

**Health and Safety**

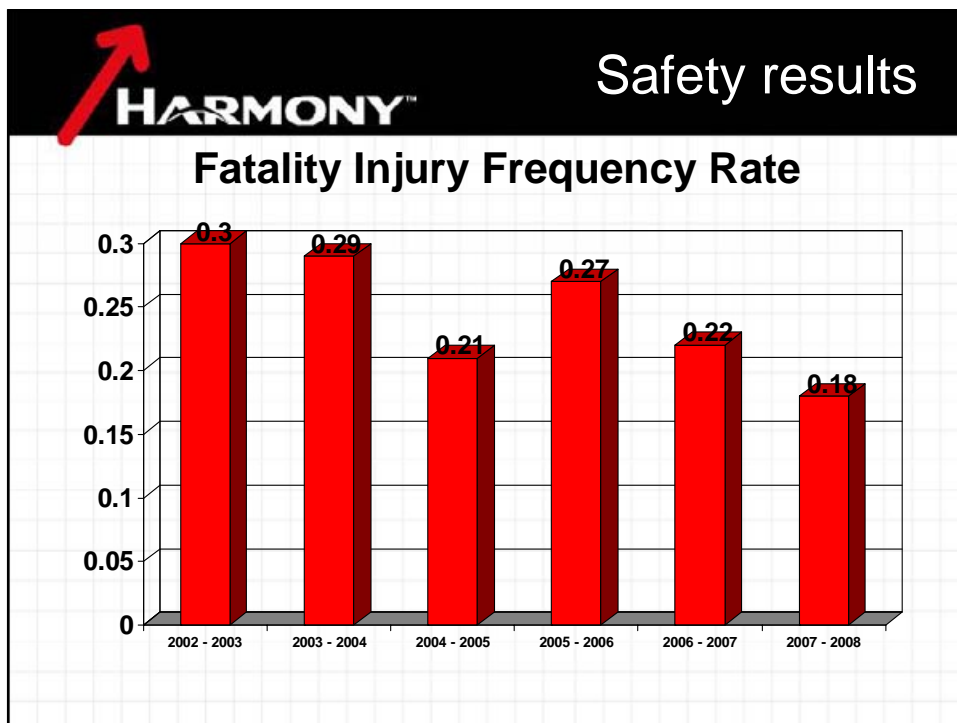
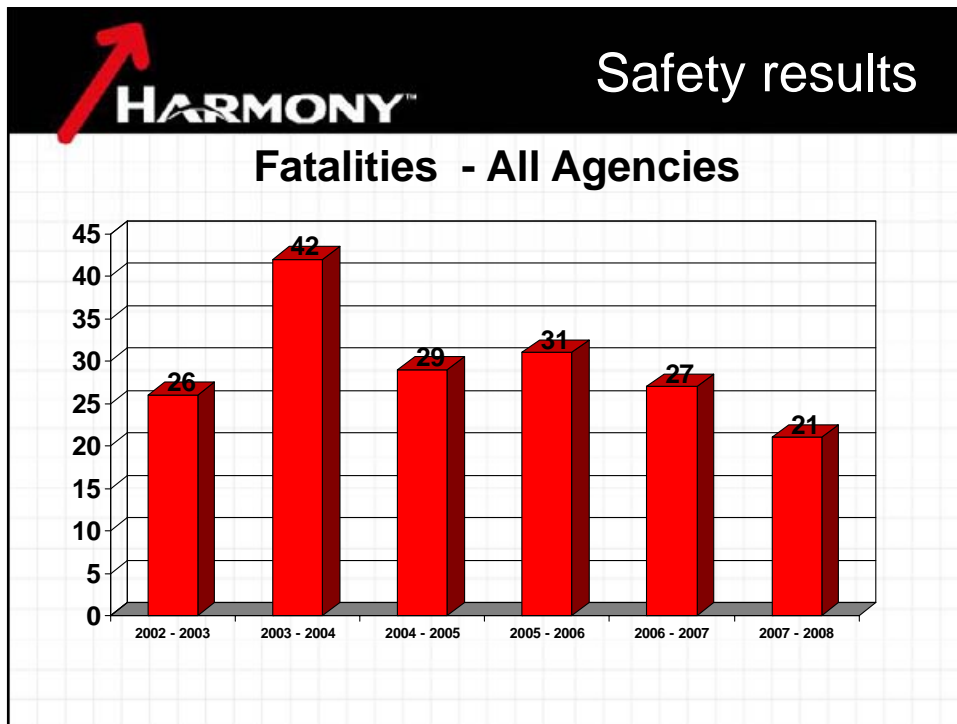
**Initiatives and results**

