

# TANZANIA

Chamber of Minerals and Energy

*Today's News Update*



December 14, 2017

## GEITA GOLD MINE SCOOPS BEST EMPLOYER AWARD 2017

**G**eita Gold Mine (GGM) said it edged out tough competition to win the 2017 Employer of the Year Award as 1st Runner-up bestowed by the Association of Tanzania Employers (ATE) for creating a conducive workplace experience for its 4700 employees.

GGM's human resources accolades include sound people policies and practices as well as a strong commitment to supporting the economic development of Geita.

"We are humbled, thankful and proud of this achievement in this important aspect of our business," Richard Jordinson, GGM Managing Director, said. "We will continue with efforts to create the right environment for a competent, productive and engaged workforce. GGM is a values-driven company that invests in its people and our communities, focusing on this has allowed us to not only be successful but a good corporate citizen in Geita and Tanzania."

The Employer of the Year Award is a major activity initiated and carried out annually by the Association of Tanzania Employers since 2005. The award specifically aims to recognize members who have excelled in putting in place outstanding Human Resources Management policies and best business practices.



For GGM, having the right people and providing the required safe and empowering working conditions remains the foundation of GGM's people strategy. Locals comprise 96% of the workforce at GGM while over two thirds of the Executive Committee members are Tanzanian. In addition, GGM has a strong development pipeline of local skills and more than half of all executive roles have at least one Tanzanian successor under development.

GGM's remuneration is well above the legally specified minimum wage for the mining sector and its employees are members of local pension funds and the company has been a proud recipient of the annual awards by The Parastatal Pensions Fund (PPF) and National Social Security Fund (NSSF) for excelling in timely payment and as required by the law for such contributions.

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Remuneration is not the only critical consideration for GGM as ensuring work-life balance for its employees remains a top priority for the company. The health and wellbeing of every employee and their families are of paramount importance to GGM. Imperative health initiatives include the annual voluntary workers HIV testing. Last year out of the targeted 3,000 employees, around 2,600 volunteered to take the test. The mine's HIV/AIDS control programme was designed and has been running since 2002 with the aim of ensuring a sustainable initiative which will focus on behavior change through health promotion, prevention as well as improved access to HIV and AIDS treatment for its employees and the communities surrounding the Mine. Since the inception of the program, the prevalence has dropped from 3.5% - 0.9 in 2016. The programme also focuses on sexually transmitted infections.

GGM is also at the forefront in ensuring a malaria free zone in the Geita region. The company's Malaria Control Program entails an Indoor Residual Spray around the Geita Mine as well as to over 200 households around our host communities. Between 2010 and 2015, the reduction of Malaria cases among employees and their families has declined from 3000 cases per year to roughly 150 cases per year, an important milestone. This not only ensures a healthy and safe workforce; it also provides for a happy family atmosphere.

Furthermore, GGM has one of the best medical facilities onsite to provide care to our entire workforce. As part of this effort, GGM has established referral partnership with hospitals in Mwanza and Dar es Salaam to provide its employees and their families with a range of options to access healthcare services provided at these centres.

With other various programs for our employees, such as skills training, education support, retention initiatives, bonus schemes on safety and environment, GGM continues to strive to keep and sustain its working environment and policies to be the choice of every employee.

"Living by these commitments is not only part of our obligation as a responsible company, it is also essential in ensuring that we maintain our social licence to operate and our co-operative relationships with local communities, who often share the same resources," Jordinson concluded.

**HAVE A GOOD DAY AT  
TEN UN BUEN DIA EN EL TRABAJO**



*Majani Moremi Wambura  
TCME Communication*



ANGLOGOLD ASHANTI  
GEITA GOLD MINE

# Geita Gold Mine (GGM)

*Scoops*

## Best Employer of the Year Award 2017

*1st Runner-Up*



**(During Employer of The Year Award Event — EYA , 2017)**

"We are proud of achieving this milestone for this vitally important aspect of our business, GGM is a values driven company that invests in its people and host communities, which has allowed us to not only be successful but a good corporate citizen in Geita and Tanzania. We will continue to seek ways to improve."

***Richard Jordinson, GGM Managing Director***

For more information visit [www.AngloGoldashanti.com](http://www.AngloGoldashanti.com)