



GRI Index 2013



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SCOPE OF SUPPLEMENTAL INFORMATION

The supplemental information on our website supplements the integrated annual report and covers the financial year from 1 July 2012 to 30 June 2013 (FY13). It follows a standalone but similarly comprehensive report for FY12. In line with its commitment to the principle of integrated reporting, Harmony Gold Mining Company Limited (Harmony) has again incorporated its broader social, environmental and economic performance throughout this report in line with the requirements of the King Report on Governance for South Africa (King III).

The aim of this information is to give all our stakeholders – shareholders, investors, employees, suppliers, regulatory authorities and governments around the world – an informative description of Harmony's business and operations, their impacts and the sustainable value we create.

The integrated annual report and supplemental information cover all Harmony's wholly owned operations in South Africa, as well as its joint venture in Papua New Guinea (PNG). They exclude discontinued operations, unless otherwise stated.

This data has been compiled in accordance with the G3 guidelines of the Global Reporting Initiative (GRI) and King III. All information covers FY13 with comparative annual data provided for information. Financial data is aligned with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board, the South African Companies Act, No 71 of 2008 (the act) and the Listings Requirements of the JSE Limited (JSE).

Any material restatements and changes are fully described in the relevant sections or at the beginning of the integrated annual report if their impact is company-wide.

Group material issues are disclosed in the integrated annual report, while discipline-specific issues precede each section in the supplemental information.

Harmony is committed to accurate, meaningful reporting. Acknowledging that this is a process of continual improvement, key sustainability indicators are externally assured each year, while preparatory work is completed on other indicators to ensure we steadily expand the scope of assurance. The report of our external assurers is on page 86 of the integrated annual report.

Detailed disclosure on Harmony, including regulatory filings, press releases, stock exchange announcements and quarterly reports, is available on our website at www.harmony.co.za.



FEEDBACK

We welcome your feedback to ensure we report on issues that matter to you. Go to www.harmony.co.za for the feedback form.

Specific comments and suggestions can also be directed to:

Riana Bisschoff

Company secretary

riana.bisschoff@harmony.co.za

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Throughout this report, unless otherwise stated:

- \$ or dollar refers to US dollars
- K refers to the currency of Papua New Guinea (kina)
- All production volumes are in metric tonnes (t)

For a full glossary of terms and acronyms please see our supplemental information suite at

www.harmony.co.za/investors

G3 CONTENT INDEX – MINING & METALS SECTOR SUPPLEMENT

Application level B+

STANDARD DISCLOSURES PART I: Profile disclosures

Profile disclosure	Description	Reported
1. Strategy and analysis		
1.1	Statement from the most senior decision-maker of the organisation.	Fully
1.2	Description of key impacts, risks, and opportunities.	Fully
2. Organisational profile		
2.1	Name of the organisation.	Fully
2.2	Primary brands, products, and/or services.	Fully
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully
2.4	Location of organisation's headquarters.	Fully
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully
2.6	Nature of ownership and legal form.	Fully
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully
2.8	Scale of the reporting organisation.	Fully
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully
2.10	Awards received in the reporting period.	Fully
3. Report parameters		
3.1	Reporting period (eg fiscal/calendar year) for information provided.	Fully
3.2	Date of most recent previous report (if any).	Fully
3.3	Reporting cycle (annual, biennial, etc).	Fully
3.4	Contact point for questions regarding the report or its contents.	Fully
3.5	Process for defining report content.	Fully
3.6	Boundary of the report (eg countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Fully
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (eg mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully
3.12	Table identifying the location of the standard disclosures in the report.	Fully
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully

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Cross-reference/direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Chairman's message; Approach to sustainability			
How we deliver; Material issues			
Harmony Gold Mining Company Limited; Contact details			
Harmony in brief			
Harmony in brief; Group overview			
Randfontein, Gauteng, South Africa; Contact details			
Where we operate			
Shareholder information and administration			
Harmony in brief; Group overview			
Harmony in brief; Group overview			
About this report			
Group overview – awards and recognition			
Financial year July 2012 to June 2013; About this report			
FY12; About this report			
Annual			
Riana Bisschoff – riana.bisschoff@harmony.co.za			
Material issues			
About this report			
About this report			
About this report			
About this report; individual sections of Supplemental information			
About this report; individual sections of Supplemental information			
About this report; individual sections of Supplemental information			
About this report; Harmony website			
About this report; Approach to sustainability. The report of our external assurers is on page 86 of the integrated annual report			

