

GRI Standards content index

We have adopted the GRI's sustainability reporting standards (core compliance) and mining sector supplement in compiling Harmony's ESG report 2022.



Ngubane & Company (Jhb) Inc. have assured selected sustainability information in this report (see the **Assurance Report** on pages 169 to 174 of the **ESG Report 2022**). The suite of 2022 reports is available online at www.harmony.co.za.

GRI Standard	Disclosure number	Disclosure title	Disclosure Section and page reference to our 2022 suite of reports
GRI 102: GENERAL DISCLOSURES 2016			
Organisational profile	102-1	Name of the organisation	ESG Report – Who we are: 6-9
	102-2	Activities, brands, products, and services	ESG Report – Who we are: 6-9 ESG Report – Our operations: 10-13
	102-3	Location of headquarters	ESG Report – Who we are: 6-9
	102-4	Location of operations	ESG Report – Our operations: 10-13
	102-5	Ownership and legal form	ESG Report – Who we are: 6-9 ESG Report – Administrative and contact details: IBC
	102-6	Markets served	Integrated Report – Our external operating environment: 42-47
	102-7	Scale of the organisation	ESG Report – Our operations: 10-13 Integrated Report – Guided by our strategy: 22-23 Integrated Report – How we performed: 82-83
	102-8	Information on employees and other workers	ESG Report – Caring for our employees: 103-111
	102-9	Supply chain	ESG Report – Empowering communities: 112-134
	102-10	Significant changes to the organisation and its supply chain	ESG Report – Empowering communities: 112-134 Integrated Report – Chief executive officer's review: 78-81
	102-11	Precautionary Principle or approach	ESG Report – Environmental management and stewardship: 41-48 Integrated Report – Our business model: 24-27
	102-12	External initiatives	ESG Report – About this report: 2 ESG Report – ESG in practice: 16-22
	102-13	Membership of associations	ESG Report – About this report: 2 ESG Report – ESG in practice: 16-22 ESG Report – Corporate governance: 138-151
Strategy	102-14	Statement from senior decision-maker	Integrated Report – Chairman's review: 8-10 Integrated Report – Chief executive officer's review: 78-81
	102-15	Key impacts, risks, and opportunities	ESG Report – Our risks and opportunities: 14-15 Integrated Report – Our risks and opportunities: 48-59
Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour	ESG Report and Integrated Report – IFC ESG Report – Who we are: 6-9 ESG Report – ESG in practice: 16-22 ESG Report – Corporate governance: 138-151 Integrated Report – About Harmony: 11-13
	102-17	Mechanisms for advice and concerns about ethics	ESG Report – Corporate governance: 138-151 Integrated Report – Ethical leadership and good corporate governance: 68-69

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GRI Standard	Disclosure number	Disclosure title	Disclosure Section and page reference to our 2022 suite of reports
GRI 102: GENERAL DISCLOSURES 2016 continued			
Governance	102-18	Governance structure	ESG Report – Corporate governance: 138-151
	102-19	Delegating authority	ESG Report – Social and ethics committee: Chairperson's report: 32-34
	102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Report – Social and ethics committee: Chairperson's report: 32-34
	102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Report – Stakeholder engagement: 26-31 ESG Report – Social and ethics committee: Chairperson's report: 32-34
	102-22	Composition of the highest governance body and its committees	ESG Report – Board committees: 152-155 Integrated report – Our leadership: 72-75
	102-23	Chair of the highest governance body	ESG Report – Board committees: 152-155 Integrated report – Our leadership: 72-75
	102-24	Nominating and selecting the highest governance body	ESG Report – Corporate governance: 138-151 ESG Report – Board committees: 152-155
	102-25	Conflicts of interest	ESG Report – Corporate governance: 138-151
	102-26	Role of highest governance body in setting purpose, values, and strategy	ESG Report – Corporate governance: 138-151
	102-27	Collective knowledge of highest governance body	ESG Report – Board committees: 152-155 Integrated report – Our leadership: 72-75
	102-28	Evaluating the highest governance body's performance	ESG Report – Corporate governance: 138-151
	102-29	Identifying and managing economic, environmental, and social impacts	ESG Report – Social and ethics committee: Chairperson's report: 32-34 ESG Report – Environmental management and stewardship: 41-48
	102-30	Effectiveness of risk management processes	ESG Report – Our risks and opportunities: 14-15 Integrated Report – Our risks and opportunities: 48-59
	102-31	Review of economic, environmental, and social topics	ESG Report – Social and ethics committee: Chairperson's report: 32-34 ESG Report – Environmental management and stewardship: 41-48
	102-32	Highest governance body's role in sustainability reporting	ESG Report – Social and ethics committee: Chairperson's report: 32-34 ESG Report – Corporate governance: 138-151
	102-33	Communicating critical concerns	ESG Report – Our material matters: 23-25 ESG Report – Stakeholder engagement: 26-31
	102-34	Nature and total number of critical concerns	ESG Report – Our material matters: 23-25 ESG Report – Stakeholder engagement: 26-31
	102-35	Remuneration policies	Report to Shareholders – Remuneration report: 13-34
	102-36	Process for determining remuneration	Report to Shareholders – Remuneration report: 13-34
	102-37	Stakeholders' involvement in remuneration	Report to Shareholders – Remuneration report: 13-34
102-38	Annual total compensation ratio	Report to Shareholders – Remuneration report: 13-34	
102-39	Percentage increase in annual total compensation ratio	Report to Shareholders – Remuneration report: 13-34	

