

# GRI CONTENT INDEX



The G4 guidelines of the Global Reporting Initiative (GRI) have been adopted as the basis for Harmony's Integrated Annual Report 2018. Harmony has reported in accordance with the "core" option.

SNG Grant Thornton has assured selected sustainability information in this report (see ASSURANCE REPORT on pages 134 to 135 of the Integrated Annual Report 2018).

## GENERAL STANDARD DISCLOSURES

	Section reference	Page	
<b>STRATEGY AND ANALYSIS</b>			
<b>G4-1:</b> Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	CHAIRMAN'S LETTER	14-15	
	CHIEF EXECUTIVE OFFICER'S REVIEW	16-17	
	FINANCIAL DIRECTOR'S REPORT	18-20	
<b>ORGANISATIONAL PROFILE</b>			
<b>G4-3:</b> Report the name of the organisation	THROUGHOUT THE REPORT		
<b>G4-4:</b> Report the primary brands, products and services	KEY FEATURES YEAR-ON-YEAR	Inside Front Cover	
	CORPORATE PROFILE	4-5	
	CREATING VALUE – OUR BUSINESS MODEL	6-7	
	SHARING VALUE	8-9	
	HARMONY – TIMELINE	12-13	
	OUR STRATEGY AND INVESTMENT CASE	22-23	
<b>G4-5:</b> Report the location of the organisation's headquarters	CORPORATE PROFILE	4	
<b>G4-6:</b> Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	ABOUT THIS REPORT	2	
	CORPORATE PROFILE	4-5	
<b>G4-7:</b> Report the nature of ownership and legal form	ABOUT THIS REPORT	2	
	CORPORATE PROFILE	4-5	
	HARMONY – TIMELINE	12-13	
	SHAREHOLDER INFORMATION	139	
<b>G4-8:</b> Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	CORPORATE PROFILE	5	
	CREATING VALUE – OUR BUSINESS MODEL	7	
	MANAGING OUR RISKS AND OPPORTUNITIES	28	
	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	85	
<b>G4-9:</b> Report the scale of the organisation, including:	CORPORATE PROFILE	4-5	
	• Total number of employees	CREATING VALUE – OUR BUSINESS MODEL	6
	• Total number of operations	SHARING VALUE	9
	• Net sales (for private sector organisations) or net revenues (for public sector organisations)	HOW WE PERFORMED – FIVE-YEAR REVIEW	10-11
		CHIEF EXECUTIVE OFFICER'S REVIEW	16
	• Total capitalisation broken down in terms of debt and equity (for private-sector organisations)	FINANCIAL DIRECTOR'S REPORT	18-20
		OUR STRATEGY AND INVESTMENT CASE	22
	• Quantity of products or services provided	OUR SUSTAINABLE DEVELOPMENT FRAMEWORK	43
		EMPLOYEE ENGAGEMENT	55
		OPERATING PERFORMANCE	61-63
		MINERAL RESOURCES AND RESERVES – A SUMMARY	64, 68 and 70

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<b>ORGANISATIONAL PROFILE</b> continued		
<b>G4-10:</b> Report the composition of the workforce, including:	SHARING VALUE	9
	HOW WE PERFORMED – FIVE-YEAR REVIEW	11
• Report the total number of employees by employment contract and gender	EMPLOYEE ENGAGEMENT	55-56
• Report the total number of permanent employees by employment type and gender	OPERATING PERFORMANCE	62
• Report the total workforce by employees and supervised workers and by gender	CORPORATE GOVERNANCE	99-100
• Report the total workforce by region and gender	REMUNERATION REPORT	119-120 and 130
• Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors		
• Report any significant variations in employment numbers		
<b>G4-11:</b> Report the percentage of total employees covered by collective bargaining agreements	OUR BUSINESS CONTEXT	25
	EMPLOYEE ENGAGEMENT	56-57
<b>G4-12:</b> Describe the organisation's supply chain	SOCIO-ECONOMIC DEVELOPMENT	79
<b>G4-13:</b> Report any significant changes during the reporting period regarding the organisation's size, structure, ownership or its supply chain, including:	OUR STRATEGY AND INVESTMENT CASE	2
	SHARING VALUE	9
	HOW WE PERFORMED – FIVE-YEAR REVIEW	11
• Changes in the location of, or changes in, operations, including facility openings, closings and expansions	CHIEF EXECUTIVE OFFICER'S REVIEW	16
• Changes in the share capital structure and other capital formation, maintenance and alteration operations (for private-sector organisations)	MANAGING OUR RISKS AND OPPORTUNITIES	32 and 34
• Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	EMPLOYEE ENGAGEMENT	59
	OPERATING PERFORMANCE	60 and 63
	EXPLORATION AND PROJECTS	72-74
	SOCIO-ECONOMIC DEVELOPMENT	76 and 79-80
	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	89
	DIRECTORS' REPORT	136
	SHAREHOLDER INFORMATION	138-139
<b>G4-14:</b> Report whether and how the precautionary approach or principle is addressed by the organisation	OUR SUSTAINABLE DEVELOPMENT FRAMEWORK	42-43
<b>G4-15:</b> List externally developed economic, environmental and social charters, principles or other initiatives to which the organisation subscribes or which it endorses	CHIEF EXECUTIVE OFFICER'S REVIEW	17
	OUR BUSINESS CONTEXT	25
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	37 and 39
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	40-41
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	REMUNERATION REPORT	119

