

## GRI SCORECARD

Harmony has adopted an incremental approach to reporting in line with the recommendations of the Global Reporting Initiative. We have also prioritised our reporting according to those indicators which are most significant. This index provides a guideline to the availability of information on the GRI core indicators within our 2006 Sustainable Development Report.

CATEGORY			REPORTED	PAGE NO	
Vision and strategy			↗	3 to 7	
Report scope			↗	Cover	
CE statement			↗	6 to 9	
Governance			↗	11, *105	
Stakeholders			↗	10	
ECONOMIC PERFORMANCE INDICATORS					
CATEGORY	ASPECT	INDICATOR	REPORTED	PAGE NO	
Direct economic impacts	Customers	EC1	Net sales	↗	15
		EC2	Geographic breakdown of markets	x	
	Suppliers	EC3	Materials and services purchased	↗	15
		EC4	Percentage of contracts paid in accordance with agreed terms	x	
	Employees	EC5	Total payroll and benefits	↗	15
	Providers of capital	EC6	Distribution to providers capital	↗	15
		EC7	Increase/decrease in retained earnings	↗	15
	Public sector	EC8	Taxes paid	↗	15
		EC9	Subsidies received	x	
		EC10	Donations made	↗	46
ENVIRONMENTAL PERFORMANCE INDICATORS					
Materials	EN1	EN1	Total materials used other than water	↗	60
		EN2	Percentage of materials used that are wastes external sources.	↗	60
Energy	EN3	EN3	Direct energy use segmented by primary source	↗	61 to 62
		EN4	Indirect energy use	x	
Water	EN5	EN5	Total water use	↗	62
Biodiversity	EN6	EN6	Location and size of land owned, leased, or managed in biodiversity-rich habitats	↗	63
		EN7	Description of the major impacts on biodiversity	↗	63
Emissions, effluents and waste	EN8	EN8	Greenhouse gas emissions	x	
		EN9	Use and emissions of ozone depleting substances	x	
		EN10	Nox, Sox, and other significant air emissions by type	x	
Materials	EN11	EN11	Total amount of waste by type and destination	x	64
		EN12	Significant discharges to water by type	x	64
		EN13	Significant spills of chemicals, oils, and fuels	↗	64
Products and services	EN14	EN14	Significant environmental impacts	↗	55, 64
		EN15	Percentage of the weight of products sold that is reclaimable	↗	5
Compliance	EN16	EN16	Incidents of fines for non-compliance	↗	54

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SOCIAL					
CATEGORY	ASPECT	INDICATOR		REPORTED	PAGE NO
Labour practice	Employment	LA1	Breakdown of workforce	↗	22
		LA2	Net employment creation and average turnover	↗	22 to 23
	Labour/management relations	LA3	Percentage of employees represented by independent trade unions	↗	24
		LA4	Policy and procedures involving information, consultation and negotiation with employees	↗	24
	Health and safety	LA5	Practices on recording and notification of occupational accidents and disease	↗	36
		LA6	Description of formal joint health and safety committees	↗	34
		LA7	Standard injury, lost day and absentee rates and number of worker related fatalities	↗	34 to 35
		LA8	Description of policies or programmes on HIV/AIDS	↗	40 to 45
	Training and education	LA9	Average hours of training per employees	✗	
	Diversity and opportunity	LA10	Description of equal opportunity policies or programmes	↗	31
		LA11	Composition of senior management and corporate governance bodies	↗	11
Human rights	Strategy and management	HR1	Description of policies guidelines corporate structure, and procedures to deal with aspects of human rights	↗	33
		HR2	Evidence of consideration of human rights impacts as part of investment and procurement decisions	✗	
	Non-discrimination	HR4	Description of global policy and procedures/programmes preventing all forms of discrimination	↗	31 to 33
	Freedom of Association	HR5	Description of freedom of association policy	↗	24, 33
	Child labour	HR6	Description of policy excluding labour as defined by the ILO Convention 138	↗	33
	Forced and compulsory labour	HR7	Description of policy to prevent forced and compulsory labour	↗	33
Society	Community	SO1	Description of policies to manage impacts on communities in areas affected by activities	↗	45 to 50
	Bribery and corruption	SO2	Description of the policy, procedures/management systems and compliance mechanisms for organisations and employees addressing bribery and corruption	↗	*131
	Political contributions	SO3	Description of policy/ procedures/ managed systems with regards to political lobbying	↗	17
Product responsibility	Customer health and safety, Products and services, Respect for privacy, advertising	PR01 to PR011	N/A Not deemed applicable		

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## MINING CHARTER

Harmony is committed to complying with all aspects of the Mining Charter. Our approach though is not merely a "tick box" approach, but to make the spirit of the charter part of our culture and part of our brand.

