is to have the Vaal River Mine Village (and associated areas) proclaimed as a township within the Matlosana Local Authority and thus promote communities which are more sustainable in the long term. Following significant technical planning and extensive consultation with accommodation forums, local authorities and other stakeholders, incorporation applications were lodged with the local government. A principle agreement to proceed from the local authority of Matlosana was received in July 2006, and the scoping report approved in September 2006. Approval of the general plan was achieved by January 2008, but proclamation has been delayed due to differing views on the required level of infrastructural upgrading, between AngloGold Ashanti and the Council of Matlosana. The project is scheduled for completion by 2010, at an estimated cost of R60.86 million. As at the end of 2008, R6.73 million has been spend towards formulation of the Vaal River Mine Village.

SECTION THREE: PROCUREMENT

Procurement Progression Plan

AngloGold Ashanti regards historically disadvantaged companies as preferred suppliers. In practice, this does not mean accepting higher tender prices from Black Economic Empowerment (BEE) companies but rather that BEE companies complying with AngloGold Ashanti criteria are placed on the company's vendor list, and that they receive preferred status in securing contracts, should they be commercially competitive.



Vaal River, South Africa

The company has identified current levels of procurement from HDSA-owned companies in terms of capital goods, consumables and services as per the table below. The company has also developed a programme for progressively increasing the sourcing of these goods from HDSA companies, with annual targets set for a 10-year period as per the table below. The African Economic Empowerment profile will be incorporated as part of the Vendor Administration (Supplier Approval Process) in order to drive the BEE initiative. Table 10 below reflects that BEE procurement currently stands at 34.87% against a target of 41.46%

Table 10: BEE Procurement Spend Targets and Actual.

| | Original Target | Revised Target 1 | Revised Target 2 – April 2004 | Actual |
|------|-----------------|------------------|-------------------------------|--------|
| 2001 | 7.53% | 7.53% | 7.53% | 7.53% |
| 2002 | 8.42% | 8.04% | 8.04% | 8.04% |
| 2003 | 9.85% | 11.61% | 10.96% | 10.96% |
| 2004 | 11.47% | 15.31% | 26.48% | 21.05% |
| 2005 | 14.30% | 16.82% | 27.61% | 33.49% |
| 2006 | 17.70% | 21.38% | 33.94% | 37.41% |
| 2007 | 19.93% | 24.74% | 37.75% | 34.59% |
| 2008 | 22.12% | 28.09% | 41.46% | 34.87% |
| 2009 | 24.27% | 31.43% | 45.07% | |
| 2010 | 26.38% | 34.76% | 48.58% | |
| 2011 | 28.45% | 38.07% | 51.99% | |
| 2012 | 30.49% | 41.37% | 55.29% | |

Local procurement spend has increased by over R100.3 million, from R481.1 million to R581 million. The increase is as result of new local suppliers and escalation in prices. The list of suppliers is reflected in form T as per Annexure 3.

In order to set achievable targets and establish a working mechanism for the procurement staff, it was necessary to understand AngloGold Ashanti's status with regard to BEE. This formed the base from which targets were set. This process involved a number of specific activities which included:

- Verifying the status of current suppliers.
- Identifying products and/or services that could be procured from BEE companies.
- Establishing a BEE database.
- Accreditation of BEE suppliers, which is currently pending awaiting the approval of the recognised accreditation providers.
- Incorporating the BEE database into current systems (MIMS).
- Growth and optimisation of the BEE vendor base.
- Establishment of working groups to focus on procurement related topics, including price fixing, price matching, sub contracting, set aside commodities, creative payment terms, "payment premiums".
- Sensitising the existing supplier base to BEE requirements.
- Establishment of a BEE monitoring forum to facilitate and evaluate progress.
- Commodity procurement teams to include BEE in their strategic procurement initiatives.
- The establishment of active networks within AngloGold Ashanti, industry wide and with the various role players; e.g. the Black Economic Empowerment Forum, NAFCOG, etc.
- Establishing a transition process from the current Mining Charter measurement system to the Promulgated Code of Good Practice.
- Recognising the challenges in achieving the set Mining Charter Targets with the introduction of the new BBEE Codes of Practice.
- Re-engineering of all of the above to be compliant with the Codes by 2009, subject to the implementation of the accreditation and verification process.