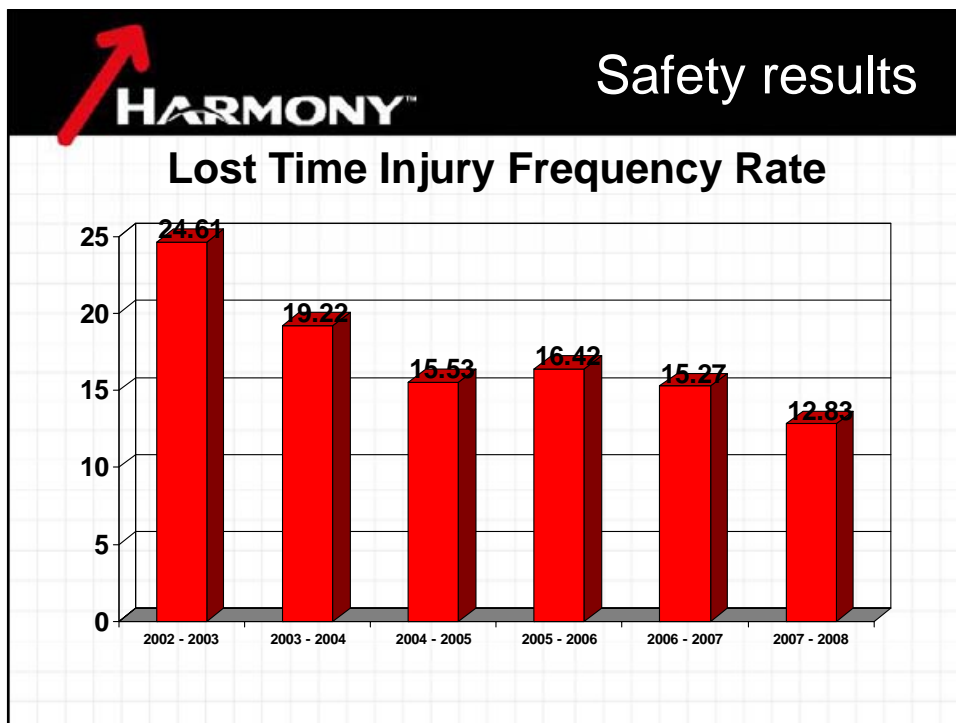
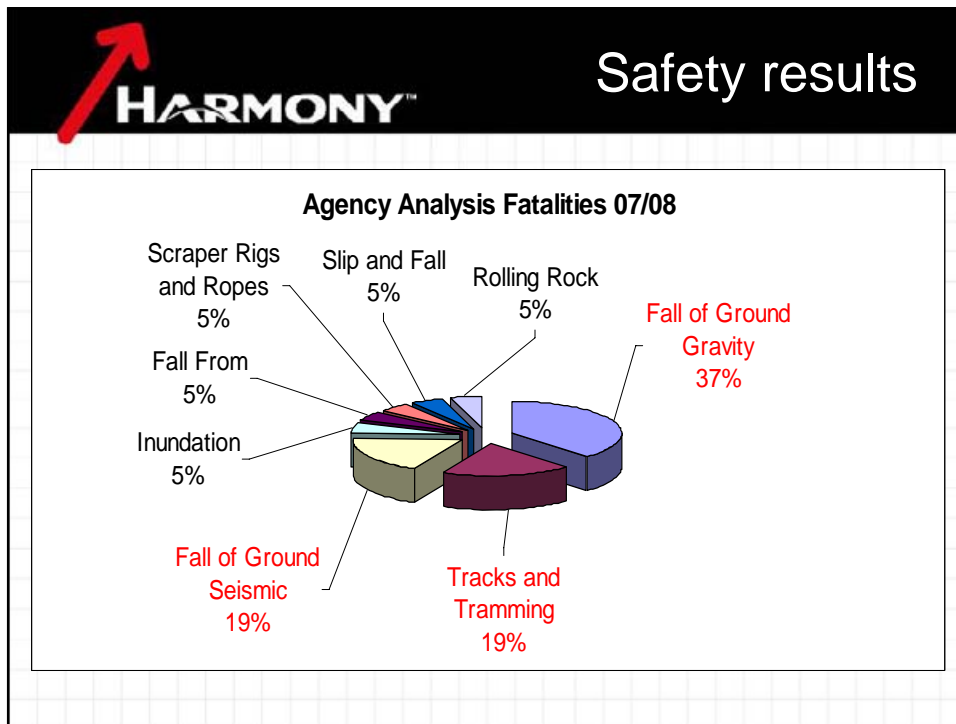
**5 August 2008**