	COMPLIANCE	PAGE NO
<b>1. HUMAN RESOURCES DEVELOPMENT</b>		
Has the company offered every employee the opportunity to be functionally literate and by FY05 and are employees being trained?		30
Has the company implemented career paths for HDSA employees, including skills development plans?		26 to 31
Has the company developed systems through which empowerment groups may be mentored?		30
<b>2. EMPLOYMENT EQUITY</b>		
Has the company published its employment equity plan and reported on its annual progress in meeting the plan?		31 to 32
Has the company established a plan to achieve a target for HDSA participation in management of 40% within five years and is it implementing the plan?		30 to 32
Has the company identified a talent pool and is it fast-tracking it?		30 to 31
Has the company established a plan to achieve the target for the participation of women in mining of 10% within five years and is it implementing it?		32 to 33
<b>3. MIGRANT LABOUR</b>		
Has the company subscribed to government and industry agreements to ensure non-discrimination against foreign migrant labour?		32
<b>4. MINE COMMUNITY AND RURAL DEVELOPMENT</b>		
Has the company co-operated on its own and with the government in formulating and implementing integrated development plans for communities where mining takes place and for major labour-sending areas? Has the company made an effort to engage the local mine community and communities in major labour-sending areas?		25 to 26 43 to 46 48 to 49
<b>5. HOUSING AND LIVING CONDITIONS</b>		
For company-provided housing, has the mine, in consultation with stakeholders, established measures for improving the standard of housing, including the upgrading of hostels, conversion of hostels to family units, and promoted home ownership options for mine employees? Companies will be required to indicate what they have done to improve housing and show a plan to progress the issue over time and is the company implementing the plan.		34
For company-provided nutrition has the mine established measures for improving the nutrition of employees? Companies will be required to indicate what they have done to improve nutrition and show a plan to progress the issue over time and is the company implementing the plan?		34
<b>6. PROCUREMENT</b>		
Has the mining company given HDSA preferred supplier status?		17
Has the company identified current levels of procurement from HDSA companies in terms of capital goods, consumables and services?		17
Has the company indicated a commitment to a progression of procurement from HDSA companies over a 3-5 year time frame in terms of capital goods, consumables and services and to what extent has the commitment been implemented?		17

COMPLIANCE		PAGE NO
<b>7. OWNERSHIP AND JOINT VENTURES</b>		
Has the company achieved HDSA participation in terms of ownership for equity or attributable units of production of 15% in HDSA hands within five years and 26% within ten years?		16
<b>8. BENEFICIATION</b>		
Has the company identified its current level of beneficiation?		17
Has the company established its baseline level of beneficiation and indicated the extent that this will have to be grown in order to qualify for an offset?		17
<b>9. REPORTING</b>		
Has the company reported on an annual basis its progress towards achieving its commitments in its annual reports		1 to 66

## GLOSSARY OF TERMS AND ACRONYMS

ABET	Adult Basic Education and Training, to improve levels of literacy and numeracy from Grades 1 to 9 equivalent
AMF	Asset Management Forum
ART	Anti-Retroviral Therapy
AuTEK	A collaborative South-African based research initiative to find new industrial applications for gold, involving stakeholders AngloGold Ashanti, Gold Fields, Harmony, the Council for Minerals and Technology and Mintek.
AuTEK Biomedical Programme	A collaborative South-African based research initiative to find new biomedical applications for gold, involving stakeholders Harmony and Mintek.
Backfilling	The process of using waste materials produced in the process of mining for support purposes.
BEE	Black Economic Empowerment
Beneficiation	The process of adding value to gold products by transforming gold bullion into fabricated gold products.
Broad-Based Socio-Economic Charter for the Mining Industry	The Mining Charter provides for HDSA empowerment in South African mining industry in accordance with the objectives of the MPRDA.
Capex	Capital expenditure
Conditions of Employment Act (1997)	To give effect to the right to fair labour practices referred to in section 23(1) of the Constitution by establishing and making provision for the regulation of basic conditions of employment; and thereby to comply with the obligations of the Republic as a member state of the International Labour Organisation; and to provide for matters connected therewith
CONOPS	Continuous operations
CREATE	Consortium to Respond Effectively to the AIDS/TB Epidemic
CSI	Corporate Social Investment
CSR	Corporate Social Responsibility
DEAT	Department of Environment and Tourism
DOT	Direct Observed Therapy
DWAF	Department of Water Affairs
DME	Department of Minerals and Energy
EIA	Environmental Impact Assessment
Employment Equity Act (1998)	Applies to all employers and workers and protects workers and job seekers from unfair discrimination, and also provides a framework for implementing affirmative action
EMF	Environmental Management Function (internal drive to improve performance)
EMPRs	Environmental Management Programme Reports (internal drive to improve performance)
EMS	Environmental Management Systems
FIFR	Fatal injury frequency rate
FY06	Financial Year 2006
GEP	Gauteng Enterprise Propeller (internal drive to improve performance)
GRI	Global Reporting Initiative
HAART	Highly active anti-retroviral therapy
HCP	Hearing Conservation Programme
HDSAs	Historically Disadvantaged South Africans

