

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 148 to 150 of the Integrated Annual Report 2016 which is available at www.har.co.za).

GENERAL STANDARD DISCLOSURES		
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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	10-11
	CHIEF EXECUTIVE OFFICER'S REVIEW	12-14
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	19-21
ORGANISATIONAL PROFILE		
G4-3: Report the name of the organisation		Throughout the report
G4-4: Report the primary brands, products, and services	WHO WE ARE	3-5
G4-5: Report the location of the organisation's headquarters	WHO WE ARE	3-5
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	WHO WE ARE	3-5
G4-7: Report the nature of ownership and legal form	WHO WE ARE	3-5
	SHAREHOLDER INFORMATION	153-154
G4-8: Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	WHO WE ARE	3-5
G4-9: Report the scale of the organisation, including:	WHO WE ARE	4-5

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	Section reference	Page
<ul style="list-style-type: none"> Total number of employees Total number of operations Net sales (for private sector organisations) or net revenues (for public sector organisations) Total capitalisation broken down in terms of debt and equity (for private-sector organisations) Quantity of products or services provided 	HOW WE PERFORMED	6-7
	HOW WE CREATE VALUE	8
	FINANCIAL DIRECTOR'S REPORT	15-18
	EMPLOYEES AND COMMUNITIES	49
G4-10: Report the composition of the workforce, including: <ul style="list-style-type: none"> Report the total number of employees by employment contract and gender Report the total number of permanent employees by employment type and gender Report the total workforce by employees and supervised workers and by gender 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 	WHO WE ARE	5
	HOW WE PERFORMED	7
	EMPLOYEES AND COMMUNITIES	49, 53, 57
	MINING CHARTER COMPLIANCE SCORECARD	74
	CORPORATE GOVERNANCE	127

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G4-11: Report the percentage of total employees covered by collective bargaining agreements	EMPLOYEES AND COMMUNITIES	49-50
G4-12: Describe the organisation's supply chain	EMPLOYEES AND COMMUNITIES	57
	ENVIRONMENTAL PERFORMANCE	67
	MINING CHARTER COMPLIANCE SCORECARD	74
	CORPORATE GOVERNANCE	133
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 	ABOUT THIS REPORT	2
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	OPERATIONAL PERFORMANCE	78, 95
	DIRECTORS' REPORT	151-152
	FINANCIAL REPORT 2016	www.har.co.za
	SHAREHOLDER INFORMATION	153
G4-14: Report whether and how the precautionary approach or principle is addressed by the organisation	ABOUT THIS REPORT	2
	MANAGING OUR RISKS AND OPPORTUNITIES	29-34
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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	2
	CHAIRMAN'S LETTER	11
	CHIEF EXECUTIVE OFFICER'S REVIEW	14
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	19-21
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	EMPLOYEES AND COMMUNITIES	48-49, 53, 55-57
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	AUDIT AND RISK COMMITTEE: CHAIRMAN'S REPORT	146
	DIRECTORS' REPORT	151

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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 	CHAIRMAN'S LETTER	11
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IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17: <ol style="list-style-type: none"> List all entities included in the organisation's consolidated financial statements or equivalent documents Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report 	WHO WE ARE	3-5
	FINANCIAL REPORT 2016	www.har.co.za
G4-18: <ol style="list-style-type: none"> Explain the process for defining the report content and the aspect boundaries Explain how the organisation has implemented the reporting 	ABOUT THIS REPORT	2

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principles for defining report content		
G4-19: List all the material aspects identified in the process for defining report content	OUR BUSINESS CONTEXT	28
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	EMPLOYEES AND COMMUNITIES	48
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G4-20: For each material aspect, report the aspect boundary within the organisation, as follows: <ul style="list-style-type: none"> Report whether the aspect is material within the organisation 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 Report any specific limitation regarding the aspect boundary within the organisation 	MANAGING OUR RISKS AND OPPORTUNITIES	29-34
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	EMPLOYEES AND COMMUNITIES	48
	ENVIRONMENTAL PERFORMANCE	58
G4-21: For each material aspect, report the aspect boundary outside the organisation, as follows: <ul style="list-style-type: none"> Report whether the aspect is material outside of the organisation 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	29-34
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<ul style="list-style-type: none"> Report any specific limitation regarding the aspect boundary outside the organisation 		
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	7
	ENVIRONMENTAL PERFORMANCE	71
G4-23: Report significant changes from previous reporting periods in the scope and aspect boundaries	ABOUT THIS REPORT	2

STAKEHOLDER ENGAGEMENT

G4-24: Provide a list of stakeholder groups engaged by the organisation	MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT	35-37
G4-25: Report the basis for identification and selection of stakeholders with whom to engage	MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT	35-37
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	MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT	35-37
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	MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT	35-37

REPORT PROFILE

G4-28: Reporting period (such as fiscal or calendar year) for information provided	ABOUT THIS REPORT	2
G4-29: Date of most recent previous report	ABOUT THIS REPORT	2
G4-30: Reporting cycle (such as annual, biennial)	ABOUT THIS REPORT	2
	ABOUT THIS REPORT	2

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G4-31: Provide the contact point for questions regarding the report or its contents	DIRECTORATE AND ADMINISTRATION	IBC
G4-32: a. Report the “in accordance” option the organisation has chosen b. Report the GRI content index for the chosen option c. Report the reference to the external assurance report	GRI CONTENT INDEX	www.har.co.za
	ASSURANCE REPORT	148-150
G4-33: a. Report the organisation’s policy and current practice with regard to seeking external assurance for the report 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	ABOUT THIS REPORT	2
	AUDIT AND RISK COMMITTEE: CHAIRMAN’S REPORT	146-147
	ASSURANCE REPORT	148-150

