



GRI  
STANDARDS  
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30 JUNE 2024

**MINING WITH PURPOSE**

# GRI Standards content index

Harmony has reported in accordance with the GRI Standards for the period from 1 July 2023 to 30 June 2024 using GRI 1: Foundation 2021. We will include disclosure requirements in the GRI Sector Standard for Mining and GRI 304 Biodiversity from 1 January 2026.

RSM South Africa Inc assured selected sustainability information within the **Assurance report** of Harmony's **ESG report**.

GRI Standard	Disclosure	Report, section and page number
<b>GENERAL DISCLOSURE</b>		
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	<b>ESG report</b> About Harmony: 7
	2-2 Entities included in the organisation's sustainability reporting	<b>ESG report</b> About this report: 2  <b>Integrated report</b> Our operations: 14-16
	2-3 Reporting period, frequency and contact point	<b>ESG report</b> Report navigation: 1 About this report: 2
	2-4 Restatements of information	<b>ESG report</b> Leaving a lasting positive legacy: 39 Water use: 67 and 69  <b>ESG data tables:</b> 3, 6, 27, 41, 45, 47, 48 and 57
	2-5 External assurance	<b>ESG report</b> About this report: 3 ESG approach and impact: 15 Governance: 181 Assurance report: 190-193
	2-6 Activities, value chain and other business relationships	<b>ESG report</b> Our business: 5-10 Stakeholder engagement: 27-32 Leaving a lasting positive legacy: 42 Empowering communities: 147, 156, 166 and 167  <b>Integrated report</b> Business model: 30
	2-7 Employees	<b>ESG report</b> Social impact: 96 Caring for our employees: 128-142

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GRI 2: General Disclosures 2021 continued	2-8 Workers who are not employees	<b>ESG report</b> Caring for our employees: 132
	2-9 Governance structure and composition	<b>ESG report</b> Corporate governance: 182 and 183 Board committees: 186-188
	2-10 Nomination and selection of the highest governance body	<b>ESG report</b> Corporate governance: 182 and 183 Board committees: 188
	2-11 Chair of the highest governance body	<b>ESG report</b> Corporate governance: 183  <b>Integrated report</b> Chairman's review: 5 and 6
	2-12 Role of the highest governance body in overseeing the management of impacts	<b>ESG report</b> Leaving a lasting positive legacy: 39 Our approach to social stewardship: 98 Corporate governance: 174, 179 and 182
	2-13 Delegation of responsibility for managing impacts	<b>ESG report</b> Corporate governance: 179 and 182 Board committees: 186
	2-14 Role of the highest governance body in sustainability reporting	<b>ESG report</b> Board committees: 187
	2-15 Conflicts of interest	<b>ESG report</b> Corporate governance: 184
	2-16 Communication of critical concerns	<b>ESG report</b> Corporate governance: 180
	2-17 Collective knowledge of the highest governance body	<b>ESG report</b> Corporate governance: 176
	2-18 Evaluation of the performance of the highest governance body	<b>ESG report</b> Corporate governance: 186
	2-19 Remuneration policies	<b>Remuneration report</b> Remuneration policy: 3-9
	2-20 Process to determine remuneration	<b>Remuneration report</b> Chairperson's report: 1 and 2
	2-21 Annual total compensation ratio	<b>Remuneration report</b> Chairperson's report: 1 Part 2: 10
2-22 Statement on sustainable development strategy	<b>ESG report</b> Sustainable development framework: 12-15	