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<b>ORGANISATIONAL PROFILE</b> continued		
<b>G4-16:</b> List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation:	SAFETY AND HEALTH	52
<ul style="list-style-type: none"> <li>• Holds a position on the governance body</li> <li>• Participates in projects or committees</li> <li>• Provides substantive funding beyond routine membership dues</li> <li>• Views membership as strategic</li> </ul>	MINERAL RESOURCES AND RESERVES – A SUMMARY	65
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
<b>G4-17:</b>	SEE FINANCIAL REPORT 2018 at <a href="http://www.har.co.za">www.har.co.za</a>	
a. List all entities included in the organisation's consolidated financial statements or equivalent documents		
b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report		
<b>G4-18:</b>	ABOUT THIS REPORT	2
a. Explain the process for defining the report content and the aspect boundaries	CREATING VALUE – OUR BUSINESS MODEL	7
b. Explain how the organisation has implemented the reporting principles for defining report content	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	36-38
	AUDIT AND RISK COMMITTEE: CHAIRMAN'S REPORT	115-116
<b>G4-19:</b> List all the material aspects identified in the process for defining report content	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	37-39
<b>G4-20:</b> For each material aspect, report the aspect boundary within the organisation, as follows:	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	37-39
<ul style="list-style-type: none"> <li>• Report whether the aspect is material within the organisation</li> <li>• If the aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> <li>• The list of entities or groups of entities included in G4-17 for which the aspect is not material or</li> <li>• The list of entities or groups of entities included in G4-17 for which the aspect is material</li> </ul> </li> <li>• Report any specific limitation regarding the aspect boundary within the organisation</li> </ul>		
<b>G4-21:</b> For each material aspect, report the aspect boundary outside the organisation, as follows:	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	37-39
<ul style="list-style-type: none"> <li>• Report whether the aspect is material outside of the organisation</li> <li>• If the aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the aspect is material, and describe the geographical location where the aspect is material for the entities identified</li> <li>• Report any specific limitation regarding the aspect boundary outside the organisation</li> </ul>		
<b>G4-22:</b> Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	92
<b>G4-23:</b> Report significant changes from previous reporting periods in the scope and aspect boundaries	ABOUT THIS REPORT	2

