

2017 SUSTAINABILITY REPORT

# Beyond the Mine



# Our purpose is to create value and improve lives through sustainable and responsible mining



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## OVERVIEW

Mining is a long-term business with commitments and investments that can span decades. How we manage social, environmental and political risks directly impacts our reputation and ability to create value.

## MESSAGE FROM THE PRESIDENT AND CEO

Dear Stakeholder,

Mining is a long-term business and our ability to create value – which we've done for nearly a century and plan to do far into the future – rests on our ability to operate responsibly and sustainably. That means protecting the health and safety of our people, minimizing our environmental impact throughout the mine lifecycle, respecting human rights, and sharing the wealth we generate fairly, among other performance aspects.

Newmont delivered strong sustainability performance in 2017, but this was overshadowed by a tragic construction accident at our Ahafo Mill Expansion project in April 2018 that resulted in six fatalities. In the early days following the accident, we are focused on supporting the people who lost loved ones in the accident and cooperating with authorities to investigate its causes. This loss has had a profound impact on families, friends, colleagues and the entire Newmont family. It is with great humility and resolve that we renew our commitment to making sure our people go home safe every day.



We delivered strong sustainability performance in 2017, but our work to drive further improvements in alignment with society's long-term challenges and expectations never ends.

has become clearer over the last few years, and we continue to advance our implementation of the United Nations Guiding Principles on Business and Human Rights Reporting Framework. We are putting the principles and the reporting framework into action by conducting human rights assessments in impacted communities; evaluating vendors' practices and values in our supply chain; improving diversity and inclusion in our workforce; and reporting our results. While we succeeded in increasing female and national representation in our leadership ranks in 2017, we are still in the early stages of our journey to achieve parity.

One product of successful engagement in 2017 was re-establishing relations with regional government leaders in Peru. We now meet regularly to address social and environmental issues. This relationship also served as the foundation for a coordinated relief effort after severe flooding damaged thousands of homes and hundreds of miles of roadways, affecting more than 450,000 Peruvians. Our efforts to engage the Chaupe and Pajares families to resolve land ownership disputes in Peru have met with less success to date, but we remain committed to dialogue and finding a mutually acceptable solution.

In Suriname, we asked experts to assess our efforts to uphold principles of free, prior and informed consent in developing Merian. The resulting report recognized our efforts to engage with the Pamaka community and provide for long-term value creation through employment, training and our community development foundation. It also identified areas for improvement in how we understand land tenure, livelihoods and social and cultural norms. We applied what we learned to another development in Suriname, and were honored to secure free, prior and informed consent from the Ndyuka people to proceed with our Amazonia exploration program.

Another area of focus in 2017 was raising our environmental standards. We continued to implement our energy and climate change strategy, and reached a decision to invest in our Tanami Power project, which will reduce costs and carbon emissions by 20 percent and strengthen supply reliability. We also improved our approach to responsible tailings and heap leach management, and how we integrate business and closure planning.

Turning to our contributions to sustainable development last year, and where we have room for improvement:

In 2017, we installed fatigue monitors in our fleet of 270 haul trucks, which, along with training, helped keep our drivers and roads safer. We also focused on testing the controls we have in place to prevent accidents and learning from our mistakes. These efforts form the foundation of our Fatality Risk Management program, which continues to mature. In 2018, we will hold ourselves accountable for classifying and reporting injuries more consistently, in keeping with the highest industry standards.

We also measure sustainability in terms of delivering healthy business results – now and into the future. In 2017, we improved adjusted EBITDA by 12 percent to \$2.7 billion and free cash flow by 88 percent to \$1.5 billion on the back of lower-cost production from newer mines and ongoing productivity improvements across the portfolio. This performance gave us the means to fund five new projects, raise our dividend by 87 percent, and increase our investment in exploration – an investment that paid off as we added 6.4 million ounces of gold to our Reserve base.

We also commissioned economic impact assessments in Ghana and Australia in 2017 to quantify our contributions in more human terms, including jobs created and taxes and royalties paid. While more than 40 percent of our Ghanaian workforce is from the surrounding community, local youth groups staged demonstrations at our Ahafo operation in 2017 calling for more jobs. We are engaging with these groups and local government to resolve the issue, and in the meantime, have expanded enrollment in apprenticeships and other skills development programs to help create opportunities against a backdrop of higher unemployment rates.

Sustainability is not a static concept – rather, it is an evolving product of engagement and consensus. The role business plays in advancing human rights

While Newmont's team has been recognized for leading environmental management and social responsibility programs in Ghana, the Company's high profile has also attracted negative attention. In response to allegations that our operations pose health risks to surrounding communities – and despite a lack of sound science to support them – the region established community and regulatory monitoring programs to foster transparency and independent verification of its environmental performance.

We also established a robust set of public targets for 2017 and met the vast majority of them – including those related to completing human rights risk assessments; eliminating fatalities; increasing female representation; improving local employment and procurement; meeting community commitments; lowering fresh water use; and completing planned reclamation activities. We are also on track to meet targets to lower our greenhouse gas emissions intensity. We fell short of our target to lower injury rates by 10 percent. Finally, we were able to resolve 100 percent of community complaints and grievances within 30 days at nearly all of our sites, but achieved 97 percent at our Yanacocha operations.

It was an honor to be recognized as the top mining company in the Dow Jones Sustainability Index for the third consecutive year in 2017, and to be named to the Wall Street Journal's 250 best managed companies. Newmont was also ranked as one of the world's most admired companies by Fortune magazine based on the quality of our management team and our strong performance in the areas of social responsibility, long-term investment, people management and innovation.

This recognition speaks to the caliber of our team, as well as our success in executing our strategy and living our values. But it does not relieve us of an ongoing responsibility to understand the needs and expectations of our stakeholders and to bring our resources and relationships to bear in resolving issues of mutual concern. We continue to report in line with the United Nations Guiding Principles on Business and Human Rights Reporting Framework, and to actively participate in the International Council on Mining and Metals Sustainable Development Framework, the United Nations Global Compact, the Voluntary Principles on Security and Human Rights, the Partnering Against Corruption Initiative, and the Extractive Industries Transparency Initiative, among other globally recognized standards.

We delivered strong sustainability performance in 2017, but our work to drive further improvements in alignment with society's long-term challenges and expectations never ends. Please read our sustainability report for more detail on our past performance and future improvement targets. On behalf of the entire Newmont team, I thank you for your interest and welcome your feedback.

Sincerely,

A handwritten signature in black ink, appearing to read "Gary J. Goldberg", written in a cursive style.

**Gary J. Goldberg**  
President and Chief Executive Officer

## MESSAGE FROM THE SAFETY AND SUSTAINABILITY COMMITTEE CHAIR

Dear Stakeholder,

Newmont's Board of Directors oversees the Company's business affairs to ensure long-term financial strength and creation of enduring shareholder value. The Safety and Sustainability Committee, which I am honored to chair, supports the Board's responsibility to shareholders, employees, communities and other stakeholders and its commitment to a healthy and safe workplace and environmentally sound and socially responsible mining and resource development.



The Committee looks forward to continuing its ongoing conversation with management on strategies to manage sustainability risks and contribute to local, national and international agendas such as the Paris Climate Agreement and the SDGs.

Although numerous accomplishments have been achieved through the hard work and talent of many individuals and teams across Newmont, the shifting social and political challenges facing the Company and the broader industry require a deep understanding of sustainability risks and robust strategies and plans to be in place. On behalf of the Committee, I am pleased to provide an update on the Company's continued improvement and forward progress in meeting these challenges.

In 2017, the Committee's quarterly meetings followed a full agenda that covered standing items, such as health and safety performance and regional updates, as well as in-depth examinations of key programs, strategies and challenges including:

- **Safety** – While the Committee commends Newmont on working without fatalities in 2017, and was encouraged to see the Company's progress in implementing its Fatality Risk Management system, we are grieving the deaths of six construction contractors who were working on the Ahafo Mill Expansion project in Ghana in April 2018. We want to see the Company accelerate work in this area and further define and test the effectiveness of the critical controls necessary to prevent serious injuries.
- **Social acceptance** – Protests led by local youth from the community near Newmont's Ahafo mine in Ghana and land disputes with the Chaupé and Pajares families near the Yanacocha operation in Peru demonstrate the need for Newmont to continue its proactive approach to engagement, communication, security and protecting the rule of law. The Committee believes Newmont's formal dialogue program with Native American tribes in Nevada is an example of learning from the past to create a structured, collaborative engagement approach.
- **Human rights** – At Newmont's 2017 annual meeting of stockholders, a shareholder proposal asked the Company to conduct human rights risk assessments of its operations and global supply chain. The proposal did not pass, but it did receive a notable level of support. Newmont has made significant progress over the past few years in integrating human rights considerations into the business, and the Committee is pleased with the development of the Supplier Risk Management (SRM) program, which will strengthen how human rights and other key risks are managed within the Company's global supplier network and communicated to shareholders and other key stakeholders.
- **Sustainable development** – The Committee reviewed progress in integrating the priority UN Sustainable Development Goals (SDGs) into key areas of the business and how the development of concise, data-driven economic impact reports serve as a valuable tool for engaging communities, governments and other stakeholders on the Company's economic contributions. We commend Newmont for allowing external experts to study the Company's approach to free, prior and informed consent (FPIC) of indigenous peoples at its Merian mine in Suriname, and sharing those findings to help build knowledge and understanding of operationalizing FPIC within a human rights framework across the extractive industry.
- **Environment** – During the year, the Committee received updates on a number of the Company's environmental programs including its energy and climate change strategy; a strengthened approach to responsible tailings and heap leach management; improvements to integrate business and closure planning; and new partnerships to support the Company's water stewardship and biodiversity goals. Each meeting also discussed progress against public targets to reduce fresh water use and greenhouse gas emissions intensity and to conduct concurrent reclamation.

The Committee looks forward to continuing its ongoing conversation with management on strategies to manage sustainability risks and contribute to local, national and international agendas such as the Paris Climate Agreement and the SDGs.

Key discussions in 2018 will include updates on promoting human rights across Newmont's value chain through the SRM program and the development of a Responsible Sourcing strategy that addresses downstream users' expectations for responsibly sourced gold and copper. We will address findings from the review of the Company's occupational health programs and evaluate progress toward reversing the trend in hand injuries and rising injury rates. Finally, the Committee expects the work being done to better communicate the tangible value created and/or preserved through its environmental, social and governance (ESG) commitments and performance will further enhance Newmont's value proposition.

These efforts and more will position Newmont well for achieving its purpose to create value and improve lives through sustainable and responsible mining.

Sincerely,



**Joseph A. Carrabba**

Chair, Safety and Sustainability Committee of the Board of Directors

## OUR BUSINESS

Newmont Mining Corporation (“Newmont”) is a leading gold and copper producer. The Company was founded in 1921 and has been publicly traded since 1925. Headquartered in Greenwood Village, Colorado, Newmont has approximately 24,700 employees and contractors with operations primarily in five countries on four continents around the world. Newmont is the only gold company listed in the S&P 500 index. In 2007, the Company became the first gold company selected to be part of the Dow Jones Sustainability World Index. Newmont has remained on the prestigious index every year since and has been named the mining industry leader for the past three years.

Newmont’s 100 percent-owned operating assets include the Boddington and Tanami mines in Australia; Ahafo and Akyem operations in Ghana; and the Cripple Creek & Victor (CC&V) mine in Colorado and four operating complexes (Carlin, Long Canyon, Phoenix and Twin Creeks) in Nevada.

Operations where Newmont owns 50 percent or more and/or is the manager or operator include KCGM in Australia (50 percent); Yanacocha in Peru (54.05 percent); and Merian in Suriname (75 percent).

Newmont’s project pipeline is one of the strongest in the gold sector, including five promising growth opportunities in the execution stage.

Our commitment to build a more successful and sustainable business is reflected in our Purpose, Mission, Vision and Values. These articulate the path we will follow into the future and how we will conduct business along the way.

### NEWMONT LOCATIONS



|               | Operations  | Projects in execution stage                | 2017 Regional gold production (thousand ounces) |
|---------------|---|--|---|
| North America | Nevada: four operating complexes (Carlin, Long Canyon, Phoenix and Twin Creeks)<br>Colorado: Cripple Creek & Victor | Northwest Exodus<br>Twin Underground       | 2,211 attributable Koz*                         |
| South America | Peru: Yanacocha<br>Suriname: Merian   | Quecher Main                               | 660 attributable Koz*                           |
| Africa        | Ghana: Ahafo<br>Ghana: Akyem  | Subika Underground<br>Ahafo Mill Expansion | 822 attributable Koz*                           |
| Australia     | Boddington<br>KCGM joint venture<br>Tanami  |  | 1,573 attributable Koz*                         |

\* As of December 2017. **See cautionary statement.**

## Purpose

To create value and improve lives through sustainable and responsible mining.

## Mission

We transform mineral resources into shared value for our stakeholders and lead the industry in shareholder returns, safety, social responsibility and environmental stewardship.

## Vision

We will be recognized and respected for exceptional economic, social and environmental performance.

## Values

Our five core values are the cornerstone of what we believe and what we do:

- **Safety** – We take care of our safety, health and wellness by recognizing, assessing and managing risk, and choosing safer behaviors at work and home to reach our goal of zero harm.
- **Integrity** – We behave ethically and respect each other and the customs, cultures and laws wherever we operate.
- **Sustainability** – We serve as a catalyst for local economic development through transparent and respectful stakeholder engagement and as responsible stewards of the environment.
- **Responsibility** – We deliver on our commitments, demonstrate leadership and have the courage to speak up and challenge the status quo.
- **Inclusion** – We create an inclusive environment where employees have the opportunity to contribute, develop and work together to deliver our strategy.

## Strategy

Our **business strategy** serves as a blueprint for sustainable value creation. In 2017, we shifted our strategic pillars to reflect our performance and focus on a longer-term horizon.

Our operations are safer and more efficient, and we have made continuous improvement a way of life through our Full Potential program. As a result, our first pillar has changed from *improving the underlying business* to *delivering superior operational execution*. The second pillar shifts from *strengthening the portfolio* – which we have done by selling \$2.8 billion in non-core assets and reinvesting in profitable growth – to *sustaining a global portfolio of long-life assets*. We have delivered top quartile total shareholder returns, demonstrating our ability to *create value for shareholders*, so now we are focused on *leading the gold sector in profitability and responsibility*.

Five strategic pillars form the basis of our business plan; create alignment across regions, sites and functions; and establish the objectives by which we measure our performance:

- **Health and safety** – working to eliminate all workplace injuries and illness through a focus on fatality prevention, engagement and leadership
- **Operational excellence** – delivering sustainable cost and efficiency improvements, portfolio optimization and world-class technical fundamentals
- **Growth** – improving portfolio value and risk profile by progressing promising exploration, project development and inorganic opportunities
- **People** – achieving a competitive advantage through our people by engaging employees, developing effective leaders and building a more diverse and inclusive workplace
- **Sustainability and external relations** – managing risks to maximize opportunities and minimize threats and applying leading social and environmental practices

## Significant Changes

In 2017, significant changes to the business included:

- Completing and initiating a number of profitable expansion projects:
  - Added profitable production and supported ongoing exploration in Australia through the Tanami expansion project, which reached commercial production safely, on time and on budget;
  - Increasing plant capacity by more than 50 percent and extending profitable production through two projects at Ahafo in Ghana – the Subika underground mine and the mill expansion;
  - Expanding the Twin Creeks resource in Nevada through the underground project, which began mining high-grade ore in 2017 and is expected to reach commercial production in mid-2018; and
  - Extending Yanacocha's mine life to 2027 with the approval of the Quecher Main project in Peru.

- Strengthening our long-term growth pipeline through investments and exploration opportunities:
  - Supported near-term development of the high-grade Buriticá gold project in Colombia through a \$109 million investment for 19.9 percent ownership of Continental Gold Inc.;
  - Reached an agreement that allows us to earn up to 80 percent equity in a prospective gold district – Plateau – in Canada's Yukon Territory; and
  - Announced an agreement to further explore the prospective Esperance gold discovery in French Guiana, owned by Compagnie Minière Esperance (CME).
- Transitioning to new operational leaders in Australia and South America regions;
- Announcing the move of our South America regional headquarters from Lima to Miami to improve how we support the broader region including operations in Suriname and Peru and exploration activities and investments in French Guiana and Colombia; and
- Purchasing the International Finance Corporation's 5 percent equity stake in Yanacocha for \$48 million in December 2017, which increased our ownership in Yanacocha to 54.05 percent (from 51.35 percent).

Additional information about these events can be found in our online [newsroom](#) as well as in our [2017 10-K report](#).

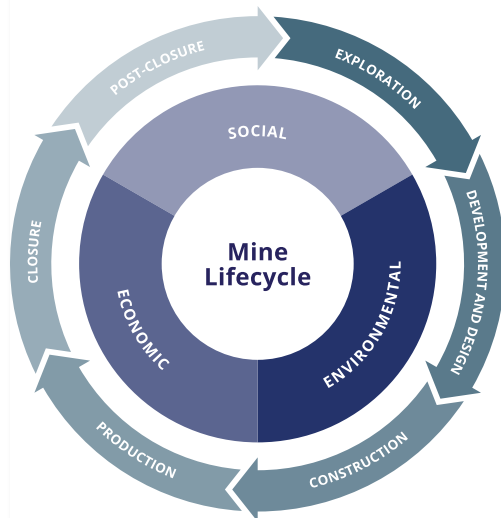


## OUR APPROACH TO SUSTAINABILITY

Sustainability at Newmont – serving as a catalyst for local economic development through transparent and respectful stakeholder engagement and respecting human rights, and as responsible stewards of the environment – is not only a core value and the right thing to do, it also delivers value throughout the **mine lifecycle** for our business, shareholders and other stakeholders.

### Our Sustainability Strategy

#### HOW SUSTAINABILITY FITS INTO THE MINE LIFECYCLE



Sustainability risks are business risks, and our strategy focuses on integrating key sustainability considerations – human rights, water, energy and climate change, to name a few – into business decisions. Our sustainability strategy aligns with the three platforms of our business strategy:

- **Delivering superior operational execution** – optimizing business performance through comprehensive standards, systems and targets;
- **Sustaining a global portfolio of long-life assets** – ensuring the effective and efficient investment and operation of profitable mines by proactively assessing and managing social, political and environmental risks and opportunities; and
- **Leading the gold sector in profitability and responsibility** – attracting and retaining the necessary skills and capabilities as well as building meaningful relationships to create mutual value, manage reputation and be recognized as the developer of choice.

#### Framework

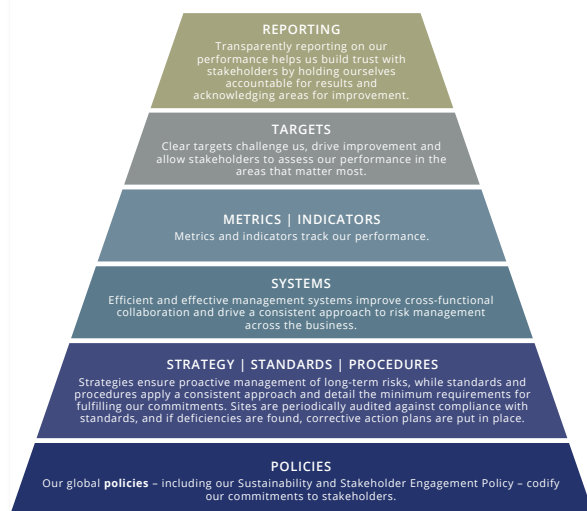
Implementation of our sustainability strategy requires a framework that connects our foundational policy to supporting strategies, standards and systems as well as carefully selected indicators and metrics.

#### Strategic imperatives

Three strategic imperatives drive the programs necessary to deliver our sustainability strategy:

- **Performance** – We strive to deliver meaningful, measurable and sustainable environmental, social and governance (ESG) performance over the long term, which also appeals to long-term value investors who believe that ESG performance is reflective of leadership, risk management capacity and responsible business practice. In 2017, Newmont was named the mining sector leader for the third year in a row by the Dow Jones Sustainability World Index (DJSI). We were also rated 95 out of 100 on the FTSE4Good Index Series; are the top mining company in Fortune's 2018 most admired companies list; ranked No. 43 on Corporate Responsibility Magazine's (CR Magazine) annual 100 Best Corporate Citizens List; and one of only three mining companies named in a ranking by the Drucker Institute of the 250 best managed companies based on high scores in the areas of employee engagement and development, and social responsibility.
- **Social acceptance and reputation** – The support of host communities and other key stakeholders is crucial to our success. To **help advance the UN Sustainable Development Goals (SDGs)**, we continued to integrate into key areas of our business those SDGs where we can make the most impact. We also volunteered to help improve global understanding and practical implementation of free, prior and informed consent (FPIC) of indigenous peoples through an Expert Advisory Panel that **studied and reported on** our experience at the Merian mine in Suriname.
- **Risk management** – Identifying and managing our risks and capitalizing on opportunities that deliver shared value to all our stakeholders are essential to achieving our goals. Our **Integrated Management System (IMS)** is a critical tool for managing our risks, and in 2017 we completed implementation of the standards and operating procedures that support the overall management and governance of the system. Work conducted during the year on our **Supplier Risk Management program** – which will greatly improve our understanding of and ability to manage risks within our global supplier network – will support the global implementation of the program in 2018. Our **updated Tailings and Heap Leach Facility Management Standard** strengthens our ability to identify and manage the risks associated with tailings and heap leach facilities.

#### SUSTAINABILITY FRAMEWORK



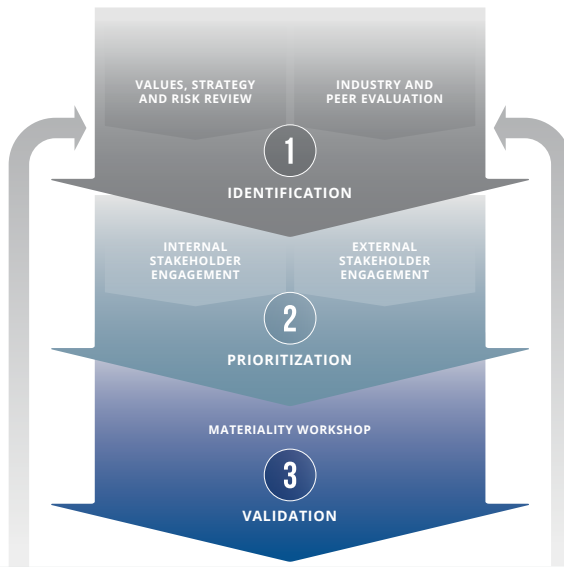
## Our Priorities

Understanding the issues that matter most to our stakeholders and our business helps us focus on key risks and opportunities, which in turn improves our reporting and performance.

We evaluate a number of factors to determine the social and environmental priorities discussed in this report. These include the issues that address our values, policies and overall strategy and the most significant impacts, threats and opportunities to our business. We also consider regulatory and voluntary commitments – such as the Paris Climate Agreement and the SDGs – that address current and future challenges for our industry and society as a whole.

Our priorities also reflect our **salient human rights issues**, which were determined by examining how our business activities can impact human rights throughout the business and life of the mine.

### OUR MATERIALITY PROCESS



Finally, ongoing and regular feedback from internal and external stakeholders is crucial to understanding the issues that are most important to the business and our stakeholders. In 2017, we performed an internal review of our material social and environmental issues as a follow-up to the independent formal materiality assessment we conducted in 2016 with nearly 50 internal and external stakeholders. The findings from this review, which followed the GRI's principles for defining report content, reaffirmed that our priorities remain relevant and unchanged for 2017.

For purposes of this report, we group our priorities into four categories – Ethics, Governance and Human Rights; Our People; Economic and Social Performance; and Environmental Stewardship.

### Our Priorities

|                                |                                |                                |                                     |
|--------------------------------|--------------------------------|--------------------------------|-------------------------------------|
| BIODIVERSITY                   | CLOSURE PLANNING               | COMMUNITY HEALTH AND SAFETY    | ECONOMIC PERFORMANCE                |
| EMPLOYMENT                     | EMISSIONS                      | ENERGY AND CLIMATE CHANGE      | ETHICS, GOVERNANCE AND HUMAN RIGHTS |
| GLOBAL INCLUSION AND DIVERSITY | HUMAN RIGHTS                   | INDIGENOUS RIGHTS              | INDIRECT ECONOMIC IMPACTS           |
| LABOR/MANAGEMENT RELATIONS     | LAND USE                       | LOCAL COMMUNITY DEVELOPMENT    | LOCAL EMPLOYMENT                    |
| LOCAL PROCUREMENT              | MATERIALS AND WASTE MANAGEMENT | OCCUPATIONAL HEALTH AND SAFETY | SUPPLY CHAIN STEWARDSHIP            |
| WATER MANAGEMENT               |                                |                                |                                     |

☐ ETHICS, GOVERNANCE AND HUMAN RIGHTS ☐ OUR PEOPLE ☐ ECONOMIC AND SOCIAL PERFORMANCE ☐ ENVIRONMENTAL STEWARDSHIP

☒ IMPORTANT TO NEWMONT ☐ IMPORTANT TO EXTERNAL STAKEHOLDERS | LESS IMPORTANT ☐ MORE IMPORTANT





## Targets



Measuring and reporting on our progress are key elements of our sustainability framework and demonstrate our commitment to transparency and improving our ability to manage key areas of social and environmental performance. Our targets, which have been in place since 2014 and publicly reported since 2015, are central in driving performance and communicating progress.

The table below summarizes our performance against the targets we set for 2017, and provides an update on our progress against our 2018 inclusion and diversity target and 2020 greenhouse gas emissions intensity target. Performance against these targets is reviewed quarterly during a CEO-led call with executive, regional and functional leaders.

Our 2018 and beyond targets – including new targets related to **human rights risks within our supply chain** – are provided in each respective section of this report. In October, our executive leadership team and the Board of Directors' Safety and Sustainability Committee reviewed and approved our future targets.

|  <b>Ethics and Governance Targets</b>  |                    |  |                      |
|---|--------------------|--|----------------------|
| Target  | 2017 Performance   | Commentary   | For more information |
| <b>Security</b>   |                    |  |                      |
| Ensure security risk assessments pertaining to human rights are completed, issues and potential impacts are identified, and, where necessary, mitigation strategies and controls are in place.  | <b>MET</b>         | <p>All regions/sites have action plans to reduce 100 percent of high and extreme threats to a tolerable level.</p> <p>Our operations in Ghana, Peru and Suriname completed risk assessments and conducted an external review of their respective action plans.</p>   | <b>Human Rights</b>  |
|  <b>Our People Targets</b>  |                    |  |                      |
| Target  | 2017 Performance   | Commentary   | For more information |
| <b>Safety</b>   |                    |  |                      |
| Zero fatalities   | <b>MET</b>         | No work-related fatalities occurred at any Newmont site or facility in 2017. We continue to mature our Fatality Risk Management system by testing the controls in place to prevent accidents and learning from our mistakes.   | <b>Safety</b>        |
| Lower Total Recordable Injury Frequency Rate (TRIFR) by 10 percent  | <b>NOT MET</b>     | <p>Our 2017 TRIFR of 0.46 held steady compared to our restated TRIFR* for 2016. Because hand injuries accounted for around 50 percent of all our recorded injuries in 2017, we are piloting a business process improvement program to reduce injuries to arms and hands and are exploring ways to remove hands from the work through re-engineered tools or restructured worked processes.</p> <p><i>* See the <b>Safety</b> section for more information about our TRIFR restatement.</i></p> | <b>Safety</b>        |
| <b>Inclusion and diversity</b>  |                    |  |                      |
| <p>Increase the enterprise-wide representation of women in the workforce to 15.4 percent by 2018*</p> <p><i>* Representation excludes those in fixed-term positions such as internships and those with contracts that end on a specific date.</i></p> | <b>IN PROGRESS</b> | To reflect the addition of our Merian operation in Suriname, in 2017 we adjusted our 2018 external target to increase female representation to 15.4 percent (up from 15.3 percent). At the end of 2017, female representation was 14.7 percent, up from 14.1 percent in 2016.  | <b>Our Workplace</b> |



|  Economic and Social Performance Targets  |                    |  |  |
|--|--------------------|--|--|
| Target   | 2017 Performance   | Commentary   | For more information                               |
| <b>Local employment</b>  |                    |  |  |
| All sites achieve local employment target  | <b>MET</b>         | All sites with a local or, where applicable, indigenous employment target achieved their target.   | <b>Local Employment and Business Opportunities</b> |
| <b>Local procurement</b>   |                    |  |  |
| All regions achieve spend target with local/local-local suppliers  | <b>MET</b>         | Globally, we set a total local spend goal of \$406 million, which we exceeded by more than \$250 million, largely due to improved categorization and the decision to not execute an in-sourcing initiative in Australia. | <b>Local Employment and Business Opportunities</b> |
| <b>Community commitments</b>   |                    |  |  |
| Commitments completed on or before due dates as captured in register   | <b>MET</b>         | All sites met our global target to complete 90 percent of community commitments by the due date.   | <b>Community Relationships</b>                     |
| <b>Complaints and grievances (C&amp;G)</b>   |                    |  |  |
| All sites (100 percent) close 100 percent of tier 1* complaints within 30 days<br><i>* Tier 1 is defined as those complaints that can be resolved between Newmont and complainants without the need for external mediation and/or legal proceedings.</i> | <b>ALMOST MET</b>  | All sites met our target to resolve 100 percent of tier 1 complaints within 30 days, except Yanacocha in Peru, which responded to 97 percent of its tier 1 complaints within 30 days.                                    | <b>Community Relationships</b>                     |
|  Environmental Targets  |                    |  |  |
| Target   | 2017 Performance   | Commentary   | For more information                               |
| <b>Water</b>   |                    |  |  |
| All sites (100 percent) complete their action plan for the year and overall fresh water use is reduced by 3 percent compared to 2016 base year   | <b>MET</b>         | All regions met their fresh water reduction targets, and we reduced our overall fresh water use by 3 percent, compared to the 2016 base year.  | <b>Water</b>                                       |
| <b>Energy and climate change</b>   |                    |  |  |
| Reduce greenhouse gas (GHG) emissions intensity (tonnes of carbon dioxide per gold ounce equivalent) 16.5 percent by 2020, based on the 2013 baseline  | <b>IN PROGRESS</b> | In 2017, we adjusted the base year and target to reflect our current asset portfolio. At the end of the year, we had reduced our GHG emissions intensity by 15.6 percent compared to the 2013 base year.                 | <b>Energy and Climate Change</b>                   |
| <b>Closure and reclamation</b>   |                    |  |  |
| Achieve 90 percent of planned reclamation activities across Newmont  | <b>MET</b>         | Combined, our operations completed concurrent reclamation on approximately 130 percent more hectares than planned for in our target.   | <b>Closure and Reclamation</b>                     |

## STAKEHOLDER ENGAGEMENT

Engaging with our stakeholders – who we consider to be any person or organization influential to our success or potentially impacted by our activities – allows us to share information about our activities and decisions and gain a greater understanding of their needs and perspectives.

Stakeholder engagement plans at the corporate, regional and site level ensure we deliver on our commitment to ongoing and honest dialogue and transparent, timely and fact-based communications with our stakeholders. These elements are critical to building trusted relationships based on mutual respect and to managing risks present in our business. In addition, stakeholder engagement helps inform our site-level management plans and validate our priorities and salient human rights issues.

Because each stakeholder has unique and specific areas of concern, the channel and frequency of engagement varies. An overview of our approach to engaging with our main stakeholders is described in the following table, with additional detail provided throughout this report.

| Stakeholder   | Key topics and areas of interest   | Our approach to engagement and addressing key topics and areas of interest  | Key engagement activities in 2017  |
|---|--|---|--|
| Employees   | <ul style="list-style-type: none"> <li>Safe and healthy work environment</li> <li>Strategy and direction of organization</li> <li>Workplace diversity and inclusion</li> <li>Wages, benefits, recognition and commitments</li> <li>Opportunities for career advancement and/or development</li> <li>Workplace agreement terms and conditions</li> <li>Responsible business practices</li> </ul>  | <p>Code of Conduct, policies and standards, collective bargaining/contract negotiations, Vital Behaviors and Safety Leadership Coaching programs, training and development programs, Ethics line, conversations between managers and employees, performance feedback, engagement surveys, town hall meetings with the CEO and other leaders, newsletters, employee communications channels</p> <p>For more information, visit <b>Our Workplace</b> and <b>Workforce Rights</b>.</p> | <ul style="list-style-type: none"> <li>Pulse employee engagement survey</li> <li>Enterprise-wide <b>focus groups</b> on creating a more inclusive workplace</li> <li>New labor agreements with unions in Ghana and Peru</li> </ul>   |
| Host communities  | <ul style="list-style-type: none"> <li>Safe and healthy operations</li> <li>Jobs and local business opportunities</li> <li>Community investment</li> <li>Environmental stewardship including access to clean water</li> <li>Access to education and skills development</li> <li>Infrastructure</li> <li>Transparency in distribution of direct and indirect contributions</li> <li>Indigenous peoples' rights</li> <li>Community wellbeing</li> <li>Reputation and ethics</li> </ul> | <p>Participation in social and environmental assessments, socio-economic programs, foundations and funds, complaints and grievances mechanisms, forums, conferences, site visits, surveys, community development committees and boards, meetings and personal communications</p> <p>For more information, visit <b>Community Relationships</b>.</p>   | <ul style="list-style-type: none"> <li>Standalone <b>human rights impact assessments</b> in Peru and Suriname</li> <li>Social impact assessments in Colorado and Nevada</li> <li>Engagement with local youth groups on <b>concerns about job opportunities</b> at the Ahafo mine in Ghana</li> </ul> |
| Suppliers/contractors   | <ul style="list-style-type: none"> <li>Safe and healthy work environment</li> <li>Contract terms and conditions</li> <li>Business opportunities</li> <li>Financial and operating performance</li> <li>Responsible business practices</li> <li>Innovation</li> <li>Operating efficiencies</li> <li>Strong partnerships</li> </ul>   | <p>Contract negotiations, Supplier Code of Conduct, policies and standards, participation in contractor safety programs and continuous improvement initiatives, global and regional supplier summit conferences, local content partnerships, social responsibility partnerships, meetings and personal communications</p> <p>For more information, visit <b>Supply Chain Stewardship</b> and <b>Local Employment and Business Opportunities</b>.</p>                                | <ul style="list-style-type: none"> <li>Annual supplier summits</li> <li>Development of an employment/skills development program with the local Pamaka community in Suriname</li> <li>Work with Ghana Chamber of Mines on national local procurement policy</li> </ul>                                |
| Business partners – Barrick, Buena Ventura, Staatsolie Maatschappij Suriname N.V. (Suriname's State-owned oil company), and the International Finance Corporation (IFC) | <ul style="list-style-type: none"> <li>Financial and operating performance</li> <li>Reserves and resources</li> <li>Safety, health, environmental and social performance</li> <li>Government regulations and permitting</li> </ul>   | <p>Terms of agreements, annual and quarterly reports, regulatory filings, regular meetings and communications via telephone, email, website and mailings</p> <p>Please visit our <b>2017 10-K report</b> for more information about our business partners.</p>  | <ul style="list-style-type: none"> <li>Purchase of the IFC's 5 percent equity stake in Yanacocha for \$48 million in December 2017</li> <li>New toll milling agreement with Barrick for processing capacity at Twin Creeks in Nevada to replace agreement that expired in December 2017</li> </ul>   |

| Stakeholder   | Key topics and areas of interest   | Our approach to engagement and addressing key topics and areas of interest  | Key engagement activities in 2017   |
|---|--|---|---|
| Governments and regulatory bodies   | <ul style="list-style-type: none"> <li>Taxes and royalties</li> <li>Jobs</li> <li>Infrastructure</li> <li>Contribution to national and local socio-economic development priorities</li> <li>Environmental stewardship</li> <li>Regulatory and legal compliance</li> <li>Compliance with mining license</li> <li>Government regulations and permitting</li> </ul>   | <p>Regulatory filings, responses to requests for information, participation in events and forums, collaboration on government/industry campaigns and programs, tours of operations and site visits, meetings and personal communications</p> <p>For more information, visit <b>Ethical Conduct</b> and <b>Value Sharing</b>.</p>                                      | <ul style="list-style-type: none"> <li>Meetings with Western Australia government officials on proposed royalty and tax increases</li> <li>Two working groups established with Cajamarca regional government in Peru</li> <li><b>Range-wide genetic analysis</b> of relict dace species in Nevada</li> </ul>                              |
| Shareholders, investors and analysts  | <ul style="list-style-type: none"> <li>Financial and operating performance</li> <li>Share price performance</li> <li>Dividend payments</li> <li>Balance sheet strength</li> <li>Reserves and resources</li> <li>Safety, health, environmental and social performance</li> <li>Reputation and ethics</li> <li>Government regulations and permitting</li> <li>Mergers, acquisitions and divestments</li> </ul>           | <p>Annual and quarterly reports, regulatory filings, investor conferences, annual general meeting, investor road shows, tours of operations and site visits, analyst days, regular meetings and communications via telephone, email, website and mailings</p> <p>For more information, visit our <b>investor relations site</b>.</p>                                  | <ul style="list-style-type: none"> <li>Investor Day</li> <li>Site tours of the Merian mine and Nevada operations</li> <li>Quarterly investor conference calls</li> <li>Annual meeting of stockholders</li> </ul>  |
| Non-governmental organizations (NGO), multinational organizations and civil society | <ul style="list-style-type: none"> <li>Transparency and accountability</li> <li>Governance</li> <li>Social performance</li> <li>Human rights and free, prior and informed consent of indigenous peoples</li> <li>Environmental stewardship</li> <li>Mutual value creation</li> </ul>   | <p>Social/community/other assessments, participation in multi-stakeholder initiatives, strategic partnerships, forums, conferences, participation in thought-leadership panels and advisory councils, questionnaires, meetings and personal communications</p> <p>Examples of this engagement are discussed in <b>Indigenous Peoples</b> and <b>Biodiversity</b>.</p> | <ul style="list-style-type: none"> <li>RESOLVE's case study on free, prior and informed consent (FPIC) at the Merian operation in Suriname</li> <li>NGO representation at global indigenous peoples workshop</li> <li>Partnership with Reconciliation Australia to develop action plans for aboriginal inclusion and diversity</li> </ul> |
| Media   | <ul style="list-style-type: none"> <li>Financial and operating performance</li> <li>Health and safety performance</li> <li>Community and social performance</li> <li>Environmental stewardship</li> <li>Government regulations and permitting</li> <li>Mergers, acquisitions and divestments</li> </ul>  | <p>Press releases, interviews, regulatory filings, presentations, publications, site visits, editorial board meetings, communications via phone and email, company website and social media channels</p> <p>Please visit the <b>newsroom</b> on our website for more information.</p>   | <ul style="list-style-type: none"> <li>Launch of <b>Lifecycle of a Mine</b> microsite</li> <li>New social media channels for operations in Australia (KCGM), Ghana, Nevada and Suriname</li> <li>Hosting first editorial board meeting with top media outlets in Suriname</li> </ul>  |
| Peers and industry associations   | <ul style="list-style-type: none"> <li>Safe and healthy operations</li> <li>Responsible business practices</li> <li>Environmental stewardship</li> <li>Collaborating with peers via industry organizations and with other business, political and academic leaders via global forums on sustainability issues and policy positions</li> <li>General knowledge sharing on lessons learned and best practices</li> </ul> | <p>Active participation as members and on boards or other leadership assignments, conferences, engagement through business bodies and <b>industry-wide initiatives</b>, meetings and personal communications</p> <p>Examples of this engagement are discussed in <b>Human Rights</b> and <b>Value Sharing</b>.</p>  | <ul style="list-style-type: none"> <li>Implementing the <b>Paradigm for Parity</b> framework</li> <li>Active involvement in developing ICMM guidance on <b>water reporting, science-based emissions reduction targets</b> and <b>tailings stewardship</b></li> <li>Participation in Suriname's EITI Multi-stakeholder Group</li> </ul>    |



## VOLUNTARY COMMITMENTS

Newmont participates in a number of relevant global, national and regional organizations and initiatives to inform our sustainability programs and improve our performance. Some of the more notable ones are as follows:

### Industry Initiatives

#### International Council on Mining and Metals (ICMM) Sustainable Development Framework

As an ICMM founding member, we commit to the CEO-led organization's 10 Principles for Sustainable Development, its **supporting position statements**, and transparent and accountable reporting practices. ICMM's 10 principles have been benchmarked against leading international standards including the Rio Declaration, the UN Global Compact, OECD Guidelines on Multinational Enterprises, World Bank Operational Guidelines, OECD Convention on Combating Bribery, ILO Conventions 98, 169, 176, and the Voluntary Principles on Security and Human Rights.



