

GRI CONTENT INDEX

The G4 guidelines of the Global Reporting Initiative (GRI) have been adopted as the basis for Harmony's Integrated Annual Report 2016. Harmony has reported in accordance with the "core" option.

SizweNtsalubaGobodo Inc has assured selected sustainability information in this report (see ASSURANCE REPORT on pages 124 to 125 of the Integrated Annual Report 2017).

GENERAL STANDARD DISCLOSURES

	Section reference	Page	
STRATEGY AND ANALYSIS			
G4-1: 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	12-13	
	CHIEF EXECUTIVE OFFICER'S REVIEW	14-15	
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	20-23	
ORGANISATIONAL PROFILE			
G4-3: Report the name of the organisation	Throughout the report		
G4-4: Report the primary brands, products and services	CORPORATE PROFILE	4-5	
G4-5: Report the location of the organisation's headquarters	CORPORATE PROFILE	4	
G4-6: 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	CORPORATE PROFILE	4-5	
G4-7: Report the nature of ownership and legal form	CORPORATE PROFILE	4	
	SHAREHOLDER INFORMATION	128-130	
G4-8: Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	CORPORATE PROFILE	5	
	OUR BUSINESS CONTEXT	31	
G4-9: Report the scale of the organisation, including:	KEY FEATURES YEAR-ON-YEAR	IFC	
	• Total number of employees	CORPORATE PROFILE	4-5
	• Total number of operations	VALUE CREATION	8
	• Net sales (for private sector organisations) or net revenues (for public sector organisations)	HOW WE PERFORMED	10-11
	• Total capitalisation broken down in terms of debt and equity (for private-sector organisations)	FINANCIAL DIRECTOR'S REPORT	16-19
	• Quantity of products or services provided	EMPLOYEES AND COMMUNITIES	52
G4-10: Report the composition of the workforce, including:	CORPORATE PROFILE	5	
	• Report the total number of employees by employment contract and gender	VALUE CREATION	9
	• Report the total number of permanent employees by employment type and gender	HOW WE PERFORMED	11
	• Report the total workforce by employees and supervised workers and by gender	EMPLOYEES AND COMMUNITIES	52-53
	• Report the total workforce by region and gender		
	• 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		

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G4-11: Report the percentage of total employees covered by collective bargaining agreements	OUR BUSINESS CONTEXT	31
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	REMUNERATION REPORT	115
G4-12: Describe the organisation's supply chain	VALUE CREATION	8
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	21
	OUR BUSINESS CONTEXT	30-31
	EMPLOYEES AND COMMUNITIES	56 and 60-61
	ENVIRONMENTAL PERFORMANCE	72
	MINING CHARTER COMPLIANCE SCORECARD	78
G4-13: Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance and alteration operations (for private-sector organisations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	VALUE CREATION	8
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	CHIEF EXECUTIVE OFFICER'S REVIEW	14-15
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	OPERATIONAL PERFORMANCE	80-83
	EXPLORATION AND PROJECTS	84-90
	REMUNERATION REPORT	109-110
	DIRECTORS' REPORT	126
	SHAREHOLDER INFORMATION	128-129
G4-14: Report whether and how the precautionary approach or principle is addressed by the organisation	ENVIRONMENTAL PERFORMANCE	62-63
G4-15: List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	ABOUT THIS REPORT	3
	CHIEF EXECUTIVE OFFICER'S REVIEW	15
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	20-23
	OUR BUSINESS CONTEXT	31
	MANAGING OUR RISKS AND OPPORTUNITIES	35
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	41
	SAFETY AND HEALTH	47-48
	EMPLOYEES AND COMMUNITIES	51-52, 56-57 and 60-61
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	DIRECTORS' REPORT	126

