



**HARMONY GOLD MINING COMPANY LIMITED**

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NYSE trading symbol HMY  
JSE trading symbol HAR

## NON-COMPLIANCE CORRECTIVE ACTION PLAN

### Harmony Central Gold Plant

#### Introduction

One of the components of auditing the ICMI Cyanide Code is the development of a Corrective Action Plan for those parts of the audit findings that have been found to be in substantial compliance or non-compliance, and require focused responses to take the site back to full compliance.

In the case of Corrective Action Plans for Non-Compliance findings, ICMI requirements do not set a time limit, just a framework to get the site back to full compliance.

The section below details the corrective actions indicated by the Central Plant to bring the operation back into full compliance.

#### Corrective Action Plan

Principle 4 – Operations: Manage cyanide process solutions and waste streams to protect human health and the environment.

Operations Practice 4.4 Implement measures to protect birds, other wildlife and livestock from adverse effects of cyanide process solutions.

#### Deficiencies

- Following WAD cyanide value electronic file reviews for 2018, 2019 and 2020, it was noted that the 50mg/l WAD cyanide limit, both at the tipping point and the penstock, was exceeded consistently throughout the three years. This significantly impacted process performance and parameters, including an increase in WAD cyanide in the tails reporting to the TSFs. The cause for this was identified as a result of a change in feed due to the re-mining of the FSS 5 slimes dam.

Directors: PT Motsepe\* (Chairman), KT Nondumo\* (Deputy Chairman), M Msimang\*, PW Steenkamp (Chief Executive), BP Lekubo (Financial Director), HE Mashego (Executive Director), JL Wetton\*, VP Pillay\*, GR Sibiyi\*, PL Turner\*, B Nqwababa\*, M Prinsloo\*  
\*Non-Executive

Secretary: SS Mohatla

Registration Number: 1950/038232/06

### Corrective Actions

- The Plant is exploring methods and techniques to reduce the cyanide levels at the tip point and in the penstock, which include possible cyanide destruction or any other cost effective alternative methods.
- Central Plant is committed in maintaining the current cyanide systems running and will continue working with third parties to audit the cyanide systems in order to protect the Workers, Community as well as maintaining the ISO 14000 compliance.
- All cyanide systems will be maintained and that includes the following below:

Cyanide drills  
 Cyanide training  
 Cyanide Emergency Preparedness  
 Sasol Audits  
 Community Engagement

- The following ICMI Cyanide Principles and guidelines will still be maintained as required by the code.

Transport  
 Handling and Storage  
 Operations  
 Decommissioning  
 Worker Safety  
 Emergency response  
 Training  
 Dialogue

### Evidence for Auditors

Evidence required by auditors to confirm the corrective actions have been implemented effectively: -

- Monitoring results that show, initially for a minimum period of six months, the operation is achieving consistent, sustainable WAD cyanide levels of below 50mg/l WAD cyanide at the tip point and in the penstock, thus complying with ICMI Cyanide Code requirements.

Completion Date: No completion date has yet been finalised.

Arend Hoogervorst  
 Lead Auditor

Date: - 2<sup>nd</sup> FEBRUARY 2023

Emile Kleinhans  
 Plant Manager – Central Plant  
 Date: - 23 December 2022

  
 EMILE KLEINHANS  
 CENTRAL PLANT MANAGER