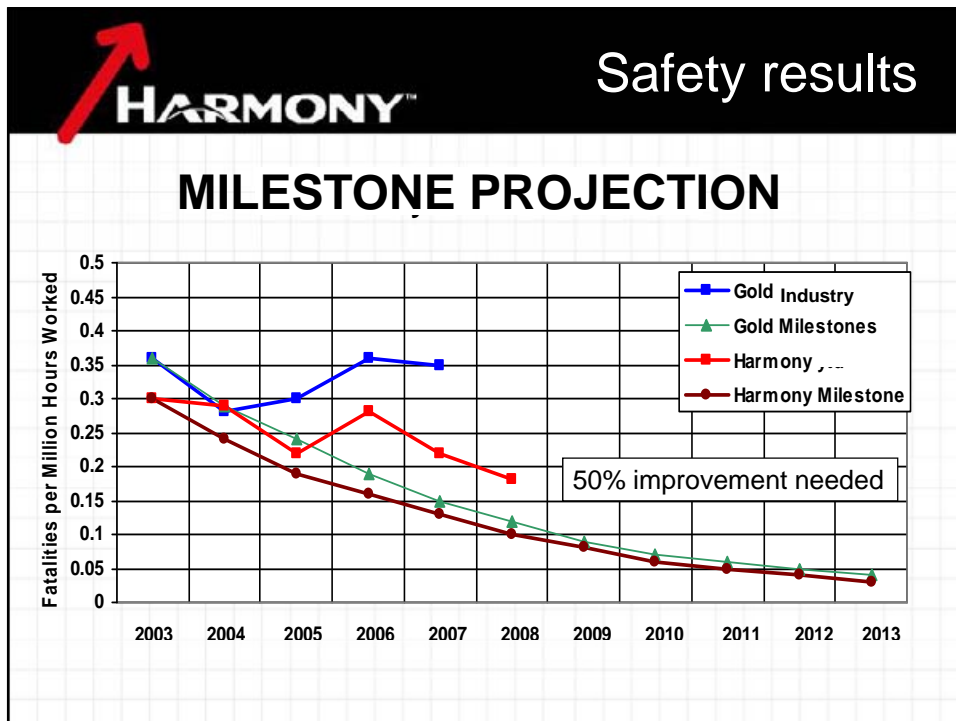
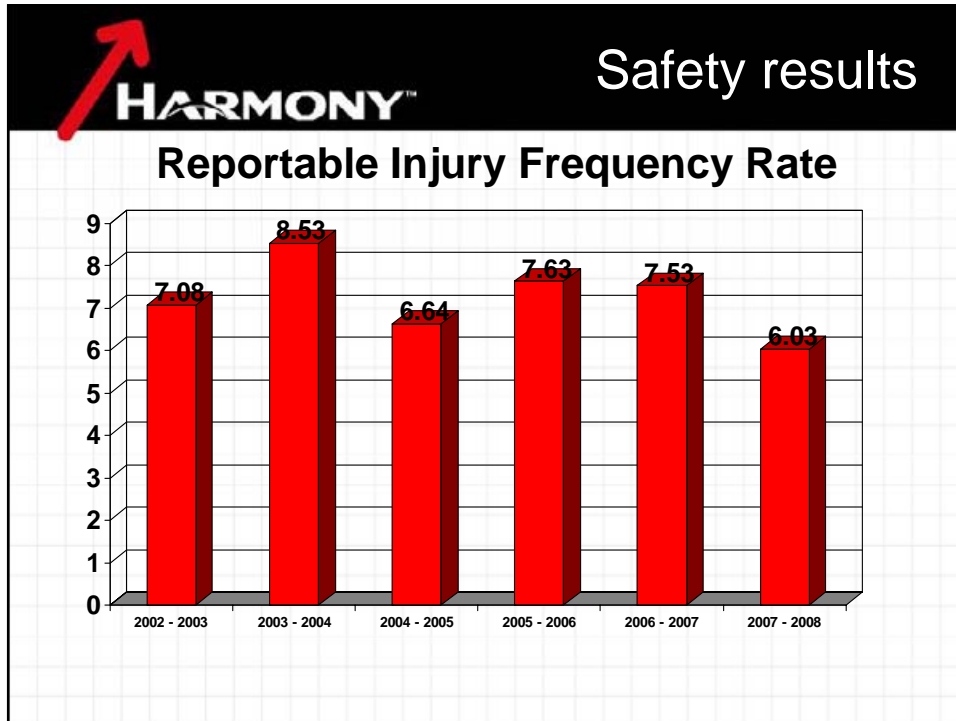