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GRI 102: GENERAL DISCLOSURES 2016 continued			
Stakeholder engagement	102-40	List of stakeholder groups	ESG Report – Stakeholder engagement: 26-31
	102-41	Collective bargaining agreements	ESG Report – Caring for our employees: 103-111
	102-42	Identifying and selecting stakeholders	Integrated Report – Stakeholder engagement: 28-34
	102-43	Approach to stakeholder engagement	Integrated Report – Stakeholder engagement: 28-34 ESG Report – Stakeholder engagement: 26-31
	102-44	Key topics and concerns raised	Integrated Report – Stakeholder engagement: 28-34 ESG Report – Stakeholder engagement: 26-31
Reporting practice	102-45	Entities included in the consolidated financial statements	Financial Report – Annexure A: 159-161
	102-46	Defining report content and topic boundaries	ESG Report – About this report: 2 Integrated Report – About this report: 2-4
	102-47	List of material topics	Integrated Report – Our material matters: 60-65 ESG Report – Our material matters: 23-25
	102-48	Restatements of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	Integrated Report – About this report: 2-4
	102-51	Date of most recent report	Integrated Report – IFC
	102-52	Reporting cycle	Integrated Report – IFC
	102-53	Contact point for questions regarding the report	Integrated Report – IFC Feedback
	102-54	Claims of reporting in accordance with the GRI Standards	ESG Report – Environment: 38-40 ESG Report – Social: 82-85 ESG Report – Caring for our employees: 103-111 ESG Report – Corporate governance: 138-151
	102-55	GRI content index	https://www.har.co.za/22/download/HAR-GRI22.pdf
	102-56	External assurance	ESG Report – Assurance report: 169-174
GRI 103: MANAGEMENT APPROACH 2016			
	103-1	Explanation of the material topic and its boundary	ESG Report – Our material matters: 23-25 ESG Report – Stakeholder engagement : 26-31
	103-2	The management approach and its components	Throughout the ESG Report
	103-3	Evaluation of the management approach	ESG Report – Our material matters: 23-25 ESG Report – Stakeholder engagement : 26-31 Throughout the ESG Report
GRI 201: ECONOMIC PERFORMANCE 2016			
	201-1	Direct economic value generated and distributed	Integrated Report – Chief executive officer's review: 78-83 Integrated Report – How we create value: 18-27
	201-2	Financial implications and other risks and opportunities due to climate change	ESG Report – Climate change, energy and emissions management 53-59
	201-3	Defined benefit plan obligations and other retirement plans	Report to Shareholders – Remuneration report: 13-34 Financial Report – Other provisions:86-89
	201-4	Financial assistance received from government	None

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GRI Standard	Disclosure number	Disclosure title	Disclosure Section and page reference to our 2022 suite of reports
GRI 202: MARKET PRESENCE 2016			
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	ESG Report – Caring for our employees: 103-111 Report to Shareholders – Remuneration report: 13-34
	202-2	Proportion of senior management hired from the local community	ESG Report – Caring for our employees: 103-111
GRI 203: INDIRECT ECONOMIC IMPACT 2016			
	203-1	Infrastructure investments and services supported	ESG Report – Caring for our employees: 103-111
	203-2	Significant indirect economic impacts	ESG Report – Caring for our employees: 103-111
GRI 204: PROCUREMENT PRACTICES 2016			
	204-1	Proportion of spending on local suppliers	ESG Report – Empowering communities: 124-128
GRI 205: ANTI-CORRUPTION 2016			
	205-1	Operations assessed for risks related to corruption	Integrated report – Our risks and opportunities: 48-59 Integrated report – Stakeholder engagement: 28-34
	205-2	Communication and training about anti-corruption policies and procedures	ESG Report – Corporate governance: 138-151
	205-3	Confirmed incidents of corruption and actions taken	None
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016			
	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	ESG Report – Corporate governance: 138-151
GRI 301: MATERIALS 2016			
	301-1	Materials used by weight or volume	ESG Report – Environmental management and stewardship: 41-48
	301-2	Recycled input materials used	ESG Report – Tailings and waste management: 65-71
	301-3	Reclaimed products and their packaging materials	ESG Report – Tailings and waste management: 65-71
GRI 302: ENERGY 2016			
	302-1	Energy consumption within the organisation	ESG Report – Climate change, energy and emissions management 53-59
	302-2	Energy consumption outside of the organisation	ESG Report – Climate change, energy and emissions management 53-59
	302-3	Energy intensity	ESG Report – Climate change, energy and emissions management 53-59
	302-4	Reduction of energy consumption	ESG Report – Climate change, energy and emissions management 53-59
	302-5	Reductions in energy requirements of products and services	ESG Report – Climate change, energy and emissions management 53-59