SECTION FOUR: OWNERSHIP AND JOINT VENTURES

There were no new developments in this area in 2008. AngloGold Ashanti has met its targets in this sphere. The work of the Bokamoso Employee Share Ownership Plan continued, including the work of its Board of Trustees.

ANNEXURES

Vaal River

social labour plan

Annexure 1 – Vaal River (Actual as at December 2008)

| Total Vaal River Region | | | | | | | | |
|--|---------------|-----------|-----------|--------------|--------------|-----------|-----------|------------|
| Occupational Levels | MALE | | | | FEMALE | | | |
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 1 | 0 | 0 | 3 | 1 | 0 | 0 | 0 |
| Senior management | 5 | 1 | 1 | 65 | 0 | 1 | 1 | 9 |
| Professionals & middle management | 75 | 9 | 13 | 299 | 20 | 1 | 6 | 61 |
| Junior/supervisory/skilled technicians | 992 | 33 | 3 | 1,297 | 204 | 7 | 7 | 247 |
| Semi skilled | 2,366 | 15 | 1 | 153 | 361 | 15 | 0 | 104 |
| Defined decision making | 7,265 | 15 | 0 | 87 | 963 | 3 | 0 | 7 |
| Total permanent | 10,704 | 72 | 18 | 1,904 | 1,548 | 27 | 13 | 427 |
| Non-permanent | 13 | 3 | 0 | 26 | 14 | 1 | 1 | 23 |
| Grand Total | 10,717 | 75 | 18 | 1,930 | 1,562 | 28 | 14 | 450 |

| Corporate Office – Vaal River Allocation | | | | | | | | |
|--|-----------|----------|----------|-----------|-----------|----------|----------|-----------|
| Occupational Levels | MALE | | | | FEMALE | | | |
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| Senior management | 1 | 0 | 1 | 18 | 1 | 1 | 1 | 3 |
| Professionals & middle management | 7 | 0 | 5 | 25 | 4 | 1 | 4 | 15 |
| Junior/supervisory/skilled technicians | 6 | 1 | 1 | 4 | 7 | 3 | 3 | 15 |
| Semi skilled | 36 | 1 | 0 | 0 | 4 | 1 | 0 | 7 |
| Defined decision making | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Total permanent | 52 | 2 | 7 | 50 | 17 | 6 | 8 | 40 |
| Non-permanent | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 1 |
| Grand Total | 53 | 2 | 7 | 53 | 17 | 6 | 8 | 41 |

| Kopanang Mine | | | | | | | | |
|--|--------------|-----------|----------|------------|------------|----------|----------|-----------|
| Occupational Levels | MALE | | | | FEMALE | | | |
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 |
| Professionals & middle management | 8 | 0 | 1 | 37 | 0 | 0 | 0 | 3 |
| Junior/supervisory/skilled technicians | 233 | 8 | 0 | 251 | 11 | 0 | 0 | 24 |
| Semi skilled | 943 | 0 | 0 | 33 | 32 | 0 | 0 | 6 |
| Defined decision making | 1,860 | 2 | 0 | 23 | 305 | 0 | 0 | 0 |
| Total permanent | 3,044 | 10 | 1 | 350 | 348 | 0 | 0 | 33 |
| Non-permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total | 3,044 | 10 | 1 | 350 | 348 | 0 | 0 | 33 |

Annexure 1 – Vaal River [Actual as at December 2008] cont.

