

## Social performance indicators: Labour practice and decent work

Social performance indicators:	
Labour practices and decent work	
Core indicators	Additional indicators
<b>Employment</b>	
<p><b>LA1. Breakdown of workforce, where possible, by region/country, status (employee non-employee), employment type (full/part-time), and by employment contract (indefinite or permanent/fixed term or temporary). Also identify workforce retained in conjunction with other employees (temporary, agency workers or workers in co-employment relationships), segmented by region/country</b></p>	<p><b>LA12. Employee benefits beyond those legally mandated. (eg. contributions to health care, maternity, education and retirement)</b></p>
<p>65,400 people (monthly average) worked at AngloGold Ashanti during 2004, comprising 50,737 employees and 14,663 contractors</p>	<p>Employee benefits vary from region to region. (See discussion on page L16)</p>
<p><b>LA2. Net employment creation and average turnover segmented by region/country.</b></p> <p>AngloGold Ashanti employed a monthly average of 65,400 people during 2004. For a breakdown per country, see page L3. For a breakdown of turnover per operation, see the section on economic performance</p>	
<b>Labour/management relations</b>	
<p><b>LA3. Percentage of employees represented by independent trade union organisations and other bona fide employee representatives broken down geographically or percentage of employees covered by collective bargaining agreements broken down by region/country</b></p>	<p><b>LA13. Provision of formal worker representation in decision-making, including corporate governance</b></p>
<p>83.5% of all employees are represented by trade unions or an industry collective bargaining agreement</p>	<p>Provision is made for both formal and informal employee participation at all operations</p>
<p><b>LA4. Policy and procedures involving information, consultation and negotiation with employees over changes in the reporting organisation's operations (eg. restructuring)</b></p> <p>Various policies and procedures are in place: These include:</p> <ul style="list-style-type: none"> <li>● Chamber of Mines 1997 Wage Agreement and Job Grading Agreements in South Africa and various Recognition Agreements</li> <li>● Workplace Relations Policy, Equal Opportunity Policy and Fair Employment Guideline in Australia</li> <li>● Malian Labour Code and Malian Collective Agreement</li> <li>● Tanzanian Employment Act</li> <li>● Recognition Agreement at Navachab Mine</li> </ul>	

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Health and safety	
<b>LA5. Practices on recording and notification of occupational diseases and how they relate to the ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases</b>	<b>LA14. Evidence of substantial compliance with the ILO guidelines for Occupational Health Management Systems</b>
Recording and notification of occupational diseases and injuries in line with AngloGold Ashanti safety and health guidelines, which are informed by ILO guidelines. See discussion on pages SH7 to SH8 of this report	Compliance is assessed through internal and external assessment. See discussion on pages SH7 to SH8 of this document
<b>LA6. Description of formal joint health and safety committees comprising management and worker representatives and proportion covered by any such committees</b>	<b>LA15. Description of formal agreements with trade unions or other bona fide employee representatives covering health of workforce and safety at work and the proportion of the workforce covered by any such agreements</b>
Joint health and safety committees exist at all operations, some less formal, and others such as at the South African operations, are required by law	Agreements in place at the South African operations covering all workplaces. Agreements or, alternatively, employee representative committees in place at all operations
<b>LA7. Standard injury, lost day, and absentee rates and number of work-related fatalities (including sub-contracted workers)</b>	
All statistics available on pages SH1 to SH18 of this document	
<b>LA8. Description of policies or programmes (for the workplace and beyond) on HIV/AIDS</b>	
See separate discussion related to regional health threats, HIV/AIDS and malaria on page HM5 of this document	

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<b>Core indicators</b>	<b>Additional indicators</b>
<b>Training and education</b>	
<b>LA9. Average hours of training per year per employee by category of employee</b>	<b>LA16. Description of programmes to support the continued employment of employees and to manage career endings</b>
Not available	It is the group's philosophy that training and development programmes should support the continued employability of individuals after employment by the company and in preparation for career endings, both as a result of ill health or as a result of mine closure. <i>(See discussion on page L12)</i>
	<b>LA17. Specific policies and programmes for skills management or for lifelong learning</b>
	Performance management and talent management programmes are in place across the group, as well as training and development programmes to refresh, upgrade and learn new skills. Study assistance is also available to employees and, in some regions, to their dependents
<b>Diversity and opportunity</b>	
<b>LA10. Description of equal opportunity policy or programmes as well as monitoring systems to ensure compliance and results of monitoring</b>	
Equal opportunity policy is regulated by law in many of the countries in which the group operates. Additionally, policies and programmes are in place at all operations.	
<b>LA11. Composition of senior management and corporate governance bodies (including the board of directors), including female/male ratio and other indicators of diversity as culturally appropriate</b>	
Efforts to align the composition of management and the board to reflect appropriate representation of women, and other culturally diverse groups are in place.	