GRI Standard	Disclosure number	Disclosure title	Disclosure Section and page reference to our 2022 suite of reports
GRI 303: WATER AND EFFLUENTS 2018			
	303-1	Interactions with water as a shared resource	ESG Report – Environmental management and stewardship: 41-48 ESG Report – Water use: 60-64
	303-2	Management of water discharge-related impacts	ESG Report – Water use: 60-64
	303-3	Water withdrawal	ESG Report – Water use: 60-64
	303-4	Water discharged	ESG Report – Water use: 60-64 ESG Report – ESG Data tables: 158-168
	303-5	Water consumption	ESG Report – Water use: 60-64 ESG Report – ESG Data tables: 158-168
GRI 304: BIODIVERSITY 2016			
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ESG Report – Biodiversity and conservation: 77-79
	304-2	Significant impacts of activities, products, and services on biodiversity	ESG Report – Biodiversity and conservation: 77-79
	304-3	Habitats protected or restored	ESG Report – Biodiversity and conservation: 77-79
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	ESG Report – Biodiversity and conservation: 77-79
	MM1	Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	ESG Report – Land rehabilitation and management: 49-52
	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	ESG Report – Environmental management and stewardship: 41-48
GRI 305: EMISSIONS 2016			
	305-1	Direct (Scope 1) GHG emissions	Integrated report – How we performed: 83-84
	305-2	Energy indirect (Scope 2) GHG emissions	Integrated report – How we performed: 83-84
	305-3	Other indirect (Scope 3) GHG emissions	Integrated report – How we performed: 83-84 ESG Report – ESG Data tables: 158-168
	305-4	GHG emissions intensity	ESG Report – Climate change, energy and emissions management: 53-59 ESG Report – ESG Data tables: 158-168
	305-5	Reduction of GHG emissions	ESG Report – Climate change, energy and emissions management: 53-59
	305-6	Emissions of ozone-depleting substances (ODS)	None
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	ESG Report – Air quality: 75-76

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GRI Standard	Disclosure number	Disclosure title	Disclosure Section and page reference to our 2022 suite of reports
GRI 306: EFFLUENTS AND WASTE 2016			
	306-1	Water discharge by quality and destination	ESG Report – Tailings and waste management: 65-74 ESG Report – ESG Data tables: 158-168
	306-2	Waste by type and disposal method	ESG Report – Tailings and waste management: 65-74
	306-3	Significant spills	ESG Report – Environmental management and stewardship: 41-48
	306-4	Transport of hazardous waste	ESG Report – Tailings and waste management: 65-74
	306-5	Water bodies affected by water discharges and/or runoff	ESG Report – Water use: 60-64
	MM3	Total amounts of overburden, rock, tailings and sludges, and their associated risks	ESG Report – Tailings and waste management: 65-74
GRI 307: ENVIRONMENTAL COMPLIANCE 2016			
	307-1	Non-compliance with environmental laws and regulations	ESG Report – Environmental management and stewardship: 41-48
	MM10	Number and percentage of operations with closure plans	ESG Report – Environmental management and stewardship: 41-48 ESG Report – Caring for our employees: 103-111
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
	308-1	New suppliers that were screened using environmental criteria	ESG Report – Stakeholder Engagement: 26-31 ESG Report – Empowering communities: 112-134
	308-2	Negative environmental impacts in the supply chain and actions taken	ESG Report – Environmental management and stewardship: 41-48
GRI 401: EMPLOYMENT 2016			
	401-1	New employee hires and employee turnover	ESG Report – Caring for our employees: 103-111
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Report – Caring for our employees: 103-111 Report to shareholders – Remuneration report: 13-34
GRI 402: LABOUR/MANAGEMENT RELATIONS 2016			
	402-1	Minimum notice periods regarding operational changes	Report to shareholders – Remuneration report: 13-34
	MM4	Number of strikes and lockouts exceeding one week's duration by country	ESG Report – Caring for our employees: 103-111