STANDARD DISCLOSURES PART I: Profile disclosures

Profile disclosure	Description	Reported
4. Governance, Commitments, and Engagement		
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Fully
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	Fully
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	Fully
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Fully
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Fully
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully
4.14	List of stakeholder groups engaged by the organisation.	Fully
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Fully

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Cross-reference/direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Corporate governance summary; Supplemental information – Corporate governance			
Corporate governance summary (Principle 2.16); Supplemental information – Corporate governance			
Corporate governance summary (Principle 2.18); Supplemental information – Corporate governance			
Corporate governance summary (Principle 2.11); Supplemental information – Corporate governance; Notice of AGM			
Remuneration report			
Corporate governance summary (Principles 2.1 and 2.14); Supplemental information – Corporate governance			
Corporate governance summary (Principle 2.19); Supplemental information – Corporate governance			
Harmony in brief; Approach to sustainability; Governance			
Risk management; Approach to sustainability; Corporate governance summary (Principle 2.2)			
Corporate governance summary (Principle 2.22)			
Approach to sustainability			
Approach to sustainability; Supplemental information – Stakeholder engagement			
Approach to sustainability; Supplemental information – Stakeholder engagement			
Approach to sustainability; Supplemental information – Stakeholder engagement			
Approach to sustainability; Supplemental information – Stakeholder engagement			
Approach to sustainability; Supplemental information – Stakeholder engagement			
Approach to sustainability; Supplemental information – Stakeholder engagement			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3 DMA	Description	Reported	
DMA EC	Disclosure on Management Approach EC		
Aspects	Economic performance	Fully	
	Market presence	Fully	
	Indirect economic impacts	Partially	
DMA EN	Disclosure on Management Approach EN		
Aspects	Materials	Fully	
	Energy	Fully	
	Water	Fully	
	Biodiversity	Fully	
	Emissions, effluents and waste	Fully	
	Products and services	Fully	
	Compliance	Fully	
	Transport	Not	
Overall	Fully		
DMA LA	Disclosure on Management Approach LA		
Aspects	Employment	Fully	
	Labour/management relations	Fully	
	Occupational health and safety	Fully	
	Training and education	Fully	
	Diversity and equal opportunity	Fully	
DMA HR	Disclosure on Management Approach HR		
Aspects	Investment and procurement practices	Fully	
	Non-discrimination	Fully	
	Freedom of association and collective bargaining	Fully	
	Child labour	Fully	
	Forced and compulsory labour	Fully	
	Security practices	Partially	
	Indigenous rights	Partially	

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Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Financial director's review				
Harmony in brief; Where we operate				
Value creation; Supplemental information – Working with our communities			Not all indirect impacts are easily quantifiable	
Supplemental information – Environmental performance				
Supplemental information – Environmental performance – energy management				
Supplemental information – environment – water				
Supplemental information – Environmental performance				2014
Supplemental information – Environmental performance – waste management				
Supplemental information – Environmental performance – product responsibility				
Supplemental information – Environmental performance		Not available		
Supplemental information – Environmental performance				
Supplemental information – Our people				
Supplemental information – Our people				
Supplemental information – Safety and health				
Supplemental information – Our people – Training and development				
Supplemental information – Our people				
Supplemental information – Working with our communities – procurement				
Supplemental information – Our people – human rights				
Supplemental information – Our people – promoting sound and constructive employee relations				
Supplemental information – Our people – human rights				
Supplemental information – Our people – human rights				
Supplemental information – Safety and health		Proprietary information		
Supplemental information – Our people – human rights		Not material	Mostly applies in PNG	

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3 DMA	Description	Reported	
DMA SO	Disclosure on Management Approach SO		
Aspects	Community	Fully	
	Artisanal and small-scale mining	Fully	
	Resettlement	Not	
	Closure planning	Fully	
	Grievance mechanisms and procedures	Fully	
	Emergency Preparedness	Fully	
	Corruption	Fully	
	Public policy	Fully	
	Anti-competitive behaviour	Fully	
	Compliance	Fully	
DMA PR	Disclosure on Management Approach PR		
Aspects	Materials stewardship	Fully	
	Customer health and safety	Partially	
	Product and service labelling	Not	
	Marketing communications	Not	
	Customer privacy	Not	
	Compliance	Not	