Total Vaal River Region

| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|--|------------------|-----------|---------------|------------|--------------|-------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 1 | 0 | 6 | 0 | 33.33 | 16.67 | 34.77 |
| Senior management | 2 | 0 | 84 | 1 | 20.10 | 12.65 | |
| Professionals & middle management | 9 | 1 | 493 | 3 | 37.28 | 17.94 | |
| Junior/supervisory/skilled technicians | 227 | 2 | 3,019 | 6 | 49.47 | 15.46 | |
| Semi skilled | 1,464 | 3 | 4,482 | 5 | 63.85 | 10.78 | |
| Defined decision making | 4,817 | 27 | 13,182 | 121 | 62.60 | 7.58 | |
| Total permanent | 6,519 | 33 | 21,266 | 136 | 60.23 | 9.63 | |
| Non-permanent | 1 | 0 | 82 | 0 | 67.32 | 47.35 | |
| Grand Total | 6,520 | 33 | 21,347 | 136 | 60.26 | 9.78 | |

Corporate Office – Vaal River Allocation

| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|--|------------------|----------|------------|----------|--------------|--------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 1 | 0 | 6 | 0 | 33.33 | 16.67 | 46.39 |
| Senior management | 2 | 0 | 27 | 0 | 25.93 | 18.52 | |
| Professionals & middle management | 2 | 1 | 64 | 1 | 56.25 | 39.06 | |
| Junior/supervisory/skilled technicians | 0 | 0 | 40 | 0 | 90.00 | 70.00 | |
| Semi skilled | 0 | 0 | 49 | 1 | 100.00 | 24.49 | |
| Defined decision making | 0 | 0 | 2 | 0 | 100.00 | 50.00 | |
| Total permanent | 5 | 1 | 188 | 2 | 70.21 | 38.30 | |
| Non-permanent | 0 | 0 | 5 | 0 | 40.00 | 20.00 | |
| Grand Total | 5 | 1 | 193 | 2 | 69.43 | 37.82 | |

Kopanang Mine

| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|--|------------------|-----------|--------------|----------|--------------|-------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 21.82 |
| Senior management | 0 | 0 | 6 | 0 | 0.00 | 0.00 | |
| Professionals & middle management | 0 | 0 | 49 | 0 | 24.49 | 6.12 | |
| Junior/supervisory/skilled technicians | 72 | 1 | 600 | 0 | 46.00 | 6.00 | |
| Semi skilled | 815 | 0 | 1,829 | 0 | 53.64 | 2.08 | |
| Defined decision making | 1,102 | 12 | 3,304 | 5 | 65.59 | 9.59 | |
| Total permanent | 1,989 | 13 | 5,788 | 5 | 59.36 | 6.81 | |
| Non-permanent | 0 | 0 | 0 | 0 | 0.00 | 0.00 | |
| Grand Total | 1,989 | 13 | 5,788 | 5 | 59.36 | 6.81 | |

Vaal River

social labour plan

Great Noligwa Mine

| Occupational Levels | MALE | | | | FEMALE | | | |
|--|--------------|-----------|----------|------------|------------|----------|----------|-----------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 1 | 0 | 0 | 5 | 0 | 0 | 0 | 1 |
| Professionals & middle management | 9 | 1 | 1 | 41 | 0 | 0 | 0 | 2 |
| Junior/supervisory/skilled technicians | 163 | 8 | 1 | 246 | 7 | 0 | 0 | 19 |
| Semi skilled | 63 | 1 | 0 | 10 | 21 | 0 | 0 | 6 |
| Defined decision making | 2,086 | 0 | 0 | 6 | 148 | 0 | 0 | 1 |
| Total permanent | 2,322 | 10 | 2 | 308 | 176 | 0 | 0 | 29 |
| Non-permanent | 1 | 0 | 0 | 5 | 0 | 0 | 1 | 2 |
| Grand Total | 2,323 | 10 | 2 | 313 | 176 | 0 | 1 | 31 |