**Positive aspirations (PA)**

- World class Health and Safety performance
- Sustainable Growth
- Culture of achievement
- Buoyant stock
- Responsible Corporate Citizen
- Professional business practise
- Inspired, exited and competent employees










## Safety results

### Harmony Performance 2003 - 2008

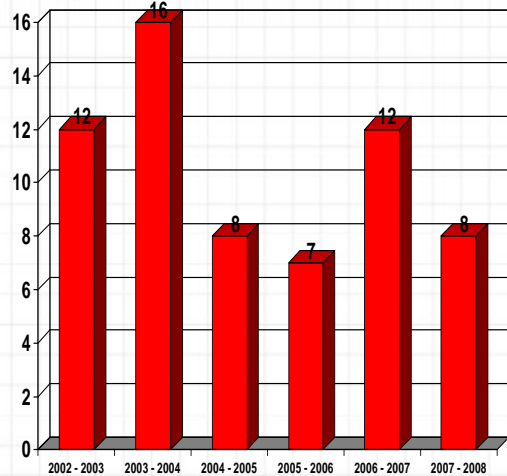
- FIFR improved by 40% since 2003
  - 50% improvement is needed to achieve 2009 milestone
- LTIFR improved by 48% since 2003
  - Declining trend
  - 6/11 operations with LTIFR below 10
- RIFR is not showing a declining trend
  - Higher percentage of reportable injuries
- Gravity fall of ground is still the biggest killer in Harmony mines
  - 36% since 2003
- Trucks, tramming and seismicity are also significant agencies