#### Voluntary Principles on Security and Human Rights (VPSHR)

This global initiative, established in 2000, seeks to protect human rights through leading safety and security practices. Signatories include 10 governments – including Australia, Ghana and the U.S. – and nearly 40 industry and NGO participants. Newmont **annually reports** on our efforts to implement and promote the Voluntary Principles.



#### Extractive Industries Transparency Initiative (EITI)

Newmont is actively involved in the efforts of **EITI** to promote revenue transparency and accountability in the extractive industry, and we also support the initiative by reporting our tax and royalty payments annually.



#### World Gold Council (WGC)

The **WGC** promotes responsible mining practices across the gold industry. Our Conflict-Free Gold Standard and our approach to reporting all-in sustaining costs are largely informed by guidelines and standards developed by the WGC and its member companies.



#### Free, Prior and Informed Consent (FPIC) Solutions Dialogue (the "Dialogue")

In 2012, Newmont and other leaders from oil and gas and mining companies and civil society organizations established **the Dialogue** to focus on real-world examples of securing FPIC from indigenous communities on or near prospective concessions. The Dialogue examines challenges, exchanges ideas, and distills good practices and guidance to support the implementation of FPIC. In 2017, the Dialogue published a report on lessons learned from Newmont's Merian mine in Suriname. Details about this report are discussed in the **Indigenous Peoples case study**.



#### International Network for Acid Prevention (INAP)

Newmont is a member of **INAP**, which seeks to meet the need for an international body to bring together experience, transfer knowledge and conduct research on ways to address the challenge and reduce the liability associated with acid rock drainage (ARD).



#### Cross-Sector Biodiversity Initiative (CSBI)

Newmont is a founding member of the **CSBI**, a partnership among the mining, oil and gas and banking sectors that provides a forum for cross-industry learning on biodiversity and ecosystem services best practices.



### Global and Business Initiatives

#### United Nations (UN) Global Compact

The **UN Global Compact** promotes responsible corporate citizenship and a collaborative approach to forging a more sustainable and inclusive global economy. This report serves as our advanced-level annual **Communication on Progress (COP)** toward implementing the 10 Global Compact Principles into our strategies and operations. We also participate in the UN Global Compact LEAD Program, which promotes adoption of the Blueprint for Corporate Sustainability Leadership.



#### United Nations (UN) Guiding Principles on Business and Human Rights (the "Guiding Principles")

**The Guiding Principles** provide clarity on the first two principles of the UN Global Compact, which address businesses' responsibility to respect human rights. Unanimously endorsed by the UN Human Rights Council in 2011, the Guiding Principles are a global standard that defines the duties of states and the responsibilities of companies for preventing and addressing human rights impacts linked to business activities. Newmont **discloses our human rights performance** using the UN Guiding Principles Reporting Framework, the world's first comprehensive guidance for companies to report on how they respect human rights. Newmont was the first extractive company to adopt this framework.



#### Partnering Against Corruption Initiative (PACI)

Newmont is a founding member of the **World Economic Forum's PACI**. We do not tolerate bribery or corruption, and we require training based on PACI principles for employees most likely to encounter bribery or corruption risks.



## World Economic Forum (WEF)

Newmont is an active member of the **WEF**, and in early 2017 became a signatory to the WEF's **Compact for Responsive and Responsible Leadership**, which commits businesses to creating a corporate governance framework focused on the long-term sustainability of corporations and the long-term goals of society.



## Paradigm for Parity

Paradigm for Parity is a coalition of CEOs, senior executives, founders, board members, and business academics who are committed to addressing the corporate leadership gender gap. Paradigm for Parity's goal is to achieve full gender parity in leadership positions by 2030, and its roadmap outline specific actions to achieve this objective. In 2016, President and CEO Gary Goldberg **pledged Newmont's support for Paradigm for Parity**.



## International Benchmarks

### Dow Jones Sustainability Index (DJSI)

The **DJSI** is regarded as one of the most rigorous sustainability indices in the world. Listing on the DJSI is determined through a rigorous, evidence-based corporate sustainability assessment administered by RobecoSAM. The assessment evaluates more than 600 data points in its annual environmental, social and governance (ESG) analysis of more than 3,900 listed companies worldwide. In 2007, Newmont was the first gold company named to DJSI's World Index and has been included in the index every year since then. In 2017, Newmont was ranked by the DJSI World Index as the mining industry leader for the third year in a row.



### CDP (formerly the Carbon Disclosure Project)

**CDP** is a nonprofit that works with corporations and shareholders to disclose major corporations' environmental impacts, namely greenhouse gas (GHG) emissions and management of water resources. Newmont has participated in CDP's annual questionnaire related to GHG emissions since 2007 and water since 2012.



## International Standards Organizations

### International Cyanide Management Code (ICMC)

In 2005, Newmont became one of the first signatories of the **ICMC**, which aims to improve the safe transport, storage and use of cyanide to protect human health and reduce the potential for environmental harm. Signatories commit to upholding ICMC's principles and standards, commissioning independent audits, and **reporting on their performance**.



### International Organization for Standardization – ISO 14001 and 31000

**ISO** 14001 is a series of environmental standards that provide a framework for implementing effective controls and a systematic approach to setting and achieving improvement targets. We report on the status of our operations' ISO 14001 standards certification in the **Compliance** section of this report. Newmont's risk assessment framework is based on ISO 31000.



### AccountAbility's AA1000 Assurance Standard

This **standard**, which aims to improve how companies manage, report and continuously improve their sustainability performance, guides our global sustainability report's assurance process.



### GRI (formerly Global Reporting Initiative)

The GRI is an independent international organization that maintains the world's most widely adopted global sustainability reporting standards. Our 2017 global sustainability report was compiled in accordance with the **GRI's G4** Core option guidelines and was independently assured.



## ABOUT THIS REPORT

### Scope

*Beyond the Mine* is our annual sustainability report that focuses on Newmont's current operating sites. Data presented covers our performance for the 2017 calendar year, which corresponds to our fiscal year. Where noted, references may be made to historical results. We have published our global sustainability reports on an annual basis since 2003. The latest was published in April 2017.

All financial figures are quoted in U.S. dollars unless otherwise noted. Some figures and percentages may not add up to the total figure or 100 percent due to rounding. References to "Newmont," "the Company," "we" and "our" refer to Newmont Mining Corporation and/or our affiliates, joint ventures and subsidiaries.

### Boundaries

We prepared our 2017 global sustainability report in accordance with the GRI G4 Guidelines Core option, including the Mining and Metals Sector Supplement. Bureau Veritas North America Inc. assured this report, and Ernst & Young LLP audited the financial data reported in Newmont's **2017 10-K report**.

Unless noted otherwise, this report covers sustainability matters related to the following significant locations of operation:

- Ahafo and Akyem in Ghana;
- Boddington, Kalgoorlie Consolidated Gold Mines (KCGM) and Tanami in Australia;
- Carlin, Long Canyon, Phoenix and Twin Creeks operating complexes in Nevada;
- Cripple Creek & Victor in Colorado;
- Merian in Suriname; and
- Yanacocha in Peru.

In general, this report does not include data for assets divested or acquired during the year, non-managed joint ventures, exploration activities, projects and closed sites. However, references to these sites and locations are included in the report when they are material and provide context.

In addition to our global report, we publish regional sustainability reports that serve as an important communications tool with local stakeholders. Our Australia region's report supports our membership in, and signatory commitment to, the Minerals Council of Australia. The **Asociación Los Andes de Cajamarca (ALAC)** – Yanacocha's foundation – also publishes an annual update on programs that support sustainable development in the communities near the mine.

### Restatements

Ongoing improvements to our data collection systems, processes and quality can result in restatements of previously reported data. Such restatements have been provided in the body of this report and are noted as such in the footnotes or corresponding disclosures.

### Significant Changes in Reporting Parameters

There were no significant changes in the scope or aspect boundaries in 2017. However, beginning in 2017 and going forward, employee and contractor figures in the **People Data Appendix** and **Local Employment and Procurement** section include all personnel, whereas previous years only reported employee and contractor data from operating sites. Changes to this effect are noted in the corresponding disclosures.

### Additional Information

More information about Newmont is available on our **website**. For details on our financial performance and governance structure, please refer to our **2017 10-K report**, an annual overview of Newmont's business and financial condition submitted to the U.S. Securities and Exchange Commission.

### Contact Information

We welcome feedback on this report or on any other aspect of our sustainability performance. Please send general comments to [feedback@newmont.com](mailto:feedback@newmont.com). For a full list of contacts at Newmont, please visit **Contact Us** on our website.



## GRI INDEX

As a founding member of the International Council on Mining and Metals (ICMM), Newmont commits to uphold the **ICMM's 10 Principles for Sustainable Development** and to report in accordance with the GRI framework, which is recognized as the international standard for sustainability reporting and used by more than 1,100 companies worldwide. This report reflects our reporting obligations as a member of ICMM and in accordance with our commitments under the Voluntary Principles on Security and Human Rights (VPSHR).

In 2017, we mapped the content included in this report against **the five United Nations Sustainable Development Goals (SDGs) we established as our “priority goals”** due to their alignment with our business and our ability to have an impact on outcomes in these areas. These SDGs are cross-referenced in the following GRI Index.

We developed this report in accordance with the GRI G4 Core option guidelines, which focus on the key risks and opportunities significant to our business and stakeholders. This report also includes indicators from the GRI Mining and Metals Sector disclosures. In 2018, Newmont plans to transition to the GRI Standards, which include all the main concepts and disclosures from the G4 guidelines.

We engaged Bureau Veritas North America Inc. to independently assure our report for inclusivity, completeness, responsiveness and accuracy on material and significant sustainability matters.

### General Standard Disclosures

| General Standard Disclosures | Standard Disclosure Title | Location/Description | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance |
|------------------------------|---------------------------|----------------------|--|---------------------------|------------------|--------------------|
|------------------------------|---------------------------|----------------------|--|---------------------------|------------------|--------------------|

### STRATEGY AND ANALYSIS

|      |   |  |  |     |  |     |
|------|---|--|--|-----|--|-----|
| G4-1 | Statement from the most senior decision-maker of the organization | Message from the President and CEO<br>Message from the Safety and Sustainability Committee Chair   |  | 2   |  | Yes |
| G4-2 | Description of key impacts, risks and opportunities               | Message from the President and CEO<br>Message from the Safety and Sustainability Committee Chair<br>Our Approach to Sustainability: Strategy, Strategic Imperatives<br>Risk Management: Approach<br>Risk Management: Performance |  | 2,4 |  | Yes |

### ORGANIZATIONAL PROFILE

|      |   |   |  |  |  |     |
|------|---|---|--|--|--|-----|
| G4-3 | Name of the organization  | Our Business  |  |  |  | Yes |
| G4-4 | Primary brands, products and services   | Our Business<br>Supply Chain Stewardship: Approach<br>2017 10-K Report: pages 3–5 |  |  |  | Yes |
| G4-5 | Location of the organization's headquarters   | Our Business  |  |  |  | Yes |
| G4-6 | Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report | Our Business<br>About This Report   |  |  |  | Yes |
| G4-7 | Nature of ownership and legal form  | Our Business<br>2017 10-K Report: pages 29–37                                     |  |  |  | Yes |

| General Standard Disclosures | Standard Disclosure Title  | Location/Description   | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance |
|------------------------------|--|--|--|---------------------------|------------------|--------------------|
| G4-9                         | Scale of the organization  | Our Business<br>Value Sharing: Performance<br>2017 10-K Report: pages 3–9  |  |                           |                  | Yes                |
| G4-10                        | Employee/workforce details   | Our Workplace: Performance<br>Local Employment and Business Opportunities: Performance<br>Data Appendix: Our People  | 6                                      |                           | 8                | Yes                |
| G4-11                        | Percentage of total employees covered by collective bargaining agreements  | People Data Appendix: Employees by type, region, gender and category   | 3                                      | 3                         | 8                | Yes                |
| G4-12                        | Describe the organization's supply chain   | Supply Chain Stewardship: Approach   |  |                           |                  | Yes                |
| G4-13                        | Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain                                 | Our Business: Significant Changes<br>Supply Chain Stewardship: Performance   |  |                           |                  | Yes                |
| G4-14                        | Whether and how the precautionary approach or principle is addressed by the organization   | Risk Management: Approach<br>Newmont submits to the United Nations Global Compact (UNGC) an annual Communication on Progress, affirming our commitment to operate according to the UNGC's 10 universal principles, including Principle No. 7, which states, "Businesses should support a precautionary approach to environmental challenges."<br><br>The precautionary approach – which is the process for investigating, addressing and mitigating how our actions may threaten the environment – is embedded in our risk management process as well as our purpose, vision and values.<br><br>More information on our risk management approach is found in the Ethics and Governance – Risk Management section of this report and in our 2017 10-K Report (pages 13–28). | 7                                      | 2,4                       |                  | Yes                |
| G4-15                        | Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses | Voluntary Commitments  |  | 10                        |                  | Yes                |
| G4-16                        | Memberships of associations and national or international advocacy organizations   | Voluntary Commitments  |  |                           |                  | Yes                |

| General<br>Standard<br>Disclosures | Standard Disclosure Title | Location/Description | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance |
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|

## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

|       |   |  |  |  |  |     |
|-------|---|--|--|--|--|-----|
| G4-17 | Entities included in the organization's consolidated financial statements | About This Report: Boundaries                                  |  |  |  | Yes |
| G4-18 | Process for defining report content                                       | Our Approach to Sustainability: Our Priorities                 |  |  |  | Yes |
| G4-19 | Priorities identified   | Our Approach to Sustainability: Our Priorities                 |  |  |  | Yes |
| G4-20 | Boundaries – Internal   | See GRI Index – Specific Standard Disclosures                  |  |  |  | Yes |
| G4-21 | Boundaries – External   | See GRI Index – Specific Standard Disclosures                  |  |  |  | Yes |
| G4-22 | Effect of any restatement of information in previous reports              | About This Report: Restatements                                |  |  |  | Yes |
| G4-23 | Significant changes from previous reporting in scope of priorities        | About This Report: Significant Changes in Reporting Parameters |  |  |  | Yes |

## STAKEHOLDER ENGAGEMENT

|       |   |  |  |    |  |     |
|-------|---|--|--|----|--|-----|
| G4-24 | List of stakeholder groups                                | Stakeholder Engagement   |  | 10 |  | Yes |
| G4-25 | Basis for identifying and selecting stakeholders          | Stakeholder Engagement   |  | 10 |  | Yes |
| G4-26 | Approach to stakeholder engagement                        | Our Approach to Sustainability: Our Priorities<br>Stakeholder Engagement |  | 10 |  | Yes |
| G4-27 | Topics raised through stakeholder engagement and response | Stakeholder Engagement   |  | 10 |  | Yes |

## REPORT PROFILE

|       |                            |  |  |    |  |     |
|-------|----------------------------|--|--|----|--|-----|
| G4-28 | Reporting period           | About This Report: Scope                   |  | 10 |  | Yes |
| G4-29 | Date of most recent report | About This Report: Scope                   |  |    |  | Yes |
| G4-30 | Reporting cycle            | About This Report: Scope                   |  | 10 |  | Yes |
| G4-31 | Contact                    | About This Report: Contact Information     |  | 10 |  | Yes |
| G4-32 | In Accordance option       | About This Report: Boundaries<br>GRI Index |  |    |  | Yes |



| General Standard Disclosures | Standard Disclosure Title | Location/Description   | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance |
|------------------------------|---------------------------|--|--|---------------------------|------------------|--------------------|
| G4-33                        | External assurance policy | <p>About This Report: Boundaries<br/>Report Assurance</p> <p>Newmont does not have a formal written policy requiring external assurance for this report; however, in support of our commitment to ICMM's 10 Principles for Sustainable Development we engaged Bureau Veritas to independently assure our 2017 Beyond the Mine sustainability report.</p> |  |                           |                  | Yes                |

## GOVERNANCE

|       |  |   |  |        |   |     |
|-------|--|---|--|--------|---|-----|
| G4-34 | Governance structure   | <p>Leadership: Board of Directors<br/>Leadership: Executive Leaders</p>   |  | 1,2    |   | Yes |
| G4-35 | Process for delegating authority for economic, social and environmental topics   | Leadership: Executive Leaders   |  | 1,2    |   | Yes |
| G4-36 | Executive level positions responsible for economic, social and environmental topics  | Leadership: Executive Leaders   |  | 1,2    |   | Yes |
| G4-37 | Process for consultation between stakeholders and highest governance body on economic, social and environmental topics   | <p>Leadership: Board of Directors<br/>Corporate Governance Guidelines</p>   |  | 1,2,10 |   | Yes |
| G4-38 | Composition of the highest governance body   | <p>Leadership: Board of Directors<br/>2018 Proxy Statement: pages 18–31</p>   |  | 1,2    | 5 | Yes |
| G4-39 | Indicate whether the Chair of the highest governance body is also an executive officer   | <p>Leadership: Board of Directors<br/>2018 Proxy Statement: page 24</p>   |  | 1,2    |   | Yes |
| G4-40 | Nomination and selection process for the highest governance body and its committees  | <p>Leadership: Board of Directors<br/>2018 Proxy Statement: pages 32–33<br/>Corporate Governance &amp; Nominating Committee Charter</p> |  | 1,2    | 5 | Yes |
| G4-41 | Process for the highest governance body to ensure conflicts of interest are avoided and managed  | <p>Leadership: Board of Directors<br/>Ethical Conduct: Approach<br/>Corporate Governance Guidelines</p>                                 |  | 1,2    |   | Yes |
| G4-42 | Highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies, and goals | <p>Leadership: Board of Directors<br/>Ethical Conduct: Approach<br/>Ethical Conduct: Performance</p>                                    |  | 1,2    |   | Yes |
| G4-43 | Measures taken to develop and enhance the highest governance body's collective knowledge of economic, social and environmental topics  | Leadership: Board of Directors  |  | 1,2    |   | Yes |

| General Standard Disclosures | Standard Disclosure Title  | Location/Description   | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance |
|------------------------------|--|--|--|---------------------------|------------------|--------------------|
| G4-44                        | Process for evaluation of the highest governance body's performance  | Leadership: Board of Directors<br>Leadership: Executive Leaders<br>2018 Proxy Statement: page 43   |  | 1,2                       |                  | Yes                |
| G4-45                        | Highest governance body's role in the identification of economic, social and environmental impacts, risks and opportunities  | Leadership: Board of Directors<br>Leadership: Executive Leaders<br>2018 Proxy Statement: page 42   |  | 1,2                       |                  | Yes                |
| G4-46                        | Highest governance body's role in reviewing the effectiveness of the organization's risk management process for environmental, social and economic topics                                | Leadership: Board of Directors<br>2018 Proxy Statement: page 42  |  | 1,2,4                     |                  | Yes                |
| G4-47                        | Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities  | Leadership: Board of Directors   |  | 1,2,4                     |                  | Yes                |
| G4-48                        | Highest committee or position that formally reviews and approves the organization's sustainability report  | Leadership: Board of Directors   |  | 1,2                       |                  | Yes                |
| G4-49                        | Process for communicating critical concerns to the highest governance body   | Leadership: Executive Leaders<br>Corporate Governance Guidelines<br>2018 Proxy Statement: page 16  |  | 1,2,10                    |                  | Yes                |
| G4-50                        | Nature and total number of critical concerns that were communicated to the highest governance body and the mechanisms used to address and resolve them                                   | We do not publicly disclose this information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged. | 10                                     | 1,2,10                    |                  | Yes                |
| G4-51                        | Remuneration policies for the highest governance body and senior executives  | Leadership: Executive Leaders<br>2018 Proxy Statement: pages 59–65   |  | 1,2                       |                  | Yes                |
| G4-52                        | Process for determining remuneration   | Leadership: Executive Leaders<br>2018 Proxy Statement: pages 50–83   |  | 1,2                       |                  | Yes                |
| G4-53                        | How stakeholder views are incorporated in remuneration   | Leadership: Executive Leaders<br>2018 Proxy Statement: pages 50–54   |  | 10                        |                  | Yes                |
| G4-54                        | Ratio of the annual total compensation for the organization's highest paid individual in each country of significant operation to the median annual total compensation for all employees | Not disclosed at regional level, the SEC required disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO which is available on page 99 of the 2018 Proxy Statement.  | 6                                      |                           |                  | Yes                |

| General<br>Standard<br>Disclosures | Standard Disclosure Title   | Location/Description  | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance |
|------------------------------------|---|---|---|---------------------------------|---------------------|-----------------------|
| G4-55                              | Ratio of percentage increase in annual total compensation for the organization's highest paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees | Not disclosed, 2018 reporting will provide the opportunity to report the percentage change of the global median compensated employee to the CEO.        | 6   |                                 |                     | Yes                   |
| <b>ETHICS AND INTEGRITY</b>        |   |   |   |                                 |                     |                       |
| G4-56                              | Organization's values, principles, standards and norms of behavior  | Our Business<br>Our Approach to Sustainability: Framework<br>Ethical Conduct: Approach<br>Newmont website   | 10  | 1,2                             |                     | Yes                   |
| G4-57                              | Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity   | Ethical Conduct: Approach<br>Human Rights: Approach<br>Workforce Rights: Approach<br>Community Relationships: Approach<br>Newmont Ethics Solutions Tool | 10  | 1,2                             |                     | Yes                   |
| G4-58                              | Procedures for reporting concerns about unethical or unlawful behavior  | Ethical Conduct: Approach<br>Human Rights: Approach<br>Workforce Rights: Approach<br>Community Relationships: Approach<br>Newmont Ethics Solutions Tool | 10  | 1,2                             |                     | Yes                   |



| General<br>Standard<br>Disclosures | Standard Disclosure Title | Location/Description | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance | Impact<br>Boundary |
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|
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## Economic Performance

### MATERIAL ASPECT: ECONOMIC PERFORMANCE

1, 2, 3, 4,  
5, 6, 7, 8

|        |  |   |   |   |     |     |  |
|--------|--|---|---|---|-----|-----|--|
| G4-DMA | Disclosure of Management Approach  | Our Business: Strategy<br>Our Workplace: Approach<br>Our Workplace: Performance<br>Our Workplace: Future Focus<br>Value Sharing: Approach<br>Value Sharing: Performance<br>Value Sharing: Future Focus<br>Energy and Climate Change: Approach<br>Energy and Climate Change: Performance<br>Energy and Climate Change: Future Focus<br>Closure and Reclamation: Approach<br>Closure and Reclamation: Performance |   |   |     | Yes |  |
| G4-EC1 | Direct economic value generated and distributed  | Value Sharing: Performance<br>Community Investments: Performance  |   | 9 | 5,8 | Yes |  |
| G4-EC2 | Financial implications and other risks and opportunities for the organization's activities due to climate change | Energy and Climate Change: Approach<br>Energy and Climate Change: Performance<br>Energy and Climate Change: Case Study<br>2017 10-K Report: pages 9–10, 16, 17, 18, 19, 20, 24  | 7 | 6 |     | Yes |  |
| G4-EC3 | Coverage of the organization's defined benefit plan obligations  | 2017 10-K Report: page 133  |   |   |     | Yes |  |
| G4-EC4 | Financial assistance received from government  | Value Sharing: Performance  |   |   |     | Yes |  |

### MATERIAL ASPECT: MARKET PRESENCE

1, 2, 3, 6

|        |                                   |  |  |   |  |     |  |
|--------|-----------------------------------|--|--|---|--|-----|--|
| G4-DMA | Disclosure of Management Approach | Our Workplace: Approach<br>Local Employment and Business Opportunities: Approach<br>Local Employment and Business Opportunities: Performance<br>Local Employment and Business Opportunities: Future Focus<br>Local Employment and Business Opportunities: Case Study |  | 9 |  | Yes |  |
|--------|-----------------------------------|--|--|---|--|-----|--|

| General Standard Disclosures | Standard Disclosure Title  | Location/Description   | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary |
|------------------------------|--|--|--|---------------------------|------------------|--------------------|-----------------|
| G4-EC5                       | Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation | On average, we pay employees classified as hourly and non-exempt (in the U.S.) wages that are significantly higher than the minimum wage in their respective countries, particularly at our operations located in rural and developing economies.<br>People Data Appendix: Salary Ratios | 6                                      |                           | 5,8              | Yes                |                 |
| G4-EC6                       | Proportion of senior management hired from the local community at significant locations of operation               | Our Workplace: Performance<br>People Data Appendix   | 6                                      | 9                         | 8                | Yes                |                 |

## MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS

1, 2, 3, 5

|        |   |  |  |   |        |     |  |
|--------|---|--|--|---|--------|-----|--|
| G4-DMA | Disclosure of Management Approach   | Our Business: Strategy<br>Value Sharing: Approach<br>Value Sharing: Performance<br>Value Sharing: Future Focus<br>Local Employment and Business Opportunities: Approach<br>Community Investments: Approach<br>Community Investments: Performance<br>Community Investments: Future Focus<br>Indigenous People: Approach<br>Indigenous People: Performance<br>Resettlement and Land Use: Approach<br>Resettlement and Land Use: Performance<br>Resettlement and Land Use: Case Study |  | 9 |        | Yes |  |
| G4-EC7 | Development and impact of infrastructure investments and services supported | Community Investments: Performance   |  | 9 | 5      | Yes |  |
| G4-EC8 | Significant indirect economic impacts, including the extent of impacts      | Local Employment and Business Opportunities: Performance<br>Community Investments: Performance   |  | 9 | 3,8,17 | Yes |  |

| General<br>Standard<br>Disclosures | Standard Disclosure Title | Location/Description | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance | Impact<br>Boundary |
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|
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## MATERIAL ASPECT: PROCUREMENT PRACTICES

2, 3, 5, 6

|        |   |  |  |   |     |     |  |
|--------|---|--|--|---|-----|-----|--|
| G4-DMA | Disclosure of Management Approach   | Our Business: Strategy<br>Ethical Conduct: Case Study<br>Supply Chain Stewardship: Approach<br>Supply Chain Stewardship: Performance<br>Supply Chain Stewardship: Future Focus<br>Local Employment and Business Opportunities: Approach<br>Local Employment and Business Opportunities: Performance<br>Local Employment and Business Opportunities: Future Focus |  | 9 | 5,8 | Yes |  |
| G4-EC9 | Proportion of spending on local suppliers at significant locations of operation | Local Employment and Business Opportunities: Performance<br>Local Employment and Business Opportunities: Performance Data Tables   |  | 9 | 5,8 | Yes |  |

## Environmental Performance

### MATERIAL ASPECT: CYANIDE MANAGEMENT

2, 3, 5

|        |  |   |     |   |   |     |  |
|--------|--|---|-----|---|---|-----|--|
| G4-DMA | Disclosure of Management Approach                              | Tailings, Waste and Emissions: Approach<br>Tailings, Waste and Emissions: Performance<br>Tailings, Waste and Emissions: Future Focus<br>Cyanide Management: Approach<br>Cyanide Management: Performance<br>Cyanide Management: Future Focus |     | 6 |   | Yes |  |
| G4-EN1 | Materials used by weight or volume                             | Cyanide Management: Performance<br>Environmental Data Appendix: Waste Management  | 7,8 | 6 | 8 | Yes |  |
| G4-EN2 | Percentage of materials used that are recycled input materials | Tailings, Waste and Emissions: Performance  | 7,8 | 6 | 8 | Yes |  |

| General<br>Standard<br>Disclosures | Standard Disclosure Title | Location/Description | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance | Impact<br>Boundary |
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|

**MATERIAL ASPECT: ENERGY**

1, 2, 3, 4,  
5, 6, 7, 8

|        |  |   |     |   |   |     |  |
|--------|--|---|-----|---|---|-----|--|
| G4-DMA | Disclosure of Management Approach              | Our Business: Strategy<br>Energy and Climate Change: Approach<br>Energy and Climate Change: Performance<br>Energy and Climate Change: Future Focus<br>Energy and Climate Change: Case Study |     | 6 |   | Yes |  |
| G4-EN3 | Energy consumption within the organization     | Energy and Climate Change: Performance<br>Environment Data Appendix: Energy and Climate Change  | 7,8 | 6 | 8 | Yes |  |
| G4-EN4 | Energy consumption outside of the organization | Energy and Climate Change: Performance<br>Environment Data Appendix: Energy and Climate Change  | 8   | 6 | 8 | Yes |  |
| G4-EN5 | Energy intensity                               | Energy and Climate Change: Performance  | 8   | 6 | 8 | Yes |  |
| G4-EN6 | Reduction of energy consumption                | Energy and Climate Change: Performance<br>Environment Data Appendix: Energy and Climate Change  | 8,9 | 6 | 8 | Yes |  |