Moab Khotsong Mine

| Occupational Levels | MALE | | | | FEMALE | | | |
|--|--------------|-----------|----------|------------|------------|----------|----------|-----------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 1 |
| Professionals & middle management | 8 | 2 | 0 | 45 | 0 | 0 | 0 | 7 |
| Junior/supervisory/skilled technicians | 144 | 5 | 0 | 226 | 7 | 0 | 0 | 20 |
| Semi skilled | 568 | 2 | 0 | 22 | 36 | 0 | 0 | 7 |
| Defined decision making | 1,210 | 0 | 0 | 24 | 151 | 1 | 0 | 0 |
| Total permanent | 1,930 | 9 | 0 | 323 | 194 | 1 | 0 | 35 |
| Non-permanent | 3 | 3 | 0 | 7 | 2 | 0 | 0 | 4 |
| Grand Total | 1,933 | 12 | 0 | 330 | 196 | 1 | 0 | 39 |

Tau Lekoa Mine

| Occupational Levels | MALE | | | | FEMALE | | | |
|---------------------------------------|--------------|----------|----------|------------|------------|----------|----------|-----------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| Professionals & middle management | 6 | 1 | 0 | 20 | 1 | 0 | 0 | 1 |
| Junior/supervisor/skilled technicians | 107 | 0 | 0 | 186 | 8 | 0 | 0 | 11 |
| Semi skilled | 59 | 0 | 0 | 10 | 9 | 1 | 0 | 6 |
| Defined decision making | 1,336 | 0 | 0 | 13 | 93 | 0 | 0 | 0 |
| Total permanent | 1,509 | 1 | 0 | 231 | 111 | 1 | 0 | 18 |
| Non-permanent | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total | 1,509 | 1 | 0 | 231 | 111 | 1 | 0 | 18 |

Annexure 1 – Vaal River [Actual as at December 2008] cont.

Great Noligwa Mine

| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|--|------------------|----------|--------------|-----------|--------------|-------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 24.59 |
| Senior management | 0 | 0 | 7 | 0 | 28.57 | 14.29 | |
| Professionals & middle management | 0 | 0 | 54 | 0 | 24.07 | 3.70 | |
| Junior/supervisory/skilled technicians | 69 | 0 | 513 | 3 | 38.60 | 5.07 | |
| Semi skilled | 23 | 2 | 126 | 2 | 72.22 | 23.02 | |
| Defined decision making | 1,881 | 6 | 4,128 | 37 | 54.14 | 3.75 | |
| Total permanent | 1,973 | 8 | 4,828 | 42 | 52.59 | 4.41 | |
| Non-permanent | 0 | 0 | 9 | 0 | 44.44 | 33.33 | |
| Grand Total | 1,973 | 8 | 4,837 | 42 | 52.57 | 4.47 | |

Moab Khotsong Mine

| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|--|------------------|----------|--------------|-----------|--------------|-------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 26.09 |
| Senior management | 0 | 0 | 7 | 0 | 14.29 | 14.29 | |
| Professionals & middle management | 0 | 0 | 62 | 1 | 27.42 | 11.29 | |
| Junior/supervisory/skilled technicians | 39 | 0 | 441 | 2 | 39.91 | 6.12 | |
| Semi skilled | 519 | 0 | 1,154 | 2 | 53.12 | 3.73 | |
| Defined decision making | 805 | 1 | 2,192 | 16 | 62.14 | 6.98 | |
| Total permanent | 1,363 | 1 | 3,856 | 21 | 56.25 | 5.99 | |
| Non-permanent | 0 | 0 | 19 | 0 | 63.16 | 31.58 | |
| Grand Total | 1,363 | 1 | 3,875 | 21 | 56.28 | 6.12 | |