GRI Standard	Disclosure	Report, section and page number
<b>GRI 2: General Disclosures 2021</b> continued	2-23 Policy commitments	<b>ESG report</b> About this report: 3 Sustainable development framework: 15 Climate change, energy and GHG emissions management: 53 Our approach to social stewardship: 99  The ESG report contains references to policy commitments, which can be found under <b>policies</b> on our website.
	2-24 Embedding policy commitments	<b>ESG report</b> Sustainable development framework: 15 Our approach to social stewardship: 99 Corporate governance: 175 and 177-180
	2-25 Processes to remediate negative impacts	<b>ESG report</b> Sustainable development framework: 14 Contributing to the SDGs: 16 Stakeholder engagement: 27 and 30 Environmental stewardship: 35 Leaving a lasting positive legacy: 38 Our approach to social stewardship: 98 Corporate governance: 178
	2-26 Mechanisms for seeking advice and raising concerns	<b>ESG report</b> Corporate governance: 179 and 180
	2-27 Compliance with laws and regulations	<b>ESG report</b> Leaving a lasting positive legacy: 43-45 Our approach to social stewardship: 99 Corporate governance: 180 Mining charter III – compliance scorecard: 194 and 195
	2-28 Membership associations	<b>ESG report</b> Sustainable development framework: 15  <b>ESG data tables</b> Membership fees: 4
	2-29 Approach to stakeholder engagement	<b>ESG report</b> Stakeholder engagement: 27
	2-30 Collective bargaining agreements	<b>ESG report</b> Stakeholder engagement: 29 Caring for our employees: 137

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<b>MATERIAL TOPICS</b>		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<b>ESG report</b> About this report: 2  <b>Integrated report</b> Material matters: 18
	3-2 List of material topics	<b>ESG report</b> Material matters: 23-26
<b>Economic performance</b>		
<b>GRI 3: Material Topics 2021</b>  <b>GRI 201: Economic Performance 2016</b>	3-3 Management of material topics	<b>ESG report</b> Material matters: 26  <b>Integrated report</b> Our strategy: 22-28 Risks and opportunities: 43-47 Financial director's report: 68-71 Our operating context: 32-38
	201-1 Direct economic value generated and distributed	<b>Integrated report</b> Stakeholder engagement: 40-42  <b>ESG data tables</b> Economic contributions: 2-4
	201-2 Financial implications and other risks and opportunities due to climate change	<b>Climate action and impact report</b> Climate risk time horizons, risks and opportunities for our geographies and assets: 11-14
	201-3 Defined benefit plan obligations and other retirement plans	<b>Financial report</b> Employee benefits (note 33): 87
	201-4 Financial assistance received from government	<b>Integrated report</b> Our strategy: 25
<b>Market presence</b>		
<b>GRI 3: Material Topics 2021</b>  <b>GRI 202: Market Presence 2016</b>	3-3 Management of material topics	<b>ESG report</b> Caring for our employees: 131 Empowering communities: 146
	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	<b>Remuneration report</b> Part 2: 3 and 10
	202-2 Proportion of senior management hired from the local community	<b>ESG report</b> Caring for our employees: 133 and 139 Mining charter III compliance scorecard: 194

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<b>Indirect economic impacts</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Empowering communities: 146
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	<b>ESG report</b> Contributing to the SDGs: 18 Empowering communities: 150, 162 and 163
	203-2 Significant indirect economic impacts	<b>ESG report</b> Empowering communities: 149-166
<b>Procurement practices</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Empowering communities: 146
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	<b>ESG report</b> Group impact: 22 Empowering communities: 156-158 and 166
<b>Anti-corruption</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Material matters: 26 Corporate governance: 176 and 180
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<b>ESG report</b> Corporate governance: 180
	205-2 Communication and training about anti-corruption policies and procedures	<b>ESG report</b> Material matters: 26 Corporate governance: 178 and 182
	205-3 Confirmed incidents of corruption and actions taken	None
<b>Anti-competitive behaviour</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Corporate governance: 181
<b>GRI 206: Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	<b>Reason for omission:</b> Not applicable as there were no cases of anti-competitive behaviour, anti-trust and monopoly practices during the 2024 financial year.