## GLOSSARY OF TERMS AND ACRONYMS (continued)

HIP	Harmony Improvement Process (internal drive to improve performance)
HIV	Human immunodeficiency virus
HOT	Harmony of Tomorrow
HPD	Hearing protection devices
HR	Human Resources
ICVCT	Informed Consented Voluntary Counselling and Testing
ILO	International Labour Organization
ISO	International Standards Organization
ISO 9001	A family of ISO (the International Organization for Standardization) standards for quality management systems.
ISO 14000/14001	Environmental standards issued by the International Standards Organisation
King II	The Second King Report on Corporate Governance
KOSH	Klerksdorp, Orkney, Stilfontein and Hartebeesfontein
Labour Relations Act (1995)	Aims to support labour peace, democracy and worker participation in decision-making in the workplace
LBMA	London Bullion Market Association
Life-of-mine	The number of years that an operation is planning to mine and treat ore, taken from the current mine plan.
LTIFR	Lost time injury frequency rate
LPG	Liquid petroleum gas
MDA	Mines Development Agency
MHS	Mine Health and Safety Act
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
National Nuclear Regulator Act (1999)	To provide for the establishment of a National Nuclear Regulator in order to regulate nuclear activities, for its objects and functions, for the manner in which it is to be managed and for its staff matters; to provide for safety standards and regulatory practices for protection of persons, property and the environment against nuclear damage; and to provide for matters connected therewith.
NGO	Non-governmental organisation
NIHL	Noise induced hearing loss
NQA	National Qualifications Authority
NOF	National Qualification Framework
NUM	National Union of Mineworkers
Occupational Health and Safety Act (2000)	Serves to secure and promote the health, safety and welfare of people at work
PGE	Peer group educator
Post-exposure prophylaxis	Occupational, rape and prevention of mother to child transmission of HIV
Potable water	Drinking water
PPE	Personal protection equipment
PPP	Public private-partnership
PSASA	Project Support Association of South Africa
REAG	Randfontein Environmental Action Group
Rehabilitation	The process of restoring mined land to a condition approximating its original state.
RMA	Rand Mutual Assurance Company
SAEWA	South African Electrical Workers' Association
SAMOD	South African Mines Occupational Disease Database

## GLOSSARY OF TERMS AND ACRONYMS (continued)

SIFE	Students in Free Enterprise
SIMRAC	Safety in mines and research advisory committee
Slimes	The finer fraction of tailings discharged from a processing plant after the valuable minerals have been recovered.
SMME	Small-medium and microenterprises
Solidarity	The largest independent trade union in South Africa
SRI	JSE's Social Responsible Investment Index
STI	Sexually transmitted infections
Tailings	Finely ground rock from which valuable minerals have been extracted by milling.
Tailing dam/slimes dam	Dams or dumps created from tailings or slimes.
TEBA Development	As a not-for-profit (Section 21 Company) non-governmental organisation (NGO) committed to improving living conditions and livelihoods of communities that have provided labour to the mining industry for decades.
TB	Tuberculosis
Triple Bottom Line	Also known as sustainability, refers to how business makes its money. It is about adopting balanced social, environmental and economic performance as a test of corporate success.
UASA	United Association of South Africa
VCT	Voluntary Counselling and Testing
WHO	World Health Organization