**MATERIAL ASPECT: WATER**

1, 2, 3, 4,  
5, 6, 7, 8

|         |   |  |     |   |     |     |  |
|---------|---|--|-----|---|-----|-----|--|
| G4-DMA  | Disclosure of Management Approach                           | Our Business: Strategy<br>Water: Approach<br>Water: Performance<br>Water: Future Focus |     | 6 |     | Yes |  |
| G4-EN8  | Total water withdrawal by source                            | Water: Performance<br>Environment Data Appendix: Water                                 | 7,8 | 6 | 6   | Yes |  |
| G4-EN9  | Water sources significantly affected by withdrawal of water | Water: Performance   | 8   | 6 | 6   | Yes |  |
| G4-EN10 | Percentage and total volume of water recycled and reused    | Water: Performance<br>Environment Data Appendix: Water                                 | 8   | 6 | 6,8 | Yes |  |



| General Standard Disclosures         | Standard Disclosure Title  | Location/Description  | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary     |
|--------------------------------------|--|---|--|---------------------------|------------------|--------------------|---------------------|
| <b>MATERIAL ASPECT: BIODIVERSITY</b> |  |   |  |                           |                  |                    | 1, 2, 3, 5, 6, 7, 8 |
| G4-DMA                               | Disclosure of Management Approach  | Our Business: Strategy<br>Biodiversity: Approach<br>Biodiversity: Performance<br>Biodiversity: Future Focus<br>Biodiversity: Case Study<br>Closure and Reclamation: Approach<br>Closure and Reclamation: Performance<br>Closure and Reclamation: Future Focus |  | 6,7                       |                  | Yes                |                     |
| G4-EN11                              | Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas   | Biodiversity: Approach  | 8                                      | 2,7                       | 6                | Yes                |                     |
| G4-EN12                              | Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas                        | Biodiversity: Approach<br>Biodiversity: Performance<br>Biodiversity: Future Focus<br>Environment Data Appendix: Biodiversity  | 8                                      | 7                         | 6                | Yes                |                     |
| G4-EN13                              | Habitats protected or restored   | Biodiversity: Approach<br>Biodiversity: Performance<br>Biodiversity: Future Focus<br>Environment Data Appendix: Biodiversity  | 8                                      | 6,7                       | 6                | Yes                |                     |
| 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  | Biodiversity: Approach<br>Biodiversity: Performance<br>Biodiversity: Future Focus<br>Environment Data Appendix: Biodiversity  | 8                                      | 7                         | 6                | Yes                |                     |
| MM1                                  | Amount of land disturbed or rehabilitated  | Biodiversity: Performance<br>Biodiversity: Future Focus<br>Closure and Reclamation: Performance<br>Environment Data Appendix: Closure and Reclamation   | 8                                      | 2,6,7                     | 3,6              | Yes                |                     |
| MM2                                  | The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number and percentage of those sites with a plan in place | Biodiversity: Approach<br>Biodiversity: Performance<br>Environment Data Appendix: Biodiversity  | 7,8                                    | 2,6,7                     | 6                | Yes                |                     |

| General Standard Disclosures           | Standard Disclosure Title                                | Location/Description  | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary     |
|--|--|---|--|---------------------------|------------------|--------------------|---------------------|
| <b>MATERIAL ASPECT: CLIMATE CHANGE</b> |  |   |  |                           |                  |                    | 1, 2, 3, 5, 6, 7, 8 |
| G4-DMA                                 | Disclosure of Management Approach                        | Our Business: Strategy<br>Energy and Climate Change: Approach<br>Energy and Climate Change: Performance<br>Energy and Climate Change: Future Focus<br>Energy and Climate Change: Case Study   |  | 6                         |                  | Yes                |                     |
| G4-EN15                                | Direct greenhouse gas (GHG) emissions (Scope 1)          | Energy and Climate Change: Performance<br>Environment Data Appendix: Energy and Climate Change  | 7,8                                    | 6                         | 3                | Yes                |                     |
| G4-EN16                                | Energy indirect greenhouse gas (GHG) emissions (Scope 2) | Energy and Climate Change: Performance<br>Environment Data Appendix: Energy and Climate Change  | 7,8                                    | 6                         | 3                | Yes                |                     |
| G4-EN18                                | Greenhouse gas (GHG) emissions intensity                 | Energy and Climate Change: Performance  | 8                                      | 6                         |                  | Yes                |                     |
| G4-EN19                                | Reduction of greenhouse gas (GHG) emissions              | Energy and Climate Change: Performance<br>Environment Data Appendix: Energy and Climate Change  | 7,8,9                                  | 6                         |                  | Yes                |                     |
| G4-EN20                                | Emissions of ozone-depleting substances (ODS)            | Newmont does not use any ozone-depleting substances (ODS), identified as such in the appendices of the Montreal Protocol, at any of our operations. All sites report the use of ODS refrigerant substitutes R-134a and R-410a for cooling system maintenance. | 7,8                                    | 6                         | 3                | Yes                |                     |
| G4-EN21                                | NOx, SOx and other significant air emissions             | Tailings, Waste and Emissions: Performance<br>Environment Data Appendix: Air Quality  | 7,8                                    | 6                         | 3                | Yes                |                     |

| General Standard Disclosures                          | Standard Disclosure Title  | Location/Description  | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary     |
|---|--|---|--|---------------------------|------------------|--------------------|---------------------|
| <b>MATERIAL ASPECT: TAILINGS, WASTE AND EMISSIONS</b> |  |   |  |                           |                  |                    | 1, 2, 3, 5, 6, 7, 8 |
| G4-DMA  | Disclosure of Management Approach  | Our Business: Strategy<br>Compliance: Approach<br>Compliance: Performance<br>Tailings, Waste and Emissions: Approach<br>Tailings, Waste and Emissions: Performance<br>Tailings, Waste and Emissions: Future Focus<br>Tailings, Waste and Emissions: Case Study<br>Cyanide Management: Approach<br>Cyanide Management: Performance<br>Cyanide Management: Future Focus<br>Cyanide Management: Case Study |  | 6                         |                  | Yes                |                     |
| G4-EN22   | Total water discharge by quality and destination   | Water: Performance<br>Environment Data Appendix: Water  | 8                                      | 6                         | 3,6              | Yes                |                     |
| G4-EN23   | Total weight of waste by type and disposal method  | Tailings, Waste and Emissions: Performance<br>Environment Data Appendix: Waste Management   | 8                                      | 6                         | 3,6              | Yes                |                     |
| G4-EN24   | Total number and volume of significant spills  | Compliance: Performance<br>Cyanide Management: Performance<br>Environment Data Appendix: Water<br>Environment Data Appendix: Environmental Releases   | 8                                      | 6                         | 3,6              | Yes                |                     |
| MM3   | Total amount of overburden, rock, tailings and sludges and their associated risks  | Tailings, Waste and Emissions: Performance<br>Environment Data Appendix: Waste Management   |  | 7                         | 3,6              | Yes                |                     |
| G4-EN25   | Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention (2) Annex I, II, III and VIII, and percentage of transported waste shipped internationally | Tailings, Waste and Emissions: Performance<br>Environment Data Appendix: Waste Management<br>We do not import any hazardous wastes.   | 8                                      | 6                         | 3                | Yes                |                     |
| G4-EN26   | Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff                                       | No reported sites have discharges of water and/or runoff that have significantly affected water bodies or related habitat with protected or key biodiversity value.   | 8                                      | 6,7                       | 6                | Yes                |                     |

| General Standard Disclosures                               | Standard Disclosure Title   | Location/Description   | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary |
|--|---|--|--|---------------------------|------------------|--------------------|-----------------|
| <b>MATERIAL ASPECT: ENVIRONMENTAL COMPLIANCE</b>           |   |  |  |                           |                  |                    | 1, 2, 3, 7, 8   |
| G4-DMA   | Disclosure of Management Approach   | Compliance: Approach<br>Compliance: Performance<br>Compliance: Future Focus  |  | 6                         |                  | Yes                |                 |
| G4-EN29  | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations | Compliance: Performance  | 8                                      | 6                         |                  | Yes                |                 |
| <b>MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>  |   |  |  |                           |                  |                    | 2, 3, 5, 6, 8   |
| G4-DMA   | Disclosure of Management Approach   | Ethical Conduct: Case Study<br>Supply Chain Stewardship: Approach<br>Supply Chain Stewardship: Performance<br>Supply Chain Stewardship: Future Focus   |  |                           |                  | Yes                |                 |
| G4-EN32  | Percentage of new suppliers that were screened using environmental criteria   | Supply Chain Stewardship: Performance  | 8                                      |                           |                  | Yes                |                 |
| <b>MATERIAL ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS</b> |   |  |  |                           |                  |                    | 1, 2, 5, 6, 7   |
| G4-DMA   | Disclosure of Management Approach   | Our Business: Strategy<br>Ethical Conduct: Approach<br>Community Relationships: Approach<br>Human Rights: Approach<br>Human Rights: Performance  |  | 6,9                       |                  | Yes                |                 |
| G4-EN34  | Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms                        | Community Relationships: Performance<br>We use 14 specific categories and one "Other" category for the types of complaints that are relevant to our stakeholders. Rather than a single, broad "Environment" category, we have blast event, vibration, noise, air, and water categories, which we believe are more meaningful to understanding and addressing stakeholder concerns. | 8                                      | 6,9                       |                  | Yes                |                 |



| General<br>Standard<br>Disclosures | Standard Disclosure Title | Location/Description | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance | Impact<br>Boundary |
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|

## Social Performance: Labor Practices and Decent Work

### MATERIAL ASPECT: EMPLOYMENT

1, 3, 5, 8

|        |   |   |   |  |     |     |  |
|--------|---|---|---|--|-----|-----|--|
| G4-DMA | Disclosure of Management Approach   | Our Business: Strategy<br>Leadership: Executive Leaders<br>Leadership: Case Study<br>Our Workplace: Approach<br>Our Workplace: Performance<br>Our Workplace: Future Focus |   |  |     | Yes |  |
| G4-LA1 | Total number and rates of new employee hires and employee turnover by age group, gender and region  | Our Workplace: Performance<br>People Data Appendix: Workforce<br>People Data Appendix: Turnover<br>People Data Appendix: Hiring   | 6 |  | 5,8 | Yes |  |
| G4-LA2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation | Our Workplace: Benefits by Major Operations   | 6 |  | 6   | Yes |  |

### MATERIAL ASPECT: LABOR/MANAGEMENT RELATIONS

1, 3, 5, 8

|        |  |   |   |   |   |     |  |
|--------|--|---|---|---|---|-----|--|
| G4-DMA | Disclosure of Management Approach  | Workforce Rights: Approach<br>Workforce Rights: Performance<br>Workforce Rights: Future Focus |   |   |   | Yes |  |
| G4-LA4 | Minimum notice periods regarding operational changes, including whether these are specified in collective agreements | Workforce Rights: Approach  | 3 | 3 | 8 | Yes |  |
| MM4    | Number of strikes and lockouts exceeding one week's duration, by country   | Workforce Rights: Performance   | 3 | 3 | 8 | Yes |  |

| General Standard Disclosures                           | Standard Disclosure Title  | Location/Description  | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary  |
|--|--|---|--|---------------------------|------------------|--------------------|------------------|
| <b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b> |  |   |  |                           |                  |                    | 1, 2, 3, 5, 7, 8 |
| G4-DMA   | Disclosure of Management Approach  | Our Business: Strategy<br>Safety: Approach<br>Safety: Performance<br>Safety: Future Focus<br>Safety: Case Study<br>Health: Approach<br>Health: Performance<br>Health: Future Focus<br>Health: Case Study            |  | 5                         |                  | Yes                |                  |
| G4-LA5   | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs | Safety: Approach<br>While Newmont does not have formal joint management-worker committees related to safety, we believe our approach to creating a culture of zero harm in the workplace addresses this disclosure. |  | 5                         | 8                | Yes                |                  |
| G4-LA6   | Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender                       | Safety: Performance<br>Health: Performance  | 1                                      | 5                         | 3,8              | Yes                |                  |
| G4-LA7   | Workers with high incidence or high risk of diseases related to their occupation   | Health: Performance   | 1                                      | 5                         | 3,8              | Yes                |                  |
| <b>MATERIAL ASPECT: TRAINING AND EDUCATION</b>         |  |   |  |                           |                  |                    | 1, 3, 5, 8       |
| G4-DMA   | Disclosure of Management Approach  | Ethical Conduct: Future Focus<br>Human Rights: Future Focus<br>Our Workplace: Approach<br>Our Workplace: Performance<br>Our Workplace: Future Focus   |  |                           |                  | Yes                |                  |
| G4-LA9   | Average hours of training per year per employee by gender, and by employee category  | Our Workplace: Performance<br>People Data Appendix: Training  | 6                                      | 5                         | 5,8              | Yes                |                  |
| G4-LA11  | Percentage of employees receiving regular performance and career development reviews, by gender and by employee category   | Our Workplace: Performance  | 6                                      | 3                         | 5,8              | Yes                |                  |

| General Standard Disclosures                                    | Standard Disclosure Title   | Location/Description   | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary |
|---|---|--|--|---------------------------|------------------|--------------------|-----------------|
| <b>MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>         |   |  |  |                           |                  |                    | 1, 3, 5, 8      |
| G4-DMA  | Disclosure of Management Approach   | Our Business: Strategy<br>Leadership: Board of Directors<br>Leadership: Executive Leaders<br>Leadership: Case Study<br>Our Workplace: Approach<br>Our Workplace: Performance<br>Our Workplace: Future Focus<br>Our Workplace: Case Study<br>Workforce Rights: Approach<br>Workforce Rights: Performance<br>Workforce Rights: Future Focus<br>Local Employment and Business Opportunities: Approach<br>Local Employment and Business Opportunities: Performance<br>Local Employment and Business Opportunities: Future Focus<br>Local Employment and Business Opportunities: Case Study |  |                           |                  | Yes                |                 |
| G4-LA12   | Composition of governance bodies and breakdown of employees per employee category | Leadership: Board of Directors<br>Our Workplace: Performance<br>People Data Appendix: Employees by Type, Region, Gender and Category   | 6                                      |                           | 5,8              | Yes                |                 |
| <b>MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN</b>    |   |  |  |                           |                  |                    | 1, 3, 5, 8      |
| G4-DMA  | Disclosure of Management Approach   | Our Business: Strategy<br>Our Workplace: Approach<br>Our Workplace: Performance<br>Our Workplace: Future Focus   |  | 3                         |                  | Yes                |                 |
| G4-LA13   | Ratio of basic salary and remuneration of women to men                            | Our Workplace: Performance<br>People Data Appendix: Salary Ratios  | 1,6                                    | 3                         | 5,8              | Yes                |                 |
| <b>MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES</b> |   |  |  |                           |                  |                    | 2, 3, 5, 6, 8   |
| G4-DMA  | Disclosure of Management Approach   | Ethical Conduct: Case Study<br>Human Rights: Approach<br>Supply Chain Stewardship: Approach<br>Supply Chain Stewardship: Performance<br>Supply Chain Stewardship: Future Focus   |  |                           |                  | Yes                |                 |
| G4-LA14   | Percentage of new suppliers that were screened using labor practices criteria     | Supply Chain Stewardship: Performance  |  |                           | 5,8              | Yes                |                 |

| General<br>Standard<br>Disclosures | Standard Disclosure Title | Location/Description | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance | Impact<br>Boundary |
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|

**MATERIAL ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS**

1, 2, 5, 6

|         |  |  |   |     |  |     |  |
|---------|--|--|---|-----|--|-----|--|
| G4-DMA  | Disclosure of Management Approach  | Our Business: Strategy<br>Ethical Conduct: Approach<br>Ethical Conduct: Performance<br>Human Rights: Approach<br>Workforce Rights: Approach<br>Community Relationships: Approach<br>Community Relationships: Performance<br>Community Relationships: Future Focus  |   | 9   |  | Yes |  |
| G4-LA16 | Number of grievances about labor practices filed, addressed and resolved through formal grievance mechanisms | Human Rights: Performance<br>Workforce Rights: Performance<br>Community Relationships: Performance<br>We use 14 specific categories and one "Other" category for the types of complaints that are relevant to our stakeholders. Rather than a single, broad "Labor" category, we have compensation, workforce behavior and employment categories, which we believe are more meaningful in understanding and addressing stakeholder concerns. | 6 | 3,9 |  | Yes |  |

**Social Performance: Human Rights**
**MATERIAL ASPECT: INVESTMENT**

3, 4, 5, 6, 7

|        |   |   |             |   |   |     |  |
|--------|---|---|-------------|---|---|-----|--|
| G4-DMA | Disclosure of Management Approach   | Our Business: Strategy<br>Human Rights: Approach<br>Human Rights: Performance<br>Human Rights: Future Focus<br>Human Rights: Case Study   |             | 3 |   | Yes |  |
| G4-HR1 | Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | We define "significant investment agreements" as those agreements with governments that enable the development of a mine or advance exploration activities within the country. In 2017, Newmont did not enter into any significant investment agreements. | 1,2,3,4,5,6 | 2 | 1 | Yes |  |
| G4-HR2 | Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations                | Human Rights: Performance   | 1,2,3,4,5,6 | 3 | 1 | Yes |  |



| General Standard Disclosures   | Standard Disclosure Title  | Location/Description  | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary |
|--|--|---|--|---------------------------|------------------|--------------------|-----------------|
| <b>MATERIAL ASPECT: NON-DISCRIMINATION</b>                               |  |   |  |                           |                  |                    | 1, 2, 3, 4, 6   |
| G4-DMA   | Disclosure of Management Approach  | Our Business: Strategy<br>Human Rights: Approach<br>Human Rights: Performance<br>Human Rights: Case Study<br>Workforce Rights: Approach<br>Workforce Rights: Case Study   |  | 3                         | 1,2              | Yes                |                 |
| G4-HR3   | Total number of incidents of discrimination and corrective actions taken   | Human Rights: Performance   | 1,2,6                                  | 3                         | 5,8              | Yes                |                 |
| <b>MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b> |  |   |  |                           |                  |                    | 1, 2, 3, 4, 6   |
| G4-DMA   | Disclosure of Management Approach  | Our Business: Strategy<br>Workforce Rights: Approach  |  | 3                         |                  | Yes                |                 |
| G4-HR4   | Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights | Workforce Rights: Performance<br>None of our operations reported violations of – or have been identified as a significant risk of violating – the right to exercise freedom of association and collective bargaining. | 1,2,3                                  | 3                         | 6                | Yes                |                 |
| <b>MATERIAL ASPECT: SECURITY PRACTICES</b>                               |  |   |  |                           |                  |                    | 1, 2, 3, 5, 6   |
| G4-DMA   | Disclosure of Management Approach  | Our Business: Strategy<br>Risk Management: Case Study<br>Human Rights: Approach<br>Human Rights: Performance<br>Human Rights: Future Focus  |  | 3                         |                  | Yes                |                 |
| G4-HR7   | Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations   | Human Rights: Performance   | 1,2                                    | 3                         |                  | Yes                |                 |

| General<br>Standard<br>Disclosures | Standard Disclosure Title | Location/Description | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance | Impact<br>Boundary |
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|

**MATERIAL ASPECT: INDIGENOUS RIGHTS**

1, 2, 3, 4,  
5, 6

|        |  |   |     |      |  |     |  |
|--------|--|---|-----|------|--|-----|--|
| G4-DMA | Disclosure of Management Approach  | Human Rights: Approach<br>Indigenous Peoples: Approach<br>Indigenous Peoples: Performance<br>Indigenous Peoples: Future Focus<br>Indigenous Peoples: Case Study |     | 3    |  | Yes |  |
| G4-HR8 | Total number of incidents of violations involving rights of indigenous peoples and actions taken   | Human Rights: Performance   | 1,2 | 3    |  | Yes |  |
| 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 | Indigenous Peoples: Performance   | 1,2 | 3,10 |  | Yes |  |

**MATERIAL ASPECT: ASSESSMENT**

1, 2, 3, 4,  
5, 6

|        |  |   |     |   |  |     |  |
|--------|--|---|-----|---|--|-----|--|
| G4-DMA | Disclosure of Management Approach  | Performance: UN Guiding Principles Reporting Framework<br>Human Rights: Approach<br>Human Rights: Performance<br>Human Rights: Future Focus<br>Human Rights: Case Study |     |   |  | Yes |  |
| G4-HR9 | Total number and percentage of operations that have been subject to human rights reviews or impact assessments | Human Rights: Performance   | 1,2 | 3 |  | Yes |  |

| General Standard Disclosures                              | Standard Disclosure Title   | Location/Description  | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary  |
|---|---|---|--|---------------------------|------------------|--------------------|------------------|
| <b>MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT</b>  |   |   |  |                           |                  |                    | 2, 3, 6          |
| G4-DMA  | Disclosure of Management Approach   | Ethical Conduct: Approach<br>Ethical Conduct: Case Study<br>Risk Management: Future Focus<br>Supply Chain Stewardship: Approach<br>Supply Chain Stewardship: Performance<br>Supply Chain Stewardship: Future Focus<br>Human Rights: Approach<br>Human Rights: Performance<br>Human Rights: Future Focus<br>Human Rights: Case Study |  |                           |                  | Yes                |                  |
| G4-HR10   | Percentage of new suppliers that were screened using human rights criteria  | Supply Chain Stewardship: Performance   | 2                                      |                           |                  | Yes                |                  |
| <b>MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS</b> |   |   |  |                           |                  |                    | 1, 2, 4, 5, 6, 8 |
| G4-DMA  | Disclosure of Management Approach   | Our Business: Strategy<br>Ethical Conduct: Approach<br>Ethical Conduct: Performance<br>Ethical Conduct: Future Focus<br>Human Rights: Approach<br>Human Rights: Performance<br>Human Rights: Future Focus<br>Community Relationships: Approach<br>Community Relationships: Performance<br>Community Relationships: Future Focus     |  | 3,9                       |                  | Yes                |                  |
| G4-HR12   | Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms | Human Rights: Performance<br>Community Relationships: Performance   | 1,2                                    | 3,9                       |                  | Yes                |                  |

| General Standard Disclosures              | Standard Disclosure Title   | Location/Description   | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary     |
|---|---|--|--|---------------------------|------------------|--------------------|---------------------|
| <b>Social Performance: Society</b>        |   |  |  |                           |                  |                    |                     |
| <b>MATERIAL ASPECT: LOCAL COMMUNITIES</b> |   |  |  |                           |                  |                    | 1, 2, 3, 5, 6, 7, 8 |
| G4-DMA                                    | Disclosure of Management Approach   | Our Business: Strategy<br>Community Relationships: Approach<br>Community Relationships: Performance<br>Community Relationships: Future Focus<br>Community Relationships: Case Study<br>Indigenous Peoples: Approach<br>Indigenous Peoples: Performance<br>Indigenous Peoples: Future Focus |  | 3,9                       |                  | Yes                |                     |
| G4-SO1                                    | Percentage of operations with implemented local community engagement, impact assessments, and development programs  | Community Relationships: Performance   | 1                                      | 9                         |                  | Yes                |                     |
| G4-SO2                                    | Operations with significant actual or potential negative impacts on local communities   | Community Relationships: Performance   | 1                                      |                           |                  | Yes                |                     |
| MM6                                       | Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples   | Human Rights: Performance<br>Community Relationships: Performance<br>Indigenous Peoples: Performance<br>Indigenous Peoples: Future Focus   | 1                                      | 10                        |                  | Yes                |                     |
| MM7                                       | The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes | Human Rights: Performance<br>Community Relationships: Performance  | 1                                      | 9,10                      |                  | Yes                |                     |

| General Standard Disclosures                             | Standard Disclosure Title   | Location/Description  | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary  |
|--|---|---|--|---------------------------|------------------|--------------------|------------------|
| <b>MATERIAL ASPECT: ARTISANAL AND SMALL-SCALE MINING</b> |   |   |  |                           |                  |                    | 1, 2, 3, 5, 6, 8 |
| G4-DMA   | Disclosure of Management Approach   | Resettlement and Land Use: Approach<br>Resettlement and Land Use: Performance<br>Resettlement and Land Use: Future Focus<br>Resettlement and Land Use: Case Study |  |                           |                  | Yes                |                  |
| MM8  | Number and percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks | Resettlement and Land Use: Approach<br>Resettlement and Land Use: Performance   | 7                                      |                           | 3,6,8            | Yes                |                  |
| <b>MATERIAL ASPECT: RESETTLEMENT</b>                     |   |   |  |                           |                  |                    | 3, 5, 6, 7, 8    |
| G4-DMA   | Disclosure of Management Approach   | Our Business: Strategy<br>Resettlement and Land Use: Approach<br>Resettlement and Land Use: Future Focus<br>Resettlement and Land Use: Case Study                 |  | 3                         |                  | Yes                |                  |
| MM9  | Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process  | Resettlement and Land Use: Performance  | 1                                      | 3,10                      |                  | Yes                |                  |
| <b>MATERIAL ASPECT: CLOSURE AND RECLAMATION</b>          |   |   |  |                           |                  |                    | 1, 2, 3, 5, 6, 8 |
| G4-DMA   | Disclosure of Management Approach   | Our Business: Strategy<br>Closure and Reclamation: Approach<br>Closure and Reclamation: Performance   |  | 6                         |                  | Yes                |                  |
| MM1  | Amount of land disturbed or rehabilitated   | Biodiversity: Performance<br>Biodiversity: Future Focus<br>Closure and Reclamation: Performance<br>Environment Data Appendix: Closure and Reclamation             | 8                                      | 2,6,7                     | 3,6              | Yes                |                  |
| MM10   | Number and percentage of operations with closure plans  | Closure and Reclamation: Approach<br>Closure and Reclamation: Performance   | 7                                      | 6,9                       |                  | Yes                |                  |



| General Standard Disclosures                  | Standard Disclosure Title   | Location/Description  | UN Global Compact Principles Reference | ICMM Principles Reference | Prioritized SDGs | External Assurance | Impact Boundary     |
|---|---|---|--|---------------------------|------------------|--------------------|---------------------|
| <b>MATERIAL ASPECT: ANTI-CORRUPTION</b>       |   |   |  |                           |                  |                    | 1, 2, 3, 4, 5, 6    |
| G4-DMA  | Disclosure of Management Approach   | Ethical Conduct: Approach<br>Ethical Conduct: Performance<br>Ethical Conduct: Future Focus<br>Ethical Conduct: Case Study |  | 1                         |                  | Yes                |                     |
| G4-SO3  | Total number and percentage of operations assessed for risks related to corruption and the significant risks identified     | Ethical Conduct: Performance  | 10                                     | 1                         |                  | Yes                |                     |
| G4-SO4  | Communication and training on anti-corruption policies and procedures   | Ethical Conduct: Performance  | 10                                     | 1,2                       |                  | Yes                |                     |
| G4-SO5  | Confirmed incidents of corruption and actions taken   | Ethical Conduct: Performance  | 10                                     | 1                         |                  | Yes                |                     |
| <b>MATERIAL ASPECT: PUBLIC POLICY</b>         |   |   |  |                           |                  |                    | 1, 3, 4, 5, 6, 7, 8 |
| G4-DMA  | Disclosure of Management Approach   | Ethical Conduct: Approach   |  |                           |                  | Yes                |                     |
| G4-SO6  | Total value of political contributions by country and recipient/beneficiary   | Ethical Conduct: Performance  | 10                                     | 1                         |                  | Yes                |                     |
| <b>MATERIAL ASPECT: REGULATORY COMPLIANCE</b> |   |   |  |                           |                  |                    | 1, 2, 3, 4, 5, 7    |
| G4-DMA  | Disclosure of Management Approach   | Ethical Conduct: Approach<br>Ethical Conduct: Performance<br>Compliance: Approach   |  |                           |                  | Yes                |                     |
| G4-SO8  | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations | Compliance: Performance   | 10                                     | 4                         |                  | Yes                |                     |

| General<br>Standard<br>Disclosures | Standard Disclosure Title | Location/Description | UN Global<br>Compact<br>Principles<br>Reference | ICMM<br>Principles<br>Reference | Prioritized<br>SDGs | External<br>Assurance | Impact<br>Boundary |
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|
|------------------------------------|---------------------------|----------------------|---|---------------------------------|---------------------|-----------------------|--------------------|

**MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY**

2, 3, 6

|        |  |  |  |  |  |     |  |
|--------|--|--|--|--|--|-----|--|
| G4-DMA | Disclosure of Management Approach  | Ethical Conduct: Approach<br>Ethical Conduct: Case Study<br>Risk Management: Future Focus<br>Supply Chain Stewardship: Approach<br>Supply Chain Stewardship: Performance<br>Supply Chain Stewardship: Future Focus<br>Supply Chain Stewardship: Case Study |  |  |  | Yes |  |
| G4-SO9 | Percentage of new suppliers that were screened using criteria for impacts on society | Supply Chain Stewardship: Performance  |  |  |  | Yes |  |

**MATERIAL ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY**

1,2,5,6

|         |   |  |  |      |  |     |  |
|---------|---|--|--|------|--|-----|--|
| G4-DMA  | Disclosure of Management Approach   | Our Business: Strategy<br>Community Relationships: Approach<br>Community Relationships: Performance<br>Community Relationships: Future Focus   |  | 9    |  | Yes |  |
| G4-SO11 | Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms | Community Relationships: Performance<br>We use 14 specific categories and one "Other" category for the types of complaints that are relevant to our stakeholders. Rather than a single, broad "Society" category, we have noise, community investment and cultural/heritage sites categories, which we believe are more meaningful to understanding and addressing stakeholder concerns. |  | 9,10 |  | Yes |  |

**LEGEND**

- 1) Employees
- 2) Suppliers/contractors
- 3) Governments and regulatory bodies
- 4) Shareholders, investors and analysts
- 5) Host communities
- 6) Non-governmental organizations (NGO), multinational organizations and civil society
- 7) Media
- 8) Peers and industry associations

## UN GUIDING PRINCIPLES REPORTING FRAMEWORK

Newmont was the first mining company to adopt the United Nations Guiding Principles on Business and Human Rights Reporting Framework. The Reporting Framework guides companies on how to report their human rights performance in a meaningful way. Along with publishing policy commitments, companies must identify their most salient human rights issues and the initiatives and programs in place to manage these risks and safeguard human rights. We are working with the five other companies that are early adopters of the Reporting Framework to share lessons learned from the reporting experience and to encourage more companies to participate in the future.

### A. GOVERNANCE OF RESPECT FOR HUMAN RIGHTS

| Section of the framework |  | Where addressed (page, document, link)   |
|--------------------------|--|--|
| <b>Policy Commitment</b> |  |  |
| A1                       | What does company say publicly about its commitment?   | Code of Conduct<br>Supplier Code of Conduct<br>Sustainability & Stakeholder Engagement Policy<br>Human Rights Standard<br>Guide to Respecting Human Rights<br>Human Rights: Approach |
| A1.1                     | How was it developed?  | Guide to Respecting Human Rights: Human Rights Standard<br>Human Rights: Approach  |
| A1.2                     | Whose human rights does the public commitment address?   | Guide to Respecting Human Rights: Human Rights Standard<br>Human Rights: Approach  |
| A1.3                     | How is the public commitment disseminated?   | Newmont website<br>Beyond the Mine   |
| <b>Embedding Respect</b> |  |  |
| A2                       | How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?                            | Newmont website<br>UN Guiding Principles Reporting Framework – Early Adopter<br>Human Rights: 2017 Performance<br>Compliance: Approach   |
| A2.1                     | How is day-to-day responsibility for human rights performance organized within the company and why?  | Human Rights: Approach<br>Guide to Respecting Human Rights: Accountability section   |
| A2.2                     | What kinds of human rights issues are discussed by senior management and the Board, and why?   | Human Rights: Approach<br>Guide to Respecting Human Rights: Accountability section   |
| A2.3                     | How are employees and contractor workers made aware of the ways in which respect for human rights should inform their decisions and actions? | Code of Conduct<br>Human Rights: 2017 Performance<br>Supply Chain Stewardship: Approach  |
| A2.4                     | How does the company make clear in its business relationships the importance it places on respect for human rights?                          | Supply Chain Stewardship: Approach<br>Supplier Code of Conduct   |
| A2.5                     | What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result? | Human Rights: Case Study   |

## B. DEFINING THE FOCUS OF REPORTING

| Section of the framework |  | Where addressed (page, document, link)                               |
|--------------------------|--|--|
| B1                       | Statement of salient issues: State the salient human rights issues associated with the Company's activities and business relationships during the reporting period.  | Human Rights: Approach   |
| B2                       | Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.  | Guide to Respecting Human Rights: Salient Human Rights Risks section |
| B3                       | Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.  | Newmont's human rights reporting covers all operating sites          |
| B4                       | Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed. | N/A  |

## C. MANAGEMENT OF SALIENT ISSUES

| Section of the framework      |   | Where addressed (page, document, link)   |
|-------------------------------|---|--|
| <b>Specific Policies</b>      |   |  |
| C1                            | Does the company have any specific policies that address its salient human rights issues and, if so, what are they?           | Code of Conduct<br>Health and Safety Policy<br>Fatality Risk Management standards<br>Health Risk Management Approach<br>Emergency Preparedness and Response Standard<br>Tailings and Heap Leach Management Standard<br>Cyanide Code<br>Water Management Standard<br>Sustainability and Stakeholder Engagement Policy<br>Local Procurement and Employment Standard<br>Rapid Response system<br>Voluntary Principles on Security and Human Rights<br>Our Approach to Sustainability: Framework<br>Guide to Respecting Human Rights: Salient Human Rights Risks section |
| C1.1                          | How does the company make clear the relevance and significance of such policies to those who need to implement them?          | Ethical Conduct: Approach  |
| <b>Stakeholder Engagement</b> |   |  |
| C2                            | What is the Company's approach to engagement with stakeholders in relation to each salient human rights issue?                | Guide to Respecting Human Rights: Salient Human Rights Risks section   |
| C2.1                          | How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so? | Guide to Respecting Human Rights: Salient Human Rights Risks section   |

| Section of the framework                      |  | Where addressed (page, document, link)   |
|---|--|--|
| C2.2  | During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?  | Guide to Respecting Human Rights: Salient Human Rights Risks section   |
| C2.3  | During the reporting period, how have the views of stakeholders influenced the Company's understanding of each salient issue and/or its approach to addressing it? | Water: Approach<br>Health: Approach, 2017 Performance<br>Safety: Approach, 2017 Performance<br>Our Workplace: 2017 Performance<br>Workforce Rights: 2017 Performance<br>Human Rights: Approach<br>Local Employment and Business Opportunities: Approach<br>Indigenous Peoples: Approach<br>Resettlement and Land Use: Approach |
| <b>Assessing Impacts</b>                      |  |  |
| C3  | How does the company identify any changes in the nature of each the salient human rights issue over time?  | Human Rights: Approach, Case Study   |
| C3.1  | During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?                           | Human Rights: 2017 Performance<br>Health: 2017 Performance<br>Safety: 2017 Performance<br>Resettlement and Land Use: 2017 Performance<br>Indigenous Peoples: 2017 Performance<br>Water: 2017 Performance   |
| C3.2  | During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?   | Compliance: 2017 Performance   |
| <b>Integrating Findings and Taking Action</b> |  |  |
| C4  | How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?                                  | Risk Management: Approach<br>Human Rights: Approach, Case Study  |
| C4.1  | How are those parts of the company, whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?       | Guide to Respecting Human Rights<br>Human Rights: Approach   |
| C4.2  | When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?    | Our Approach to Sustainability<br>Guide to Respecting Human Rights   |
| C4.3  | During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?                             | Health: Approach<br>Safety: Approach, 2017 Performance<br>Resettlement and Land Use: Approach, 2017 Performance<br>Human Rights: Approach, 2017 Performance<br>Indigenous Peoples: Approach, 2017 Performance<br>Water: Approach, 2017 Performance<br>Guide to Respecting Human Rights   |

| Section of the framework    |   | Where addressed (page, document, link)   |
|-----------------------------|---|--|
| <b>Tracking Performance</b> |   |  |
| C5                          | How does the company know if its efforts to address each salient human rights issue are effective in practice?  | Human Rights: 2017 Performance<br>Safety: 2017 Performance<br>Resettlement and Land Use: 2017 Performance<br>Indigenous Peoples: 2017 Performance<br>Water: 2017 Performance |
| C5.1                        | What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?  | Safety: 2017 Performance<br>Resettlement and Land Use: 2017 Performance<br>Human Rights: 2017 Performance<br>Indigenous Peoples: 2017 Performance<br>Water: 2017 Performance |
| <b>Remediation</b>          |   |  |
| C6                          | How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?  | Community Relationships: Approach<br>Ethics Solutions Tool   |
| C6.1                        | Through what means can the company receive complaints or concerns related to each salient issue?  | Guide to Respecting Human Rights<br>Community Relationships: Approach<br>Ethics Solutions Tool   |
| C6.2                        | How does the company know if people feel able and empowered to raise complaints or concerns?  | Guide to Respecting Human Rights<br>Community Relationships: Approach  |
| C6.3                        | How does the company process complaints and assess the effectiveness of outcomes?   | Guide to Respecting Human Rights<br>Community Relationships: Approach  |
| C6.4                        | During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned? | Community Relationships: 2017 Performance  |
| C6.5                        | During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical and significant examples?      | Community Relationships: 2017 Performance<br>Resettlement and Land Use: Case Study<br>Water: Case study  |



## REPORT ASSURANCE

Bureau Veritas North America Inc. undertook the assurance for our 2017 report. The scope for the report's assurance includes **AccountAbility's AA1000 Assurance Standard**, the **GRI G4 "in accordance" Core option** and the International Council on Mining and Metals (ICMM) Assurance Procedure, the latter of which checks the following:

- Alignment of the member Company's sustainability policies to ICMM's 10 Sustainable Development Principles and any mandatory requirements set out in ICMM Position Statements;
- The Company's material sustainable development risks and opportunities based on its own review of the business and the views and expectations of its stakeholders;
- The existence and implementation status of systems and approaches the company is using to manage the identified material sustainable development risks and opportunities;
- The Company's reported performance during the given reporting period for a selection of identified material sustainable development risks and opportunities; and
- The Company's self-declared application level of the GRI's G4 Core option.

Bureau Veritas North America Inc. provides an **Assurance Statement**, which is published in our annual global sustainability report. The organization also provides an extensive internal report detailing observations, findings and opportunities for improvement based on interviews with a range of our stakeholders, as well as visits to our operating sites.



## ETHICS, GOVERNANCE AND HUMAN RIGHTS

Strong governance, ethical and responsible behavior by our workers and suppliers, respect for human rights, and compliance with all laws, rules and regulations are essential to secure our license to operate, protect our reputation and create mutual value for all stakeholders.

