

## Human resources

**A**ngloGold is developing a motivated, skilled and experienced workforce geared to the needs of a globally competitive company. Areas of attention include the recruitment, retention and development of employees and, particularly in South Africa, the development of a workforce with the necessary skills, motivation and structure to resource a 21st century workplace. Of particular concern in South Africa is the management of the effect of HIV/AIDS, as well as the implementation of employment equity plans.

### During the year:

#### Recruitment, retention and development

■ Attracting, recruiting and retaining skilled employees in particular remained one of the fundamental human resources challenges during the year, as the company competes for talented individuals in the global employee market. This challenge is

■ Developing and retaining skilled employees remained an area of focus, with an emphasis placed on career planning in all the countries in which the company operates. An assessment and repositioning of the company's executive and management education and training programmes is in progress, with the aim of more accurately addressing

human resources is the result of effective work design and that remuneration systems reward both individual and team effort in a meaningful way. The main thrust for this 21st century workplace initiative centres on Projek Katileho, which involves concerted application of new technologies at a site at Kopanang mine.

■ Outside of South Africa, the focus continues to be on enhancing productivity, cost reduction and improving operational efficiencies and performance.

## towards effective work design

exacerbated by the negative sentiment towards mining as a long-term career opportunity. Various initiatives are under way to market career opportunities within AngloGold – in mining, metallurgy, engineering, information technology and a range of other disciplines – as attractive options to job seekers.

both the company's requirements and individual development needs.

#### 21st century workforce

■ A range of initiatives to modernise particularly the South African operations and to effect improvements in productivity continued. The aim is to ensure that the combination of technology and

#### Employment equity

■ Employment equity – in terms of race, gender and disability – remained a focus within the context of the overall human resources development strategy.

■ After extensive consultations with trade unions and associations in the South Africa region, AngloGold submitted a five-year

# making diversity work



plan in compliance with the newly promulgated Employment Equity Act. Aspects of the plan include the AngloGold Employment Equity Philosophy, monitoring of the implementation of the plan and an analysis of employment policies, procedures and practices. Monitoring will be done on a quarterly basis through the Employment Equity Forum, a consultative body comprising representatives of management and trade unions.

■ Employment equity initiatives for Sadiola, Yatela and Morila in Mali and Navachab in Namibia mainly address the development of citizens to fill positions held by expatriate personnel. Localisation programmes involve identifying candidates with potential, development of country-specific sources of skills and quarterly reporting on progress. In terms of recently promulgated affirmative action legislation in Namibia,

Navachab will be required to submit a three-year affirmative action plan to the Department of Labour.

#### **Dealing with HIV/AIDS**

■ AIDS and tuberculosis (which is exacerbated in the presence of HIV/AIDS) remain the major health care challenges faced by the South African operations.

■ AngloGold has developed a comprehensive response to HIV/AIDS which includes preventative management, sensitively dealing with those affected, assisting affected families and communities, while at the same time continuing to function as a profitable entity.

Campaigns undertaken during the year include ongoing preventative management education programmes, community-based programmes, research into behavioural issues and involvement in research into an HIV vaccine.

A wellness programme has been established comprising voluntary counselling, testing and prevention clinics, offering HIV-positive employees affordable and effective therapies to extend productive life and well-being. AngloGold has launched a programme to extend meaningful medical benefits to rural-based dependants of employees, which includes preventative and curative health care.