

FINAL COMPLETION REPORT

Harmony No 1 Gold Plant

Introduction

This Final Completion Report presents the evidence to support the successful implementation of the Corrective Action Plan to correct the deficiencies identified in the ICMI certification audit of Harmony No 1 Gold Plant, held from 25th – 29th January 2010.

Corrective Action Plan

Principle 8 – Training: Train workers and emergency response personnel to manage cyanide in a safe and environmental protective manner.

Training Practice 8.2 Train appropriate personnel to operate the facility according to systems and procedures that protect human health, the community and the environment.

Deficiencies

- The whole Harmony Group training system was changed from a historically less formal training structure to a formal structured and well planned system, referencing national unit standards relating to metallurgy. Although the old system ensured competency, the process of training the staff in the revised standards and procedures which are Cyanide Code compliant, is in its early stages of retraining. There are currently insufficient records and follow up observations to demonstrate the competency of the staff in the new systems and procedures.

Corrective Actions

- The Harmony Group Training structures, along with the various plant trainers, have planned to complete the training and the appropriate planned task observations within the next eight months.

Evidence presented to Auditors

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

- Signed training session attendance schedules of various plant departments indicating training on the new procedures.



-
- The No 1 Plant Training Matrix indicating the new procedures and .the various dates that individual employees undertook training in the new procedures.
 - Samples of competency testing of individuals after having undertaken training in the new procedures.

Conclusion

The Lead Auditor, following discussions within the audit team, is satisfied that the corrective actions taken, meet the requirements of the corrective action plans and thus enable substantial compliance in these operations and production practices to be revised to Full Compliance.



Arend Hoogervorst
Lead Auditor

Date: 30th September 2010