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<b>STAKEHOLDER ENGAGEMENT</b>		
<b>G4-24:</b> Provide a list of stakeholder groups engaged by the organisation	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	37
<b>G4-25:</b> Report the basis for identification and selection of stakeholders with whom to engage	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	36-37
<b>G4-26:</b> Report the organisation's approach to stakeholder engagement, including frequency of engagement, by type and by stakeholder group, and an indication of whether any of the engagements were undertaken specifically as part of the report preparation process	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	36-39
<b>G4-27:</b> Report 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, and report the stakeholder groups that raised each of the key topics and concerns	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	36-39
<b>REPORT PROFILE</b>		
<b>G4-28:</b> Reporting period (such as fiscal or calendar year) for information provided	ABOUT THIS REPORT	2
<b>G4-29:</b> Date of most recent previous report	ABOUT THIS REPORT	2
<b>G4-30:</b> Reporting cycle (such as annual or biennial)	ABOUT THIS REPORT	2
<b>G4-31:</b> Provide the contact point for questions regarding the report or its contents	ABOUT THIS REPORT	2
<b>G4-32:</b>	GRI CONTENT INDEX	<a href="http://www.har.co.za">www.har.co.za</a>
a. Report the "in accordance" option the organisation has chosen	ABOUT THIS REPORT	2
b. Report the GRI content index for the chosen option	ASSURANCE REPORT	134-135
c. Report the reference to the external assurance report		
<b>G4-33:</b>	CORPORATE GOVERNANCE	102-103
a. Report the organisation's policy and current practice with regard to seeking external assurance for the report	AUDIT AND RISK COMMITTEE: CHAIRMAN'S REPORT	115-117
	ASSURANCE REPORT	134-135
b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided		
c. Report the relationship between the organisation and the assurance providers		
d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report		
<b>GOVERNANCE</b>		
<b>G4-34:</b> Report the governance structure of the organisation, including committees of the highest governance body, and identify any committees responsible for decision-making on economic, environmental and social impacts	CORPORATE GOVERNANCE	98-114
<b>ETHICS AND INTEGRITY</b>		
<b>G4-56:</b> Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	OUR VALUES	3
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<b>G4-EC1:</b> Direct economic value generated and distributed	CREATING VALUE – OUR BUSINESS MODEL	7
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<b>G4-EC2:</b> Financial implications and other risks and opportunities for the organisation's activities due to climate change	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	82-83, 85, 87, 89 and 91-92
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	41
<b>G4-EC3:</b> Coverage of the organisation's defined benefit plan obligations	HARMONY – TIMELINE	13
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	CORPORATE GOVERNANCE	105-106
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<b>ASPECT: MARKET PRESENCE</b>		
<b>G4-EC5:</b> Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	EMPLOYEE ENGAGEMENT	55-56
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<b>G4-EC6:</b> Proportion of senior management hired from the local community at significant locations of operation	EMPLOYEE ENGAGEMENT	55
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<b>ASPECT: INDIRECT ECONOMIC IMPACTS</b>		
<b>G4-EC7:</b> Development and impact of infrastructure investments and services supported	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	40-41
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	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	40-41
	SOCIO-ECONOMIC DEVELOPMENT	78-81
<b>G4-EC8:</b> Significant indirect economic impacts, including the extent of impacts	OUR VALUES	3
	CREATING VALUE – OUR BUSINESS MODEL	7
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	CHIEF EXECUTIVE OFFICER'S REVIEW	17
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<b>CATEGORY: ENVIRONMENTAL</b>		
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<b>ASPECT: ENERGY</b>		
<b>G4-EN3:</b> Energy consumption within the organisation	OUR BUSINESS CONTEXT	24
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<b>G4-EN8:</b> Total water withdrawal by source	CREATING VALUE – OUR BUSINESS MODEL	6
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<b>G4-EN9:</b> Water sources significantly affected by withdrawal of water	CREATING VALUE – OUR BUSINESS MODEL	6
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<b>G4-EN11:</b> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	CREATING VALUE – OUR BUSINESS MODEL	7
	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	82-83, 85-86 and 95
<b>G4-EN12:</b> Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	CREATING VALUE – OUR BUSINESS MODEL	7
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<b>G4-EN13:</b> Habitats protected or restored	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	84 and 86
<b>G4-EN14:</b> Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	85-86
<b>MM1:</b> Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	CORPORATE PROFILE	5
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<b>MM2:</b> 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	CREATING VALUE – OUR BUSINESS MODEL	7
	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	82-85
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<b>ASPECT: EMISSIONS</b>		
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<b>G4-EN18:</b> GHG emissions intensity	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	91
<b>G4-EN19:</b> Reduction of GHG emissions	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	83, 87, 89 and 91
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<b>G4-EN23:</b> Total weight of waste by type and disposal method	CREATING VALUE – OUR BUSINESS MODEL	7
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<b>G4-EN26:</b> Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	93-94
<b>MM3:</b> Total amounts of overburden, rock, tailings and sludges, and their associated risks	CREATING VALUE – OUR BUSINESS MODEL	6
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	ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP	82-83 and 85
<b>ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
<b>G4-EN32:</b> Percentage of new suppliers that were screened using environmental criteria	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	37 and 39
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<b>G4-EN33:</b> Significant actual and potential negative environmental impacts in the supply chain and actions taken	CORPORATE GOVERNANCE	102
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<b>ASPECT: LABOUR/MANAGEMENT RELATIONS</b>		
<b>MM4:</b> Number of strikes and lock-outs exceeding one week's duration by country	EMPLOYEE ENGAGEMENT	56
<b>ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>		
<b>G4-LA5:</b> 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	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	40
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<b>G4-LA6:</b> Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities by region and by gender	HOW WE PERFORMED – FIVE-YEAR REVIEW	10
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<b>G4-LA14:</b> Percentage of new suppliers that were screened using labour practices criteria	CREATING VALUE – OUR BUSINESS MODEL	7
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