Tau Lekoa Mine

| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|---------------------------------------|------------------|----------|--------------|----------|--------------|-------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 31.25 |
| Senior management | 0 | 0 | 3 | 0 | 33.33 | 0.00 | |
| Professionals & middle management | 0 | 0 | 29 | 0 | 31.03 | 6.90 | |
| Junior/supervisor/skilled technicians | 29 | 0 | 341 | 0 | 36.95 | 5.57 | |
| Semi skilled | 9 | 0 | 94 | 0 | 79.79 | 17.02 | |
| Defined decision making | 833 | 6 | 2,281 | 0 | 62.65 | 4.34 | |
| Total permanent | 871 | 6 | 2,748 | 0 | 59.68 | 4.95 | |
| Non-permanent | 0 | 0 | 0 | 0 | 0.00 | 0.00 | |
| Grand Total | 871 | 6 | 2,748 | 0 | 59.68 | 4.95 | |

Vaal River

social labour plan

SA Division Metallurgy – Vaal River

| Occupational Levels | MALE | | | | FEMALE | | | |
|--|------------|-----------|----------|------------|------------|----------|----------|-----------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 1 |
| Professionals & middle management | 13 | 2 | 2 | 48 | 9 | 0 | 1 | 11 |
| Junior/supervisory/skilled technicians | 118 | 7 | 0 | 217 | 17 | 0 | 0 | 21 |
| Semi skilled | 364 | 7 | 0 | 39 | 87 | 5 | 0 | 17 |
| Defined decision making | 278 | 9 | 0 | 16 | 64 | 1 | 0 | 0 |
| Total permanent | 773 | 25 | 2 | 329 | 177 | 6 | 1 | 50 |
| Non-permanent | 1 | 0 | 0 | 5 | 4 | 1 | 0 | 3 |
| Grand Total | 774 | 25 | 2 | 334 | 181 | 7 | 1 | 53 |

SA Division – Services – Vaal River

| Occupational Levels | MALE | | | | FEMALE | | | |
|--|------------|-----------|----------|------------|------------|----------|----------|------------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 1 | 1 | 0 | 15 | 0 | 0 | 0 | 1 |
| Professionals & middle management | 19 | 3 | 2 | 80 | 3 | 0 | 1 | 18 |
| Junior/supervisory/skilled technicians | 190 | 4 | 1 | 161 | 60 | 3 | 3 | 105 |
| Semi skilled | 266 | 3 | 1 | 38 | 81 | 2 | 0 | 42 |
| Defined decision making | 455 | 3 | 0 | 4 | 122 | 0 | 0 | 1 |
| Total permanent | 931 | 13 | 4 | 298 | 265 | 5 | 3 | 166 |
| Non-permanent | 6 | 0 | 0 | 5 | 6 | 0 | 0 | 12 |
| Grand Total | 937 | 13 | 4 | 303 | 271 | 5 | 3 | 178 |

AngloGold Ashanti Health Services – Vaal River

| Occupational Levels | MALE | | | | FEMALE | | | |
|--|------------|----------|----------|-----------|------------|----------|----------|-----------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 2 |
| Professionals & middle management | 5 | 0 | 2 | 3 | 3 | 0 | 0 | 4 |
| Junior/supervisory/skilled technicians | 31 | 0 | 0 | 6 | 87 | 1 | 1 | 32 |
| Semi skilled | 67 | 1 | 0 | 1 | 91 | 6 | 0 | 13 |
| Defined decision making | 39 | 1 | 0 | 1 | 79 | 1 | 0 | 5 |
| Total permanent | 143 | 2 | 2 | 15 | 260 | 8 | 1 | 56 |
| Non-permanent | 1 | 0 | 0 | 1 | 2 | 0 | 0 | 1 |
| Grand Total | 144 | 2 | 2 | 16 | 262 | 8 | 1 | 57 |