### LEADERSHIP

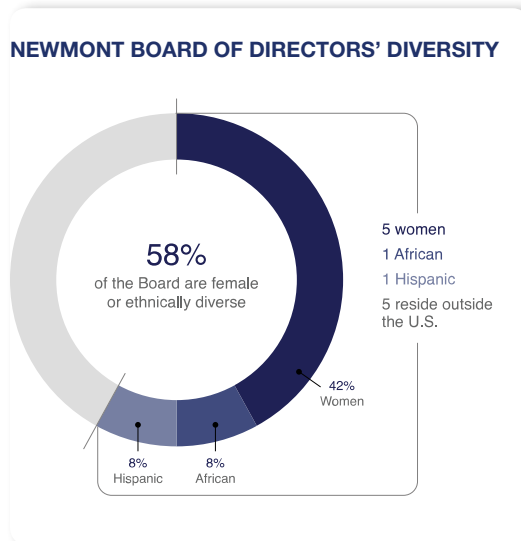
Fulfilling our purpose to create value and improve lives through sustainable and responsible mining requires sustainability to be embedded throughout the business, a dedicated focus from our Board of Directors, committed executive leadership, and a compensation structure that incentivizes sustainability performance along with financial performance.

#### Board of Directors

The mission of Newmont's Board of Directors (the "Board") is to oversee the Company's efforts to ensure long-term financial strength and create enduring value for all stakeholders. The Board also plays a critical role in assessing major risks; ensuring high standards of ethical business conduct; and advising and approving the sustainability and overall business strategies.

Our Board's broad range of experience and perspective benefits the Company in many ways including enhanced governance and greater efficiencies. At the end of 2017, nearly 42 percent of our Board members were women, including Board Chair Noreen Doyle and two of the four committee chairs. Among the Board members who are men, one is Hispanic and one is African. In addition, five members reside outside the U.S., and all have extensive international experience.

Four Board committees provide oversight and guidance in key areas – **Audit, Corporate Governance and Nominating, Leadership Development and Compensation** and **Safety and Sustainability** – and each has a written charter outlining the authority, structure, operations, purpose, responsibilities and specific duties of the committee members.



Although primary responsibility for managing sustainability matters rests with Newmont management, the Safety and Sustainability Committee provides advice, counsel and recommendations to management and approves Newmont's annual sustainability report. The Committee comprises six independent directors. Joseph Carrabba serves as the Chair, and members include Gregory Boyce, Noreen Doyle and Jane Nelson – who has a long and distinguished career advocating for sustainable business practices and is the Founding Director of the Corporate Social Responsibility Initiative at Harvard Kennedy School. Sheri Hickok and Molly Zhang both joined the Committee upon their appointment to our Board in July 2017.

The Committee meets quarterly and on an ad hoc basis as needed. In 2017, Committee members met four times to **consider matters** related to promoting a healthy and safe work environment and environmentally sound and socially responsible resource development.

While Newmont's President and Chief Executive Officer visits each region at least once during the year, Board members also participate in site visits to observe and assess implementation of our policies and standards on the ground. One full Board site visit is scheduled each year, and in 2017 the Board visited our newest operation, Long Canyon in Nevada. Directors may also request individual or smaller group visits to any operation or project. For example, during 2017, a member of the Safety and Sustainability Committee visited the Cripple Creek & Victor mine in Colorado.

More information about Newmont's Board members and committees is available in our **2018 Proxy Statement**.

## Executive Leaders

Newmont's Chief Executive Officer and his executive leadership team (ELT) have primary responsibility for the day-to-day management of the Company and delivering on our strategy. The ELT has business – as well as personal – objectives aligned with each pillar of the **business strategy**, including sustainability and external relations. Key roles are as follows:



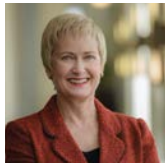
**Gary Goldberg**  
President and Chief Executive Officer

Holds ultimate responsibility for Newmont's social, economic and environmental performance, and chairs quarterly health, safety and sustainability updates from global and regional team leaders. In 2017, Mr. Goldberg was inducted into the American Mining Hall of Fame in recognition of his leadership in mining safety and his accomplishments in improving company performance, delivering stakeholder value and advancing social and environmental practices.



**Nancy Buese**  
Executive Vice President and Chief Financial Officer

Oversees the efforts to drive long-term financial performance and effective risk management.



**Dr. Elaine Dorward-King**  
Executive Vice President, Sustainability and External Relations

Has primary responsibility for the Company's sustainability strategy, including overseeing the sustainability and external relations (S&ER) team members who implement the technical and strategic environmental, geopolitical, social and human rights programs and communicate with stakeholders.



**Randy Engel**  
Executive Vice President, Strategic Development

Is responsible for Newmont's strategy and business plan and optimizing the Company's portfolio through mergers, acquisitions and divestment opportunities.



**Stephen Gottesfeld**  
Executive Vice President and General Counsel

Is responsible for Newmont's compliance with applicable laws and regulations, corporate governance, and its ethics and compliance program.



**Scott Lawson**  
Executive Vice President and Chief Technology Officer

Oversees Newmont's global supply chain and business services as well as several functions – including information technology – that are responsible for delivering technology and innovation outcomes that drive sustainable competitive advantage and performance.



**William MacGowan**  
Executive Vice President, Human Resources

Leads Newmont's human resources function and drives efforts to attract, develop and retain talent; strengthen global inclusion and diversity; provide local employment opportunities; and ensure workforce rights.



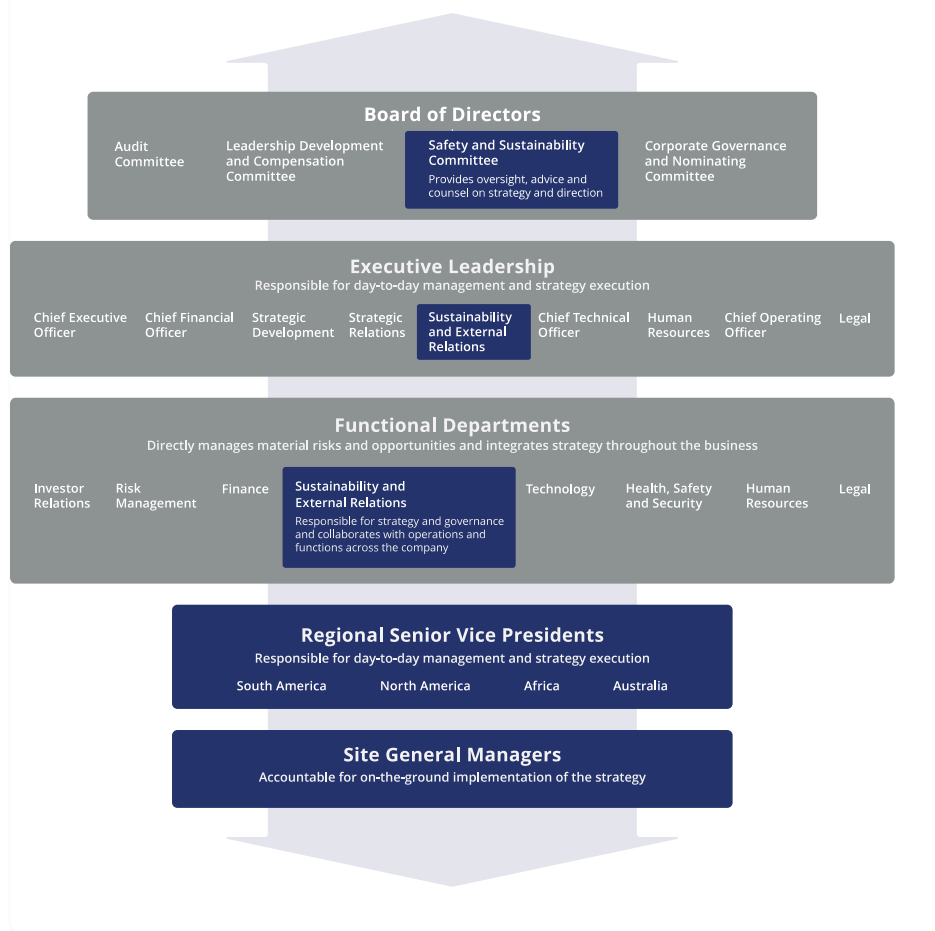
**Tom Palmer**  
Executive Vice President and Chief Operating Officer

Delivers on-the-ground leading health, safety, social, environmental and operational performance, along with the Senior Vice Presidents of Projects and Exploration, the Vice President of Health, Safety and Security, and the Regional Senior Vice Presidents.

The ELT provides leadership, establishes priorities, and delegates matters relating to sustainability to teams and individuals. The S&ER group plays a central role in developing and implementing management frameworks, supporting the implementation of strategies and standards, and tracking and reporting on our performance on environmental and social matters. Other executives and functions across the business also have responsibility for sustainability-related programs and efforts. Examples include:

- Leaders across the business are accountable for implementing policies and standards on the ground, and will be required to **certify on a quarterly basis** that their respective region maintained effective governance controls;
- Every site general manager **sponsors at least one of our fatality risks** and leads a team that manages the critical controls and their performance criteria;
- Our technical services group evaluates technologies to **keep people out of harm's way** and improve how we manage energy, water, tailings and mine closure; and
- Cross-functional working groups are developing or leading global strategies and programs around **country risk, human rights, supplier risk management and responsible sourcing, water stewardship, tailings management, climate change and mine closure**.

## SUSTAINABILITY GOVERNANCE AT NEWMONT



Executives are held accountable for the Company's sustainability performance through Newmont's performance-based compensation structure. Stock-based long-term performance incentives represent the largest component of executive pay to encourage sustained performance aligned with shareholder interests.

Safety and sustainability metrics represent 25 to 30 percent of our annual bonus, with the remaining 70 to 75 percent covering operating measures such as exploration, project development and financial performance (the percentage varies according to whether an employee is at the site, region or corporate level). Our safety metrics are based on our improvements to injury rates, health risks and critical controls for fatality risks, while the sustainability metrics relate to achieving the targets published in this report and our rating on the Dow Jones Sustainability Index (DJSI). Each region may also include sustainability targets that are priorities within their respective location – such as indigenous employment targets in Australia. For 2017, the Company performed above-target on the health, safety and sustainability metrics, which included being named industry leader for the DJSI.

Newmont holds an annual advisory vote on executive compensation to give shareholders an opportunity to approve, reject or abstain from voting on executive compensation programs and policies. More information on director and executive compensation and the process for communicating with the Board is reported in our **2018 Proxy Statement**.

## Leadership – Case Study

### Newmont Leaders Pledge Gender Parity in Top Ranks

An inclusive workplace culture is one where our leaders clearly demonstrate inclusive attributes and engage everyone to participate in the journey.

In 2016, President and CEO Gary Goldberg pledged Newmont's support for Paradigm for Parity, a framework developed by business leaders – including Newmont Board members Noreen Doyle, Veronica Hagen and Jane Nelson – that outlines specific actions to create a workplace where women and men have equal power, status and opportunities by 2030. Paradigm for Parity's five-point action plan is also designed to catalyze change and help companies make substantial progress toward building a more inclusive workplace. The steps include:

1. Minimize or eliminate unconscious bias
2. Increase the number of women in senior operating roles
3. Measure targets at every level and communicate progress and results regularly
4. Base career progress on business results and performance, not on presence
5. Identify women of potential and give them sponsors as well as mentors

In 2017, we began addressing the steps in the Paradigm for Parity three-part toolkit, beginning with understanding where we were, when we would get to parity if current trends remained the same, and what needs to happen to get to parity by 2030. One very important takeaway from this analysis was that if we let current trends continue, we would not achieve gender parity until 2094. Because this is simply not acceptable to us, we are taking the necessary steps to accelerate increasing the diversity of our workforce.

To identify root causes, we conducted enterprise-wide focus groups with employees and reviewed employee surveys and post-departure interviews. This effort included looking at why our overall turnover is higher among women and why women leave in the first year at a higher rate than men. We also determined that the challenge is as much a cultural one as it is a numbers one. Key themes from the focus groups were:

- Equip our leaders and teams to personally role model impactful inclusive behaviors;
- Broaden our definition of diversity beyond gender while improving the diversity of our workforce; and
- Be a company that appeals to a broader talent pool.

Findings from implementing the first part of the toolkit in 2017 have been valuable in prioritizing our resources and efforts for 2018 and shaping the next steps of our inclusion and diversity strategy. These include identifying solutions that improve our ability to attract and hire women and members of other diverse groups, and implementing strategies for an inclusive culture and accountability for results.



## ETHICAL CONDUCT

### Approach

Integrity – behaving ethically and respecting each other and the customs, cultures and laws wherever we operate – and responsibility – delivering on our commitments, demonstrating leadership, speaking up and challenging the status quo – are two of our core values. Strong governance, in combination with living our core values, is essential for earning the trust of all stakeholders, protecting our reputation and creating sustained value.

Our **Code of Conduct** (the “Code”) states our commitment to high ethical standards, corporate responsibility and integrity. Our Board of Directors updates, reviews and ratifies the Code and re-evaluates it at least every three years.

#### GOVERNANCE HIERARCHY



Six global policies state our intentions, aspirations and commitments across key aspects of our business:

- **Health and Safety**
- **Operations and Resource Development**
- **Asset Value Protection**
- **Business Integrity**
- **People**
- **Sustainability and Stakeholder Engagement**

These policies are supported by nearly 100 global standards that set the minimum acceptable requirements for behaviors, decisions and performance. Together, the Code, policies and standards provide clear guidance on the behaviors Newmont employees and those engaged in activities on our behalf must demonstrate at all times.

A dedicated team – comprising full-time employees in our corporate office and site compliance managers in Ghana, Peru and Suriname – oversees our global ethics and compliance program. The site compliance managers participate in the review of certain transactions, provide training and outreach, and support other activities to encourage ethical behavior and prevent potential misconduct before it occurs. We also have regional ethics advocates, including one attorney in each region, supporting the program in addition to their other duties. Newmont’s executive leadership team (ELT) serves as the Ethics and Compliance Steering Committee and meets at least twice a year in that capacity.

We actively encourage employees to speak up and report any incidents where a possible Code of Conduct violation has occurred. Anyone – including contractors and community members – at any time can anonymously report a concern via the web or by phone using our third-party-run **Ethics Solutions Tool**. We also input into the Tool cases with a Code-related component that originated through other channels such as human resources or security. We also categorize any matters that have a human rights impact.

On a quarterly basis, our ELT and the Audit Committee of our Board of Directors receive a report on the volume, type and outcome of cases that have come into the Ethics Solutions Tool. Our investigations guideline requires that substantiated compliance issues lead to some form of action, which may include coaching, formal discipline or termination. Managers are reminded of substantiated outcomes at mid-year and year end so that they can be factored into performance appraisals, thereby potentially affecting remuneration.

We also maintain a broad training program that requires acknowledgment of the Code of Conduct by all employees; the completion of online courses on specific topics for employees with regular computer access at work and for employees in managerial and leadership roles; and in-person training available to all employees to address relevant Code-related issues.

Our internal audit function conducts an annual fraud risk assessment, which includes identifying, assessing and ranking, in terms of impact and likelihood, commercial and government corruption risks throughout our operations. Our stance against corruption is also rooted in our commitment as a founding member of the **Partnering Against Corruption Initiative** (PACI), a cross-industry collaborative effort to implement a global anti-corruption agenda.



Because public policy decisions can significantly impact the environment in which we operate, we participate in the legislative and political process and engage with governments and other stakeholders on policy issues such as **energy and climate change, taxes and revenue transparency, species conservation** and other areas of interest. This engagement is in strict accordance with all applicable laws, the **Extractive Industry Transparency Initiative (EITI)**, Newmont's Code of Conduct and applicable policies and standards.

Our Political Contributions Standard details the rules and processes for making political contributions or otherwise engaging in the legislative or political process. This standard states our commitment to report our political contributions to our Board of Directors on a semi-annual basis and annually on our **website**. We do not make political contributions outside the U.S.

## 2017 Performance

Our internal audit group updated the fraud risk assessment and identified no risks related to corruption as significant or greater in terms of impact, with a probability of "likely" or greater.

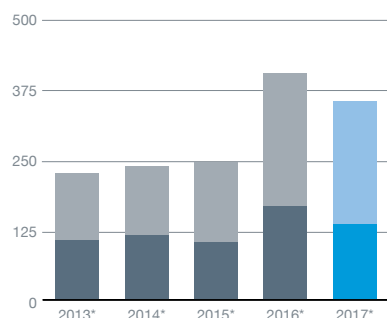
Back in 2016, we publicly disclosed our investigation into certain business activities associated with the requirements of the U.S. Foreign Corrupt Practices Act and other applicable laws and regulations. As part of the investigation, we worked with the U.S. Department of Justice (DOJ) and U.S. Securities and Exchange Commission (SEC). In 2017, we received notifications from both the DOJ and SEC that they did not intend to recommend enforcement actions and were closing their inquiries into the matter.

To further integrate integrity into the business, in 2017 we completed a third-party assessment that evaluated the effectiveness of our global ethics program, our Code, policies, standards and Ethics Solutions Tool, and identified gaps and other opportunities for improvement. One of the outcomes from the assessment is a process that will require our leaders across the business to certify on a quarterly basis that:

- Their respective region maintained effective controls for all aspects of their operations, including exploration activities; and
- They are not personally aware of any interaction or payment by Newmont, or on Newmont's behalf (e.g., by a contractor), that would violate our Code of Conduct, policies, standards or applicable laws.

To prepare for the first certification at the conclusion of the first quarter of 2018, our ethics and compliance team worked with leaders in the regions to identify relevant transactions, controls and data and ensure systems are in place. The new certification process has been incorporated into our updated Anti-Corruption Standard.

### ETHICS MATTERS ADDRESSED/SUBSTANTIATED



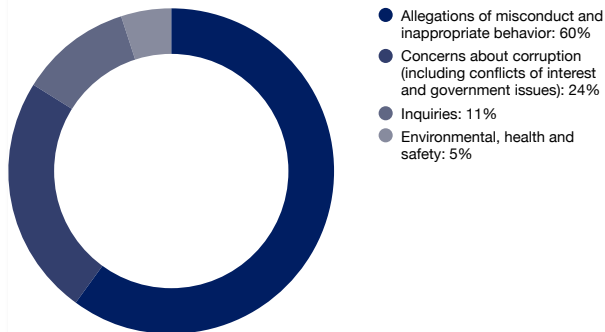
|                           | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------------------|------|------|------|------|------|
| Total substantiated cases | 105  | 114  | 102  | 165  | 134  |
| Total matters addressed   | 224  | 237  | 246  | 402  | 352  |

Other efforts to enhance our governance practices in keeping with our principles and stakeholders' expectations included:

- We improved our management of commercial and government corruption risk throughout the lifecycle of our supplier relationships through the development of our **Supplier Risk Management program**.
- In April, our Board approved updates to our **Code of Conduct** to include an introduction by Noreen Doyle, our Board Chair, and President and Chief Executive Officer Gary Goldberg. The updated Code also included slight revisions to reflect the expansion of the global ethics and compliance team to include the site compliance managers in Ghana, Peru and Suriname.
- We expanded our ethics training to make available to all employees at least one hour of in-person training relevant to their region. Our online training for those with a work-issued computer and email account focused on conflicts of interest and a respectful workplace. Managers were also required to complete an online training course called "Ethical Leadership: Managing with Integrity." Of the employee population eligible for online training, participation remained steady compared to the previous year, with 99 percent of managers at operating sites completing the training.
- To reinforce the importance of working with integrity, Newmont President and CEO Gary Goldberg sent quarterly communications to company leaders on ethics and compliance matters, sharing actual cases involving Code violations, outcomes and lessons learned as well as success stories in which employees clearly demonstrated the Company's values. His messages were supported by monthly presentations from the ethics and compliance team.

- We further embedded a culture of integrity into our personnel management practices by including conversations about our company values during performance evaluations and annual goal-setting meetings. We also added to the hiring process candidate questionnaires that ask about conflicts of interest.

## NATURE OF ETHICS CASES INVESTIGATED IN 2017



In 2017, a total of 410 new issues were captured in our Ethics Solutions Tool, and 20 cases were open at the beginning of the year. By year end, 352 of those matters were closed and 78 remained open. Of the cases closed, 62 percent (218) were not substantiated.

Of the cases investigated, the vast majority (59 percent) arose from allegations of misconduct or inappropriate behavior that often involved issues between employees and their managers. Around 24 percent of the cases arose from internal and external concerns about corruption (including conflicts of interest commercial and government issues), 11 percent were inquiries, and 5 percent were about environmental, health or safety allegations.

Of the 38 percent (134) that were substantiated, 22 percent (30) resulted in a recommended change of business process, and 74 percent (99) resulted in human resources or management actions. These actions included 49 employees being counseled on their actions or behavior, 25 receiving disciplinary action and 25 resigning or being terminated. As of early 2018, five cases were still being reviewed by management to decide the final outcome. Cases were closed on average in 37 days.

Newmont's U.S. political contributions totaled \$67,900 in 2017, a significant decrease from 2016 reflecting the fact that 2017 was an off-year election cycle in which neither a presidential election nor mid-term election took place.

## Future Focus

We will continue our diligent focus on key elements of our ethics and compliance program including demonstrating integrity leadership throughout the business; a global training program backed by robust online training and strong engagements for all employees; and a commitment to prompt, thorough and fair investigations. Key areas of opportunity include maturing the organization so that every employee demonstrates integrity in their approach to their work, and on continuing to improve our controls.

## Ethical Conduct – Case Study

### Mitigating Third-Party Risk

Newmont's global network of suppliers is critical to Newmont's day-to-day operations and overall success. As with all business activities, working with suppliers entails a broad range of risks, including many forms of corruption. Properly identifying, assessing and managing these risks are fundamental to ensuring a good return on our investment and, in turn, delivering value to stakeholders.

Our Supplier Risk Management program, which we developed in 2017 and will implement in 2018, greatly enhances our ability to identify, understand and manage the risks posed by prospective and current suppliers.

Throughout the program's development, a cross-functional group, including members of our global ethics and compliance team, identified controls and tools that improve our assessment of supplier risks. These include:

- A clear, consistent methodology for classifying high-risk suppliers;
- A global responsibility matrix that will ensure the right roles and responsibilities are embedded to manage, monitor and report on those risks;
- A robust prequalification process that uses traditional operational and financial capability criteria, and also filters for corruption risk and sanctions; environmental, labor practices and human rights risks; and other reputational factors;
- A requirement in all bidding processes for suppliers to disclose any government connections;
- A requirement for employees involved in the contract lifecycle to disclose any conflicts of interest with any suppliers; and
- Newmont-provided anti-corruption training for all high-risk suppliers or confirmation that the supplier has completed a similar training program.

Issues that are identified will be factored into the selection process; however, a risk rating will not be a point of exclusion. Rather, we want to ensure that risks related to suppliers – including local and local-local suppliers – are identified and the right management and reporting plans are implemented to mitigate those risks.



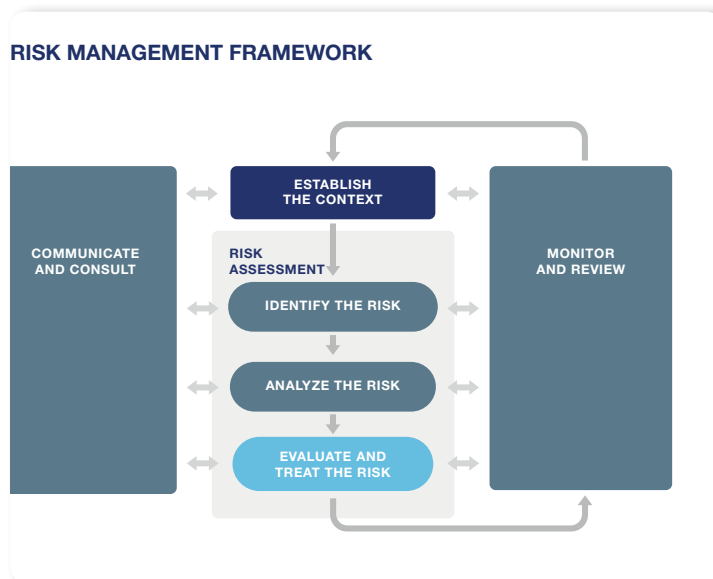
## RISK MANAGEMENT

### Approach

As a global mining company, we have a risk profile that is inherently broad and evolving, and effectively managing these risks is crucial to delivering on our strategy and achieving our purpose.

Our global Risk Management Standard and supporting risk management system procedure (MSP) detail the minimum requirements for managing our material risks across the business.

All operating regions and functions use a common risk assessment framework throughout the mine lifecycle based on the International Standard for Risk Management (ISO 31000:2009). This six-step framework helps create informed decisions on risk treatment options that directly impact the bottom line.



Our Enterprise Risk Management (ERM) process provides Newmont's senior leaders and Board of Directors updates on the top risks facing the Company along with details of the risk assessments and corresponding management plans. These risks and plans are reviewed quarterly, or as needed, by an internal disclosure committee and annually with the full Board.

Augmenting our ERM process is Newmont's systematic country risk program, which allows us to make investment and business decisions based on a uniform understanding of geopolitical risks in existing and new jurisdictions. Country strategies provide a baseline from which to track and manage the identified risks. Each tier 1 country (defined as a country where we have operations) has an executive leadership team sponsor, who conducts country risk reviews on an annual basis with the respective regional senior vice president to ensure that the socio-political risks have been identified and that appropriate risk management strategies are in place. An internal cross-functional Country Risk Council is responsible for reviewing and implementing the proprietary model that assesses country risks.

Our Integrated Management System (IMS) has established a common framework to support tracking and reporting our risk information in a company-wide risk register. This approach minimizes duplication and greatly improves our ability to prioritize and holistically understand, analyze and manage risks across the business.

The IMS risk register documents identified risks in support of the six-step framework outlined in our Risk Management Standard, with risk ownership assigned to the region and/or function within Newmont that has the most knowledge and experience of the risk. Management periodically reviews all risks classified as "significant" (i.e., those with a consequence level of 4 or 5) to determine whether additional risk analysis is required.

An effective risk management program helps ensure that we have identified credible event scenarios that could occur. In the event of a crisis or significant incident, Newmont's Rapid Response system ensures timely activation of the plans, people and resources required to respond and engage with all relevant stakeholders. Teams at site, region and corporate use the system to support an effective and coordinated response at the local, regional and global levels. Every team must conduct annual training, as well as drills and simulations, to ensure a state of readiness.

### 2017 Performance

We conducted a number of ongoing and regular risk assessments and reviews during the year.

One focus area was on maturing our approach to information security management. We completed a third-party business impact assessment to align business continuity and IT disaster recovery plans to the business processes being protected. To enhance our cyber security prevention and detection capabilities, we also launched our global cyber security program.

Other actions taken to improve our ability to effectively manage the risks in our business include:

- As part of the annual review of our Risk Management Standard and MSP, we updated the standard and modified the MSP to clarify requirements for risks requiring a greater level of analysis and to align common definitions of risk.
- We developed a common understanding with senior leadership around risk appetite (i.e., the level of risk we are willing to tolerate) and held a session with our Board of Directors that focused on risk appetite and what were Newmont's specific risk tolerances. We began to integrate the concept into key business processes including projects, value assurance and business planning.
- We completed implementation of the second phase of our IMS, which focused on the standards – including those related to legal requirements and voluntary commitments, records and document management, monitoring and measurement, and leadership and management review – that support the overall management and governance of the system.

More detailed information about the sustainability risks considered most material to our stakeholders and our business is included throughout this report. In addition, a list of our significant risk factors can be found in our **2017 10-K report**, beginning on page 13.

## Future Focus

One of Newmont's key priorities in 2018 will be the implementation of the **Supplier Risk Management (SRM) program**, which will greatly improve our ability to identify and manage the risks and opportunities throughout our supply chain.

We will continue to innovate and mature our cyber security prevention and detection capabilities to address the constantly changing cyber security threat environment. Our focus will be on ensuring all three core elements of cyber security – people, processes and technology – are in place and effectively working together to address our cyber security risks. This includes evaluating our cyber security personnel, continuously assessing risks, and updating our processes, standards and advanced technologies to address current and emerging threats.

Our IMS will be fully implemented in 2018. Activities include completing the final set of standards related to planning, competency and awareness, communication and emergency management; integrating the SRM program into the IMS; and achieving global ISO 14001 umbrella certification, which is expected to reduce costs and drive a risk- and performance-based focus.

Work will continue on expanding our view for identifying and defining emerging risks. For example, mine closure and climate change are two risks we have identified as emerging, but this view can differ by site depending on experiences and stages in the mine lifecycle. We also will continue to strengthen our intelligence capabilities to better understand, anticipate and prepare for factors driving risks, such as artisanal and small-scale mining, increased expectations for benefit sharing, resource nationalism, and corruption.

### Risk Management – Case Study

#### Updated Security Strategy Applied to Real-Life Events

At our operations in Ghana, Peru and Suriname, we contract with security personnel to help manage the risk of security-related incidents with human rights implications. As part of a refresh of our security program that began in 2016, we reviewed how we manage the risks within our security function with a particular focus on how we contract with the firms that help us protect people and our assets and reputation.

Included in the review were lessons learned from a 2015 event at our Merian mine in Suriname when a private security guard shot and wounded two individuals who had trespassed on the mine's property. Following an extensive review of our security arrangements at Merian, we developed an action plan, which included changing the security contract to include specific performance expectations and criteria and implementing a human rights-focused model that brings sensitive areas of security in-house, with traditional perimeter guarding being outsourced, but closely monitored.

In 2017, at our Yanacocha operation in Peru, nine people – six of whom were Yanacocha workers and three employed by contractors – were arrested and charged with gold theft. The arrests followed a nine-month investigation by authorities, who were notified by Yanacocha after conducting its own investigation. Prosecution of the individuals involved in the alleged systematic theft remains outstanding as of the end of 2017. As a result of this event, we reinforced our security threat and risk assessment program, improving the security presence throughout the site and establishing technologies that significantly reduced the opportunities for theft.

We also experienced an event at our Ahafo operation in Ghana last April when security camera footage revealed site security personnel using excessive force against an individual who had been detained for suspected illegal small-scale mining activities on the mine's property. In addition to self-reporting the incident to the Voluntary Principles on Security and Human Rights, we consulted with local stakeholders and requested a police investigation into the matter. Following the thorough investigation, we stepped up our training with both security staff and the wider site personnel population on acceptable behavior and protection of individual rights for all, including those suspected of illegal activities.

Another challenge is addressing security and human rights risks at joint ventures and projects where we have a minority interest. Although another company operates these assets, we work to support and influence the majority owner and/or operator's practices to align as closely as possible with Newmont's standards. For example, at Buriticá, a project in Colombia owned by Continental Gold in which Newmont holds a 19.9 percent interest, the project's Sustainability and External Relations Committee includes three representatives from Newmont and four from Continental.



## SUPPLY CHAIN STEWARDSHIP

### Approach

Each year, Newmont procures around \$3.7 billion in goods and services from more than 9,000 suppliers worldwide, including hundreds of local suppliers based near our projects and operations. Understanding the risks present in our broad and dynamic supply chain and working with suppliers that share our values and goals are critical to our operations.

### Sourcing and procurement

New suppliers and those with contracts up for renewal must read and acknowledge our **Supplier Code of Conduct**, which sets the minimum standards of responsible business conduct expected from those wishing to do business with, or on behalf of, Newmont. Suppliers, and all sub-contractors working on their behalf, must comply with our contract terms including provisions to adhere to our Code of Conduct and all policies and standards related to business integrity and ethics, health and safety, human rights and labor, and social responsibility.

Our current pre-qualification process screens new suppliers against anti-corruption and sanctioned third parties, environmental, labor practices, safety performance, human rights and impacts to society criteria, which ensures we give equal weight to non-technical aspects when awarding contracts.

While all our operations have processes in place to identify and manage supplier risks, the development of a global Supplier Risk Management (SRM) program will standardize and align our systems and processes, create efficiencies, and better manage costs over the life of the contract. Once fully implemented in 2018, our SRM program will greatly enhance our qualification process and enable our operations and functions to collectively identify, assess and manage supplier risk across our global supplier network.

Among the key deliverables of the program:

- Greater support for achieving our performance goals, such as eliminating fatalities, reducing injuries, increasing local procurement and integrating human rights considerations throughout our business operations;
- Clear roles and responsibilities across all functions, including performance metrics and audit requirements;
- Improved controls over “value leakage” from overpayments;
- Enterprise-wide alignment on defining risk for each function and what supplier risk means across the organization;
- A broader, more holistic view of the risks throughout our supply chain, such as the environmental impact of our commodities and the social impact as a result of the delivery of our supplies; and
- Fit-for-purpose supplier categorization and risk treatment plans that identify, assess and manage supplier risk throughout the supplier lifecycle.

### SUPPLIER RISK MANAGEMENT FRAMEWORK



### Smelting and refining

The gold we produce is transported in the form of doré to refineries certified by the London Bullion Market Association (LBMA). Swiss refinery Valcambi refines the majority of gold produced in our North America, Peru and Ghana operations. The Perth Mint in Australia refines gold produced at our Australian mines, Swiss refinery Argo Heraeus refines the doré produced at our Merian mine in Suriname, and Asahi Holdings refines a small volume of our doré produced in Peru.

All four refineries comply with the **LBMA Responsible Gold Guidance** to ensure the entire chain of custody is responsible and does not source gold from areas and operations that finance conflict or degrade the environment. For more information about the refineries' commitment to a responsible supply chain, please visit the **Valcambi**, **Perth Mint**, **Argo Heraeus** and **Asahi Holdings** websites.

The copper we produce is sold to smelters and manufacturers in the form of concentrate and cathode for further treatment. All copper sales contracts include requirements to comply with permits, approvals and other laws, agree to anti-bribery measures, and – when appropriate – acknowledge our **Conflict-Free Gold Standard**. Most of our copper concentrate is sold directly to smelters with which we have long-term relationships. However, when we produce more concentrate than anticipated, sales will occasionally be made to independent trading companies. To ensure our product is transferred, sold, offered or shipped only to acceptable buyers, we developed a Product Stewardship Standard that we plan to implement in 2018. This standard details the minimum requirements for managing and vetting downstream buyers other than our approved refineries and smelters, and establishes a set of environmental, social and governance criteria and a due diligence and audit process.

Through industry associations such as the World Gold Council (WGC) and the International Council on Mining and Metals (ICMM), we aim to better understand the potential impacts of our products, their uses and value streams.

More information about our products is included in our **2017 10-K report**.

## 2017 Performance

During the year, Newmont contracted with 682 new suppliers that were screened against anti-corruption and sanctioned third parties. The percentage of those screened against other key criteria were:

- 97 percent using criteria for impacts on society
- 46 percent using environmental criteria
- 46 percent using labor practices criteria
- 33 percent using human rights criteria

Data from our KCGM operation in Australia and Merian mine in Suriname are not included in these figures. KCGM, which is a joint venture, uses different systems that make it difficult to compare the data to our other operations. We will continue to evaluate options for including KCGM data in future reports. In mid-2017, Merian completed implementation of our global enterprise resource planning system based on SAP, allowing us to track this data beginning in 2018.

On a global level, much of the focus during the year was on developing our SRM program by working collaboratively with regions and functions. Key activities included:

- We conducted a global gap analysis on the supply chain contract lifecycle process that resulted in a fit-for-form global end-to-end process for category management, supplier pre-qualification, plan and scope, mobilization and contract closeout.
- A responsibility matrix was developed to set mandatory activities against key operational and functional roles throughout the life of a contract to engage relevant functions at the right time.
- A global tier and risk matrix was created to improve consistency in the identification of risks within each scope of work.
- We developed a supplier segmentation framework to accurately rate supplier risks and scope of work risks. Risk-relevant supplier management plans will be used during the supplier segmentation process.
- We established a cross-functional executive-level steering committee to provide strategic input and ensure alignment and accountability for identifying, controlling and monitoring risks.
- To ensure suppliers understood the SRM elements – in particular the pre-qualification tool – we engaged with local suppliers in Peru. In the early development of the program, one risk identified was that suppliers – in particular local and indigenous businesses – might perceive the pre-qualification process as a tool that could be used to exclude them for being a small business. Through engagement, we were able to reassure suppliers that the program's objectives are to create transparency on potential risks and, if needed, offer additional support to mitigate risks.

Although the SRM program complements Newmont's other upstream-focused programs and initiatives, we began to develop a Responsible Sourcing strategy to align our efforts with downstream users' expectations that the gold and copper has been produced in a manner that meets agreed-on environmental, social and governance standards and criteria.