GRI Standard	Disclosure number	Disclosure title	Disclosure Section and page reference to our 2022 suite of reports
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
	403-1	Occupational health and safety management system	ESG Report – Safety: 86-95 ESG Report – Health: 96-102
	403-2	Hazard identification, risk management and incident investigation	ESG Report – Safety: 86-95 ESG Report – Health: 96-102
	403-3	Occupational health services	ESG Report – Safety: 86-95 ESG Report – Health: 96-102
	403-4	Worker participation, consultation and communication on occupational health and safety	ESG Report – Stakeholder engagement: 26-31 ESG Report – Our Material matters: 23-24 ESG Report – Safety: 86-95 ESG Report – Health: 96-102
	403-5	Worker training on occupational health and safety	ESG Report – Safety: 86-95 ESG Report – Health: 96-102
	403-6	Promotion of worker health	ESG Report – Safety: 86-95 ESG Report – Health: 96-102
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report – Our Material matters: 23-24 ESG Report – Stakeholder engagement: 26-31 ESG Report – Safety: 86-95 ESG Report – Health: 96-102
	403-8	Worker covered by an occupational health and safety management system	ESG Report – Safety: 86-95 ESG Report – Health: 96-102
	403-9	Work-related injuries	ESG Report – Safety: 86-95 ESG Report – Health: 96-102 ESG Report – ESG Data tables: 158-168
	403-10	Work-related ill health	ESG Report – Safety: 86-95 ESG Report – Health: 96-102 ESG Report – ESG Data tables: 158-168
GRI 404: TRAINING AND EDUCATION 2016			
	404-1	Average hours of training per year per employee	ESG Report – Caring for our employees: 103-111 ESG Report – ESG Data tables: 158-168
	404-2	Programmes for upgrading employee skills and transition assistance programmes	ESG Report – Caring for our employees: 103-111
	404-3	Percentage of employees receiving regular performance and career development reviews	ESG Report – Caring for our employees: 103-111
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
	405-1	Diversity of governance bodies and employees	ESG Report – Governance: 136-151
	405-2	Ratio of basic salary and remuneration of women to men	Report to shareholders – Remuneration report: 11-28
GRI 406: NON DISCRIMINATION 2016			
	406-1	Incidents of discrimination and corrective actions taken	None

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GRI Standard	Disclosure number	Disclosure title	Disclosure Section and page reference to our 2022 suite of reports
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016			
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
GRI 408: CHILD LABOUR 2016			
	408-1	Operations and suppliers at significant risk for incidents of child labour	None
GRI 409: FORCED OR COMPULSORY LABOUR 2016			
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None
GRI 410: SECURITY PRACTICES 2016			
	410-1	Security personnel trained in human rights policies or procedures	None
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016			
	411-1	Incidents of violations involving rights of indigenous peoples	None
GRI 412: HUMAN RIGHTS ASSESSMENT 2016			
	412-1	Operations that have been subject to human rights reviews or impact assessments	None
	412-2	Employee training on human rights policies or procedures	None
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None
GRI 413: LOCAL COMMUNITIES 2016			
	413-1	Operations with local community engagement, impact assessments, and development programmes	ESG Report – Caring for our employees: 103-111 ESG Report – Corporate Citizenship: 128-132
	413-2	Operations with significant actual and potential negative impacts on local communities	ESG Report – Environmental management and stewardship: 41-48 ESG Report – Tailings and waste management: 65-74
	MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	None
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
	414-1	New suppliers that were screened using social criteria	None
	414-2	Negative social impacts in the supply chain and actions taken	None
GRI 415: PUBLIC POLICY 2016			
	415-1	Political contributions	ESG Report – Corporate governance: 138-151 ESG Report – ESG Data tables: 158-168

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GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
	416-1	Assessment of the health and safety impacts of product and service categories	Not material
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None
GRI 417: MARKETING AND LABELLING 2016			
	417-1	Requirements for product and service information and labelling	Not material
	417-2	Incidents of non-compliance concerning product and service information and labelling	None
	417-3	Incidents of non-compliance concerning marketing communications	None
GRI 418: CUSTOMER PRIVACY 2016			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None
GRI 419: SOCIO-ECONOMIC COMPLIANCE 2016			
	419-1	Non-compliance with laws and regulations in the social and economic area	None