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<b>Tax</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>Financial report</b> Taxation (note 11): 42
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	<b>ESG report</b> Leaving a lasting positive legacy: 43  <b>Financial report</b> Taxation (note 11): 42
	207-2 Tax governance, control and risk management	<b>Financial report</b> Taxation (note 11): 42
	207-3 Stakeholder engagement and management of concerns related to tax	<b>ESG report</b> Stakeholder engagement: 31
	207-4 Country-by-country reporting	<b>ESG data tables</b> Payments to government: 2
<b>Materials</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Tailings and waste management: 76
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	<b>ESG report</b> Tailings and waste management: 76 and 77
	301-2 Recycled input materials used	<b>ESG report</b> Tailings and waste management: 76 and 77
	301-3 Reclaimed products and their packaging materials	<b>ESG report</b> Tailings and waste management: 76 and 77

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<b>Energy</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Climate change, energy and GHG emissions management: 53
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	<b>ESG report</b> Climate change, energy and GHG emissions management: 57  <b>ESG data tables:</b> 21-26
	302-2 Energy consumption outside of the organisation	<b>ESG report</b> Climate change, energy and GHG emissions management: 56  <b>ESG data tables:</b> 21-26
	302-3 Energy intensity	<b>ESG report</b> Climate change, energy and GHG emissions management: 56 and 57  <b>ESG data tables:</b> 21-26
	302-4 Reduction of energy consumption	<b>ESG report</b> Climate change, energy and GHG emissions management: 57-60  <b>ESG data tables:</b> 21-26
	302-5 Reductions in energy requirements of products and services	<b>ESG report</b> Climate change, energy and GHG emissions management: 57-60  <b>ESG data tables:</b> 21-26
<b>Water and effluents</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Water use: 65, 66, 68-71 Tailings and waste management: 74-81
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<b>ESG report</b> Leaving a lasting positive legacy: 38 Water use: 64 and 70
	303-2 Management of water discharge-related impacts	<b>ESG report</b> Leaving a lasting positive legacy: 38, 41 and 43 Water use: 63-65, 68 and 71 Tailings and waste management: 81
	303-3 Water withdrawal	<b>ESG report</b> Water use: 66 and 67
	303-4 Water discharge	<b>ESG report</b> Water use: 67 and 69
	303-5 Water consumption	<b>ESG report</b> Environmental impact: 36 Water use: 66 and 67



GRI Standard	Disclosure	Report, section and page number
<b>Biodiversity</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Tailings and waste management: 72 Biodiversity and conservation: 89
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<b>ESG data tables</b> Biodiversity: 8-15
	304-2 Significant impacts of activities, products and services on biodiversity	<b>ESG report</b> Biodiversity and conservation: 90-93  <b>ESG data tables</b> Biodiversity: 8-15
	304-3 Habitats protected or restored	<b>ESG report</b> Land rehabilitation and management: 48 and 50 Biodiversity and conservation: 90, 92 and 93
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<b>ESG report</b> Biodiversity and conservation: 91
<b>Emissions</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Climate change, energy and GHG emissions management: 59 and 60
<b>GRI 305: Emissions 2016</b>	305-1 Direct (scope 1) GHG emissions	<b>ESG report</b> Climate change, energy and GHG emissions management: 55 and 56  <b>ESG data tables</b> Carbon emissions: 29, 30 and 34
	305-2 Energy indirect (scope 2) GHG emissions	<b>ESG report</b> Climate change, energy and GHG emissions management: 55 and 56  <b>ESG data tables</b> Carbon emissions: 24, 31 and 34
	305-3 Other indirect (scope 3) GHG emissions	<b>ESG data tables</b> Carbon emissions: 24, 32-34
	305-4 GHG emissions intensity	<b>ESG report</b> Climate change, energy and GHG emissions management: 56
	305-5 Reduction of GHG emissions	<b>ESG report</b> Climate change, energy and GHG emissions management: 55 and 56
	305-6 Emissions of ozone-depleting substances (ODS)	None
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	<b>ESG report</b> Air quality: 83 and 84