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Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Chairman's message; Approach to sustainability; Supplemental information – Working with our communities				
Supplemental information – Working with our communities				
		Not applicable		
Supplemental information – Environmental performance – land management				
Stakeholder engagement; Approach to sustainability				
Supplemental information – Safety and health				
Governance (Code of ethics, Principles 2.3, 2.5)				
Corporate Governance summary (Principle 2.9)				
Approach to sustainability; Corporate governance summary (Principle 2.5)				
Mining Charter scorecard; Corporate governance summary – King III				
Supplemental information – Environmental performance – responsible use of resources				
Supplemental information – Environmental performance – product responsibility		Not applicable		
		Not applicable		
		Not applicable		
		Not applicable		
		Not applicable		

STANDARD DISCLOSURES PART III: Performance indicators

Performance indicator	Description	Reported
Economic		
Economic performance		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Fully
EC3	Coverage of the organisation's defined benefit plan obligations.	Fully
EC4	Significant financial assistance received from government.	Not
Market presence		
EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation.	Partially
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully
EC7	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	Fully
Indirect economic impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Partially
Environmental		
Materials		
EN1	Materials used by weight or volume.	Fully
EN2	Percentage of materials used that are recycled input materials.	Partially
Energy		
EN3	Direct energy consumption by primary energy source.	Fully
EN4	Indirect energy consumption by primary source.	Partially
EN5	Energy saved due to conservation and efficiency improvements.	Fully
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully

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Cross-reference/direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Value creation; Supplemental information – Our people, Working with our communities				
Carbon Disclosure Project				
Note 28 to financial statements				
No assistance received in South Africa or PNG		Not applicable		
Supplemental information – Our people		Proprietary information	Fair, competitive remuneration negotiated with unions for bulk of workforce (over 90%).	
Supplemental information – Working with our communities – procurement				
Supplemental information – Our people – employment equity				
Value creation; Supplemental information – Working with our communities				
Supplemental information – Working with our communities		Not available	Not all indirect impacts are easily quantifiable.	
Supplemental information – Environmental performance				
Supplemental information – Environmental performance – water, energy management, waste management		Not available	Disclosure currently limited to recycled water, steel and alternative sources of energy supply. There are limited opportunities to use recycled input materials, given the nature of our business.	
Supplemental information – Environmental performance – energy management				
Supplemental information – Environmental performance – energy management		Not available		
Supplemental information – Environmental performance – energy management				
Supplemental information – Environmental performance – energy management				
Supplemental information – Environmental performance – energy management				

STANDARD DISCLOSURES PART III: Performance indicators

Performance indicator	Description	Reported
Environmental		
Water		
EN8	Total water withdrawal by source.	Partially
EN9	Water sources significantly affected by withdrawal of water.	Not
EN10	Percentage and total volume of water recycled and reused.	Fully
Biodiversity		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Fully
EN13	Habitats protected or restored.	Fully
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Partially
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Partially
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Partially
Emissions, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully
EN19	Emissions of ozone-depleting substances by weight.	Not
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	Not
EN21	Total water discharge by quality and destination.	Fully

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Cross-reference/direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Supplemental information – Environmental performance – water		Not material		
Supplemental information – Environmental performance – water		Not material	Harmony discloses but does not quantify water sources as this is not deemed material. We focus on reducing raw water use, and disclose results.	
Supplemental information – Environmental performance – water				
		Not applicable		
		Not applicable		
Supplemental information – Environmental performance – land management				
Supplemental information – Environmental performance – biodiversity				
Supplemental information – Environmental performance. Harmony has biodiversity action plans for all operations.				
Supplemental information – Environmental performance. Harmony has biodiversity action plans for all operations.				
Supplemental information – Environmental performance. The possible presence of certain species in our PNG operations is regularly monitored.				
Supplemental information – Environmental performance – climate change and greenhouse gas emissions				
Supplemental information – Environmental performance – climate change and greenhouse gas emissions				
Supplemental information – Environmental performance – climate change and greenhouse gas emissions				
		Not applicable		
		Not applicable		
Supplemental information – Environmental performance – climate change and greenhouse gas emissions. All water is treated to prescribed standards before being responsibly discharged. Our aim is to reach a zero-discharge (closed loop) system within five years. Harmony also reports on environmental incidents which would have resulted in direct or indirect discharges beyond the mining area.				