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ORGANISATIONAL PROFILE continued		
G4-16: List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic 	CHIEF EXECUTIVE OFFICER'S REVIEW	15
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IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17: 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	CORPORATE PROFILE	4
	OPERATIONAL PERFORMANCE	80-83
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	EMPLOYEES AND COMMUNITIES	51 and 53
	ENVIRONMENTAL PERFORMANCE	62
	OPERATIONAL PERFORMANCE	80
	CORPORATE GOVERNANCE	99, 103 and 106
	AUDIT AND RISK COMMITTEE: CHAIRMAN'S REPORT	120-121
G4-18: a. Explain the process for defining the report content and the aspect boundaries b. Explain how the organisation has implemented the reporting principles for defining report content	ABOUT THIS REPORT	2-3
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	40-41
G4-19: List all the material aspects identified in the process for defining report content	ABOUT THIS REPORT	2-3
	CORPORATE PROFILE	6
	OUR BUSINESS CONTEXT	30-31
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IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES continued		
G4-20: For each material aspect, report the aspect boundary within the organisation, as follows:	ABOUT THIS REPORT	2-3
<ul style="list-style-type: none"> Report whether the aspect is material within the organisation 	CORPORATE PROFILE	6
	OUR BUSINESS CONTEXT	30-31
<ul style="list-style-type: none"> 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"> The list of entities or groups of entities included in G4-17 for which the aspect is not material or The list of entities or groups of entities included in G4-17 for which the aspect is material 	MANAGING OUR RISKS AND OPPORTUNITIES	32 and 34
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	39-41
	SAFETY AND HEALTH	42
	EMPLOYEES AND COMMUNITIES	51 and 53
	ENVIRONMENTAL PERFORMANCE	62
<ul style="list-style-type: none"> Report any specific limitation regarding the aspect boundary within the organisation 	OPERATIONAL PERFORMANCE	80
	CORPORATE GOVERNANCE	99, 103 and 106
	AUDIT AND RISK COMMITTEE: CHAIRMAN'S REPORT	120-121
G4-21: For each material aspect, report the aspect boundary outside the organisation, as follows:	ABOUT THIS REPORT	2-3
<ul style="list-style-type: none"> Report whether the aspect is material outside of the organisation 	CORPORATE PROFILE	6
	OUR BUSINESS CONTEXT	30-31
<ul style="list-style-type: none"> 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 	MANAGING OUR RISKS AND OPPORTUNITIES	32 and 34
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	39-41
	SAFETY AND HEALTH	42
	EMPLOYEES AND COMMUNITIES	51 and 53
<ul style="list-style-type: none"> Report any specific limitation regarding the aspect boundary outside the organisation 	ENVIRONMENTAL PERFORMANCE	62
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	CORPORATE GOVERNANCE	99, 103 and 106
	AUDIT AND RISK COMMITTEE: CHAIRMAN'S REPORT	120-121
G4-22: Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	ABOUT THIS REPORT	2
	HOW WE PERFORMED	11
	FINANCIAL DIRECTOR'S REPORT	18
	ENVIRONMENTAL PERFORMANCE	64 and 75
	REMUNERATION REPORT	117
G4-23: Report significant changes from previous reporting periods in the scope and aspect boundaries	ABOUT THIS REPORT	2-3
	OUR BUSINESS CONTEXT	30-31
	MANAGING OUR RISKS AND OPPORTUNITIES	32-38
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	39-41
STAKEHOLDER ENGAGEMENT		
G4-24: Provide a list of stakeholder groups engaged by the organisation	OUR BUSINESS CONTEXT	30-31
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	39-41
G4-25: Report the basis for identification and selection of stakeholders with whom to engage	OUR BUSINESS CONTEXT	30-31
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	39-41
G4-26: 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	OUR BUSINESS CONTEXT	30-31
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	39-41