## Safety results

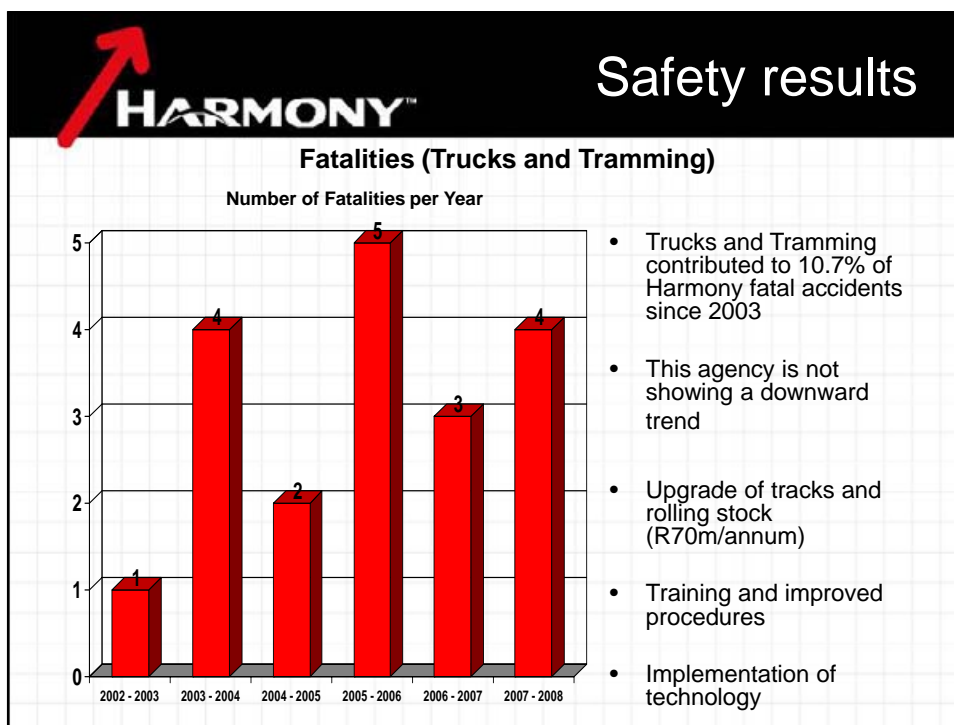
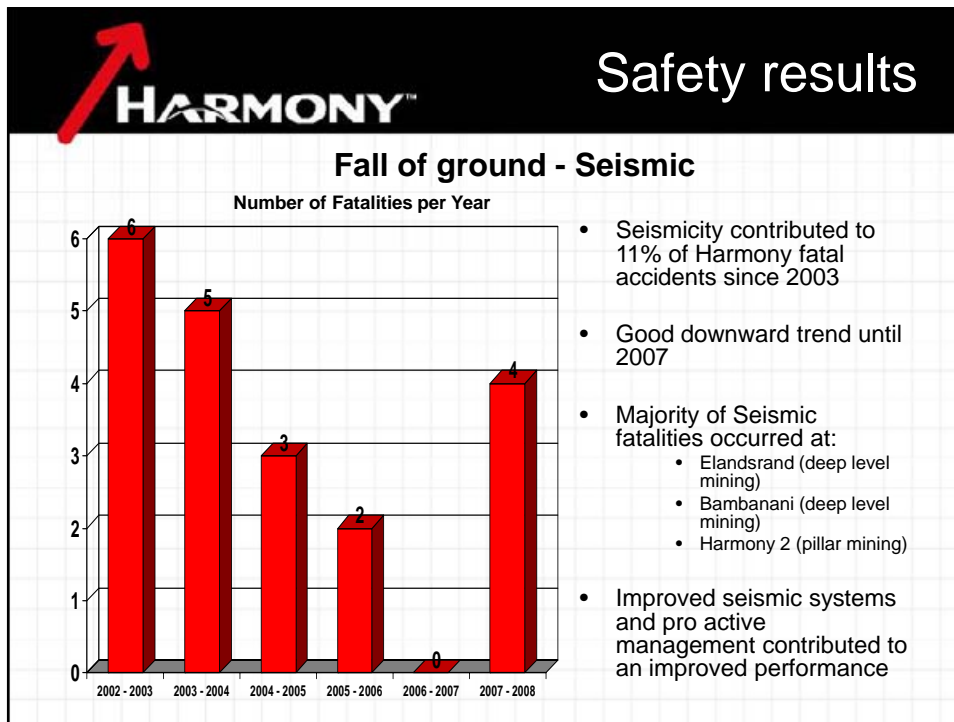
### Fall of ground - Gravity


Number of Fatalities per Year



Year	Number of Fatalities
2002 - 2003	12
2003 - 2004	16
2004 - 2005	8
2005 - 2006	7
2006 - 2007	12
2007 - 2008	8

- Sub standard support and a lack of barring are the biggest contributing factors
- The implementation of in stope roofbolting in 2005 as a non-negotiable contributed to improvement






## Safety Initiatives

### Actions and Initiatives implemented


- ❖ Reduction of FOG accidents and incidents
  - ❖ Competency improvement with effective training provided to competent A and B persons. (New FOG Regulations)
    - ❖ Total number of Competent A persons trained = 5974
    - ❖ Total number of Competent B persons trained = 20714
  - ❖ Group wide implementation of in-stope roof bolting
  - ❖ Preconditioning where applicable
  - ❖ Improved focus on pro active management of seismicity
- ❖ Focus on trucks and tramming
  - ❖ Implementation of the RBE Code of Practice
    - ❖ Upgrade of tracks and mobile machinery
    - ❖ Training of operators