STANDARD DISCLOSURES PART III: Performance indicators

Performance indicator	Description	Reported
Environmental		
Emissions, effluents and waste		
EN22	Total weight of waste by type and disposal method.	Partially
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Fully
EN23	Total number and volume of significant spills.	Fully
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Not
Products and services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Not
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Partially
Compliance		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully
Transport		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Fully
Overall		
EN30	Total environmental protection expenditures and investments by type.	Partially
Social: Labour practices and decent work		
Employment		
LA1	Total workforce by employment type, employment contract, and region.	Partially
LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully
Labour/management relations		
LA4	Percentage of employees covered by collective bargaining agreements.	Fully
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Fully

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Cross-reference/direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Supplemental information – Environmental performance – waste management		Not available	By implementing ISO 14001, Harmony is improving its reporting on non-mineral waste. Currently, the emphasis is on managing mineral waste and hazardous waste.	
Supplemental information – Environmental performance – waste management				
Supplemental information – Environmental performance – significant environmental incidents.			Harmony discloses all significant spills and the criteria for determining the scale of each incident.	
		Not applicable		
		Not applicable		
		Not applicable		
Supplemental information – Environmental performance – product responsibility		Not available	Recycling initiatives for gold are conducted by national and international industry bodies.	
Zero fines. Supplemental information – Environmental performance				
Supplemental information – Environmental performance – energy management				
Supplemental information – Environmental performance – land management			Harmony discloses financial information on radiation, land management and rehabilitation. Harmony is to implement systems and processes in order to provide full disclosure in FY14.	
Supplemental information – Our people			Harmony splits workforce figures between employees and contractors, by region.	
Supplemental information – Our people				
Supplemental information – Our people – employee benefits				
Supplemental information – Our people – promoting sound and constructive employee relations				
Supplemental information – Our people		Proprietary information	Conditions of employment are specified in collective bargaining agreements.	
Supplemental information – our people				

STANDARD DISCLOSURES PART III: Performance indicators

Performance indicator	Description	Reported
Social: Labour practices and decent work		
Occupational health and safety		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	Fully
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully
Training and education		
LA10	Average hours of training per year per employee by employee category.	Partially
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully
LA12	Percentage of employees receiving regular performance and career development reviews.	Partially
Diversity and equal opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Partially
LA14	Ratio of basic salary of men to women by employee category.	Fully
Social: Human rights		
Investment and procurement practices		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Partially
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Partially
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Partially
Non-discrimination		
HR4	Total number of incidents of discrimination and actions taken.	Fully
Freedom of association and collective bargaining		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Fully
Child labour		
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	Fully
Forced and compulsory labour		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	Fully

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Cross-reference/direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Supplemental information – Safety and health				
Supplemental information – Safety and health				
Supplemental information – Safety and health				
Supplemental information – Safety and health				
Supplemental information – Our people – training and development		Not available	Harmony will break down training hours once data is standardised.	
Supplemental information – Our people – portable skills training				
Supplemental information – Our people		Not available	Additional disclosure will be possible once systems are standardised in FY13.	
Supplemental information – Our people		Not available	Harmony only quantifies the split between own employees and contractors in compliance with the Employment Equity Act and Mining Charter targets. However, diversity indicators are closely monitored against targets by the social and ethics committee of the board. See Mining Charter scorecard and integrated annual report.	
Supplemental information – Our people				
Supplemental information – Working with our communities – procurement		Not available	Harmony will be able to quantify this once standardised processes have been completed.	
Supplemental information – Working with our communities – procurement		Not available	Harmony will be able to quantify this once standardised processes are in place.	
Supplemental information – Our people		Not available	Harmony will be able to quantify this once standardised processes are in place.	
Zero incidents in FY13. Supplemental information – Our people				
All Harmony operations recognise the right to freedom of association. Supplemental information – Our people				
Supplemental information – Our people				
Supplemental information – Our people				

STANDARD DISCLOSURES PART III: Performance indicators

Performance indicator	Description	Reported
Social: Human rights		
Security practices		
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Not
Indigenous rights		
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Partially
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	
Social: Society		
Community		
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Partially
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Fully
Artisanal and small-scale mining		
MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Not
Resettlement		
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Not
Closure planning		
MM10	Number and percentage of operations with closure plans.	Fully
Corruption		
SO2	Percentage and total number of business units analysed for risks related to corruption.	Partially
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Not
SO4	Actions taken in response to incidents of corruption.	Fully