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STAKEHOLDER ENGAGEMENT continued		
G4-27: 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	OUR BUSINESS CONTEXT	30-31
	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	39-41
REPORT PROFILE		
G4-28: Reporting period (such as fiscal or calendar year) for information provided	ABOUT THIS REPORT	2
	AUDIT AND RISK COMMITTEE: CHAIRMAN'S REPORT	120-122
	DIRECTORS' REPORT	127
G4-29: Date of most recent previous report	HARMONY GOLD MINING COMPANY LIMITED INTEGRATED ANNUAL REPORT 2016	http://www.har.co.za/16/
G4-30: Reporting cycle (such as annual or biennial)	Throughout the report	
G4-31: Provide the contact point for questions regarding the report or its contents	ABOUT THIS REPORT	3
G4-32:	GRI CONTENT INDEX	■ ■
a. Report the "in accordance" option the organisation has chosen	ABOUT THIS REPORT	3
	HOW WE PERFORMED	11
b. Report the GRI content index for the chosen option	CORPORATE GOVERNANCE	103
c. Report the reference to the external assurance report	ASSURANCE REPORT	124-125
G4-33:	ABOUT THIS REPORT	3
a. Report the organisation's policy and current practice with regard to seeking external assurance for the report	HOW WE PERFORMED	11
	MANAGING OUR RISKS AND OPPORTUNITIES	32
b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided	CORPORATE GOVERNANCE	102-103
	AUDIT AND RISK COMMITTEE: CHAIRMAN'S REPORT	120-121 and 123
c. Report the relationship between the organisation and the assurance providers	ASSURANCE REPORT	124-125
d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report		
GOVERNANCE		
G4-34: 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 PROFILE	6
	SOCIAL AND ETHICS COMMITTEE:	
	CHAIRMAN'S REPORT	20-23
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G4-56: Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	ABOUT THIS REPORT	3
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	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	20 and 22-23
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CATEGORY: ECONOMIC		
ASPECT: ECONOMIC PERFORMANCE		
G4-EC1: Direct economic value generated and distributed	KEY FEATURES YEAR-ON-YEAR	IFC
	CORPORATE PROFILE	5
	VALUE CREATION	7-9
	HOW WE PERFORMED	10-11
	FINANCIAL DIRECTOR'S REPORT	16-19
	OUR STRATEGY	29
	EMPLOYEES AND COMMUNITIES	51-61
	OPERATIONAL PERFORMANCE	80-83
	MINERAL RESOURCES AND RESERVES – SUMMARY	91-97
	G4-EC2: Financial implications and other risks and opportunities for the organisation's activities due to climate change	HOW WE PERFORMED
SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT		22
ENVIRONMENTAL PERFORMANCE		62, 67-68 and 71-72
G4-EC3: Coverage of the organisation's defined benefit plan obligations	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	21
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	EMPLOYEES AND COMMUNITIES	52-53, 55-57 and 60
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G4-EC5: Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	EMPLOYEES AND COMMUNITIES	52-53	
	REMUNERATION REPORT	109	
G4-EC6: Proportion of senior management hired from the local community at significant locations of operation	EMPLOYEES AND COMMUNITIES	52	
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ASPECT: INDIRECT ECONOMIC IMPACTS			
G4-EC7: Development and impact of infrastructure investments and services supported	VALUE CREATION	8	
	HOW WE PERFORMED	11	
	CHIEF EXECUTIVE OFFICER'S REVIEW	15	
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	G4-EC8: Significant indirect economic impacts, including the extent of impacts	VALUE CREATION	8
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ASPECT: PROCUREMENT PRACTICES			
G4-EC9: Proportion of spending on local suppliers at significant locations of operation		VALUE CREATION	8
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G4-EN2: Percentage of materials used that are recycled input materials	ENVIRONMENTAL PERFORMANCE	75
ASPECT: ENERGY		
G4-EN3: Energy consumption within the organisation	VALUE CREATION	8
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	ENVIRONMENTAL PERFORMANCE	67
G4-EN6: Reduction of energy consumption	ENVIRONMENTAL PERFORMANCE	62 and 67-70
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ASPECT: WATER		
G4-EN8: Total water withdrawal by source	HOW WE PERFORMED	11
	ENVIRONMENTAL PERFORMANCE	73
G4-EN9: Water sources significantly affected by withdrawal of water	ENVIRONMENTAL PERFORMANCE	73-75
G4-EN10: Percentage and total volume of water recycled and reused	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	22
	OUR BUSINESS CONTEXT	30
	ENVIRONMENTAL PERFORMANCE	62 and 73-74
ASPECT: BIODIVERSITY		
G4-EN12: Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	ENVIRONMENTAL PERFORMANCE	62-63 and 66
G4-EN14: 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 PERFORMANCE	66
MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	CORPORATE PROFILE	5
	HOW WE PERFORMED	11
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	22
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	ENVIRONMENTAL PERFORMANCE	64-67 and 76
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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	MINERAL RESOURCES AND RESERVES – SUMMARY	92
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G4-EN18: GHG emissions intensity	ENVIRONMENTAL PERFORMANCE	71-72
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G4-EN22: Total water discharge by quality and destination	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	22
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G4-EN23: Total weight of waste by type and disposal method	HOW WE PERFORMED	11
	ENVIRONMENTAL PERFORMANCE	76-77
G4-EN24: Total number and volume of significant spills	ENVIRONMENTAL PERFORMANCE	62 and 64
G4-EN26: Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and run-off	ENVIRONMENTAL PERFORMANCE	62 and 64
MM3: Total amounts of overburden, rock, tailings and sludges, and their associated risks	ENVIRONMENTAL PERFORMANCE	75-77
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ASPECT: COMPLIANCE		
G4-EN29: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	N/A	
ASPECT: OVERALL		
G4-EN31: Total environmental protection expenditures and investments by type	HOW WE PERFORMED	11
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	22
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	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	39 and 41
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G4-EN33: Significant actual and potential negative environmental impacts in the supply chain and actions taken	ENVIRONMENTAL PERFORMANCE	65, 72 and 75-76
ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS		
G4-EN34: Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	ENVIRONMENTAL PERFORMANCE	64, 74 and 76
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CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK		
ASPECT: EMPLOYMENT		
G4-LA1: Total number and rates of new employee hires, and employee turnover by age group, gender and region	HOW WE PERFORMED	11
	EMPLOYEES AND COMMUNITIES	52-53
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G4-LA2: Benefits provided to full-time employees that are not provided to temporary or part-time employees by significant locations of operation	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	41
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ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
G4-LA5: 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	22
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G4-LA6: 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	VALUE CREATION	7
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	G4-LA7: Workers with high incidence or high risk of diseases related to their occupation	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT
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ASPECT: OCCUPATIONAL HEALTH AND SAFETY continued		
G4-LA8: Health and safety topics covered in formal agreements with trade unions	STAKEHOLDER ENGAGEMENT AND OUR MATERIAL ISSUES	40
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ASPECT: TRAINING AND EDUCATION		
G4-LA9: Average hours of training per year per employee by gender, and by employee category	EMPLOYEES AND COMMUNITIES	51-55
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