## Safety Initiatives

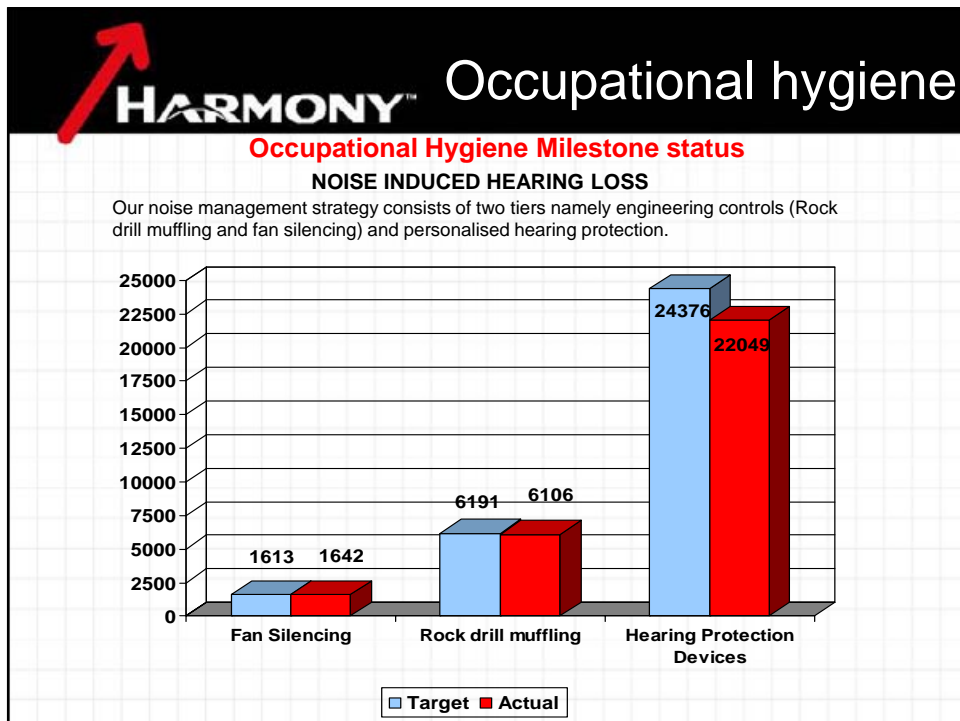
### Actions and Initiatives implemented

- ❖ Behaviour transformation programs
  - ❖ Hareeng Sedibeng – Elandsrand
  - ❖ Siyabaya – Bambanani
  - ❖ Siyancoba – Doornkop
  - ❖ Holokisa – Masimong and other
- ❖ Increased capacity of central safety function to improve safety coordination and auditing
  - ❖ Introduction of three unbiased Group Audit Teams
- ❖ Collaboration between Management and Unions on health and safety related issues
- ❖ Implementation of improved Occupational Health and Safety (OHS) Management System.
  - ❖ Replace HRMS
  - ❖ OHSAS 18001 compliant