Our internal cross-functional responsible sourcing working group – which includes representatives from key functions as well as an external responsible sourcing expert with **Sustainable Enterprise Consulting** – is taking a collaborative and consultative approach in developing the strategy. Insights from interviews with external responsible sourcing thought leaders and analysis of leading guidelines, initiatives, standards and codes are informing the strategy.

During the year, the working group held a workshop to discuss the insights and analysis and developed a draft framework and road map.

The working group is also building upon our SRM program, artisanal and small-scale mining strategy, Conflict-Free Gold Standard compliance, as well as industry initiatives and partnerships, to align the strategy with downstream users' expectations.



## Future Focus

Implementing our global SRM program will be an enterprise-wide area of focus that is expected to yield marked improvements in how we manage risks within our supply chain and result in significant cost savings. Among the key activities in 2018 to support the program:

- Update and implement our Supplier Management Standard to align with the requirements of the SRM program and ensure all risks are captured and tracked in our Integrated Management System;
- Update all contracts in the top two tiers to ensure transparency in spend compliance;
- Develop and implement the pre-qualification tool and treatment plans that will drive consistency in human rights pre-screening criteria to support our **public targets for managing human rights risks within our supply chain**;
- Finalize treatment plans and supporting documents and tools for all contracts in the top two tiers;
- Build an online lifecycle management toolkit to support process governance; and
- Finalize and launch a training program for Newmont employees and suppliers.

In 2018, we will complete development of our Responsible Sourcing strategy, including validating the strategy with company leaders and external experts. We will then begin implementing a fit-for-purpose strategic framework that addresses marketplace trends and downstream supply chain opportunities and risks; meets the expectations of gold and copper end-users and critical stakeholders; and positions Newmont as a trusted and leading source of responsible gold.

We will roll out a global skills development program for all supply chain personnel, taking concepts from our face-to-face training program in Ghana and combining them with an online platform so employees can connect the training with their individual development plans.

While we currently engage with critical suppliers in the planning phase and throughout the entire business relationship until the contract is closed out, given the extensive scope of the SRM program, we have pushed back to 2019 the implementation of a formal global Supplier Relationship Management program.

### Supply Chain Stewardship – Case Study

#### Collaborating on Business Responsibility at Annual Supplier Summits

Each year, Newmont holds supplier summit events that bring together our strategic suppliers, local suppliers and Newmont representatives to collaborate on opportunities for improvement and ways to achieve mutual success.

For many years, these summits – which take place on the global, regional and local level – focused on market dynamics, product rollouts, service quality and costs. Recently, these summits have expanded to address the growing expectation that businesses act responsibly and deliver positive societal impacts.

At our supplier summits in 2017, topics included human rights, indigenous peoples, local employment and procurement, and updates to our social and environmental standards. Our Merian operation in Suriname held its first formal supplier summit, which focused on the mine's commitment to local procurement and skills development.

We also held sessions to brainstorm ways to collectively raise our performance. For example, at the supplier summit in Nevada, members of our supply chain team and supplier representatives generated more than 250 ideas for ways to safely create efficiencies in transportation and logistics.

Future supplier summits will provide an opportunity to engage suppliers on our **Supplier Risk Management (SRM) program**, which we will implement in 2018. Through our SRM program, we expect to have greater transparency on both supplier and scope of work risks, and the summits will be an important opportunity to have in-depth discussions about these risks with our suppliers and business partners.



## HUMAN RIGHTS

### Approach

Our activities throughout the mine lifecycle have the potential to impact the rights of workers, communities and indigenous peoples. While it is the duty of governments to protect human rights, we recognize our responsibility to respect human rights and the dignity of all people and to operate in a manner that does not infringe upon human rights. We also believe we can, and should, play a significant role in helping realize many human rights through contributions that strengthen capacity and empower communities.

### LEARN MORE

Read our [Guide to Respecting Human Rights at newmont.com](#).

#### Human rights journey

Our commitment to respect the rights and dignity of all people is stated in our **Code of Conduct** and our **Sustainability and Stakeholder Engagement Policy**, and our **Supplier Code of Conduct** requires all suppliers and business partners to adhere to this commitment as well.

Our human rights approach is aligned to a number of voluntary standards including the UN Guiding Principles on Business and Human Rights (the “Guiding Principles”) and the fundamental requirement that we do no harm. Newmont’s **Guide to Respecting Human Rights** provides an overview of our strategy and journey and includes details on:

- The key principles that underpin our approach to managing human rights risks across the business;
- Our policy and governance framework, including our Human Rights Standard that sets the minimum requirements sites must adhere to;
- The primary mechanisms for stakeholders to raise issues related to human rights;
- The tools we use to manage our salient human rights issues – those human rights at risk of the most severe negative impact through the Company’s activities and business relationships; and
- Our commitment to report our human rights performance in accordance to the UN Guiding Principles Reporting Framework (the “Reporting Framework”), the first comprehensive guidance for companies to report on how they respect human rights in line with the Guiding Principles.

### Assessments

All sites must maintain processes to address risks beyond those to the business **by identifying and managing risks to people and their rights**. For existing operations – or changes to existing operations that have a low risk to impact human rights – we integrate human rights considerations into our operations more broadly through building them into our existing robust risk management processes. This two-step process involves first reviewing existing risks and establishing whether there is a human rights element, and then determining if there are additional risks based on reviewing how our activities could impact the human rights contained in the Universal Declaration of Human Rights. The necessary critical controls are then established to manage the risk.

For new projects or for changes to existing operations that have a higher potential to impact human rights, sites must integrate human rights impact assessment (HRIA) approaches into social impact assessments (SIA) or complete standalone HRIAs.

Any human rights risk must be categorized as such in the company-wide risk register within our Integrated Management System (IMS), and reviewed on a regular basis.

## Salient issues

We identify, monitor and manage the full spectrum of human rights risks and impacts on an ongoing basis; however, in alignment with the Reporting Framework, we **focus our reporting** on the seven areas we identified as our salient human rights issues. Our approach to managing each of these risks is detailed in one or more of the following sections throughout this report:

### SALIENT ISSUES

|   | Approach and performance   | Spotlight case study   |
|---|--|--|
|  <b>Right to Life</b>  | <b>Safety</b><br><b>Human Rights (Security)</b>  | <b>Technologies That Keep People Out of Harm's Way</b>                         |
|  <b>Right to Health</b>                                      | <b>Health</b><br><b>Community Investments</b><br><b>Resettlement and Land Use</b><br><b>Water</b><br><b>Tailings, Waste and Emissions</b><br><b>Cyanide Management</b> | <b>Engineering Controls and Innovative Thinking</b><br><b>Reduce Exposures</b> |
|  <b>Right to Enjoy Just and Favorable Conditions of Work</b> | <b>Safety</b><br><b>Health</b><br><b>Tailings, Waste and Emissions</b><br><b>Our Workplace</b>   | <b>New Review Boards Strengthen Governance of Tailings Management</b>          |
|  <b>Right to Security of Person</b>                          | <b>Human Rights (Security)</b>   | <b>Updated Security Strategy Applied to Real-Life Events</b>                   |
|  <b>Right to Adequate Standard of Living</b>                | <b>Value Sharing</b><br><b>Local Employment and Business Opportunities</b>   | <b>Increasing Aboriginal Career Opportunities in Australia</b>                 |
|  <b>Right to Clean Drinking Water</b>                      | <b>Water</b><br><b>Tailings, Waste and Emissions</b><br><b>Biodiversity</b>  | <b>Managing Water as a Precious Resource</b>                                   |
|  <b>Indigenous Peoples' Rights</b>                         | <b>Indigenous Peoples</b>  | <b>Experts Help Newmont Respect Indigenous Rights</b>                          |

## Security

With the right to security of person as one of our salient human rights issues, the basis of our global security program is working alongside host communities to protect people and assets and respect human rights. Due to higher potential security risks, our operations in Ghana, Peru and Suriname employ or contract with on-site security personnel.

As a formal participant in the **Voluntary Principles on Security and Human Rights (VPSHR)** and in accordance with our Human Rights Standard, we commit to implement the Voluntary Principles (VPs), which provide an operating framework that enables us to maintain the safety and security of our operations based on respect for human rights and fundamental freedoms.

Security-related allegations and events must be recorded and fully investigated. Events found to be credible are reported to the appropriate authorities as well as to the VPSHR plenary, Newmont's executive leadership team and our Board of Directors. We also **annually report to the VPSHR** on our efforts to implement and promote the VPs.

## Training

All security personnel must complete annual training based on the VPs, and we encourage public security agencies to participate as well. Each site is responsible for conducting human rights training and designing the training to address the most relevant human rights risks. Some sites choose to extend the VP training to those who do not work in a security role, while other operations integrate human rights modules into training programs within other functions.

Because respecting human rights is a responsibility that belongs to everyone working on our behalf, we are developing an online training program that will raise awareness about our human rights commitments, our ability to impact human rights, and how we might prevent and address potential human rights violations. As part of our **Supplier Risk Management** program, we are also evaluating training requirements for those suppliers with identified human rights risks.

## Partnerships and collaboration

Advancing our human rights journey requires collaboration through partnerships and multi-stakeholder initiatives. Along with our active participation in the VPSHR, we continue to share successes and challenges with **early adopters of the Reporting Framework**. Newmont representatives participate in several forums on human rights, including the annual UN Forum on Business and Human Rights.

## 2017 Performance

### Significant events

We continued work that began in 2011 to resolve a complex land dispute in Peru with members of the Chaupe family, who allege human rights violations by those working on behalf of our Yanacocha operation. During the year, engagement and constructive dialogue with the family increased and progress was made. While a fair and long-term agreement was not reached, we remain committed to finding a dialogue-based solution. Developments – including the findings from an independent, fact-based examination of the issues associated with the dispute that was published in 2016 – and our statements on the matter are publicly available on our [website](#). In 2017, the Peruvian Supreme Court upheld a lower court ruling that acquitted the Chaupe family of “aggravated usurpation” charges originating from their occupation of Yanacocha property in 2011. However, the Court declared that the issues of land ownership and possessory rights must be resolved through the civil court process, where two cases are still pending. In October, Earth Rights International and the Chaupe family filed suit against Newmont in the U.S. federal court claiming human rights abuses and seeking compensation for damages.

In a similar matter, Yanacocha exercised its right to possessory defense under Peruvian law after efforts to engage in dialogue failed with members of the Pajares family, who illegally erected two structures on the mine’s property. Yanacocha applied lessons learned from the Chaupe case to implement a proactive strategy focused on engagement, communication, security and enforcing the law, including the use of human rights observers and Peruvian National Police to ensure the safety of Pajares family members and Company employees.

### Complaints and grievances

During the year, we integrated into our IMS the ability to categorize and track all human rights-related complaints and grievances (C&Gs) and risks. There were nine grievances or allegations related to human rights reported and addressed during the year managed by our security and human resources function with support from other departments, as necessary, and 24 different allegations with human rights implications were tracked through the Ethics Solutions Tool.

#### HUMAN RIGHTS GRIEVANCES OR ALLEGATIONS FILED, ADDRESSED AND/OR RESOLVED IN 2017

| Type of grievance or allegation | Number of grievances or allegations | Description of grievance or allegation and location   |
|---------------------------------|-------------------------------------|---|
| Discrimination in the workforce | 32                                  | Seven formal grievances related to discrimination in the workforce were filed at our operations in Nevada, and one grievance was filed at the Cripple Creek & Victor operation in Colorado. Senior management and personnel in our human resources and legal departments investigated the grievances. Substantiated complaints involved discipline up to and including termination.<br><br>Our Ethics Solutions Tool tracked 24 different allegations with human rights implications. Issues ranged from allegations of discrimination based on gender or race to allegations of sexual harassment. |
| Security forces                 | 1                                   | At our Ahafo operation in Ghana, security personnel used excessive force against an individual who had been detained for suspected illegal small-scale mining activities on the mine’s property. Details of this event are discussed below.   |
| <b>Total incidents</b>          | <b>33</b>                           |   |

Note: We did not receive any human rights-related complaints and grievances through our community complaints and grievance mechanism during the year. There were no complaints and grievances in 2017 related to child labor, forced and compulsory labor, or land rights (non-indigenous).

### Assessments

As of the end of 2017, all our regions had completed, or were in the process of completing, human rights risk assessments. Ghana developed a human rights management plan, which was shared across all our operations as an example of good practice, and two sites – Merian in Suriname and Yanacocha in Peru – conducted standalone HRIAs. Findings and insights from these assessments are discussed in the [featured case study](#).

### Training

During the year, 2,779 employees and 3,131 contractors participated in various human rights training modules. Human rights topics were addressed in a variety of ways ranging from cross-cultural educational sessions, human resources and social responsibility inductions to modules within annual refresher courses. Training sessions focused on human rights topics ranged from 30 minutes to 8 hours, depending on the site’s risk profile and the needs of the audience. This training was in addition to the specific training that our security employees and contractors and other stakeholders undergo on the Voluntary Principles on Security and Human Rights, discussed below.

## TOTAL NUMBER OF PARTICIPANTS IN SECURITY TRAINING

| Region        | Site/location | Employees  | Private security contractors | Public security/<br>law enforcement personnel | Other external stakeholders | Percentage of security personnel trained |
|---------------|---------------|------------|------------------------------|---|-----------------------------|--|
| Africa        | Ahafo         | 592        | 68                           | 26  | 0                           | 100%                                     |
|               | Akyem         | 312        | 132                          | 45  | 0                           | 100%                                     |
| South America | Yanacocha     | 8          | 388                          | 0   | 0                           | 100%                                     |
|               | Suriname      | 21         | 178                          | 23  | 3                           | 100%                                     |
| <b>Total</b>  |               | <b>933</b> | <b>766</b>                   | <b>94</b>                                     | <b>3</b>                    | <b>100%</b>                              |

Note: In 2017, we extended training on the VPSHR and our Human Rights Standard to around 80 percent of junior staff at our Ahafo and Akyem operations in Ghana.

## Security

We met our target for all operating, project, exploration and office sites to identify high and extreme threats and have action plans in place to reduce these threats to a tolerable level. We also met our target to complete risk assessments and externally review action plans at our sites in Ghana, Peru and Suriname.

We did not experience any significant security-related events at our operations. However, in line with our Code of Conduct, policies, standards and commitment to the VPs, we self-reported to the VPs an event at our Ahafo mine in Ghana involving the use of force. In April, an individual was arrested for suspected illegal small-scale mining activities on the mine's property and was later remanded to the authorities for processing. When site security personnel reviewed previously recorded footage of the arrest from the video surveillance system, the footage revealed three members of the security team, including a Newmont security officer, and one Ghanaian army officer using excessive force against the individual. The event was reported immediately to senior management, and we consulted with the local traditional leader and requested a police investigation. Based on the investigation's findings, actions were taken against each of the personnel – including suspending the Newmont staff member and reassigning the army officer – and we stepped up our training with both security staff and the wider site personnel population on acceptable behavior and protection of individual rights for all including those suspected of illegal activities. The findings were also discussed with local stakeholders.

Because security is one of the pillars of our **artisanal and small-scale mining (ASM) strategy**, we engaged with internal and external stakeholders to develop clear and effective processes designed to minimize conflict between small-scale miners and Newmont personnel. Where we encounter illegal small-scale mining, we have put in place a security action plan that is human rights focused, compliant with the VPs and integrated into our broader security performance monitoring.

## Future Focus

To progress our journey and further embed human rights accountability across the business, our near-term focus is on assessing and managing our human rights risks within our supply chain. We expanded our human rights targets from the ones first set in 2016 – which focused on improving the quality of security risk assessments – to include targets related to screening suppliers against key risks in support of our **Supplier Risk Management (SRM) program**.

| Year | Target definition  | Target for sites   | Target for Newmont  |
|------|--|--|---|
| 2018 | Security risk assessments pertaining to human rights are completed, issues and potential impacts identified, and, where necessary, mitigation strategies and controls are considered and required training is scheduled and provided | 100 percent of identified moderate, high and extreme threats have action plans to reduce threats to a tolerable level  | 100 percent of risk assessments have been completed, and 100 percent of action plans have been subject to external review at sites in Ghana, Peru and Suriname  |
| 2018 | Develop consistent human rights pre-screening criteria and integrate into the Supplier Risk Management (SRM) process   | All sites initiate use of the human rights pre-screening criteria as part of the SRM   | Human rights pre-screening criteria are established and in use for suppliers  |
| 2019 | Implement human rights pre-screening and training for suppliers  | 100 percent of site and regional suppliers have been pre-screened based on human rights criteria, and human rights training for site and regional suppliers has been initiated | All site, regional and corporate suppliers have been pre-screened based on human rights criteria, and applicable suppliers have completed human rights training |
| 2020 | Implement audits for suppliers with an elevated likelihood to impact human rights  | All sites have begun implementation of audits for suppliers with an elevated likelihood of impacting human rights  | The supplier human rights audit program has been integrated into the Company's Integrated Management System and assurance audit program                         |

\* Applies to new suppliers or suppliers whose contracts are up for renewal.

Actions in 2018 to support achieving these targets and to implement the SRM include:

- Defining pre-screening processes;
- Identifying human rights criteria to assess the risk of particular activities;
- Developing relevant treatment plans;
- Accounting for human rights in the ongoing management of suppliers; and
- Developing a supplier training program to support human rights compliance and performance.

Other key activities:

- We will launch our online human rights training to further embed human rights awareness throughout the entire organization. All employees and contractors with a Newmont-issued computer and email address will be invited to complete the training in 2018.
- With our IMS on track to be fully operational in 2018, we will continue to improve the integrity, as well as our understanding of, site-level human rights information from our stakeholder engagement activities. As a result, we will conduct a review of our salient issues that will analyze data related to human rights issues raised through human rights risk assessments, stakeholder engagement and our complaints and grievances mechanisms; test them with external stakeholders; and update them as needed.
- We will finalize and publish our modern slavery statement, which details our commitment and efforts to ensure modern slavery – including servitude, forced labor and human trafficking – does not exist in our business and supply chain.

## Human Rights – Case Study

### Assessments Shed Light on Human Rights Impacts

A key element of our human rights strategy is to conduct human rights due diligence in line with the UN Guiding Principles on Business and Human Rights. This framework states that businesses have the responsibility to know – and show – that they respect and do not infringe upon human rights at all their operations. For Newmont, assessments are vital for meeting this expectation.

Under our Human Rights Standard, all sites must take a risk-based approach to managing their human rights impacts. New projects and sites deemed to have a higher risk of human rights impacts must either integrate a human rights impact assessment (HRIA) approach into their social impact assessment (SIA) or conduct a standalone HRIA.

In 2016, two of our sites – one of our newest operations, the Merian mine in Suriname, and one of our oldest, Yanacocha in Peru – commissioned independent experts to undertake the first standalone HRIAs under our new standards and processes. Both assessments, which used a methodology based on the UN Guiding Principles on Business and Human Rights, took place over several months and included interviews with hundreds of rights holders, stakeholders and company personnel.

Recommendations from the assessments include the need to ensure contractors adhere to Newmont standards around wages, food safety, water quality and housing at Merian, and expand training for “local local” contractors to build transferable skills at Yanacocha. Both sites will work to incorporate outstanding recommendations into site or regional human rights management plans, which detail the measures we will take to address identified human rights risks.

In conducting the standalone HRIAs, we also identified opportunities to improve our assessment process. Although both HRIAs were substantial and valuable bodies of work, we learned the importance of ensuring potential human rights impacts and risks identified in one phase of the mining lifecycle are understood and extrapolated to other phases, and of clearly defining the areas of operation and risk scenarios to be assessed (i.e., potential site expansion versus closure).

Sites are required to integrate human rights into their ongoing risk assessments. The integrated approach to risk assessments includes looking at how our existing risks could impact human rights. Findings from this step include:

- Around 75 percent of our human rights risks at all locations relate to potential impacts on the right to just and favorable working conditions (which includes health and safety issues), and the second highest number of human rights risks relate to the right to health.
- The other top risks identified by region include:
  - In Ghana – right to adequate standard of living, right to life, right to security of person, right to freedom of movement, right to take part in cultural life and right to clean drinking water
  - In Peru – right to adequate standard of living and right to clean drinking water
  - In Nevada – right to adequate standard of living, rights of non-discrimination and the rights of minorities
- In addition to looking at existing risks, our regions identified new or emerging risks – the right of the child to be protected from economic exploitation (Ghana and Peru), right to non-discrimination (Ghana), right to life (Peru) and right to privacy (Nevada).

Critical controls – including contract clauses, training and adherence to international standards – are in place for all the risks identified. These assessments also helped us integrate human rights considerations into ongoing global business initiatives, such as our **Supplier Risk Management program**, our **artisanal and small-scale mining strategy** and our **Fatality Risk Management system**.





## COMPLIANCE

### Approach

Throughout the mine lifecycle, our activities are subject to a wide range of laws and regulations governing worker health and safety, land use, environmental protections and many other areas. Ensuring compliance in this complex regulatory environment is crucial to securing our license to operate and protecting our reputation.

Our commitment to conduct business in a manner that adheres to all applicable laws and regulations is stated in our **Code of Conduct** and supported by our policies and standards.

We also participate in key voluntary compliance and reporting programs to demonstrate our commitment to transparency and good governance.

Our Integrated Management System (IMS) integrates our health and safety, environmental, security, and social responsibility management systems into one global system that allows us to conduct comprehensive internal audits against our technical standards.

All our sites undergo third-party certification of our environmental management systems to the internationally accepted ISO 14001 standard and conduct third-party certification of compliance with the International Cyanide Management Code (the "Code"), which is designed to improve cyanide management practices in the gold mining industry. We require new operations to achieve Code certification within 12 months of reaching commercial production. Existing sites must maintain ISO 14001 certification and conduct an independent Code recertification process every three years.

In addition to internal efforts to verify performance, each regulatory regime in which we operate closely monitors our activities. All sites are inspected at least annually and often more frequently by various local, regional and national government agencies that review our operational, health and safety, security, environmental and social performance.

Our mines in the U.S. are subject to regulation by the federal Mine Safety and Health Administration (MSHA). MSHA personnel conduct inspections on a regular basis, and they issue citations and orders when they believe a violation of the U.S. Mine Safety and Health Act or any health or safety standard or regulation has occurred. These citations and orders may result in fines, penalties or sanctions, or temporary or extended closures at our mining operations.

Through our IMS, we track environmental, social, safety, health, security, operational and legal events and rate the actual and potential consequences on a severity scale of zero to five. "Level 0" events are near misses that did not result in injury or damage but had the potential to do so. Level 1 and 2 events have insignificant or minor impacts, and level 3 to 5 events are those that can result in more significant impacts. When reviewing events, we focus on potential consequences and require investigation on all events with a potential consequence level of 3 or higher. All events are continuously tracked, and significant events are reviewed and discussed on a quarterly basis during a CEO-led call with executive, regional and functional leaders.

When we are out of compliance or when a significant event occurs, we commit to transparently disclose and fully mitigate any impacts.

### 2017 Performance

#### Fines and sanctions

In 2017, we hosted 99 inspections by various agencies that oversee enforcement of environmental regulations. During the year, we received no sanctions; however, we incurred the following four fines:

- Our Yanacocha operation in Peru received three fines totaling \$72,900 from the local water authority due to unauthorized water discharge events; and
- The Cripple Creek & Victor operation in Colorado received a \$1,000 fine from the Colorado Mine Land Reclamation Board for placement of material outside a permit boundary that was discovered by the site in late-2016 and self-reported to the agency. All corrective actions have been completed.

Detailed information about the citations and orders issued to Newmont in 2017 by MSHA is disclosed in our 2017 10-K report under Exhibit 95.

## 2017 LEVEL 3 EVENTS WITH ENVIRONMENTAL IMPACTS

| Region        | Operation                 | Event description  |
|---------------|---------------------------|--|
| Australia     | Mt. Leyshon (legacy site) | Two events occurred on one day in March where auto samplers measured exceedances of the Environmental Authority's cadmium contaminant limit. In both instances, the exceedances were present for relatively short periods, and follow-up samples measured cadmium levels that were in compliance. The event investigations found that both exceedances had a low likelihood of causing environmental harm, and that a bias existed in the samples collected from the auto samplers. Recommendations to rectify the sampling bias have been implemented, while a wider study to identify the potential cadmium source in the catchment remains ongoing. |
| North America | Phoenix                   | Approximately 2,080 gallons of very low concentration (0.35 ppm) cyanide solution leaked underneath the tailings pond liner.   |
|               | Phoenix                   | During construction, an unknown buried pipe along a road was damaged, intermittently leaking 2,500 gallons of mine-impacted water over a two-day period.   |
|               | Phoenix                   | A metal-laden leach solution pipe ruptured, spraying an estimated 86,000 gallons of solution out of containment, the majority of which stayed on site. The solution contained approximately 430 pounds of copper and 600 pounds of sulfuric acid. We undertook significant earthworks to clean up the site. State regulators and key stakeholders were notified of the event and will be kept informed as the site conducts sampling and monitors impacts.   |
|               | Phoenix                   | Eight gulls were found in a laydown yard. The cause of mortality was undetermined due to the gulls' condition upon discovery.  |

## Events

In 2017, we experienced one level 3 social event related to a youth demonstration at our Ahafo mine in Ghana. We discuss the details of this event in the **Local Employment and Business Opportunities** section of this report. We also had six level 3 events with environmental impacts.

## Certifications and audits

All sites maintained their certification as ISO 14001 compliant with the exception of Merian in Suriname and Long Canyon in Nevada, which are both working toward certification within three years of reaching commercial production.

During the year, we implemented our refreshed internal audit program, which integrates multiple internal and external audits and focuses on the most relevant safety, health, security, social and environmental technical standards using our risk- and performance-based approach. Integrated audits were conducted at eight operations and two regional offices during the year. No major findings or corrective actions were identified.

A key element in the implementation of our Integrated Management System (IMS) is achieving global ISO 14001 certification by the end of 2018. In 2017, 51 Newmont employees from eight mine sites, two regional offices and the corporate office attended a 40-hour internal auditor training course designed to provide participants with the tools and techniques required to conduct internal audits on the IMS and Newmont technical standards, which are based on ISO 14001 and OHSAS 18001 standards.

Our compliance with the Code is discussed in the **Cyanide Management** section of this report.

Each year, we complete an independent assurance process to verify compliance with the World Gold Council's (WGC) Conflict-Free Gold Standard. In April 2017, we published our annual **Conflict-Free Gold Report**, which concluded that Newmont does not operate mines in areas classified by the Heidelberg Conflict Barometer as "conflict-affected or high-risk" and is in conformance with the criteria established by the WGC's Conflict-Free Gold Standard.

## Future Focus

We will continue to maintain ISO 14001 certification at all operating sites and conduct integrated audits in 2018 to achieve global certification by year end. The global certification aims to improve the consistency of Newmont's core management processes across regions, provide governance to drive performance and progress, improve risk management practices, and streamline reporting across the business.

Additional internal auditor training courses will be conducted to ensure we have competent auditors to maintain strong controls and governance of our IMS program.



## OUR PEOPLE

Our global workforce is the foundation of our business. Providing our people a safe work environment is our top priority, and supporting their wellbeing and promoting an inclusive and diverse culture are vital for maintaining a competitive advantage through our people.

## SAFETY

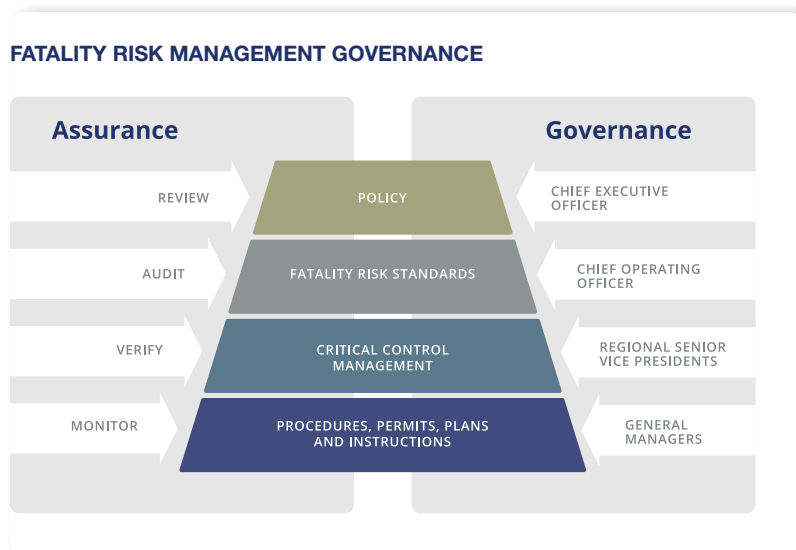
### Approach

Effectively managing the safety risks inherent in our business is essential to protecting our workforce and the communities in which we operate. We are focused on identifying, understanding and controlling the risks associated with hazards in the workplace because we believe that everyone has the right to return home safe at the end of the day.

Our **Health and Safety Policy** states our commitment to protecting workers, business partners and visitors, and a global set of standards, guidelines, operating procedures and systems detail the accountabilities, mandatory controls and minimum requirements for managing our business in a way that protects people.

In recent years, the primary focus of our safety strategy has been on eliminating fatalities in the workplace. Launched in 2016, our Fatality Risk Management system aims to provide the rigor and discipline around understanding our top risks and effectively managing them through robust controls and systems.

Last year, we identified the top 16 fatality risks that are common across our business along with the critical controls that must be in place every time we undertake a task involving that risk to prevent or minimize the consequence. Site managers perform frequent field-based observations, called verifications, to confirm the critical controls are in place and effective at the time the work occurs. Any deficiencies found during the verifications must be addressed before resuming work.



Other key elements of our Fatality Risk Management system include:

- **Standards** – All top fatality risks are supported by global standards and procedures that set the minimum mandatory requirements for everyone working on Newmont's behalf.
- **Audits** – To ensure all fatality risk standards are consistently, properly and effectively implemented, an internal team (independent of the operation) conducts site audits approximately every two years to observe practices, examine documents and records, and interview key site management, employees and contractors.
- **Leadership** – A governance framework showing clear accountabilities through the organization up to our Chief Executive Officer is essential for success. Every site general manager sponsors at least one of our fatality risks and leads a team that manages the critical controls and their performance criteria. Site leaders are responsible for frequently verifying critical controls and supervisors must monitor implementation of the critical controls in the field.

- **Engagement** – Learning lessons through quality event investigations and reviews is vital to preventing recurrences and raising the bar on our performance. We encourage sites to report near misses – known as serious potential events (SPE) – and we are committed to improving the thoroughness of investigations, examining system failures or ineffective controls, and communicating findings across all our operations. Investigations and corrective actions to prevent recurrence related to SPEs and fatalities are also reviewed with the executive leadership team and Board of Directors.

Other key focus areas of our safety strategy include employee engagement and leadership beyond our fatality risk management system. Through safety interactions and programs, such as Vital Behaviors, sites seek to empower everyone to stop work when they feel at risk and have the courage to approach others and speak up when they see hazards or at-risk actions. Coaching programs – such as one in Australia where senior leaders provide one-on-one coaching to improve their direct reports' safety leadership skills – help leaders demonstrate accountability for the safety of their teams and a genuine commitment to people. Each operation conducts engagement and coaching that best fits the site's culture

Technical safety training is provided to all employees working at our mine sites, and safety inductions are conducted for all site visitors. With contractors constituting more than 50 percent of our workforce, each region conducts contractor training programs and regular safety reviews in contractor work areas.

Every Newmont facility is required to identify, plan for and respond effectively to emergency situations. Each mine site has emergency response teams that participate in specialized training and mock drills. A number of these teams also participate in competitions that test the teams' preparedness and competencies against industry peers.

All recordable safety events are entered and tracked in our Integrated Management System (IMS). Safety performance reports – which include data on fatalities, injuries, SPEs and control verifications – are published company-wide on a monthly basis. Our safety performance is reviewed and lessons learned from at least one significant event or SPE are discussed during a quarterly CEO-led call with executive, regional and functional leaders. Detailed updates are provided to the Board of Directors during every quarterly Board meeting.

To improve our performance and that of the broader industry through sharing best practices, we actively participate in the International Council on Mining and Metals (ICMM), Mining Safety Roundtable, Western Australia Chamber of Minerals and Energy, the Ghana Chamber of Mines and the U.S. National Mining Association's (NMA) safety programs.

## 2017 Performance

No work-related fatalities occurred at any Newmont site or facility in 2017. However, we had a tragic event in April 2018, which resulted in the deaths of six contractors who were working on the construction of a structure at the Ahafo Mill Expansion project in Ghana. As of the date of this publication, an investigation had commenced, and we were cooperating with authorities to determine the cause.

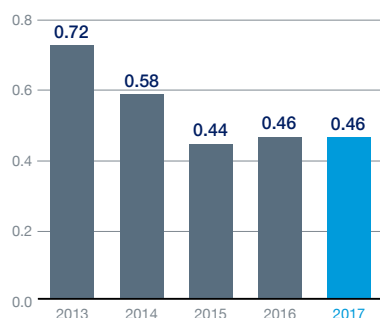
In 2017, work on our Fatality Risk Management system included:

- We completed more than 11,000 verifications of critical controls, finding 91 percent to be effective. For the approximately 9 percent of controls found to be non-effective, comments were recorded and work resumed once any deficiencies were addressed.
- Compared to the previous year, reporting on SPEs increased 37 percent, which we view as a positive trend for highlighting and raising awareness of key risks, learning and sharing lessons, and improving our event investigations to prevent repeat events.
- All sites completed gap assessments against the fatality risk standards and developed action plans that are now being implemented. We also conducted independent audits against the standards at four of our 12 operating sites – Akyem (Ghana), Boddington (Australia), Carlin Underground (Nevada) and Yanacocha (Peru).
- Findings from the critical control verifications, audits, SPEs and gap assessments identified opportunities to improve our processes related to barricading and exclusion zones and working on live equipment during testing or fault findings.

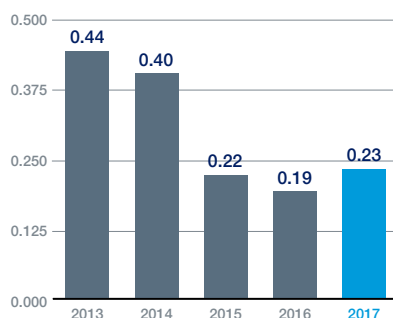
### INJURY FREQUENCY RATE

(PER 200,000 HOURS WORKED)\*

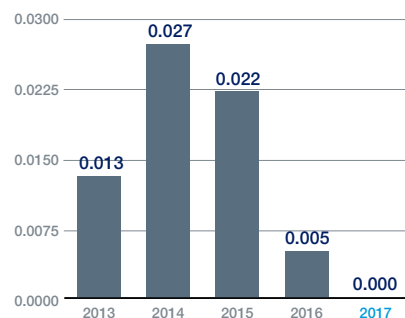
#### Total Recordable Injury Frequency Rate (TRIFR)#



#### Lost Time Injury Frequency Rate (LTIFR)#



#### Serious Injury Frequency Rate (SIFR)\*\*



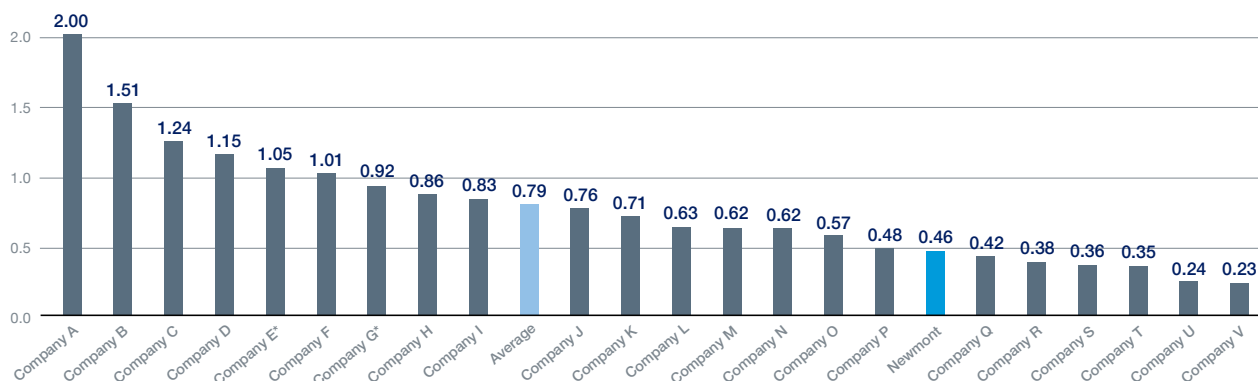
\* These figures include all project and exploration sites.