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Cross-reference/direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
		Not available	Harmony will be able to quantify this once standardised processes are in place.	
This only applies to our PNG operations at present, specifically Hidden Valley, which is governed by a memorandum of agreement between the joint venture partners, government and indigenous people or landowners.				
Zero. See above.				
Supplemental information – Working with our communities				
Supplemental information – Working with our communities. Zero disputes in FY13			In PNG, the state is working with landowners on related issues.	
Supplemental information – Working with our communities				
			In PNG, no such activities occur on site, although the joint venture continues to run educational programmes with nearby artisanal miners to maximise their opportunities while minimising the environmental impact.	
Not applicable		Not applicable		
All Harmony operations have closure plans, which are reviewed regularly. Supplemental information – Environmental performance – land management and environmental conservation				
Supplemental information – Corporate governance		Not available	Harmony has a stringent code of ethics, which is rigorously enforced. In line with our zero-tolerance approach, there are several reporting mechanisms and every incident is fully investigated.	
		Not available	Harmony will be able to quantify this once standardised processes are in place.	2014
Supplemental information – Corporate governance			In line with our zero-tolerance approach, there are several reporting mechanisms and every incident is fully investigated.	

STANDARD DISCLOSURES PART III: Performance indicators

Performance indicator	Description	Reported
Social: Society		
Public policy		
SO5	Public policy positions and participation in public policy development and lobbying.	Fully
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully
Anti-competitive behaviour		
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fully
Compliance		
SO8COMM	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully
Social: Product responsibility		
Materials Stewardship		
MM11	Programmes and progress relating to materials stewardship.	Partially
Customer health and safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Partially
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not
Product and service labelling		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Not
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not
Marketing communications		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not
Customer privacy		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not
Compliance		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not

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Cross-reference/direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Supplemental information – Stakeholder engagement				
Supplemental information – Corporate governance				
Supplemental information – Corporate governance. Zero actions				
Supplemental information – Corporate governance. Zero fines				
Supplemental information – Environmental performance		Not applicable	Only certain elements are under Harmony's control.	
Supplemental information – Environmental performance		Not applicable	Only certain elements are under Harmony's control.	
		Not applicable		
		Not applicable		
		Not applicable		
		Not applicable		
		Not applicable		
		Not applicable		
		Not applicable		
		Not applicable		

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M Motloba*^ (deputy chairman)
GP Briggs (chief executive officer)
F Abbott (financial director)
HE Mashego (executive director)
FFT De Buck*^ (lead independent director)
JA Chissano*1^
KV Dicks*^
Dr DS Lushaba*^
KT Nondumo*^
VP Pillay*^
C Markus*^
M Msimang*^
J Wetton*^
AJ Wilkens*

* Non-executive

^ Independent

1 Mozambican

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Euronext, Brussels: HMY
Berlin Stock Exchange: HAM1
Registration number: 1950/038232/06
Incorporated in the Republic of South Africa
ISIN: ZAE 000015228

FORWARD-LOOKING STATEMENTS

Private Securities Litigation Reform Act

Safe Harbour Statement

This report contains "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and 21E of the Securities Exchange Act of 1934, as amended, that are intended to be covered by the safe harbour created by such sections. These statements may be identified by words such as "expects", "looks forward to", "anticipates", "intends", "believes", "seeks", "estimates", "will", "project" or words of similar meaning. All statements other than those of historical facts included in this report are forward-looking statements, including, without limitation, (i) estimates of future earnings, and the sensitivity of earnings to the gold and other metals prices; (ii) estimates of future gold and other metals production and sales, (iii) estimates of future cash costs; (iv) estimates of future cash flows, and the sensitivity of cash flows to the gold and other metals prices; (v) statements regarding future debt repayments; (vi) estimates of future capital expenditures; and (vii) estimates of reserves, and statements regarding future exploration results and the replacement of reserves. Where the Company expresses or implies an expectation or belief as to future events or results, such expectation or belief is expressed in good faith and believed to have a reasonable basis. However, forward-looking statements are subject to risks, uncertainties and other factors, which could cause actual results to differ materially from future results expressed, projected or implied by such forward-looking statements. Such risks include, but are not limited to, gold and other metals price volatility, currency fluctuations, increased production costs and variances in ore grade or recovery rates from those assumed in mining plans, project cost overruns, as well as political, economic and operational risks in the countries in which we operate and governmental regulation and judicial outcomes. For a more detailed discussion of such risks and other factors (such as availability of credit or other sources of financing), see the Company's latest Annual Report on Form 20-F which is on file with the Securities and Exchange Commission, as well as the Company's other SEC filings. The Company does not undertake any obligation to release publicly any revisions to any "forward-looking statement" to reflect events or circumstances after the date of this report, or to reflect the occurrence of unanticipated events, except as may be required under applicable securities laws.



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