

Reporting in line with GRI 2009



Harmony is supportive of the Global Reporting Initiative's (GRI) G3 reporting guidelines and has provided an index below of compliance with the guidelines and the core performance indicators. To assist the reader, indicators reported on are also indicated at the top of the pages on which the issue is reported.

Harmony has engaged external auditors PwC to assure certain key parameters and the group's compliance with its stated application level.

Harmony has self-declared a B+ level of reporting.

Profile

Strategy and analysis

1.1	p7-9
1.2	p12-17

Organisational profile

2.1	p4-5	2.6	p4-5
2.2	p4-5	2.7	p4-5
2.3	p4-5	2.8	p4-5
2.4	p4-5	2.9	Inside front cover (IFC)
2.5	p4-5	2.10	p8

Report parameters

Report profile

3.1	IFC	3.3	IFC
3.2	IFC	3.4	IFC

Report scope and boundary

3.5	IFC, p12	3.9	Throughout the report
3.6	IFC	3.10	Throughout the report
3.7	IFC	3.11	IFC
3.8	IFC		

GRI content index

3.12	p83-85
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Assurance

3.13	p10
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Governance, commitments and engagement

Governance

4.1	p23, Annual Report p166-175	4.6	p24
4.2	p23, Annual Report p166-175	4.7	Annual Report p151-152, Board and committee charters at http://www.harmony.co.za/cg/cg_i.asp
4.3	p23, Annual Report p166-175	4.8	p2-3
4.4	p25	4.9	p23
4.5	p23	4.10	p24

Commitments to external initiatives

4.11	p24, 25	4.13	p25
4.12	p25		

Stakeholder engagement

4.14	IFC, and throughout the report	4.16	IFC, and throughout the report
4.15	IFC, and throughout the report	4.17	p12, 17, throughout the report

Management approach and performance indicators

Economic performance

Management approach	p19
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Reporting in line with GRI cont.

Core indicators		Additional indicators	
Economic performance			
EC1	p21		
EC2	p75-76		
EC3 ⁽¹⁾	p51		
EC4	P21		
Market presence			
EC6	p22-23, p26	EC5 ⁽²⁾	p52
EC7	p52-55		
Indirect economic impacts			
EC8	p64-67	EC9	Not reported
Environmental performance			
Management approach p70-80			
Materials			
EN1	p77-79		
EN2	p77		
Energy			
EN3	p73, p80		
EN4	p73, p80	EN5 EN6 EN7	p74 Not applicable p74
Water			
EN8	p76, 79-80	EN9 EN10	p76, 79-80 p76
Biodiversity			
EN11	p77, 80		
EN12	p77, 80	EN13 EN14 EN15	Not reported p77, 80 p77, 80
Emissions, effluents and waste			
EN16	p76, 80		
EN17	Not reported	EN18	p74, 75
EN19	Not reported		
EN20	p76 ⁽³⁾		
EN21	Not reported		
EN22	p79 ⁽⁴⁾		
EN23	p72 ⁽⁵⁾	EN24 EN25	Not applicable Not reported
Products and services			
EN26	Not reported		
EN27	Not applicable ⁽⁶⁾		
Compliance			
EN28	p73		
Transport			
		EN29	Not reported
Overall			
		EN30	Not reported
Social performance			
Labour practices and decent work			
Management approach p48-59			
Employment			
LA1	p49-50		
LA2	p50 ⁽⁷⁾	LA3	p51
Labour/management relations			
LA4	p51		
LA5	p52		
Occupational health and safety			
LA7	p31-42	LA6	p34
LA8	p45-47	LA9	p31

(1) Harmony's obligations have not been quantified.

(2) Ratios are not meaningful and no minimum wages exist in our sectors.

(3) Zero

(4) Information not yet available for the MMJV as operations in a start-up phase.

(5) Volumes not available.

(6) Applicable to the gold mining industry as a whole.

(7) Turnover by age is not available.

Core indicators		Additional indicators	
Training and education			
LA10	p57*	LA11 LA12	p58 Not reported
Diversity and opportunity			
LA13	p52-56		
LA14	p56		
Human Rights			
Management approach	p48-59		
Investment and procurement practices			
HR1	Not reported		
HR2	Not reported	HR3	Not reported
Non-discrimination			
HR4	p56		
Freedom of association and collective bargaining			
HR5	p51-52		
Child labour			
HR6	p57		
Forced and compulsory labour			
HR7	p57		
Security practices			
		HR8	Not reported
Indigenous rights			
		HR9	Not reported
Society			
Management approach	p61-67		
Community			
SO1	p61-67		
Corruption			
SO2	p24		
SO3	Not reported		
SO4	p24		
Public policy			
SO5	p24	SO6	p24
Anti-competitive behaviour			
		SO7	p25
Compliance			
SO8	p25		
Product responsibility			
Management approach			
Customer health and safety			
PR1	Not applicable	PR2	p69
Products and services			
PR3	p69	PR4 PR5	p69 p69
Marketing communication			
PR6	p69	PR7	p69
Customer privacy			
		PR8	p69
Compliance			
PR9	p69		

* Harmony collates information on the number of employees trained and training expenditure, not hours of training.