GRI Standard	Disclosure	Report, section and page number
<b>Waste</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Tailings and waste management: 74-77
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<b>ESG report</b> Tailings and waste management: 77
	306-2 Management of significant waste-related impacts	<b>ESG report</b> Tailings and waste management: 76
	306-3 Waste generated	<b>ESG report</b> Tailings and waste management: 77
	306-4 Waste diverted from disposal	<b>ESG report</b> Tailings and waste management: 77
	306-5 Waste directed to disposal	<b>ESG report</b> Tailings and waste management: 77
<b>Supplier environmental assessment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Leaving a lasting positive legacy: 42
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<b>ESG report</b> Leaving a lasting positive legacy: 42
	308-2 Negative environmental impacts in the supply chain and actions taken	<b>ESG report</b> Leaving a lasting positive legacy: 42  <b>Climate action and impact report</b> Materiality of physical climate risks: 13
<b>Employment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Caring for our employees: 131
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<b>ESG report</b> Caring for our employees: 133 and 139
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>ESG report</b> Caring for our employees: 131
	401-3 Parental leave	<b>ESG report</b> Caring for our employees: 137

GRI Standard	Disclosure	Report, section and page number
<b>Labour/management relations</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Our approach to social stewardship: 98 Caring for our employees: 137
<b>GRI 402: Labour/ Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	<b>ESG report</b> Caring for our employees: 137
<b>Occupational health and safety</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Our approach to social stewardship: 98
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<b>ESG report</b> Our approach to social stewardship: 98 Safety: 101 Health and wellness: 116 and 117
	403-2 Hazard identification, risk assessment and incident investigation	<b>ESG report</b> Safety: 103-106, 111 and 114
	403-3 Occupational health services	<b>ESG report</b> Health and wellness: 119, 122 and 126
	403-4 Worker participation, consultation, and communication on occupational health and safety	<b>ESG report</b> Safety: 101 and 116
	403-5 Worker training on occupational health and safety	<b>ESG report</b> Safety: 101, 104-106 and 111-113 Health and wellness: 115-118 and 125-126
	403-6 Promotion of worker health	<b>ESG report</b> Health and wellness: 116 and 117
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<b>ESG report</b> Safety: 110 Health and wellness: 124-126
	403-8 Workers covered by an occupational health and safety management system	<b>ESG report</b> Safety: 103 Health and wellness: 118, 125
	403-9 Work-related injuries	<b>ESG report</b> Measuring our performance: 21 Social impact: 96 Safety: 102, 107, 112 and 114
	403-10 Work-related ill health	<b>ESG report</b> Health and wellness: 119-122

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<b>Training and education</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Caring for our employees: 131, 134, 141, 142
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<b>ESG report</b> Caring for our employees: 134 and 142
	404-2 Programmes for upgrading employee skills and transition assistance programmes	<b>ESG report</b> Caring for our employees: 135, 136 and 141
	404-3 Percentage of employees receiving regular performance and career development reviews	<b>ESG report</b> Caring for our employees: 134 and 141
<b>Diversity and equal opportunity</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Caring for our employees: 131, 133, 140, 142
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<b>ESG report</b> Caring for our employees: 131, 133, 140, 142 Corporate governance: 176
	405-2 Ratio of basic salary and remuneration of women to men	<b>Remuneration report</b> Part 1: 3
<b>Non-discrimination</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Caring for our employees: 131
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	None
<b>Freedom of association and collective bargaining</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Caring for our employees: 131
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
<b>Child labour</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Our approach to social stewardship: 99
<b>GRI 408: Child Labour 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labour	None
<b>Forced or compulsory labour</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Our approach to social stewardship: 99
<b>GRI 409: Forced or Compulsory Labour 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	None

GRI Standard	Disclosure	Report, section and page number
<b>Security practices</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Our approach to social stewardship: 99 Illegal mining: 170
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	<b>ESG report</b> Our approach to social stewardship: 99
<b>Rights of indigenous peoples</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Empowering communities: 168
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	None
<b>Local communities</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Empowering communities: 146
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments and development programmes	<b>ESG report</b> Empowering communities: 146
	413-2 Operations with significant actual and potential negative impacts on local communities	<b>ESG data tables</b> Grievances: 54
<b>Supplier social assessment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Empowering communities: 156, 159, 166 and 167
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<b>ESG report</b> Empowering communities: 156, 159, 166 and 167
	414-2 Negative social impacts in the supply chain and actions taken	<b>ESG data tables</b> Grievances: 54
<b>Public policy</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>ESG report</b> Stakeholder engagement: 31 Corporate governance: 179
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<b>ESG data tables</b> Governance: 57