SA Division Metallurgy – Vaal River

| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|--|------------------|----------|--------------|----------|--------------|--------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 39.80 |
| Senior management | 0 | 0 | 10 | 0 | 10.00 | 10.00 | |
| Professionals & middle management | 2 | 0 | 88 | 0 | 43.18 | 23.86 | |
| Junior/supervisory/skilled technicians | 1 | 0 | 381 | 0 | 42.78 | 9.97 | |
| Semi skilled | 36 | 0 | 555 | 0 | 86.49 | 19.64 | |
| Defined decision making | 22 | 1 | 391 | 0 | 90.03 | 16.88 | |
| Total permanent | 61 | 1 | 1,425 | 0 | 72.56 | 16.49 | |
| Non-permanent | 0 | 0 | 14 | 0 | 64.29 | 57.14 | |
| Grand Total | 61 | 1 | 1,439 | 0 | 72.48 | 16.89 | |

SA Division – Services – Vaal River

| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|--|------------------|----------|--------------|-----------|--------------|--------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 31.76 |
| Senior management | 0 | 0 | 17 | 1 | 11.11 | 3.70 | |
| Professionals & middle management | 5 | 0 | 130 | 1 | 34.47 | 16.50 | |
| Junior/supervisory/skilled technicians | 17 | 0 | 544 | 1 | 67.36 | 31.37 | |
| Semi skilled | 59 | 1 | 493 | | 80.05 | 25.58 | |
| Defined decision making | 171 | 1 | 755 | 60 | 76.79 | 16.28 | |
| Total permanent | 251 | 2 | 1,939 | 63 | 71.56 | 22.78 | |
| Non-permanent | 1 | 0 | 30 | | 80.85 | 59.57 | |
| Grand Total | 252 | 2 | 1,968 | 63 | 71.70 | 23.34 | |

AngloGold Ashanti Health – Vaal River

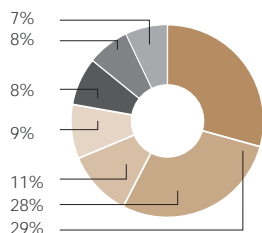
| Occupational Levels | FOREIGN NATIONAL | | | PWDs | % HDSA | % Females | % HDSA in Management |
|--|------------------|----------|------------|----------|--------------|--------------|----------------------|
| | Male | Female | Total | | | | |
| Top management | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 70.83 |
| Senior management | 0 | 0 | 7 | 0 | 42.86 | 28.57 | |
| Professionals & middle management | 0 | 0 | 17 | 0 | 82.35 | 41.18 | |
| Junior/supervisory/skilled technicians | 0 | 1 | 159 | 0 | 95.60 | 76.73 | |
| Semi skilled | 3 | 0 | 182 | 0 | 97.80 | 60.44 | |
| Defined decision making | 3 | 0 | 129 | 3 | 96.90 | 65.89 | |
| Total permanent | 6 | 1 | 494 | 3 | 95.55 | 65.99 | |
| Non-permanent | 0 | 0 | 5 | 0 | 80.00 | 60.00 | |
| Grand Total | 6 | 1 | 499 | 3 | 95.39 | 65.93 | |

Vaal River

social labour plan

Annexure 2 – AngloGold Ashanti Fund Southern Africa Division spending graphs

| Sector | Amount | Percentage % |
|----------------------------------|--------------------|--------------|
| National initiatives | R6,791,790 | 29 |
| Education | R6,563,707 | 28 |
| Welfare and Development | R2,620,500 | 11 |
| Skills Training and Job Creation | R2,042,500 | 9 |
| HIV/AIDS | R1,800,000 | 8 |
| Health | R1,736,000 | 8 |
| Area Committee | R1,631,833 | 7 |
| TOTAL | R23,186,330 | 100 |



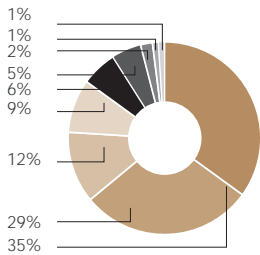
Sectoral giving by value

| | |
|------------------------------------|-----|
| ■ National initiatives | 29% |
| ■ Education | 28% |
| ■ Welfare and development | 11% |
| ■ Skills training and job creation | 9% |
| ■ HIV & Aids | 8% |
| ■ Health | 8% |
| ■ Area committee | 7% |