# TRIFR and LTIFR data for the years 2013 through 2016 has been restated, and 2017 data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

\*\* Newmont did not record any serious injuries in 2017. As part of the updated reporting requirements that will go into effect on January 1, 2018, our "serious injuries" classification will change to "permanently disabling injury/illness."

### 2017 TOTAL RECORDABLE INJURY FREQUENCY RATE AMONG ICMM MEMBER COMPANIES

(PER 200,000 HOURS WORKED)



\* Does not include contractor data

### 2017 SAFETY STATISTICS BY REGION\*

| Region                      | Exposure hours    | Fatalities | Lost time injuries | Restricted work injuries | Medical treatment injuries | Lost days  | LTIFR       | TRIFR       |
|-----------------------------|-------------------|------------|--------------------|--------------------------|----------------------------|------------|-------------|-------------|
| Africa                      | 13,631,421        | 0          | 4                  | 3                        | 8                          | 365        | 0.10        | 0.22        |
| Australia                   | 10,531,489        | 0          | 7                  | 10                       | 15                         | 245        | 0.32        | 0.61        |
| Corporate                   | 1,866,913         | 0          | 0                  | 0                        | 1                          | 0          | 0           | 0.11        |
| North America               | 12,204,110        | 0          | 10                 | 22                       | 24                         | 241        | 0.52        | 0.92        |
| South America               | 18,094,189        | 0          | 5                  | 5                        | 16                         | 79         | 0.11        | 0.29        |
| <b>Total/global average</b> | <b>56,328,122</b> | <b>0</b>   | <b>26</b>          | <b>40</b>                | <b>64</b>                  | <b>930</b> | <b>0.23</b> | <b>0.46</b> |

\* These figures include all project and exploration sites. We do not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines

In 2017, we conducted an independent review of our injuries and illnesses reporting procedures and data, benchmarking them against ICMM, the U.S. Mine Safety and Health Administration (MSHA) and U.S. Occupational Health and Safety Administration (OSHA) guidelines and classifications. A key finding was that we had regional differences in interpretation due to the influence of national regulations, and our consistency in our reporting would improve by aligning all our regions to the **ICMM guidelines**.

Based on the findings, we updated our injury classifications and restated our Total Recordable Injury Frequency Rate (TRIFR) and Lost Time Injury Frequency Rate (LTIFR) for the past five years. As a result of the classification changes, both our TRIFR and LTIFR increased as we expanded the boundaries and definitions on what were considered reportable injuries.

In 2017, our TRIFR was 0.46, which held steady compared to the restated TRIFR for 2016. With hand injuries accounting for around 50 percent of all our recorded injuries in 2017, we are evaluating our manual handling work. Our Boddington, Yanacocha and Twin Creeks (Nevada) operations piloted a business process improvement program to reduce injuries to arms and hands, and the employee-led Vital Behaviors team at our Carlin operation initiated a program to find ways to remove hands from the work through re-engineered tools or restructured work processes.

Other notable efforts to make Newmont a safer place to work include:

- We had more than 224,700 safety interactions throughout the year. In Ghana, we piloted a Safety Improvement Project that focused on the quality of these interactions through coaching and improving how lessons are learned so events are not repeated.
- To improve the safety of our personnel while traveling, we launched a TravelSafe program, which includes a new website with information on travel restrictions, required travel documents, risk planning, pre-travel health, tools, reference guides as well as a blog that is updated regularly.
- The NMA recognized Newmont for receiving independent certification under the NMA's CORESafety system – a risk-based management system anchored in leadership, management and assurance. To earn the certification, a third party assessed our safety and health management system to verify that it is functionally equivalent to CORESafety.

## Future Focus

Eliminating fatalities and reducing injuries is a significant journey and one that requires constant diligence. We will continue to focus on building confidence in managing our fatality risks. This work includes:

- Improving our critical controls by incorporating findings from our SPE investigations, critical control verifications and audits;
- Scoping, planning and implementing the next phase of our Fatality Risk Management system, which includes the role of frontline leaders and their teams;
- Assessing technology options that allow critical control verifications to be documented and recorded in the field and tracked in a centralized tool;
- Auditing all eight remaining sites against the fatality risk standards;
- Extending to other sites the business process improvement pilot aimed at reducing injuries related to manual handling and tooling;
- Assessing all of Newmont's safety programs – including Vital Behaviors – to identify areas of alignment and leverage the programs having the greatest impact; and
- Improving the quality of our SPE investigation and learning lessons processes to ensure we reduce the likelihood of repeat events.

## Safety – Case Study

### Technologies and Innovations That Keep People Out of Harm's Way

With large, heavy equipment and vast, complex facilities operating around the clock, the mining environment has many safety hazards. Through automation and other technologies, Newmont is working to reduce, or in some cases altogether eliminate, some of these safety risks by removing personnel from the so-called "line of fire."

At our Northwest Exodus expansion project, which extends the mine life of Newmont's underground Exodus mine in Nevada, we designed the expansion to accommodate autonomous muckers and stope drills.

Instead of a sitting behind the controls of a mucker used to shovel and haul ore and rock through underground tunnels, operators will control the autonomous equipment remotely, reducing his or her risks related to interaction with large vehicles and equipment, dust exposure, noise, and injury from repeatedly entering and exiting the mucker.

Autonomous stope drills – which are used to drill blast holes in underground stopes, or areas where ore is extracted – will improve safety by moving the drill operator into an enclosed cab. The operation of drill rods will also be automated, eliminating the injury risks associated with moving the rods manually.

Examples of other technologies and innovations supporting our safety goals:

- Drones are now being used by some of our operations to conduct surveys and inspect blast zones, haul truck roads and mining infrastructure, such as piping that is located at height. We also use drones – along with autonomous dozers – to clean and maintain catch benches (i.e., the geometric benches in surface mines that play a crucial role in preventing rock falls from upper levels of the pit slope). At Mt. Leyshon – one of our decommissioned mines in Australia – a drone was used to conduct environmental sampling of the pit lake. This was the first time since 2011 that sampling could be done due to safety issues with accessing the lake by boat.
- At a number of our operations, we use advanced, real-time tire pressure monitoring systems that have not only improved tire life and provided immediate alerts when tire temperatures rise to dangerous levels, they also eliminated the need for someone to manually run this test in close proximity to the truck.
- Long Canyon's leach crew in Nevada developed a system that not only speeds up the process for laying leaching solution lines on new leach pad production cells, it also eliminates the need for someone to pull the line while walking across the pad. Crews no longer have to walk on uneven ground, and the system is especially beneficial on outer slopes and in the winter when snow conceals ground conditions.



## HEALTH

### Approach

From exploration through closure, there are health risks associated with exposures to chemicals, dust and noise; repetitive, forceful or vibrating motion; and infectious diseases. Fatigue, stress, obesity and depression are also health risks all employers face. With the right to life and right to healthy working conditions among our highest human rights risk areas, we work to effectively assess and manage our health risks and promote and support the wellbeing of the people who work at and live near our operations.

As stated in our **Health and Safety Policy** and as a member of the International Council on Mining and Metals (ICMM), we commit to protect the health and wellbeing of both workers and local communities near our operations. Supporting this commitment are global standards and operating procedures that detail the minimum requirements for managing work-related and community health risks.

We have initiated a global review of our current health and wellness practices and programs to determine whether we have the right systems and capabilities in place to effectively manage our risks and achieve our goals. The review will focus on ensuring we have a solid foundation and an approach that is applicable to each site's risks, and that we are prepared to manage any emerging risks.

Our current health risk management (HRM) approach identifies our top workplace health hazards – predominantly related to airborne agents such as silica dust, lead, mercury, welding fumes, manganese and diesel particulate matter – and measures our ability to reduce exposure to these hazards and prevent adverse health effects. Because it is not practical to assess each individual's risk, we identify groups of workers with similar exposures (called "similar exposure groups" or SEGs). Control management plans are implemented to monitor the effectiveness of critical controls, and baselines are calculated at the beginning of the year to quantify the exposure reduction and measure on our performance.

Every mine site either operates an on-site clinic or partners with external facilities that provide emergency care, primary care and health services to Company personnel and community members. Sites also have health and wellness initiatives to encourage healthy lifestyles and reduce the risks associated with fatigue, work-related stress, obesity and other factors that impact overall wellness and mental health. Our global pandemic preparedness guideline helps mitigate risks to the business and communities caused by infectious disease outbreaks.

We also support improved community health and access to healthcare through health impact assessments, investments in community healthcare infrastructure, and partnerships with external experts, NGOs, government agencies and global health organizations – such as Project C.U.R.E. and International SOS.

We actively participate in programs to address health issues in the mining industry as a member of ICMM and through industry groups and initiatives, such as the Cooperative Research Centre (CRC) for Alertness, Safety and Productivity in Australia, which brings together technology companies, academics, regulators and employers to develop new technologies that help protect workers and drivers from fatigue.

### 2017 Performance

#### OCCUPATIONAL ILLNESS FREQUENCY RATE (OIFR) BY REGION\*

(PER 200,000 HOURS WORKED)

| Region                      | 2014        | 2015        | 2016        | 2017        |
|-----------------------------|-------------|-------------|-------------|-------------|
| Africa                      | 0.14        | 0.15        | 0.50        | 0.15        |
| Australia                   | 0.05        | 0.00        | 0.41        | 0.21        |
| North America**             | 0.02        | 0.02        | 0.00        | 0.00        |
| South America               | 0.80        | 0.02        | 0.00        | 0.00        |
| <b>Total/global average</b> | <b>0.22</b> | <b>0.04</b> | <b>0.18</b> | <b>0.07</b> |

Our OIFR metric includes illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders. In 2017, Africa reported cases of malaria in controlled locations and Australia reported musculoskeletal disorders.

\* These figures include all exploration sites. We currently are not able to report employee and contractor OIFR data separately, and we do not collect this data by gender.

\*\* OIFR calculations for North America do not include the corporate office.

In 2017, our Occupational Illness Frequency Rate (OIFR) decreased to 0.07 from 0.18 in 2016. The largest contributor to the decline was the reduction in workplace exposures. In 2017, we reduced exposures associated with acute and chronic illnesses by 31.7 percent from the baseline set in 2016. This follows a 16.5 percent reduction from the baseline set in 2015. **Improved engineering controls and site-based programs** were key drivers of the improvement. We also completed a health risk assessment at Merian and began developing baseline data around key health exposures.

At the end of the year, we initiated an independent assessment of all our current programs and practices across our portfolio to inform our three-year health and wellness strategy.

Other activities during the year included:

- Following a pilot in Nevada and Ghana during 2016, we completed installation of fatigue-detection technology in our entire surface mine haul truck fleet to reduce the number of fatigue-related events for personnel undertaking high-risk work. Assessments conducted to measure the effectiveness of the technology showed significant reductions in fatigue events. For example, at our Carlin operation in Nevada, fatigue events declined 87 percent between phase 1 (no alarms) and phase 3 (alarms and fatigue intervention plan). This level of reduction is consistent with what our other sites have experienced. Through change management efforts, sites aim to sustain this performance and ensure continuous improvement. Fatigue monitoring is one aspect of our broader fatigue management and wellbeing approach.



- Sites conducted a number of mental health and wellbeing campaigns including the **R U OK?** – a suicide prevention campaign – at our Boddington operation in Australia and a global “Fitness Challenge for Charity” initiative using an online app that provides employees with an opportunity to support their favorite charity and improve their fitness. Around 400 employees across all regions participated.



## LEARN MORE

Read about how Newmont is contributing to SDG-3, see page 81.

- We continued our long-standing partnership with **Project C.U.R.E.**, the world’s largest distributor of medical donations to developing countries. Since the partnership began in 2005, medical supplies and equipment valued at more than more than \$14 million have been delivered to hospitals and clinics in Ghana, Suriname, Indonesia, Guinea, Haiti and Peru. Efforts during the year included:

- A total of six shipments of medical equipment and supplies valued at nearly \$2.4 million were sent to healthcare facilities near our operations in Ghana and Suriname.
- Project C.U.R.E. conducted an evaluation of 14 health facilities near our Ahafo and Akyem mines in Ghana to measure the impact of the medical supply donations. All facilities reported a positive impact including an increase in the number of patients served; the ability to provide new services; improved quality of care, treatment and preventative services; and the ability to re-allocate budget toward staff training, repairs and facility upgrades.
- To create more sustainable outcomes in Ghana, we partnered with Project C.U.R.E. on a new health fair clinic model focused on patient education. Around 2,600 residents from the communities near Ahafo and Akyem attended health fairs during the year. In addition, more than 1,200 community members who reside near our operations in Suriname and Peru received free medical care at Project C.U.R.E. clinics.
- Around 50 healthcare providers in Ghana received neonatal training as part of the Helping Babies Breathe (HBB) program, which teaches newborn resuscitation skills. During the year, health experts evaluated the HBB program outcomes between 2015 and 2017. They concluded from the two-and-a-half-year study that the HBB program has prevented an estimated 157 deaths from birth asphyxia in the Brong-Ahafo region during the time period.
- For the second year in a row, we partnered with the Colorado Rockies professional baseball team and Project C.U.R.E. on a fundraising campaign in which Newmont donated \$50 for every strikeout thrown by a Rockies pitcher, which translated to a \$63,000 donation. Donations from 2017 have been used to fund shipments of medical equipment and supplies to communities in Papua New Guinea, Ethiopia, Cote D’Ivoire, Cuba, Tanzania, Syria and Belize.

Other community health programs and activities included:

- Our Yanacocha operation in Peru continued its support of the Salud Contigo program, a partnership with the Municipality of Cajamarca to deliver free medical care to community members.
- In Ghana, we recognized World Malaria Day with a number of malaria prevention events for employees, business partners and community members.
- Our Australia operations and corporate office participated in **November**, an annual event that raises awareness and funds for men’s health with the goal of reducing the number of men dying prematurely by 25 percent by 2030.

We conducted an independent review of our injuries and illnesses reporting procedures and data, benchmarking them against ICMM, the U.S. Mine Safety and Health Administration (MSHA) and U.S. Occupational Health and Safety Administration (OSHA) guidelines and classifications. A key finding was that we had regional differences in interpretation due to the influence of national regulations, and our reporting would benefit from aligning all our regions to the ICMM guidelines.

## Future Focus

Based on findings from the independent review of our injuries and illnesses reporting criteria, we will update our illness classifications beginning on January 1, 2018. This change is expected to improve consistency in our reporting and better align with ICMM’s guidance. We also anticipate our OIFR to increase as a result of the change to classifications.

To drive a step change in our exposure reduction performance, for 2018 each site will use baseline data from the end of 2017 to reduce exposures for their top three SEGs by 50 percent through the application of engineering controls.

Other key activities include:

- Findings from the independent assessment of our global health and wellness programs will inform a three-year strategy to ensure we have established the foundational components of a global occupational health and wellness program at all our sites, and that the programs remain relevant for the key health risks for each site. We will address any gaps in capabilities through training and skills development.
- To continue to reduce the number of fatigue-related events, we will explore opportunities to install fatigue-detection technology in equipment outside of our haul truck fleet.
- In line with the **United Nations Sustainable Development Goals (SDGs)**, we will work toward advancing SDG-3 – good health and wellbeing – through our near-term targets to reduce exposures in the workplace and our partnership with Project C.U.R.E. Longer term, we are developing new outcome indicators that will measure the impact of our programs to improve health within our workforce and host communities.

## Health – Case Study

### Engineering Controls and Innovative Thinking Reduce Exposures

Since 2015, we have increased our focus on identifying opportunities to further reduce the potential health risk exposures – such as airborne agents present in the workplace – below the required levels, establishing baselines and setting exposure reduction targets for all sites.

For two years in a row, all our sites have achieved their exposure reduction targets largely as a result of investing in engineering controls and solving problems through innovative thinking. Solutions have ranged from simple to complex and have even involved the talents of a cardboard artist. Notable success stories include:

- Employees in the lab at our Carlin operation in Nevada took the lead to challenge the status quo. After realizing that fundamental changes in manufacturing designs were needed to further reduce exposures in the lab, they reached out to a local man who makes cardboard artwork and asked him to make prototype designs out of cardboard, so they could test them before installing a permanent structure. After testing the temporary designs on an elevator, a downdraft and a bagging station, silica exposures notably dropped. The lab is in the process of making permanent structures to replace the cardboard prototypes.
- As production volume increased in the assay lab at our Cripple Creek & Victor mine in Colorado, employees realized that improvements were needed to reduce the lab's lead exposure. After a thorough evaluation of the facility and how they worked in it, the lab personnel identified several opportunities to improve controls. These included upgrading motors for furnace-door ventilation; increasing inspections of furnace flues and ventilation systems; stricter hand washing and hygiene requirements, and restricting where food and beverages could be consumed.



## OUR WORKPLACE

### Approach

Our global workforce is the foundation of our business. We recognize our long-term success depends on fostering a work environment that promotes an inclusive culture where everyone has the opportunity to contribute, develop and work together to deliver our strategy.

Our efforts are guided by our **Code of Conduct** and our global **People Policy**, which states our commitment to select and develop our employees and establish a work environment where everyone takes part in reaching our goals while feeling a sense of pride in working at Newmont.

Supporting these commitments are a set of global standards on Employment; Compensation and Benefits; Global Inclusion and Diversity; Labor Relations; Conduct and Non-Discrimination; and Talent and Performance Management.

Our human capital strategy aligns our talent management efforts with the overall business strategy. Focus areas include building our bench strength and leadership capabilities; enhancing the efficiency and effectiveness of our human resources function; and executing against the following three key areas of our global inclusion and diversity strategy:

- **Workplace** – integrating principles, practices and content into the workplace to encourage inclusive behaviors;
- **Workforce** – increasing the representation of women, nationals, local and indigenous people and other diverse people throughout our workforce; and
- **Community** – establishing community partnerships that support a diverse talent pipeline and our values of inclusion and diversity.

Through employee surveys, we solicit feedback on the effectiveness of our efforts, and we set diversity representation targets and goals to track our progress. Quarterly updates to the executive leadership team and Board of Directors' Leadership Development and Compensation Committee, and annual updates to the full Board, provide an opportunity to review our performance and adjust our approach as needed.

### 2017 Performance

During the year, Newmont's Board of Directors approved our refreshed human capital strategy, which prioritizes our near-term efforts on advancing our global inclusion and diversity journey, developing our next generation of leaders and improving overall efficiencies.

### Global inclusion and diversity

Efforts on building a culture of inclusion included campaigns in each region led by their respective leadership teams to raise awareness of our global inclusion and diversity strategy and engage everyone to contribute toward progressing our journey.



#### LEARN MORE

Read about how Newmont is contributing to SDG-5, see page 81.

We began implementing **Paradigm for Parity** – a plan **supported by Newmont leaders** to close the gender gap in leadership roles and create an inclusive workplace. To better understand where we were in relation to where we wanted to be, we assessed our current programs, successes and opportunities, and conducted a root-cause analysis on both a regional and enterprise level. The findings from this work were used to identify near-term opportunities and inform our longer-term strategy to create a workplace where women and men have equal influence, status and opportunity by 2030.

One way we measure our inclusion and diversity efforts is by setting internal, region-based targets as well as an external enterprise-wide target for female representation (which excludes fixed-term positions such as internships and those with contracts that end on a specific date). To reflect the addition of our Merian operation in Suriname, in 2017 we adjusted our 2018 external target to increase female representation to 15.4 percent (up from 15.3 percent). At the end of 2017, female representation was 14.7 percent, up from 14.1 percent in 2016. Including fixed-term positions, female representation was 15.4 percent compared to 14.8 percent in 2016.

During the year, a number of accomplished women were appointed or promoted to key operational and functional leadership roles in each of our regions. We also added two women to our Board of Directors, increasing female representation on our Board to 42 percent (five members).

In our Africa region, Ghanaian nationals represent 50 percent of our regional leadership team and 87 percent of managers. In South America, 47 percent of the regional leadership team are nationals. In Peru, 94 percent of our managers are Peruvian nationals, and in Suriname, 64 percent are Surinamese nationals. Around 87 percent of our senior leaders (those at the senior director level and above) work in their country of nationality. The **Local Employment and Business Opportunities** section in this report includes a detailed discussion on local and indigenous employment.

We added four more employee-led business resource groups (BRGs), bringing the total to 20. During the year, **our BRGs sponsored more than 40 events** that gave people opportunities to learn and develop, and to engage with leaders, colleagues and the community.

Our operations continued to form community partnerships to support our inclusion and diversity goals. Highlights in 2017 include:

- We continued our long-standing support of the **Women's Consultative Committee (WCC)** in Ghana, raising an additional \$4,300 in employee contributions – and a total of nearly \$13,000 with the Company's double-match – for the committee's Self-Help Fund, which disburses loans to WCC members and other women in the Ahafo communities.
- All our Australian operations conducted activities for NAIDOC (National Aboriginal and Islander Day of Observance Committee) Week to celebrate aboriginal history, culture and achievements. Events included celebrations of aboriginal language, local artists and musicians, and traditional indigenous food.
- The KCGM operation in Australia became the gold sponsor for the Goldfields Girl – a program to empower and motivate young aboriginal women (ages 16 to 25) and to help them overcome the impact of social, economic and isolation disadvantage. They also held its inaugural Girls Focus on Mining Camp, which hosted 32 female high school students at the mine site to encourage young women to pursue mining careers.
- Our Yanacocha operation in Peru held two conferences to promote the empowerment of women – one at a local university and another at the Immaculate Conception School for Girls. An internationally renowned lecturer spoke of diversity, inclusion and the leadership role of women.

For the second year in a row, we received a perfect score of 100 percent in the Human Rights Campaign (HRC) Foundation's **Corporate Equality Index (CEI)**, which rates large U.S. employers on their company policies and practices related to lesbian, gay, bisexual and transgender workplace equality. In addition, **BSR** – a global nonprofit that develops sustainable business strategies and solutions – featured Newmont's inclusion and diversity practices in their **sub-Saharan Africa report on women's economic empowerment**.

At the end of 2017, Newmont's global workforce comprised 12,569 employees and 12,111 contractors.

## Talent management and skills development



### LEARN MORE

Read more about Newmont's benefits by major operations.

As a follow-up to our 2016 global employee survey, we conducted a global pulse survey that invited around 30 percent of employees to candidly share their views on matters that help us understand levels of engagement, alignment with our strategy and values, and manager effectiveness.

Overall employee engagement remained strong – well above the industry benchmark. Among the areas of highest engagement: 91 percent of employees agree that Newmont is committed to environmental protection and sustainability; 90 percent indicate that safety is a clear priority; 83 percent said they were confident in Newmont's future; and 81 percent would recommend Newmont as a great place to work. Although employee perceptions of development opportunities have improved since 2016, we feel there are gains to be made. Other areas requiring additional focus include improving our commitment to promoting inclusion and cultivating open and honest communications. We are taking steps to understand and address these areas where we have room for improvement while continuing to build on our strengths.

To contribute to the growth and development of our next generation of leaders, we unified our global approach to leadership development to reflect our commitment to our Values. We offered internal leadership development courses in most regions for first and second level managers, and introduced a leadership development program in Suriname.

We invested approximately \$7.9 million in training and development programs that include on-the-job development and technical training for specific job functions, formal training and development programs and ongoing educational opportunities through apprenticeships, tuition assistance, and scholarships to universities and technical schools.

Newmont strives to provide all employees feedback on their performance. The structure of that feedback varies among locations, job categories and workforce agreements. Of our total employee population, around 89 percent participated in a formal performance review process. Where no formal process for performance management exists (for example, with our unionized employees), we follow local protocols to connect employee skills and competencies to business performance.

We will continue to implement our strategy to recruit the next generation of Newmont team members through engagement with universities around the world and investments in internships and rotational assignments.

## Future Focus

The work we conducted in 2017 to implement the Paradigm for Parity road map helped prioritize our resources and efforts for 2018. Based on the root causes identified, we will refresh our global inclusion and diversity strategy and develop new performance metrics that more meaningfully address our inclusion challenges. These metrics will also align with our commitment to advance the UN Sustainable Development Goal to achieve gender equality (SDG-5) and develop outcome indicators that quantify the impact of our efforts.

We will begin a global rollout of our program to develop inclusive leadership behaviors beginning with our regional leadership teams, site leadership teams and then the broader employee population. Because stereotypes and biases can vary by regions and sites, we will begin work to create unconscious bias training programs tailored to the location.

To further mature and strengthen the impact of our BRGs, we will focus on improving global connections among the BRGs that share common interests and reviewing the governance framework to increase the value of the BRGs as a resource for the Company.

We plan to offer a new global executive leadership development program in 2018.

We will conduct a full global employee survey in 2018 to measure progress and identify opportunity for improvement across key areas of engagement.

## Our Workplace – Case Study

### Engaging Employees Through Diverse and Inclusive Problem Solving

At Newmont, we recognize the strong correlation between highly engaged employees and business performance. Taking feedback from global employee engagement surveys that measured what really mattered to our employees, in 2014 we introduced a formal business resource group (BRG) framework designed to make sure employees have an opportunity to be heard and valued.

Since then, the number of employee-led, executive-sponsored BRGs has grown to 20, with more than 700 members from across our global operations who come together to exchange ideas and promote diversity of thought on important workplace matters. These include building networks for women and allies; advocating for parents, military veterans, national and indigenous employees; and promoting sustainability, health, inclusion and diversity. One of our newest BRGs – Newmont Pride – is believed to be the first BRG among the major mining companies to promote inclusion and build a sense of community for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and Intersex (LGBTQI) people and their allies.

BRGs can be effective advocates for change and often identify and provide solutions to important business issues. Examples of how our BRGs supported and advanced meaningful business objectives in 2017 include:

- Our Women and Allies BRGs at the corporate office and at our Ahafo operation in Ghana engage with the Women's Consultative Committee (WCC), an all-women community-led organization that empowers women through skills training, capacity building and health awareness programs. The WCC's Self-Help Fund disburses loans to WCC members and other women in the Ahafo communities, giving women direct banking experience and a source of funding for their business ventures as long as repayments are made. In 2017, the BRG donated \$8,200 to the fund, which allowed the WCC to increase the number of loans to businesswomen in the community. This work supported both our global inclusion and diversity strategy and our efforts to advance the **UN Sustainable Development Goal (SDG-5)** to achieve gender equality.
- At our KCGM joint venture, the newly formed Parental Support BRG partnered with the site's leadership team on several initiatives to make parents on leave feel included in company events and activities on site. The BRG also supports parents' smooth transition back to the workplace.
- At the corporate office, the New You BRG (focused on health and wellness in the workplace) and the Newmont Vets (focused on empowering military members, veterans and families of veterans) collaborated on a mental health and post-traumatic stress awareness campaign.



## Benefits by Major Operations

Newmont's compensation and benefits programs and practices for employees – of whom more than 99 percent are full time – are designed to be fair and equitable and support our ability to recruit, engage, reward and retain talent in each respective region. One of the most notable changes to our benefits program in 2017 was the addition of Paid Family Leave, which provides qualifying employees in the U.S. up to six weeks of 100 percent paid time off, in addition to existing paid time off days, to support them as they care for a parent, spouse or child with a serious health condition.

In *Australia*, our employee benefits include comprehensive medical insurance; an employee and family assistance program; superannuation plan for retirement savings and general financial planning services; voluntary life and disability insurance; and various paid leave benefits such as holidays. Australia also offers additional benefits such as salary continuation and long-service and bereavement leave. Flexible work arrangements are also available to support the diverse needs of our workforce.

In *Ghana*, employee benefits include comprehensive medical coverage; life insurance; short- and long-term disability insurance; defined contribution pension with an employer contribution; national social security contribution; and various paid leave benefits. Other benefits competitive for the market include funeral assistance; tertiary scholarships; educational assistance for dependents; severance benefits; wellness services; mobilization; subsidy on interest on personal or auto loans; malaria prevention devices; and a long-service award. Senior management employees also have access to a company vehicle or vehicle allowance.

In *Peru*, employee benefits include medical insurance with dental and vision coverage; oncological insurance; life and accident insurance; short- and long-term disability insurance; medical evacuation; and paid vacations. Other benefits competitive for the market include funeral assistance, bereavement and immediate family sickness leave, and legal assistance for retirement planning.

In *Suriname*, we offer employees a defined contribution retirement plan; comprehensive health coverage inclusive of medical, dental and vision; an employee assistance program; life insurance; accidental death and dismemberment insurance; short- and long-term disability insurance; paid leave benefits; and service awards.

In the *U.S.*, we offer a defined benefit pension plan to salaried employees; comprehensive health coverage inclusive of medical, dental and vision; paid family leave; wellness programs; an employee assistance program; life insurance; accidental death and dismemberment insurance; short- and long-term disability insurance; a defined contribution 401(k) plan with a company match; paid leave benefits; tuition assistance and scholarships; recognition programs; and service awards. Additional voluntary employee offerings include legal services, pet insurance, charitable gift matching programs and paid volunteer days. Flexible work arrangements are also available to support our workforce.

On a global basis, stock ownership is awarded under a long-term incentive plan for employees in designated pay grades. Our Medical Benefits Abroad program provides coverage for employees, eligible dependents and Board members for accidents or illnesses that occur during travel on approved business outside the country of residence.

## WORKFORCE RIGHTS

### Approach

Protecting workers rights and providing a safe and respectful workplace free from discrimination, harassment and violence are vital for maintaining a competitive advantage through our people.

Our **Code of Conduct** (the "Code") and **People Policy** guide our approach and detail our commitment to protecting our employees and their rights. Supporting this Code and policy are our global standards on Employment; Compensation and Benefits; Global Inclusion and Diversity; Labor Relations; Conduct and Non-Discrimination; and Talent and Performance Management.

We recognize and respect our employees' right to join a union and engage in collective bargaining without interference or fear of retaliation. Unions represent approximately 40 percent of our workforce. Through ongoing engagement with all the unions that represent our employees, we aim to avoid labor unrest and work stoppages that can cost our business and create distrust. We have collective bargaining agreements (covering wages, benefits and other employment terms) with unions in Australia, Ghana, Peru and the U.S. During contract negotiations, guidelines help regions balance the interests of represented employees with those of the business. Our overall goal is to evolve the collective bargaining process to one based on collaboration.

Newmont commits to a timely disclosure of significant operational changes to all employees. Of our seven operations with collective bargaining agreements, the minimum notice period for communicating operational changes is four weeks at three of our sites. The minimum notice period at Ahafo and Akyem in Ghana is seven days for operational changes and three months for a reduction in workforce, and at Tanami in Australia, the period is one to four weeks, depending on the worker's length of service. Yanacocha does not have a minimum notice period requirement.

Concerns about workers rights can be raised through our site-based **complaints and grievances (C&G) mechanism and registers**, our online **Ethics Solutions Tool**, or a manager or human resources representative.

### 2017 Performance

Through the Ethics Solutions Tool, we investigated, substantiated and closed 98 cases of misconduct or inappropriate behavior that often involved issues between employees and their managers. Actions based on the investigations' findings ranged from counseling to termination of the employees involved. During the year, there were also eight grievances or allegations from employees related to human rights submitted through and managed by our human resources function with support from other departments as necessary and 24 different allegations with human rights implications were tracked through the Ethics Solutions Tool, with issues ranging from allegations of discrimination based on gender or race to allegations of sexual harassment. Additional information about these allegations and outcomes is discussed in the **Human Rights** section of this report.

During the year, we reached new labor agreements with the two of the three unions that operate at our Yanacocha operation in Peru. These unions represent about 30 percent of our total workforce in Peru. In Ghana, we commenced discussions on a wage-adjustment framework for future labor contract negotiations, with the intention to apply the agreed-upon framework to the pay adjustment for 2018. We also agreed on a more collaborative engagement process going forward.

At Merian, we engaged with government labor inspectors during a mine tour and also met with inspectors to discuss workplace matters including 12-hour workdays and reporting on health, safety and employment data.

There were no strikes or lockouts at any of our operations in 2017.

### Future Focus

We will continue to maintain positive and collaborative relationships with the unions that represent our employees. Our North America region will develop a strategy in preparation for the collective bargaining negotiations that will begin at the end of 2018. In Ghana, we will conclude the negotiations for the wage adjustment framework and apply it to adjusted wages for 2018.

To further foster a values-based workplace culture, we will encourage employees to participate in our new human rights training, and we will continue to reinforce our commitment to a respectful workplace through training and other programs.



## Workforce Rights – Case Study

### Reinforcing What It Means to Work at Newmont

Our Code of Conduct explicitly states that discrimination, harassment – including all forms of sexual harassment – and retaliation are not allowed. Backing up that commitment are our People Policy and global standards, as well as company-wide communications from Newmont leaders including President and CEO Gary Goldberg. Importantly, when we established the policy and standards, we elected to establish working conditions that often reflect a higher standard than applicable laws.

For years, Newmont has conducted respectful workplace training for employees that covers discrimination, harassment and retaliation topics. In 2016, we decided to do more in-person direct outreach on these topics to ensure employees understand Newmont’s prohibition of them.

Because regional and cultural perceptions of discrimination, harassment (including sexual harassment) and retaliation can vary, in late 2016 and throughout 2017, senior leaders from our legal and human resources departments held in-person interactive sessions with employees in every region. One of the most impactful elements of the sessions was discussing some examples based on matters investigated by the Company.

Between 2016 and 2017, more than 6,100 employees attended the sessions. We also conducted “train the trainer” sessions with not just legal and human resources personnel, but also some members of our employee-led business resource groups (BRGs) who were identified by their peers as being workplace influencers and capable of conducting the training.

We recognize that advancing everyone’s understanding of what it means to work at Newmont is an ongoing effort. We will continue to deliver this valuable training and explore opportunities to further integrate this awareness to support our goal of building a workplace culture that fosters values-based leadership and allows every person to thrive, contribute and grow. .





## ECONOMIC AND SOCIAL PERFORMANCE

Providing jobs, paying taxes and royalties, sourcing with local businesses, investing in community programs and infrastructure, and fostering mutually beneficial relationships are crucial for our long-term success and ability to be a catalyst for sustainable socio-economic development.

### VALUE SHARING

#### Approach

Aligning our business goals with the long-term interests of our stakeholders and the broader society is essential to our future success. We recognize our responsibility to contribute toward long-term economic prosperity and social wellbeing through job creation, provisioning local goods and services, community investments, and paying taxes and royalties. We are also committed to a strong governance structure, including multi-stakeholder engagement and transparency around government payments, which increases accountability, develops trust, creates mutual value and reduces corruption.

These commitments are stated in our **Sustainability and Stakeholder Engagement Policy** and supported by our standards and systems. We also commit to transparency, accountability and anti-corruption through our membership and active involvement in a number of voluntary initiatives including:

- The International Council on Mining and Metals (ICMM) and the organization's position statement on **Transparency of Mineral Revenues**;
- The World Economic Forum's **Partnering Against Corruption Initiative** (PACI), which includes a pledge to zero tolerance for bribery in any form and a commitment to implement a company-wide anti-corruption program;
- **Publish What You Pay**, an international coalition of NGOs that advocates for more transparency and accountability in the extractive industry; and
- The **Extractive Industries Transparency Initiative** (EITI), a collaborative effort of governments, companies, investors and NGOs that reconciles company payments with government receipts from oil, gas and mining activities. We support the initiative's implementation in countries where we operate and are members of Suriname's EITI Multi-Stakeholder Group. Among the countries where we operate, **Ghana** and **Peru** are listed as making "Meaningful Progress" against the EITI standard; **Suriname** is a candidate country; and **Australia** announced in 2016 its intention to implement the EITI.

As a signatory to the World Economic Forum's **Compact for Responsive and Responsible Leadership**, we are committed to pursuing long-term value creation for our stakeholders. Our approach is aligned to the ICMM's position statement on **Mining Partnerships for Development**.

To better understand and measure our local and national level economic contributions, we have begun to develop economic impact assessments and to communicate the findings from these studies to our stakeholders. The assessments, which are conducted by a third-party consultant, analyze Newmont's internal reporting data along with **Purdue University's Global Trade Analysis Project (GTAP)** macro-economic data, and use a standard input/output model for country-specific data.