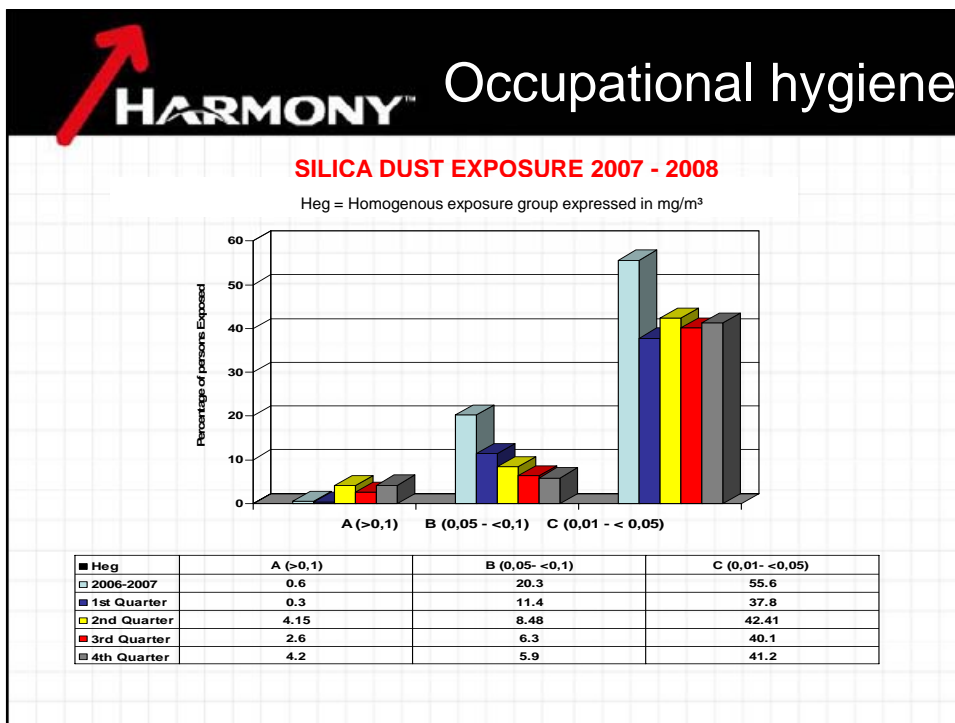
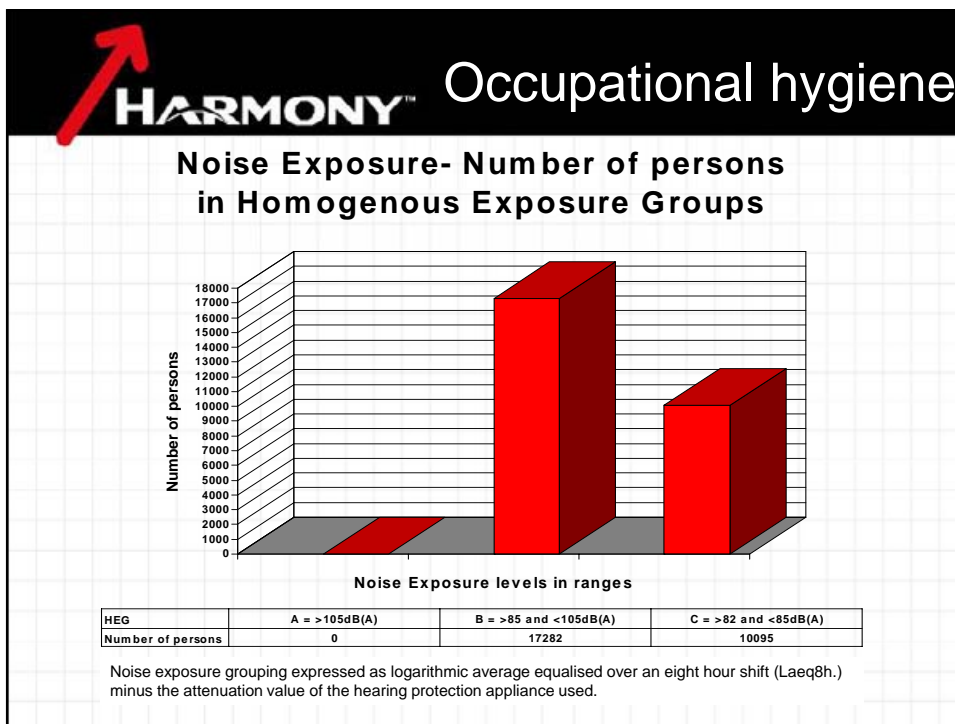



## Occupational hygiene

- Elimination of Noise induced hearing loss
  - Implementation of personalized hearing protection devices (HPD's)
  - Installation of fan silencers
  - Use of silenced rock drills
- Elimination of silicoeses
  - Atomisers at high risk areas (tips, conveyor transfer, crushers)
  - Upgrade of tip filter systems
  - Identifying and elimination of silica dust hot spot areas
  - Awareness campaigns










## Challenges in Harmony

- Aging equipment and infrastructure
- Effect of employee behaviour on health and safety
- Skills knowledge and experience
- Work design improvements and use of applicable technology
- Integration of health exposure data and effective use of information
- Illegal Miners



## Safety Initiatives

### Future Improvement drivers


- Management will **lead by example**
  - Leadership
  - Change behaviour
  - Coaching
- Improved **communication**
  - Verbal and written
  - Learn from mistakes
- Strong **visible awareness**
  - Visible leadership
  - Safety is our number 1 priority
- **Award and recognition** of safety achievements
  - Alignment of incentives to reflect the importance of safety
  - Recognise safety achievers, formal and informal
- Involvement of all **stakeholders**
  - Implement company and Industry level strategies (MOSH task team)
  - Co operate with all stakeholders on health and safety
- **Brand safety** for the Company
  - Safety is Harmony's number 1 priority
  - Innovative Strategies



## Achievements

### Achievements 2007/08

- Evander, 1.5 million FFS, 26 March 2008
- Joel, 1 year fatal free, 14 March 2008
- Target, 1.25 million FFS, 1 April 2008
- Tshepong, 1.75 million FFS, 24 Nov 2007
- Brand 3, 1.75 million FFS, 18 Nov 2007
- Evander 8, 1 million FFS, 7 Nov 2007
- Target, 3.5 years fatal free



## Questions