Vaal River, South Africa

| Province | Amount | Percentage % |
|----------------------|--------------------|--------------|
| North West | R8,227,628 | 35 |
| National Initiatives | R6,791,790 | 29 |
| Outside South Africa | R2,717,500 | 12 |
| Eastern Cape | R1,979,412 | 9 |
| National | R1,430,000 | 6 |
| Gauteng | R1,180,000 | 5 |
| Western Cape | R 300,000 | 2 |
| KwaZulu Natal | R 280,000 | 1 |
| Free State | R 280,000 | 1 |
| TOTAL | R23,186,330 | 100 |



Provisional giving by value

| | |
|----------------------|-----|
| North West | 35% |
| National Initiatives | 29% |
| Outside South Africa | 12% |
| Eastern Cape | 9% |
| National | 6% |
| Gauteng | 5% |
| Western Cape | 2% |
| KwaZulu Natal | 1% |
| Free State | 1% |



Vaal River, South Africa

Vaal River

social labour plan

Enterprise Development Projects for 2008

| No. | Area | Business name | Entrepreneur | No. of Empl. | Product/service description |
|-----|------|---|-------------------------------------|--------------|---|
| 1 | VR | Mpuse trading | Puseletso Loeto | 3 | Cleaning services |
| 2 | VR | Themba Trading | Owen Damoyi | 3 | Cleaning services |
| 3 | VR | Reaphutha waste service | Charmaine Theron | 4 | Waste recycling |
| 4 | VR | BIECON industrial engineering | Nico Grey & Co | 4 | Industrial engineering services |
| 5 | VR | Techfort | Disabled Persons | 20 | Hose pipe clamps |
| 6 | VR | NgeZandla Zethu handcraft projects | Bheki Mthethwa | 5 | Furniture and handcrafts |
| 7 | VR | Ikaheng centre for people with disabilities | Elizabeth Modisadisi | 5 | Polish, clothes manufacturing |
| 8 | VR | Triest Training Centre | Igna Steyn | 10 | Seat Protectors |
| 9 | VR | Thari Multipurpose Co-op Society | David Meruping | 10 | Potato Farming |
| 10 | VR | Village Square | Sean Hill | 6 | Catering |
| 11 | VR | Moab Community Nursery | Ben Oageng & Triest Training Centre | 7 | Trees |
| 12 | VR | DMBE Composting | Kelly Phukuile | 11 | Compost |
| 13 | VR | Cell C Franchise | Mr. Magetse | 12 | Community Chat Telephone Service |
| 14 | VR | Margarette | Margarette Pungule | 3 | Shoe Repairs and leather works |
| 15 | VR | Eva Leatherworks | Eva Khoetha | 2 | Shoe Repairs and Key Cutting |
| 16 | VR | Mrs AM Tshoha O Iketsetse Catering | Mrs AM Moeti | 2 | Catering |
| 17 | VR | Sharoma Catering | Mrs Sharoma | 1 | Catering |
| 18 | VR | Lapmond (Pty) Ltd | N. Labuschagne | 7 | Canteen and Catering at Moab Khotsong |
| 19 | VR | MTM Public Telephones | I. Tshabalala | 3 | Pay Public telephones |
| 20 | VR | Ndaba Communication | David Mokwayi | 2 | Wood work |
| 21 | VR | Mathlare Garden Services | Mpuse Leoto and Papi Mosiane | 5 | Garden Services |
| 22 | VR | VR AUTO | Hennie Van Heerden | 7 | Motor Repair and Maintenance |
| 23 | VR | Roel Eating House | Lydia and Eveline | 4 | Canteen and Catering at Gateway Training Centre |
| 24 | VR | Kena Telephone | K. Ntekiso | 2 | Community Chat Telephone Service |
| 25 | VR | Itumeleng Tent | Gwen Itumeleng | 2 | Tent Hire |
| 26 | VR | Kosh Pallets | I. Tshabalala | 13 | Wooden Palle |