#### 2017 Performance

In 2017, Newmont's direct economic contributions totaled \$6.02 billion, including \$604.5 million in taxes, royalties and other payments to governments; \$3.69 billion to suppliers; \$1.35 billion in employee wages and benefits, and \$13.9 million in voluntary contributions to communities.

#### 2017 ECONOMIC VALUE DISTRIBUTED

(IN MILLIONS)

| Country      | Operating wcosts | Employee wages and benefits | Payments to providers of capital | Payments to governments | Community investments | Total            |
|--------------|------------------|-----------------------------|----------------------------------|-------------------------|-----------------------|------------------|
| Australia    | \$1,116.8        | \$360.6                     | \$0.9                            | \$287.4                 | \$1.5                 | \$1,767.2        |
| Ghana        | \$345.0          | \$89.7                      | \$0.0                            | \$97.4                  | \$4.0                 | \$536.1          |
| Peru         | \$451.8          | \$114.7                     | \$0.0                            | \$55.3                  | \$4.2                 | \$626.0          |
| Suriname     | \$209.1          | \$26.9                      | \$0.0                            | \$54.7                  | \$0.3                 | \$291.0          |
| U.S.         | \$1,566.6        | \$761.8                     | \$355.0                          | \$109.7                 | \$3.9                 | \$2,797.0        |
| <b>Total</b> | <b>\$3,689.3</b> | <b>\$1,353.7</b>            | <b>\$355.9</b>                   | <b>\$604.5</b>          | <b>\$13.9</b>         | <b>\$6,017.3</b> |

Note: Data under the GRI G4-EC1 disclosures may differ from data reported in other Newmont publications due to differences in reporting guidelines and scope. For example, the data included in this report does not include wages and benefits for expatriate employees or payments of fines to governments, which we report in the **Compliance section** of this report. Wherever possible, figures are reported on an accruals basis, with some items reported on a cash basis if the accruals basis figures are not available at the time the data was compiled.

**2017 ECONOMIC VALUE GENERATED**

(IN MILLIONS)

| Country      | Revenues         |
|--------------|------------------|
| Australia    | \$2,656.1        |
| Ghana        | \$1,037.6        |
| Peru         | \$679.6          |
| Suriname     | \$643.3          |
| U.S.         | \$4,164.0        |
| <b>Total</b> | <b>\$9,180.6</b> |

**2017 ECONOMIC VALUE RETAINED\***

(IN MILLIONS)

| Country      | Total            |
|--------------|------------------|
| Australia    | \$888.9          |
| Ghana        | \$501.5          |
| Peru         | \$53.6           |
| Suriname     | \$352.3          |
| U.S.         | \$1,367.0        |
| <b>Total</b> | <b>\$3,163.3</b> |

\* "Value retained" is calculated by subtracting our economic "value distributed" – operating costs, employee wages and benefits, payments to providers of capital, payments to governments and community investments – from our economic "value generated" (i.e., revenues).

**2017 TAXES AND ROYALTIES**

(IN MILLIONS)

| Country      | Government royalties | Taxes          | Total          |
|--------------|----------------------|----------------|----------------|
| Australia    | \$92.8               | \$194.6        | \$287.4        |
| Ghana        | \$35.1               | \$62.3         | \$97.4         |
| Peru         | \$5.0                | \$50.3         | \$55.3         |
| Suriname     | \$38.6               | \$16.1         | \$54.7         |
| U.S.         | \$0.0                | \$109.7        | \$109.7        |
| <b>Total</b> | <b>\$171.5</b>       | <b>\$433.0</b> | <b>\$604.5</b> |

Financial credits received from governments in 2017 totaled \$73.2 million, all from Ghana. This includes \$16.8 million for tax relief and credits, \$16.7 million for royalty holidays, and \$39.7 million in other financial benefits.

Throughout the year, a global cross-functional group continued the effort started in 2016 to **integrate into our business the five SDGs** that align with our business and are areas where we can have the most impact.

We also developed a more structured approach to measuring the economic benefits our operations generate for host countries and communities at the local and national level. This approach includes estimating the economic value generated by Newmont's supply chain activities, indirect and induced economic impacts, and potential future projects. During the year, we completed assessments on our five sites in Australia and Ghana. Among the initial insights is that the job multiplier impact of a mining operation in developing countries is far greater than that in developed countries.

Across our operations, we collaborated and engaged with government, civil society and industry stakeholders on a number of matters including:

- We continued to encourage the governments where we operate to implement the EITI's revenue transparency process. In 2017, Suriname was admitted as an EITI candidate country and published its beneficial ownership road map, which outlines the necessary steps the country will take to ensure all extractive companies with activities in the country disclose their beneficial owners. Although the U.S. had made progress in meeting almost all the requirements of the EITI, including disclosing revenue and production data **online**, the U.S. Department of Interior announced it was withdrawing as an EITI implementing country due to conflicts between one of the EITI requirements and U.S. privacy laws. The U.S. will continue to be an EITI supporting country.
- Newmont leaders, including President and Chief Executive Officer Gary Goldberg, engaged with Western Australian government officials to discuss the impacts of proposed royalty rate and payroll tax increases. We developed an economic impact assessment to demonstrate Newmont's significant contributions to the Western Australian government and the national and local economies and how a royalty rate and/or tax increase would impact these contributions.
- In Ghana, where a new President took office, we met with officials of the new government and briefed them on key projects, such as the Ahafo tailings storage expansion, Ahafo Mill expansion, Subika Underground and Ahafo North project. During the year, the government extended the terms of our Investment Agreement – which details the fiscal arrangements that support profitable and responsible mining operations – for another five years.
- In the U.S., we held meetings and hosted site tours with senior advisers of the new administration and newly elected officials. Discussions included concerns over proposed financial assurance regulations; land use provisions in the federal sage grouse conservation plan; royalties and taxes; and abandoned mine land fees. The meetings and tours also provided the opportunity to showcase our safety, sustainability and conservation successes, including our **Sagebrush Ecosystem Conservation Program** in Nevada.
- In Peru, we re-established a formal relationship between our Yanacocha operation and the regional government after almost seven years. The parties agreed to form two joint working groups – one on technical/environmental issues and another on economic and social matters. The monthly meetings provided the opportunity to share information about water, closure plans, reclamation, expansion projects and the future of the Cajamarca region. Yanacocha and the regional government also worked closely together to **support flood relief efforts**.
- We engaged with Suriname's Minister of Natural Resources on expansion opportunities for our Merian operation.

**Future Focus**

To improve how we measure outcomes and our impact on our priority SDGs, we will finalize new outcome indicators for three of our five priority SDGs, develop guidance for data collection, update our systems and incrementally increase our reporting on our contribution to the SDGs, beginning with our 2019 annual sustainability report.

Using findings and feedback from the five initial economic impact assessments completed in 2017, we will review our economic model and methodology as needed and complete assessments at all remaining sites.

Across our operations, we will continue to collaborate with government, civil society and industry stakeholders to improve revenue transparency. We will continue to engage with the EITI through our representation on the EITI committee, our membership in the International Council on Mining and Metals (ICMM), and our participation in the Suriname EITI Multi-Stakeholder Group. In the U.S., we will express to the U.S. Securities and Exchange Commission our commitment to transparency and the EITI.

## Value Sharing – Case Study

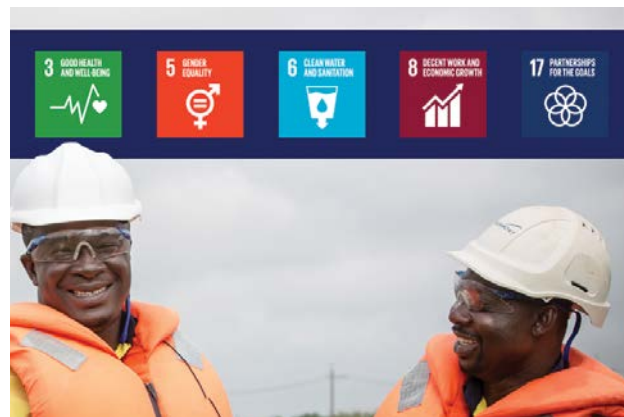
### Making an Impact on the Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) establish a global agenda to protect the environment, eliminate poverty and ensure a healthy, prosperous life for all by 2030. Newmont believes that industry, such as mining, can play an integral role in advancing these goals, and we are committed to being a leader in the areas where we have the greatest impact through our business activities.

Each one of the 17 SDGs is broad – such as “no poverty,” “gender equality” and “life on land” – and includes several targets, so our first step was to figure out where to start. In 2016, we conducted a mapping exercise to understand our current contributions to the SDGs. Of the 17 goals, we determined that we already contribute significantly to 12 (SDGs 1 through 8, 12, and 15 through 17) and partially to two (SDGs 9 and 13). Of those, we established five as our “priority goals” due to their alignment with our business and our ability to have an impact on outcomes in these areas (see table below).

In 2017, an internal cross-functional team engaged with company leaders and key operational teams – specifically our site-based community development leads, global water team and global human resources leadership team – to seek input, build alignment and motivate support for integrating the SDGs throughout key areas of the business. The process identified 25 SDG “sub-targets” or “performance indicators” within the five priority goals. We already report against many of these performance indicators (see the **GRI Index**); however, we recognized the need to enhance how we measure and report on our impact and outcomes. In addition to reporting on priority SDG sub-targets, we identified the need to report new indicators and/or performance targets around SDGs 3, 5 and 6.

All governments in the countries where Newmont operates have expressed support for the SDGs, and we have integrated the SDGs into our engagement with the governments of Ghana, Peru and Suriname. Our operations in Ghana aligned their sustainability strategy to the country’s SDGs. In Peru, Yanacocha participates in the National Society of Mining, Oil and Energy (SNMPE) whose efforts to promote community development are aligned to the SDGs, and in Suriname, the SDGs are a standing agenda item at our quarterly government stakeholder meetings.



| Newmont priority SDG  | Examples of existing work contributing to the goal   | Next steps to measure outcomes/impacts  |
|---|--|---|
| No. 3: Ensure healthy lives and promote wellbeing for all at all ages | <p>We track communicable and non-communicable diseases among our workforce and include them in our <b>Occupational Illness Frequency Rate</b>.</p> <p>Our longtime partner Project C.U.R.E. <b>tracks the value</b> of donated medical supplies and <b>estimates the impact</b> of its neonatal training on the reduction in birth asphyxia during the first year.</p>   | We will engage with all regions and key functional areas to develop new outcome indicators that measure improved health and the impact of our community development activities.   |
| No. 5: Achieve gender equality and empower all women and girls        | <p>Our Code of Conduct and policies expressly prohibit any form of violence against women and state our commitment to gender equality.</p> <p>We set <b>targets</b> and <b>annually report female representation</b> across our workforce.</p> <p>Examples of our work to empower women and girls in host communities include the Newmont Ahafo Development Foundation (NADeF) in Ghana. In 2008, NADeF established the Women’s Consultative Committee (WCC) to ensure women were consulted on decisions such as land access, jobs and community development. Our support of the WCC continues today through engagement and contributions to its Self-Help Fund, which provides loans to women in the community.</p> | <p>As part of the refresh of our global inclusion and diversity strategy in 2018, we will develop performance metrics that more meaningfully address our inclusion challenges in the workplace and better measure community development beneficiaries by gender and the impact of community development programs on women.</p> <p>Through the <b>Paradigm for Parity</b> framework, we are working to create a more inclusive workplace and achieve gender parity in top ranks by 2030.</p> |

| Newmont priority<br>SDG  | Examples of existing work contributing to the goal   | Next steps to measure outcomes/impacts   |
|--|--|--|
| No. 6: Ensure access to water and sanitation for all   | <p>Our <b>global water strategy</b> guides our approach to maintain the overall health of fresh water ecosystems, fully understand the watersheds where we operate, and address challenges and opportunities for communities and other water users.</p> <p>We set <b>fresh water reduction targets</b> and annually report on our water management performance.</p> <p>Through stakeholder engagement, we identify opportunities to invest in potable water systems – such as in Peru where we contributed more than \$13 million over five years to improve drinking water quality and reliability for the city of Cajamarca – and programs that build local capacity in water and sanitation management.</p>   | <p>We will engage with all regions and key functional areas – particularly our global water team – to develop new outcome indicators that measure the impact of our community investments and programs that support improved water and sanitation infrastructure.</p> <p>By 2019, we aim to reduce our overall fresh water use by 5 percent compared to the 2016 base year.</p>  |
| No. 8: Promote inclusive and sustainable economic growth, employment and decent work for all | <p>Our Code of Conduct and policies detail our commitment to protecting employee rights including the right to engage in collective bargaining.</p> <p>We set <b>local employment and procurement targets</b> and annually report on these metrics as well as our <b>total economic contributions</b> to the countries where we operate.</p> <p>In addition to our direct economic contributions through jobs and benefits, we source from local suppliers and engage host communities on livelihood improvement programs that strengthen capacity, develop skills and diversify local economies.</p>  | <p>By the end of 2018, we will have completed economic impact assessments for all our operating sites, providing a view on our direct, indirect and induced economic contributions to the communities and countries where we operate.</p> <p>Based on the success of the Ahafo Linkages Program, we are implementing a similar approach at our Merian mine in Suriname to help develop local micro-, small- and medium-sized enterprises that provide goods and services to both the mine and nonmining entities and support a diversified local economy.</p>  |
| No. 17: Partnership for the Goals  | <p>Much of the work we do to advance the goals is amplified through partnerships with governments, the private sector and civil society.</p> <p>In Nevada, we are partnering with federal, state and local government agencies to achieve net conservation gains for various wildlife species that thrive in sagebrush habitat through our precedent-setting <b>Sagebrush Ecosystem Conservation Program</b>.</p> <p>Our partnership in Australia with the Central Land Council (CLC) – the representative body for the aboriginal Warlpiri people – to <b>develop a 10-year strategic plan</b> to support the Warlpiri people's long-term vision for their land is another example of the kind of partnerships we seek to increase our impact on the goals.</p> | <p>We expect to begin two new global partnerships in 2018 that will support those areas where we believe we can have the greatest impact on the SDGs:</p> <ul style="list-style-type: none"> <li>Through a multi-year partnership with <b>Project WET</b>, we seek to improve the quality of collaboration and dialogue with stakeholders on watershed management in Newmont's areas of influence by improving the science-based knowledge and understanding of water.</li> <li>In partnership with the International Union for Conservation of Nature (IUCN), we aim to develop a protocol for independent verification of biodiversity gains.</li> </ul> |

## LOCAL EMPLOYMENT AND BUSINESS OPPORTUNITIES

### Approach

Hiring locally and sourcing from local suppliers benefits host communities and countries in many ways, including reduced poverty, improved skills and the opportunity to achieve long-term growth and economic diversification. The right to an adequate standard of living is a salient human rights issue associated with our business activities, and increasingly, local employment and procurement are important tools to help mitigate risk and maximize opportunities by building community and government support, reducing costs, improving efficiencies and creating a more inclusive and diverse workplace.

Our commitment to providing local employment and economic development opportunities is stated in both our **People Policy** and **Sustainability and Stakeholder Engagement Policy**. Our Local Procurement and Employment Standard sets the minimum requirements to ensure our operations create direct and indirect jobs and business opportunities aligned with stakeholder expectations.

Using data from baseline studies and input from relevant stakeholders, all sites must develop plans that promote local employability and skills development, diversity of the workforce, small business development and sustainable business opportunities, and, where applicable, set local employment and procurement targets. Plans are reviewed annually to ensure alignment with our global inclusion and diversity strategy and to identify opportunities for improvement.

In Australia, Ghana and North America, local procurement targets are regionally based due to the number of shared contracts among sites, while our local procurement target for the South America region differentiates between Yanacocha (in Peru) and Merian (in Suriname) due to their geographic distance from each other and the fact that the two operating sites do not have any shared contracts. We also engage with local stakeholders to agree on definitions and qualifications related to the categories we use to designate businesses, contractors and employees (see definitions referenced in the table “2017 Local employment performance” below).

Ongoing engagement with local stakeholders regarding job and procurement opportunities and our recruiting and procurement procedures help ensure alignment with expectations and commitments.

All suppliers – even specialized local micro enterprises – must **undergo screening, agree to our contract terms** and meet our quality, delivery, service and competitive pricing requirements. In regions where gaps in local capacity exist, we work with governments and NGOs – as well as our current suppliers – to develop the skills or capacity needed to become employed by, or a supplier to, Newmont.

### 2017 Performance

#### Local employment and skills development

Efforts to advance our global inclusion and diversity strategy and meet our site-based local employment targets are summarized in the following table. Our North America region does not set local employment targets as the workforce is largely from the local area. However, our Nevada sites actively promote employment opportunities to Native American communities.

| Region                 | Site(s)                                       | 2017 Local employment performance   |
|------------------------|---|---|
| Africa <sup>1</sup>    | Ahafo<br>Akyem                                | At the end of 2017, local community members represented 40.2 percent and 46.4 percent of the total workforce (inclusive of contractors) at Ahafo and Akyem, respectively, exceeding our target of 35 percent at both sites. The longer-term employment commitment at our Akyem operation is 50 percent within 10 years of commencing operations.  |
| Australia <sup>2</sup> | Boddington<br>KCGM<br>Tanami                  | All sites in Australia met or exceeded their target. At the end of 2017, Aboriginal employment (inclusive of contractors) at Boddington, KCGM and Tanami totaled 93, 53 and 104 individuals, respectively.  |
| South America          | Yanacocha <sup>3</sup><br>Merian <sup>1</sup> | Residents from Cajamarca represented 63.3 percent of Yanacocha's workforce at the end of 2017, exceeding our target of 60 percent.<br><br>At Merian, all unskilled positions are awarded to local Pamaka community members, and through development programs, we aim to move employees into skilled, professional and management positions.<br><br>At the end of the year, 236 employees – representing nearly 19 percent of the total workforce – were of Pamaka ancestry. |

Key Terminology:

<sup>1</sup> “Local” or “local-Local” refers to persons from within the catchment area around our Ahafo and Akyem mines and to Pamaka communities near our Merian mine; validation process usually established through the local employment agreement.

<sup>2</sup> “Aboriginal” or “indigenous” refers to both aboriginal and Torres Strait Islander peoples in Australia.

<sup>3</sup> “Local” in Peru refers to the local Cajamarquino people per agreed-upon definitions with the community.

Activities in 2017 to fulfill our local employment and inclusion goals and commitments include:

#### In Africa:

- In early August, local youth groups led a protest at our Ahafo operation and petitioned for additional job opportunities and training programs. The Brong Ahafo regional minister formed a stakeholders’ forum to engage the youth groups, traditional leaders and Newmont representatives on the issues of concern. Newmont also agreed to finance a seven-member independent committee set up by the regional minister to review complaints and grievances related to employment and other allegations. In late 2017, the committee issued a report, and we are working with the regional minister to address the findings. Areas of improvement include increasing transparency on employment processes and ensuring community leaders verify our employment practices.

During the year, Ahafo implemented a community recruitment program specifically for the Subika Underground and Ahafo Mill Expansion projects. The program combined local-local employment with engagement and information sharing on how Newmont was achieving the employment targets. We also offered local community members training on health, safety and environmental practices, basics in carpentry and masonry, plumbing, electrical and metal work through a partnership

with the Yamfo Vocational Training Institute. Upon completion of the courses, participants were eligible to apply for unskilled positions. Out of the 104 people who participated in the training, 101 were hired.

- Ahafo's apprenticeship program offers skilled mechanical and electrical specialist training. Graduates of the program are offered employment in a variety of roles including process operators, specialized trades and maintenance. Out of a total of 130 graduates since the program began in 2005, Newmont currently employs 62.
- At Akyem, 20 local community members enrolled in our learnership program, which provides opportunities for local community members to gain experience in mine processing and operations. The program was also extended to 12 months (from six months) so each trainee could gain experience in both mine processing and operations. Since the program was introduced in 2015, 60 local community members have enrolled in the six-month program and 18 have been hired at Akyem. Five local community members also enrolled in a three-year abridged apprenticeship program.
- In Australia, we continued **implementation of our Aboriginal Participation Framework**, a comprehensive plan focused on recruiting, retention, and communication and engagement to increase indigenous participation opportunities across the region's sites.
- In Nevada, we held informational events in the towns of Battle Mountain, Wells and Wendover to meet and visit with area tribal members who are interested in learning about working for Newmont. These efforts resulted in hires including haul truck drivers for our Long Canyon operation.



## LEARN MORE

Read about how Newmont is contributing to SDG-8, see page 81.

### In South America:

- Yanacocha's internship program continued to build professional skills for youth, with a particular focus on the local population. At the end of 2017, 79 percent of the interns were Cajamarquinos and 48 percent were women.
- At our Merian operation in Suriname, where our local employment approach includes a focus on skills development, 21 Pamaka employees were promoted to a higher job grade and eight employees moved from unskilled to skilled positions during the year.

## Local procurement and capacity building

Globally, we set a total local spend goal of \$406 million in 2017, which we exceeded by more than \$250 million. Our Australia region exceeded its target by more than \$100 million as a result of a decision to not execute an in-sourcing initiative. The North America region exceeded its target by more than \$138 million due to a process improvement initiative that aligned local definitions and categorization within our data systems and allowed us to both track local spending at the Cripple Creek & Victor operation (which was not included in the target) and categorize spend that was previously uncategorized.

Among the notable local supplier programs and events during 2017:

### In Africa:

- We continued work with the Ghana Chamber of Mines to develop a long-term national policy and supplier development program to help promote sourcing from local businesses within the mining industry and beyond.
- In Ghana, we executed forward purchasing agreements (FPAs) – which are a commitment to buy an asset at a specified price on a future date – with Carmeuse Limited for lime, West African Forging Limited (WAFOR) for grinding media, Vivo Energy for lubricants, and Kal Tire for tire re-treading. The FPAs provide assurance to the manufacturers and help in their planning process. In addition, we established vendor held stock (VHS) arrangements for Vivo Energy, Orica Ghana and Kal Tire to provide assurance of a longer-term commitment to procure from them.
- At Ahafo, as a result of work that began in 2015 to promote women-owned enterprises in host communities, the operation began awarding contracts for soap to a business owned and operated by eight local women.

### In North America:

- Our Nevada operations awarded a long-term contract to Graymont, a supplier of lime and limestone products. The contract supplies Newmont with around 40 percent of the output from Graymont's Pilot Peak lime plant in eastern Elko County and supports a number of jobs at the Pilot Peak plant.

### In South America:

- At our Merian operation in Suriname, we finalized the framework and developed a road map for a skills development program and for engaging with local community members on employment and/or business opportunities. The operation also advertised business opportunities for the Pamaka community in villages and on the local radio station and supported local vendors with setting up bank accounts and preparing paperwork.
- In Suriname, we constructed two new docks in the village of Langa Tabiki and another eight in neighboring Pamaka villages. The construction projects were awarded to local companies that committed to hire workers from the villages where the projects were carried out and to use local enterprises to supply the sand and gravel used to build the concrete docks.



## 2017 SPENDING ON LOCAL SUPPLIERS BY REGION\*

(IN MILLIONS)

| Region                 | Local procurement spend | Local spend as % of total spend | National spend   | National spend as % of total spend |
|------------------------|-------------------------|---------------------------------|------------------|------------------------------------|
| Africa                 | \$16.8                  | 3%                              | \$325.2          | 56%                                |
| Australia <sup>#</sup> | \$197.9                 | 18%                             | \$713.0          | 63%                                |
| North America          | \$358.3                 | 27%                             | \$728.9          | 55%                                |
| South America          | \$85.6                  | 12%                             | \$445.7          | 62%                                |
| <b>Total</b>           | <b>\$658.5</b>          | <b>18%</b>                      | <b>\$2,212.9</b> | <b>59%</b>                         |

\* "Local" includes spends categorized as both "local" and "local-local." For reporting on local procurement spend, our "significant locations of operation" are different than those defined in the report scope, and instead reflect the regional structure and management of our supply chain organization. Local procurement spend excludes the corporate office.

<sup>#</sup> The KCGM joint venture operation is not included in our Australia region's local procurement spend due to data collection system and classification differences.

## Future Focus

Our 2018 local procurement target for all sites is \$821 million – a nearly 25 percent increase from our local spend in 2017 – and reflects the addition of new targets at CC&V and Merian and the identifiable opportunities within the context of the 2018 regional business plan.

The site-based local employment and regional procurement targets for 2018 are as follows:

| Region        | Site       | 2018 Local employment target   |
|---------------|------------|--|
| Africa        | Ahafo      | 35 percent local-local workforce (including contractors). Targets were set in consultation with the community. |
|               | Akyem      | 35 percent local-local workforce (including contractors). Targets were set in consultation with the community. |
| Australia     | Boddington | 93 indigenous individuals (including contractors)  |
|               | KCGM       | 42 indigenous individuals (including contractors)  |
|               | Tanami     | 105 indigenous individuals (including contractors)   |
| South America | Yanacocha  | 60 percent local employees   |
|               | Merian     | More than 200 employees of Pamaka ancestry and continue to move unskilled Pamaka to skilled positions          |

| Region        | 2018 Local procurement target |
|---------------|-------------------------------|
| Africa        | \$14 million                  |
| Australia*    | \$160 million                 |
| North America | \$368 million                 |
| South America | \$279 million                 |

\* The KCGM joint venture operation is not included in our Australia region's local procurement target due to data collection system and classification differences.

To achieve our targets and contribute toward the UN Sustainable Development Goal to promote decent work and economic growth (SDG-8), our areas of focus include:

- Continuing to engage with local youth groups about job opportunities at our Ahafo mine and collaborating with external stakeholders to improve the local employment validation process, increase training opportunities, build vocational skills, support entrepreneurship and local procurement, and create alternative employment opportunities.
- Launching an aboriginal employee mentoring program and developing an indigenous vocational education and training pathway at Boddington – including pre-apprenticeship scholarships – to improve indigenous participation in the specialist trades.
- Implementing our formal local procurement program at Merian, which includes a linkages program – **similar to our program in Ghana** – that helps develop local micro-, small- and medium-sized enterprises that provide goods and services to both the mine and nonmining entities and supports a diversified local economy.

We will also work with our local suppliers to ensure they fully understand our **Supplier Risk Management program** – which we will launch in 2018 – and will provide support as needed to identify risks and develop action plans.

### Local Employment and Business Opportunities – Case Study

#### Increasing Aboriginal Career Opportunities in Australia

In line with our core value of inclusion and diversity and our commitment to creating value through local employment opportunities, our Australia region implemented an Aboriginal Participation Framework that focuses on three key areas – recruiting, retention, and engagement and communications – to increase aboriginal and Torres Strait Islander participation opportunities across the region's sites.

Since launching the framework in 2016, aboriginal participation across our three sites in Australia – Boddington, KCGM and Tanami – has increased to 6.7 percent from 4.9 percent in 2015. This exceeds the Australia mining industry average of 6 percent.

Each site supports a number of programs to increase opportunities for local indigenous people. Highlights from 2017 include:

- We partnered with the **CareerTrackers Indigenous Internship** program, and supported three aboriginal interns – two at Boddington, who are also part of our Kalyagool Kadidjiny aboriginal scholarship program, and one in the regional office.
- Boddington hired eight more graduates of the Gnaala Work Ready program, which provides Gnaala Karla training and opportunities for employment to Booja (GKB) native title claimants. Since its inception in 2006, the program has produced 80 graduates.
- Representatives from our Tanami mine in the remote Northern Territory attended a number of recruiting events, including the opening of a new vocational training center and careers expo in Yuendumu, the closest aboriginal community to the mine (250 kilometers away).
- KCGM hosted events highlighting indigenous employment opportunities. In 2017, nearly half (44 percent) of KCGM's first-year apprentices were of aboriginal and Torres Strait Islander descent.
- Boddington awarded two scholarships to Murdoch University to aboriginal students interested in mining careers, and supported an additional two scholarship recipients throughout the year. Tanami also awarded one scholarship to Charles Darwin University.

Our framework also addresses the issue of lower retention rates among aboriginal employees. At Boddington, we engaged with community leaders and conducted face-to-face interviews with aboriginal employees to discuss opportunities to provide culturally appropriate on-site support. The top need identified was a mentor – having someone they can go to for support and who serves as a role model, lending an ear and providing knowledge and experience. As a result, Boddington developed an aboriginal employee mentoring program that will be rolled out in 2018.

Boddington also piloted a cultural competency training program for supervisors of indigenous employees. The training received positive feedback with requests to offer the program more broadly, as it helped leaders think more inclusively. Since the pilot, all three sites in the region have provided the training to a wider range of employees.

To foster a greater sense of belonging, our Australia operations conduct Cross Cultural Awareness (CCA) training. The course, which is run by a local aboriginal instructor, is designed to develop a better understanding of cultures and improve communications and interactions. During 2017, the CCA program was delivered to 503 employees and 237 contracted staff across the three sites.



## COMMUNITY INVESTMENTS

### Approach

Working with host communities to invest in education, health, local economic development, infrastructure improvements and capacity development programs can help address challenges, catalyze long-term socio-economic development and minimize dependency on the mine during operations and upon closure.

Our commitment to strengthening the communities where we live and work is stated in our **Sustainability and Stakeholder Engagement Policy**. Guiding our approach to equitably improve quality of life and create mutual value is our Community Investment and Development Standard.

Sites must use existing baseline studies, assessments and government development plans, along with robust community engagement, to develop a community investment strategy that identifies each opportunity, along with the resources needed to deliver on the commitment. Each site must review and update its strategy a minimum of every five years.

In addition to the direct investments our operations make toward community infrastructure and social programs, many of our operations – in Ghana, Peru, Suriname and the U.S. – have established community foundations or funds that support community needs during the mine life and after operations cease. In Ghana, Peru and Suriname, the foundation boards include community members to ensure community ownership and participation in the foundation's efforts. Each foundation or fund is unique; however, investments generally focus on capacity building, community health and education, infrastructure development, and livelihood and skills building.

For all community donations, a transparent process is used to document and review each contribution to ensure compliance with the **Partnering Against Corruption Initiative** (PACI) and Foreign Corrupt Practices Act (FCPA).

We pursue partnerships with NGOs, development organizations and government agencies to ensure our investments effectively address local challenges and opportunities.

### 2017 Performance

#### 2017 COMMUNITY INVESTMENTS BY COUNTRY

(IN THOUSANDS)

|              | Monetary community investment | Total in-kind support | Total              |
|--------------|-------------------------------|-----------------------|--------------------|
| Australia    | \$1,499.91                    | \$39.80               | \$1,539.71         |
| Ghana        | \$3,158.80                    | \$841.07              | \$3,999.87         |
| Peru         | \$3,689.51                    | \$512.92              | \$4,202.43         |
| Suriname     | \$287.57                      | \$33.50               | \$321.07           |
| U.S.         | \$3,113.00                    | \$734.00              | \$3,847.00         |
| <b>Total</b> | <b>\$11,748.79</b>            | <b>\$2,161.29</b>     | <b>\$13,910.08</b> |

Newmont invested approximately \$13.9 million globally in 2017 to support a wide range of community programs and initiatives. Among the notable activities in 2017:

In Africa:

- The **Newmont Ahafo Development Foundation** (NADeF) supports sustainable socio-economic development projects in the 10 communities near the Ahafo mine. In 2017, Newmont contributed approximately \$836,000 to NADeF, bringing our total contribution since 2007 to \$25.2 million. Since its inception, NADeF has supported more than 100 education, health, human resource development, and infrastructure projects. During the year, NADeF continued to progress the Quality Improvement in Basic Education (QUIBS) program, bringing together educators and relevant stakeholders to recognize teachers and to discuss performance and the role of parents, teachers, school administrators, government and traditional authorities in improving the quality of basic education. QUIBS has contributed to a decrease in school absenteeism from 44 percent in 2016 to 6 percent in 2017. More than 90 percent of the 41 beneficiary schools have school management committees, which are a key part of strengthening community participation and improving quality education.

- The economic feasibility study commissioned in 2016 by our Ahafo operation to evaluate local job creation and economic development options identified agriculture-based processing of maize, cassava, plantain and tomato crops as a key opportunity for local economic diversification and employment. The study was also used by NADeF to define key strategies, such as promoting cross-community projects and establishing institutional partnerships. A business plan for the identified opportunities was developed and shared with stakeholders.
- Ghana's National Philanthropy Forum named NADeF the "Corporate Foundation Philanthropist of the Year" at its maiden conference and awards ceremony, acknowledging the foundation's philanthropic projects and the role it has played in the socio-economic development of the 10 Ahafo host communities.
- The **Newmont Akyem Development Foundation** (NAKDeF), which has a similar structure to NADeF, supports development in the communities near the Akyem mine. Newmont contributed nearly \$1.87 million to NAKDeF in 2017 and a total of approximately \$7.7 million since 2013. The goal of NAKDeF's Educational Quality Improvement Program (EQUIP), in place since 2016, is to improve academic performance through interactive teaching and learning materials, school construction, vocational training, mock examinations and teacher motivation seminars. In 2017, the Birim North District's performance on the national Basic Education Certification Examination improved from 98.2 percent in 2016 to 99.2 percent in 2017.
- NAKDeF signed a partnership agreement with the German Development Agency (GIZ) to co-finance a vocational training institute as well as establish a microcredit union to support a small business development program to train 600 young community members – of whom at least 35 percent are female – by 2020.

## 2017 COMMUNITY INVESTMENTS BY TYPE

(IN THOUSANDS)

| Type                        | Monetary community investments | In-kind community investments | Total              |
|-----------------------------|--------------------------------|-------------------------------|--------------------|
| Land use payments           | \$352.01                       | N/A                           | \$352.01           |
| Civil projects              | \$588.85                       | \$20.80                       | \$609.65           |
| Community capacity building | \$1,381.09                     | \$290.77                      | \$1,671.86         |
| Education                   | \$726.85                       | \$58.91                       | \$785.76           |
| Farming                     | \$1,320.00                     | \$27.34                       | \$1,347.34         |
| Health                      | \$554.49                       | \$813.87                      | \$1,368.36         |
| Other activities            | \$5,899.33                     | \$264.71                      | \$6,164.04         |
| Public infrastructure       | \$926.18                       | \$684.90                      | \$1,611.08         |
| <b>Total</b>                | <b>\$11,748.79</b>             | <b>\$2,161.30</b>             | <b>\$13,910.09</b> |

### In Australia:

- We invested more than \$1.5 million in monetary and in-kind support during 2017 largely toward programs to support education, promote tourism and celebrate local indigenous cultures.
- During the year, we extended our partnership for another three years at Boddington and KCGM with the Australian Indigenous Mentoring Experience (AIME), a unique mentoring program that helps indigenous high school students graduate and continue their educational journey. Our contribution supports nine schools in the South West and Kalgoorlie-Boulder communities that link students to three universities. The partnership has supported more than 220 students since it began at Boddington in 2014. Over the past six years, between 87 and 94 percent of AIME participants graduated compared to the national indigenous average graduation rate of 61 percent and a non-indigenous average of 86 percent. The partnership has also supported the development of 72 student mentors at Murdoch University, including eight indigenous mentors, three of whom were program mentees.
- Boddington created a fund using income from the site's recycling program to support strategic social investment partnerships, such as a five-year agreement with the **Peel Harvey Catchment Council** to address environmental and water footprint impacts identified in its 2015 social impact assessment.
- Employees and contractors at our KCGM joint venture donated their safety bonus of around \$50,000 to a local youth program and new women's clinic at the Kalgoorlie regional hospital.

### In North America:

- The Newmont Legacy Fund – a charitable organization formed by our Nevada employees to contribute to the health and wellbeing of communities across northern Nevada – pledged a record \$2.9 million to northern Nevada nonprofit organizations in 2018. Of this amount, employees pledged \$1.45 million, which will be matched dollar-for-dollar by Newmont. In addition, the Newmont Endowment Fund – which will help sustain local communities in the long term – reached \$2.2 million.
- We expanded the Newmont Legacy Fund to include contributions from employees at our Cripple Creek & Victor mine in Colorado. The site surpassed their goal of 30 percent employee participation, which resulted in more than \$70,000 in employee pledges. Combined with Newmont's dollar-for-dollar match, more than \$140,000 in total pledged donations will go to local nonprofit organizations in 2018.