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 GOVERNANCE	126-133
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ETHICS AND INTEGRITY

G4-56: Describe the organisation’s values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN’S REPORT	21
	CORPORATE GOVERNANCE	126-133

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CATEGORY: ECONOMIC		
ASPECT: ECONOMIC PERFORMANCE		
G4-EC1: Direct economic value generated and distributed	KEY FEATURES YEAR-ON-YEAR	IFC
	WHO WE ARE	4
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	CHAIRMAN'S LETTER	10-11
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	OPERATIONAL PERFORMANCE	76-105
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G4-EC2: Financial implications and other risks and opportunities for the organisation's activities due to climate change	ENVIRONMENTAL PERFORMANCE	58-73
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G4-EC3: Coverage of the organisation's defined benefit plan obligations	EMPLOYEES AND COMMUNITIES	49, 51
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ASPECT: MARKET PRESENCE		
G4-EC5: Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	HOW WE CREATE VALUE	9
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G4-EC6: Proportion of senior management hired from the local community at significant locations of operation	EMPLOYEES AND COMMUNITIES	48-49, 53-54
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ASPECT: INDIRECT ECONOMIC IMPACTS		
G4-EC7: Development and impact of infrastructure investments and services supported	HOW WE PERFORMED	7
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G4-EC8: Significant indirect economic impacts, including the extent of impacts	CHAIRMAN'S LETTER	11
	OUR BUSINESS CONTEXT	27-28
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G4-EC9: Proportion of spending on local suppliers at significant locations of operation	HOW WE PERFORMED	7
	EMPLOYEES AND COMMUNITIES	48, 57
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ASPECT: MATERIALS		
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G4-EN2: Percentage of materials used that are recycled input materials	ENVIRONMENTAL PERFORMANCE	71-73
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G4-EN3: Energy consumption within the organisation	HOW WE PERFORMED	7
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G4-EN4: Energy consumption outside of the organisation	OUR BUSINESS CONTEXT	27
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	MANAGING OUR RISKS AND OPPORTUNITIES	33
	ENVIRONMENTAL PERFORMANCE	58-66, 72-73
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G4-EN8: Total water withdrawal by source	WHO WE ARE	5
	HOW WE PERFORMED	7
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G4-EN9: Water sources significantly affected by withdrawal of water	WHO WE ARE	5
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G4-EN10: Percentage and total volume of water recycled and reused	WHO WE ARE	5
	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	20
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G4-EN12: Description of significant impacts of activities, products and services on biodiversity in protected	MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT	36

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areas and areas of high biodiversity value outside protected areas	ENVIRONMENTAL PERFORMANCE	58-59, 62, 73
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	62
MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	HOW WE PERFORMED	7
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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	HOW WE PERFORMED	7
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G4-EN16: Energy indirect GHG emissions (Scope 2)	HOW WE PERFORMED	7
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G4-EN17: Other indirect GHG emissions (Scope 3)	HOW WE PERFORMED	7
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G4-EN22: Total water discharge by quality and destination	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	20
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G4-EN23: Total weight of waste by type and disposal method	HOW WE PERFORMED	7
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	OPERATIONAL PERFORMANCE	80, 82, 84, 86, 88, 90, 92, 94, 96, 98, 100, 102, 104
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	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	20
	ENVIRONMENTAL PERFORMANCE	58-59, 68-73
MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks	ENVIRONMENTAL PERFORMANCE	59-60, 69-72
	OPERATIONAL PERFORMANCE	76, 99-101
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G4-EN29: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	ENVIRONMENTAL PERFORMANCE	59, 73
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G4-EN31: Total environmental protection expenditures and investments by type	HOW WE PERFORMED	7
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G4-EN34: Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	ENVIRONMENTAL PERFORMANCE	59, 67
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ASPECT: EMPLOYMENT		
G4-LA1: Total number and rates of new employee hires and employee turnover by age group, gender, and region	EMPLOYEES AND COMMUNITIES	48-49, 53-54
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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	OUR BUSINESS CONTEXT	28
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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	SOCIAL AND ETHICS COMMITTEE: CHAIRMAN'S REPORT	20

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G4-LA7: Workers with high incidence or high risk of diseases related to their occupation	HOW WE PERFORMED	7
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G4-LA8: Health and safety topics covered in formal agreements with trade unions	MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT	36-37
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G4-LA9: Average hours of training per year per employee by gender, and by employee category	EMPLOYEES AND COMMUNITIES	48, 51-52
G4-LA10: Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	HOW WE PERFORMED	7
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G4-LA11: Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	EMPLOYEES AND COMMUNITIES	48-50
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ASPECT: DIVERSITY AND EQUAL OPPORTUNITY

G4-LA12: Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	WHO WE ARE	5
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G4-LA14: Percentage of new suppliers that were screened using labour practices criteria	MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT	37
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G4-LA16: Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	CHIEF EXECUTIVE OFFICER'S REVIEW	14
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MM4: Number of strikes and lock-outs exceeding one week's duration by country	CHIEF EXECUTIVE OFFICER'S REVIEW	14
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G4-HR1: Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT	37
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G4-HR3: Total number of incidents of discrimination and corrective actions taken	EMPLOYEES AND COMMUNITIES	55
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