### In South America:

- Along with **contributing to flood relief efforts**, Yanacocha and its Asociación Los Andes de Cajamarca (ALAC) foundation, which supports sustainable development in the Cajamarca region, continued support for the "By Reading Together, We All Learn" reading program. In place since 2016, the program covers 125 schools, mostly in rural areas, and includes school upgrades, young reporter and creative writing classes, mobile libraries and parental engagement. The program is credited with a 17.2 percent improvement in reading and communications skills from 2016 to 2017. Another notable ALAC program promoted the culinary mushroom industry, which contributed to the creation of 209 jobs per year from 2014 to 2017, leading to a 150 percent increase in income for participating producers.
- In Suriname, the Community Development Fund (CDF) board – which includes representatives from Newmont, the government of Suriname and the Pamaka community – approved the funding mechanism in which Newmont will contribute \$1 per ounce produced on a quarterly basis. Based on the community assessment completed in 2016 and the CDF's approved operational plan, development projects will focus on potable water systems, solar electricity and water transport infrastructure.

At the corporate office, employees and directors supported a number of disaster relief efforts through donations to the American Red Cross to help those impacted by hurricanes Harvey and Irma. The Company double-matched employee pledges, bringing the total contribution to nearly \$116,000. This builds on employee donations to help people affected by severe weather events in Australia and Peru. The Sustainable Investment Program Steering Committee at our corporate office also established criteria – which include catastrophic disasters in countries and regions where Newmont has direct business activities – for double-matching employee charitable contributions.

## Future Focus

Across our sites, we will continue efforts to support socio-economic development in host communities. In 2018, we will focus on improving our ability to capture the outcomes of our community development programs.

Key activities planned for 2018 include:

- We will begin implementing the national-level community investment strategy in Ghana that was developed in 2017. The strategy leverages our current presence in the country and existing programs with leading organizations, focusing on development outcomes aligned with the **UN Sustainable Development Goals (SDGs)**, specifically SDG-3 (good health and wellbeing); SDG-8 (decent work and economic growth); and SDG-17 (partnership for the goals). One example includes growing Newmont's partnership with Project C.U.R.E. to expand its reach in Ghana and improve neonatal care and strengthen healthcare systems through training and the delivery of critical medical equipment.
- Based on findings and recommendations from the economic feasibility study, Ahafo will develop programs – such as processing of local agricultural products – that support long-term, positive outcomes. Stakeholder feedback will be incorporated into the proposed business plans.
- In Australia, we will begin a research project with AIME to track the school transition rates of students participating in the AIME program.
- Our North America region will focus on increasing the participation rate among Cripple Creek & Victor employees in the annual Newmont Legacy Fund employee giving campaign.
- In Peru, ALAC plans to implement a gender policy, which builds gender considerations and outcomes into its community development programs.
- At Merian, we will continue work on the first project funded by the CDF, which is to provide potable water and electricity to the largest Pamaka island, Langa Tabiki.

### Community Investments – Case Study

#### Partnering with Communities on Disaster Relief

In March 2017, heavy, persistent rains led to severe flooding in northern Peru, killing more than 100 people, damaging homes and critical infrastructure, and affecting hundreds of thousands of people, including those in the communities of the Cajamarca region where our Yanacocha operation resides.

To provide assistance and support relief efforts, the Yanacocha team coordinated with local, regional and national government agencies and industry to help transport food, water, clothing and other supplies to those families in need in Cajamarca and across Peru. Yanacocha donated more than 90 tons of food, water and other supplies, 11 tons of which were collected by employees and contractors; contributed piping to repair water supply lines; and redeployed mining equipment and personnel to help in the effort to rehabilitate roads, bridges, water systems and other infrastructure destroyed by the floods.

Employees and contractors in Peru raised more than \$25,000 for direct support. Outside of Peru, our employees collected more than \$19,000 in donations to the Red Cross, which the Newmont corporate office double-matched, bringing the total cash donation to more than \$58,000. Yanacocha personnel also volunteered their time to help distribute food and supplies, as well as clean up after landslide events.

"On many occasions in the past, our employees have demonstrated their generosity when tragedy and natural disasters have struck," said Newmont Executive Vice President of Sustainability and External Relations Elaine Dorward-King. "The team's response to the flooding disaster in Peru is a shining example of our goal to make a positive difference in host countries and communities."



## COMMUNITY RELATIONSHIPS

### Approach

Securing the support and acceptance of host communities is essential to our sustainability as a business. We strive to build relationships based on mutual respect and trust so that together with host communities we contribute toward social and economic development, improved standards and long-term benefits.

Our **Sustainability and Stakeholder Engagement Policy** outlines this commitment and is supported by our Stakeholder Relationship Management Standard as well as our Social Baseline and Impact Assessment Standard, which detail the minimum requirements to plan, manage and monitor our performance throughout the mine lifecycle.

Our external relations strategy provides the framework to align and enhance best practices, focus on where improvement is most needed, and better integrate community objectives – such as **hiring and procurement in local communities** – into the broader business.

Our standards require sites to have a comprehensive strategic stakeholder engagement plan and conduct and/or update baseline studies and impact assessments to inform our approach and identify opportunities for improving the communities' long-term outlook.

Most of these assessments are conducted by external, independent experts and include extensive input and review from the community. Final reports are expected to be made public and available to local communities. Findings from the studies are addressed through our social management plans, which are regularly monitored and evaluated against objectives and requirements.

Our standards also require an open and transparent process where stakeholders' complaints are dealt with fairly and in a timely manner. All sites must maintain a complaints and grievances (C&G) register and ensure stakeholders know how to raise concerns. We use a three-tier system where tier 1 complaints are those that can be resolved between Newmont and complainants without the need for external mediation and/or legal proceedings. These tend to be related to matters that we directly control. If a complaint is unable to be resolved in a timely manner or relies on local systems, it is escalated to tier 2, where an independent mechanism identified by the community – such as a local leader or committee – is used. Disputes that cannot be resolved by the parties involved, typically those that require legal intervention, are categorized as tier 3.

### 2017 TIER 1 COMPLAINTS OR GRIEVANCES RECORDED ON SITE REGISTERS

| Site               | Number     | % resolved within 30 days |
|--------------------|------------|---------------------------|
| Ahafo              | 120        | 100%                      |
| Akyem              | 63         | 100%                      |
| Boddington         | 14         | 100%                      |
| KCGM               | 21         | 100%                      |
| Tanami             | 0          | N/A                       |
| Perth              | 0          | N/A                       |
| Carlin             | 0          | N/A                       |
| CC&V               | 5          | 100%                      |
| Long Canyon        | 1          | 100%                      |
| Nevada Exploration | 1          | 100%                      |
| Phoenix            | 0          | N/A                       |
| Twin Creeks        | 0          | N/A                       |
| Yanacocha          | 172        | 97%                       |
| Merian             | 14         | 100%                      |
| <b>Total</b>       | <b>411</b> |                           |

### 2017 Performance

We met our global target to complete 90 percent of community commitments by the due date.

All sites met the target to resolve 100 percent of tier 1 complaints within 30 days, with the exception of Yanacocha in Peru. The site responded to 97 percent of its tier 1 complaints within 30 days. Out of the five cases closed beyond 30 days, two were related to an interpersonal issue between a community member and a Yanacocha worker. As a result, the site formalized its process for managing complaints that are not directly related to company activities. The three other cases provided the opportunity for the site to improve coordination among multiple departments to resolve complaints.

We recorded a total of 419 new complaints, a 10 percent decline compared to 2016, due to an increased focus on complaint tracking and resolution. During the year, 403 complaints were resolved.

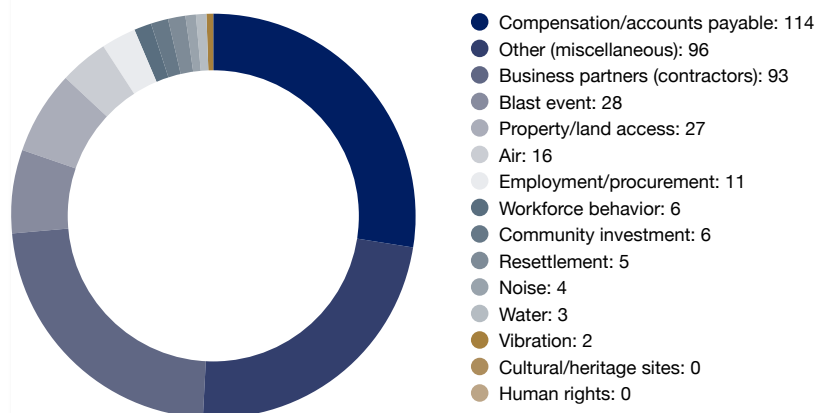
- Of the total number of new complaints, 411 (98 percent) were tier 1, there were no tier 2 complaints, and eight were tier 3.
- The average resolution time for all tier 1 complaints was approximately 8.7 days.
- The highest number of C&Gs across our operations were related to compensation and accounts payable, business partners, blast events and land access.
- No human rights-related complaints were received through our C&G registers in 2017.

To ensure we have effective processes in place to listen and respond to stakeholder concerns, we increased our focus during the year on managing C&Gs. We held a global social responsibility community of practice call on C&G management practices and conducted a more in-depth discussion on best practices related to managing blasting-related complaints – a common complaint at several sites. Our **Supplier Risk Management** program aims to address another common complaint related to supplier/contractor issues. Through the stakeholder module tool in our Integrated Management System (IMS), we improved our ability to track stakeholder engagements, including more robust detail about the stakeholder, type of complaint, impacts and opportunities.

At the end of 2017, 100 percent of our sites had conducted or updated a social impact assessment (SIA) in the last five years. Our Cripple Creek & Victor (CC&V) operation in Colorado completed its first SIA under Newmont's standards and held public meetings to discuss impacts and mitigation strategies, such as for noise and blasting. The Phoenix operation in Nevada completed its SIA focused on Lander County, where we are working with the **Battle Mountain Band of the Western Shoshone** on the management of cultural artifacts identified in mining areas.



## 2017 TIER 1 COMPLAINTS BY CATEGORY



We significantly expanded our approach to developing social baselines, based on findings from the **report published by the Expert Advisory Panel** that studied our engagement with local indigenous groups in Suriname. Developed by the Centre for Social Responsibility in Mining at the University of Queensland, our social baseline approach now includes detailed social, economic, physical and cultural information to provide a more comprehensive view of the communities and the context in which we operate.

Other notable community engagement activities in 2017 included:

### In Africa:

- In early 2017, two reports sponsored by the Wassa Association of Communities Affected by Mining (WACAM), a Ghanaian NGO, were released alleging that Newmont's Ahafo mine adversely impacted water sources and marginalized women in nearby communities. To investigate these claims, Newmont conducted community outreach to communicate that constructive feedback is welcome, and commissioned a team of independent assessors to objectively evaluate the two reports.

- The **independent evaluations concluded** that the methodology used in the reports was inconsistent, not scientifically valid, and could not be relied upon as the basis for the reports' conclusions. The experts recommended that Newmont implement a participatory water monitoring program, and planning is underway to create a program similar to those we have implemented at our operations in Peru and Suriname. The assessors also observed that Newmont had implemented programs – such as the Agricultural Improvement and Land Access Program (AILAP) and **Women's Consultative Committee (WCC) Revolving Fund** – that had positively impacted women in the nearby communities.
- To strengthen relationships at the national level, we held two stakeholder engagement forums that brought together representatives from business, academia, government, media and civil society to discuss impacts – both positive and negative – of Newmont's operations in Ghana. Feedback was largely positive, with many participants indicating they had gained new knowledge and understanding of Newmont's operations.
- Representatives from our Akyem operation met with the National Liaison Group of Ghana's Environmental Protection Agency to seek solutions on issues and concerns related to blasting, perceived impacts to local water sources, livelihood challenges at the resettlement site, and alleged public road impacts. This engagement included working together to develop an action plan.
- Due to **concerns expressed by some local youth**, our team at Ahafo engaged with them on employment and skills training opportunities and provided frequent updates on our performance against employment targets.

### In Australia:

- KCGM's long-standing partnership with Kalgoorlie-Boulder Urban Landcare Group (KBULG) won the 2017 Department of Mines, Industry Regulation and Safety (DMIRS) Community Partnership Resources Sector Award and was a finalist for the Western Australia Golden Gecko Community Partnership Awards. For more than 12 years, KCGM has supported KBULG and worked with the organization on cultural and environmental awareness activities, including the Kalgoorlie-Boulder Clean-Up Day, community tree-planting days, local aboriginal cultural tours, development of the Eco and Cultural Education Centre, and the cactus infestation removal project, which received the 2017 State Tidy Towns Sustainable Communities Award.
- Boddington updated the charter for the Community Reference Group (CRG), a multi-stakeholder forum that includes local government, aboriginal and community stakeholders and representatives from the education and environmental sectors. The CRG's purpose is to address social and environmental matters and discuss closure-related commitments including post-mining land use options. In 2017, the CRG held its first joint meeting with the community liaison committee of the neighboring operation, Worsley Alumina, operated by South32, to share information and identify opportunities for collaboration.

### In North America:

- We conducted extensive engagement with regulators, local communities and Native American groups prior to initiating environmental baseline studies for our Long Canyon Phase 2 project in Nevada.
- Newmont is a founding member of the Mining and Faith Reflections Initiative, which brings together members from the industry and faith-based organizations to discuss and collaborate on ways for mining to more widely meet societal expectations and protect the environment. After an initial 2016 meeting with faith groups in Elko, Nevada, meetings are now occurring on a quarterly basis. Additional meetings were held with faith groups in Battle Mountain and Winnemucca, Nevada, in 2017, and several groups participated in mine tours. Through the engagement, we continue to learn about each other and our respective roles in the community and have identified numerous opportunities to support each other's community activities.



### In South America:

- At our Yanacocha operation in Peru, we continued to work toward resolving a complex land dispute with the Chaupe family, who allege human rights violations by Yanacocha, and addressed a similar land matter with the Pajares family. Additional details about these disputes are discussed in the **Human Rights** section of this report.
- Yanacocha held a number of public hearings during the preparation of the environmental and social impact studies for planned expansion projects, consulting with stakeholders from more than 50 communities.
- To address an outstanding community commitment from 2004, Yanacocha engaged users of the Tual irrigation channel and users of the Mashcon River through multi-stakeholder working groups that include the Cajamarca Water Authority. A study of the Tual irrigation channel commenced to understand the availability of water in the watershed. The focus on water was highlighted as well through the National University of Cajamarca's first International Water Forum. Yanacocha supported the event, which featured local and international experts and provided an opportunity for stakeholders to discuss water management issues in the Cajamarca Region.
- In Suriname, we engaged with local community stakeholders and the media to discuss **findings from the RESOLVE report**, "Free, prior and informed consent (FPIC) within a human rights framework: Lessons from a Suriname case study." Key findings helped inform the engagement process for the Sabajo project – an expansion of the Merian operation – where Newmont held more than 200 meetings and public hearings with community, business and government stakeholders. Although stakeholders expressed broad support for the project and the opportunities for local employment and procurement, they also raised concerns about safety impacts.
- At our Merian operation in Suriname, the Pamaka Negotiating Committee (POC) transitioned to the Pamaka Sustainable Development Committee (DOP) to monitor the ongoing implementation of the Cooperation Agreement between the Pamaka community and Newmont.

### Future Focus

Addressing concerns before conflicts arise is a key commitment we make to host communities. We extended our complaints and grievances target through 2018 to ensure that desired actions and behaviors are embedded into business practices.

| Year | Target definition   | Target for sites  | Target for Newmont                      |
|------|---|---|---|
| 2018 | Percentage of tier 1* complaints and grievances closed within 30 days | 100 percent of tier 1 complaints and grievances closed within 30 days | 100 percent achievement of site targets |

\* Tier 1 complaints are those that can be resolved between Newmont and complainants without the need for external mediation and/or legal proceedings.

| Year | Target definition  | Target for sites   | Target for Newmont                                   |
|------|--|--|--|
| 2018 | Commitments completed on or before due dates as captured in register | 95 percent completion of community commitments on or before due date | 100 percent of sites achieve the annual site targets |

Efforts in 2018 to ensure we are building meaningful, long-term relationships with host communities include:

- We will continue to build our internal capacity on how to identify human rights-related issues expressed through our complaints and grievances process to ensure that we are effectively managing human rights concerns.
- We will launch our community participatory monitoring program at Ahafo and conduct on-site training for participants in Merian's monitoring program.
- Boddington will finalize a community perception survey in 2018, which seeks feedback on its approach to mitigate and manage its social impacts and other issues, concerns, opportunities and expectations.
- We will submit a draft ESHIA to the government in Suriname as part of exploring potential future development options at our Merian mine.
- We will seek to measure the effectiveness of our internal and external stakeholder engagement in North America, and leverage lessons learned to other sites.
- Akyem will update three community agreements related to community relationships, employment and NAKDeF, which underwent a review process following the agreements' expiration in 2017.

## Community Relationships – Case Study

### Deepening Engagement Through Community Participation Programs

Throughout the mine lifecycle, all our operations monitor and evaluate potential impacts both internally and through the use of external experts. At our operations in Nevada, Peru and Suriname, we also have participatory monitoring programs that actively engage key stakeholders in monitoring topics of interest to them, such as water quality or cultural artifacts. These participatory monitoring programs not only help build trust with stakeholders, they also build community members' knowledge and awareness of mining activities and our understanding of stakeholder concerns and opportunities.

Since 2000, our Yanacocha operation in Peru has supported a participatory monitoring program with local water users. In 2007, the water users formed the nonprofit Cajamarca Irrigation Channels Monitoring Committee (COMOCA) to monitor around 25 local irrigation channels. Together with local authorities, committee members – who have all undergone extensive training – collect water samples. Laboratories selected by COMOCA conduct the analysis on both water quality and quantity. Results are published online on COMOCA's website and presented at public community meetings. In 2017, Peru's National Water Authority (ANA) recognized COMOCA and its monitoring program for good practices in water resource management.

Within the footprint of our Long Canyon mine in Nevada are many Native American cultural sites. During the mine's construction in 2015 and 2016, and as part of an agreement to ensure the protection of these cultural resources, we worked alongside archaeologists and representatives from the Confederated Tribes of the Goshute Reservation and the Wells Band of the Te-Moak Shoshone Tribe to identify and treat cultural sites prior to land disturbance. Tribal monitors provided context to help us understand the significance of the archaeological discoveries and to ensure cultural sites were fully investigated. For future mine expansion activities, we will continue to engage tribal monitors. In 2017, as part of a quarterly dialogue process with tribal leaders and in partnership with the Western Shoshone people, we formed a Cultural Artifact Repatriation Taskforce to develop an approach to transfer artifacts found on Newmont-owned property to the Western Shoshone.

At our Merian mine in Suriname, the Cooperation Agreement between Newmont and the Pamaka community, which was signed in 2016, establishes a participatory monitoring program to focus on water quality and quantity. In 2017, we launched the program and conducted two sessions that involved collecting samples – which were sent to a laboratory in Paramaribo – conducting field observations, analyzing data, and communicating results and feedback from the monitoring sessions to the Pamaka community. On-site training for participants is planned for 2018.

Our newest participatory program is being developed at our Ahafo operation in Ghana following the signing of a memorandum of understanding with the District Assembly in 2017 to begin a water quality-focused program.



Photo credit: COMOCA

## INDIGENOUS PEOPLES

### Approach

With exploration activities around the world and eight operations on or adjacent to land owned or claimed by indigenous peoples, Newmont is committed to respecting and acknowledging the past and present traditional owners of the land on which our operations reside, deepening our understanding of indigenous peoples, and engaging with them to manage our risks and opportunities and build relationships based on trust.

Our commitment to recognizing the unique rights and social, economic and cultural heritage of indigenous peoples is stated in our **Sustainability and Stakeholder Engagement Policy**. This policy also reflects the International Council on Mining and Metals (ICMM) **position statement** to work to obtain free, prior and informed consent (FPIC) of indigenous peoples.

Our Indigenous Peoples Standard defines how we will work to obtain the consent of indigenous peoples for new projects – and changes to existing projects – on lands traditionally owned or customarily used by indigenous peoples. Through the principles of FPIC, indigenous peoples are able to freely make decisions without coercion, intimidation or manipulation; given sufficient time to be involved in project decisions; and informed about a project and its potential impacts and benefits.

Through employment and business development opportunities, training and education, cultural heritage support, and cross-cultural awareness training, we aim to improve our understanding of and create benefits for indigenous peoples who are the traditional owners of the land on which we conduct mining activities or who reside near our operations.

As members of ICMM and active participants in **RESOLVE's FPIC Solutions Dialogue**, we work to expand our understanding of successful approaches and best practices to translate FPIC into an effective site-based approach.

More information about the indigenous groups near our operations is discussed in the map below.

### INDIGENOUS GROUPS NEAR OUR OPERATIONS



#### Australia – Gnaala Karla Booja

The Gnaala Karla Booja (GKB) people are the Noongar native title claimant group of the land where we operate the Boddington mine in Western Australia. In 2006, Newmont, the Gnaala Karla Booja native title claimants and the South West Aboriginal Land and Sea Council (SWALSC) entered into a 20-year Community Partnership Agreement (CPA) that has driven a collaborative approach toward achieving mutually beneficial outcomes for all parties. The multifaceted agreement is underpinned by a Preservation of Aboriginal Heritage Agreement and includes financial, heritage, education and training, employment, business development and community capacity development commitments. The voluntary nature of the CPA distinguishes it from other native title land access agreements and constitutes best practice. A Relationship Committee – composed of representatives from Newmont, GKB native title claimants and SWALSC – oversees the administration and implementation of the CPA. The GKB has majority representation on the committee that ensures their authority over governance and decision making, reinforcing Newmont's commitment to the principles of aboriginal self-determination. Now in its 11th year, the CPA has been instrumental in the Boddington operation's efforts to develop a more diverse workforce and deliver positive social and economic development outcomes for the broader Noongar community.

|   |   |
|---|---|
| <b>Australia – Ninga Mia</b>  | The Ninga Mia Village, which houses around 100 aboriginal residents near our KCGM operation in Australia, was established in 1983 to provide more permanent accommodation for transient aboriginal people. KCGM – along with other private organizations, government entities and individuals – is a co-signer to the “Dignity, Respect and Fulfillment Agreement” memorandum of understanding with the Ninga Mia. The agreement sets out a vision to create better working relationships among indigenous and non-indigenous leaders, organizations and individuals.   |
| <b>Australia – Warlpiri</b>   | The Warlpiri people are the owners and traditional custodians of the land on which our Tanami mine in Australia’s Northern Territory is located. Newmont operates in the region through agreements with the Central Land Council (CLC), which represents the Warlpiri people in land dealings with Newmont and has statutory authority under the federal Aboriginal Land Rights Act. In 2016, we collaborated extensively with the CLC and Warlpiri representatives to develop a 10-year strategic plan that will support the long-term vision the Warlpiri people have for their land. The first of its kind, this long-range plan aims to collectively strengthen the Warlpiri people’s governance, education and employment opportunities. The plan also details how Newmont, the CLC and the Warlpiri people will work together to achieve the plan’s objectives. |
| <b>Suriname – Pamaka Maroon Tribe of the Marowijne River</b>  | The Merian mine is located on the traditional lands of the Pamaka, and we engage extensively with the people of the tribe. We are implementing an engagement and agreement-making approach with the Pamaka based on the principles of FPIC. In 2016, we signed a comprehensive Cooperation Agreement with the Pamaka, which states we recognize and respect each other’s rights and will work together on commitments – such as employment, procurement, community development and participatory monitoring – related to the operation of the Merian mine.  |
| <b>United States – Spokane Tribe of Indians</b>   | The Midnite mine – one of our legacy sites – is a former uranium mine located within the Spokane Tribe of Indians reservation in the state of Washington. In 2015, we began a site remediation process, which includes engagement with the Spokane Tribe of Indians that will continue throughout the implementation of the remedy over the next 10 years. To strengthen our relationship, we collaborated with the tribe to enable hiring a tribal member who serves as the lead liaison between the community and Newmont. We also supported a capacity-building program to increase the skills, planning and overall engagement practices of the liaison officer in partnership with the tribe.  |
| <b>United States – Western Shoshone, Shoshone-Paiute and Confederated Tribes of the Goshute Reservation (“Goshute”)</b> | The Western Shoshone, Shoshone-Paiute and Goshute are indigenous to the Great Basin region in which Newmont’s Nevada operations reside. Newmont engages with all three tribes on a formal and informal basis. A dialogue working group, which includes tribal leaders and Newmont representatives as well as a Native American facilitator, helps foster transparent dialogue and solutions on key issues including employment, business opportunities, education, community investment, and developments regarding our operations and projects. A Cultural Artifact Repatriation Taskforce, which includes representatives from Newmont and Native American communities, is developing a formal agreement for the repatriation of cultural artifacts located on Newmont-owned land adjacent to Newmont operations.   |

## 2017 Performance

### 2017 SUMMARY OF RELATIONSHIPS WITH INDIGENOUS COMMUNITIES

Number of Newmont operations situated on or adjacent to any land over which an indigenous group claims use rights or ownership 8

Number of sites that have formal agreements with indigenous communities\* 4

\* We have formal agreements with indigenous communities in certain jurisdictions. In areas where common or standardized frameworks do not currently exist, we work with indigenous communities and other key stakeholders to determine the best approach, which may translate into reaching a formal agreement.

our Indigenous Peoples Standard and sharing experiences on challenges and opportunities, the workshop included engagement with the Spokane Tribe of Indians and participation from a representative of a U.S.-based NGO that is focused on indigenous rights. Key outcomes from the workshop include greater awareness of the need to engage indigenous people and work to obtain FPIC; the need to improve systems and approaches earlier in the mine lifecycle to ensure we work to obtain FPIC before any impact occurs; the importance of inclusive and culturally appropriate engagement; and the value of working together to leverage experience, knowledge and capacity.

We published the report developed by the External Advisory Panel (EAP) that visited our Merian site in Suriname during 2016. Findings from the report, called “Free, prior and informed consent (FPIC) within a human rights framework: Lessons from a Suriname case study,” are discussed in the **featured case study**. A panelist also met with members of our executive leadership team to have an interactive discussion on the study, FPIC and indigenous rights.

Based on findings from the report, we enhanced our approach for developing social baselines to give us a more complete view of the communities in which we operate. The new approach provides a stronger foundation for defining consent and aligning our engagement within the context of each jurisdiction.

We held a global workshop at the Midnite mine that included representatives from all regions and key functions. In addition to an in-depth discussions about how each region is applying

Notable activities during the year in our regions included:

- In Australia, Newmont partnered with Reconciliation Australia, an NGO, to develop a reconciliation action plan (RAP), which will allow us to be formally recognized for our ongoing commitment to aboriginal inclusion and diversity. Workshops were held at our Boddington, KCGM and Tanami operations, and a group was established to finalize the RAP, which will be launched in 2018.



## LEARN MORE

Read about how Newmont is contributing to SDG-17, see page 81.

- At our Tanami operation, the original agreement between Newmont and the Central Land Council (CLC), which was entered into in 2003, took into account the mature nature of the Tanami mine. The Tanami expansion project extended the life of mine by three years and created a platform for further growth and potential for a second expansion. With renewed confidence that Newmont will continue mining in the Tanami region until at least 2026, the CLC and Newmont worked together

with the Warlpiri people (Yapa) to develop the Granites-Kurra 10-year plan. Activities during the year to support the plan included a cross-cultural immersion program delivered by traditional owners, which included an overnight tour in the Warlpiri community with the Tanami leadership team; lobbying the Northern Territory government to improve road safety; and engaging with the local Larjamanu and Yuendumu schools and learning centers to provide safety and technical advice for its mechanics workshop, and to develop training and employment pathways. The Australian Trade and Investment Commission **highlighted the 10-year plan in a case study** featured on its website.

- Because of planned near-mine exploration activities, Tanami conducted one of the largest heritage clearance programs since the mid-1990s. The CLC and about 30 Warlpiri elders and traditional owners participated in the process.
- An internal audit of the Moorditj Booja CPA Community Benefits Plan was undertaken, identifying the gaps and opportunities to fulfill CPA commitments. Work commenced to improve the CPA governance framework, one of the key gaps highlighted. The action plan is expected to be finalized in 2018.
- Our cross-functional Human Rights and Indigenous Peoples Working Group in Nevada continued to engage with local Native American leaders as part of a quarterly dialogue process and together formed a Cultural Artifact Repatriation Taskforce, which includes representatives from both Newmont and Native American communities, to develop a process to transfer artifacts found on Newmont-owned property to the Western Shoshone.
- At the Midnite mine legacy site in Washington State, a new tribal community liaison officer began work in late 2017 and continued to coordinate engagement between tribal leadership, Newmont and other stakeholders. Development of the community engagement plan continued, and meetings were held to ensure questions and concerns about the site were addressed.
- In Suriname, we engaged professors at the University of Suriname to conduct social baseline studies for the Sabajo project using our new social baseline approach. The studies aligned stakeholder engagement processes and outcomes with FPIC requirements, including specific studies on traditional, cultural and land rights aspects.
- In Suriname, the Kawina tribal group claims the Merian operation and Sabajo project are located on their traditionally owned lands. Taking into account lessons learned from Merian and other sites, we developed a road map to work toward an agreement with the Kawina aligned with the principles of FPIC.

## Future Focus

Globally, we will improve guidance on FPIC, incorporating lessons learned from the **Merian case study**, our experience, and input from the FPIC Solutions Dialogue and the group's international webinar series, which it will introduce in 2018.

We will implement our approach to FPIC at our operations in Suriname and the U.S. as well as in Canada's Yukon Territory where Newmont will take over the exploration and drilling program at the Plateau property in 2018. This includes continued engagement with the Kawina tribe's traditional authorities and community leaders in Suriname; working toward an agreement with Native American tribes in Nevada on the management of cultural resources; and engaging with First Nations groups in the Yukon.

In Australia, we will finalize and launch the RAP and commence work on the commitment pillars.

## Indigenous Peoples – Case Study

### Experts Help Newmont Respect Indigenous Rights

In 2012, Newmont joined together with other companies, thought leaders and NGOs, including RESOLVE – an independent nonprofit organization dedicated to multi-stakeholder consensus building – to establish the FPIC Solutions Dialogue. This collaborative effort aims to help translate free, prior and informed consent (FPIC) of indigenous peoples into site-based practices. In 2016, Newmont volunteered to help improve global understanding and practical implementation of FPIC by asking RESOLVE to convene an Expert Advisory Panel to study our experience engaging with local Pamaka indigenous groups at the Merian mine in Suriname.

Panel members – who represented a range of experiences and expertise in law, social science, advocacy and community engagement – reviewed materials, talked with Newmont representatives, and visited Merian where they engaged with local stakeholders including members of the Pamaka community. In 2017, the Panel published a report on their findings called, **"Free, prior and informed consent (FPIC) within a human rights framework: Lessons from a Suriname case study."**

The report looked at Merian from the perspective of applying FPIC from the outset of project planning, prior to Newmont's involvement with the site. Although planning and advancement of Merian pre-dated Newmont's specific FPIC policy commitments, the report provided valuable feedback and acknowledged Newmont for its efforts to engage with the Pamaka community and provide for long-term value creation through employment, training and the Community Development Fund. The report also identified opportunities to build upon our efforts to constructively engage with local Pamaka communities to generate mutual value.

Among the Panel's recommendations that we are applying to further align our practices with FPIC:

- At Sabajo – an early stage project located 35 kilometers from Merian – we are undertaking a historical narrative process that includes consultation with four Maroon and Amerindian tribes to determine whether Sabajo sits within indigenous land claims. This process is informing the social baseline study that began in 2017.
- At the exploration stage, we are seeking consent before we receive exploration licenses from the government. This involves asking the government to obtain consent from the relevant indigenous groups prior to granting the exploration permit, and we applied this approach to our Amazonia exploration project. We have received positive feedback from the indigenous community for making this effort to engage and seek consent prior to the exploration phase.

Lessons from the report have been, and will continue to be, discussed with members of FPIC Solutions Dialogue. The group is also creating an international webinar series that takes key questions and challenges raised in the case study and asks for input and sharing on a broader level to stimulate discussion and development of additional guidance for companies, communities and governments.





## RESETTLEMENT AND LAND USE

### Approach

We mine where ore bodies are located and when we have the social license and all the required regulatory approvals to do so. At times, mine development results in unavoidable relocation and resettlement of households and/or livelihoods as well as impacts to those who depend on artisanal and small-scale mining (ASM). The right to an adequate standard of living is one of our salient human rights issues, and we are committed to managing and mitigating the risks associated with our business activities.

Our commitment to assess and respect the rights and needs of landowners and local communities prior to any land acquisition or resettlement is stated in our **Sustainability and Stakeholder Engagement Policy**, and our Land Acquisition and Involuntary Resettlement Standard sets the minimum requirements for activities that require relocation of homes and communities or disruption of livelihoods.

Our approach is aligned with the **International Finance Corporation (IFC) Performance Standard 5**, which states that the first objective is to avoid resettlement. If alternatives are not available, we work to ensure affected people and communities are able to make informed decisions; adverse impacts are minimized; and livelihoods and living conditions are restored or improved.

Prior to any resettlement activities, we work with local stakeholders to develop a resettlement action plan (RAP), which addresses the impacts of physical displacement, and/or a livelihood action plan (LAP), which addresses the economic impacts. Sites regularly monitor and evaluate RAPs and LAPs and annually conduct audits by qualified external experts to ensure activities are meeting the needs of affected persons.

We are one of four mining industry partners in the **Mining, Resettlement and Livelihood Research and Practice Consortium**. Together with the University of Queensland's Centre for Social Responsibility in Mining, this first-of-its-kind industry-university working group aims to better understand how resettlement risks are managed, identify strategies to improve livelihood outcomes for those affected by resettlement, conduct research, and help inform policies that lead to more effective practices.

### Artisanal and small-scale mining

Artisanal and small-scale mining (ASM) provides subsistence for more than 100 million people – including workers and families across the ASM value chain. Although many ASM activities are considered illegal and use mining methods that pose significant safety and environmental risks, increasingly, governments, policy makers and international organizations view ASM as an important rural livelihood and are focused on establishing more formal, responsible ASM frameworks.

Our Sustainability and Stakeholder Engagement Policy includes our commitment to work with governments, communities and other stakeholders in a manner that respects human rights and livelihoods and promotes responsible ASM.

Currently, ASM activities take place on or near four of our operations – Ahafo and Akyem in Ghana, Merian in Suriname, and Cripple Creek and Victor (CC&V) in the U.S. ASM in Ghana and Suriname are often viewed as sustainable livelihoods, whereas ASM in the U.S. context is often a more recreational activity. Our exploration teams also encounter ASM activities.

Our global ASM strategy helps us explore, develop and operate in places where small-scale miners work. Feedback from external stakeholders – such as the need to address the middle part of the supply chain and the role of women in the ASM sector – is reflected in the strategy, which has four main objectives:

- **Security** – Ensure safe and secure access to Newmont's assets, interests and concessions in proximity to ASM activities to minimize conflict between ASM and Newmont;
- **Performance** – Manage our environmental, social, security, health and safety risks and impacts caused by ASM activities to ensure compliance and protect our reputation;
- **Livelihood development** – Create greater stability by collaborating to empower and improve livelihood options associated with the local economy; and
- **Influence, learn and align** – Monitor, engage and influence improved ASM policy and practices and align with the needs of Newmont's exploration, projects and operations.

The strategy helps guide regions and sites on how to characterize and manage related risks through implementation plans that reflect local ASM activities and their proximity to Newmont's operations.

Our cross-functional ASM working group ensures alignment across regions and functions, facilitates knowledge sharing and identifies potential partnerships. All sites and exploration projects with an ASM presence must identify risks and opportunities and develop action plans to address any gaps between existing practices and the strategy.

In Suriname, where we operate the Merian mine, we entered into a Cooperation Agreement with the Pamaka community, which states our commitment to support the area's ASM sector where many community members earn their income. This support includes conducting research into safer and more environmentally friendly mining methods and formalizing an engagement approach.

We engage with governments to identify land in our licenses to set aside for responsible, legal ASM, and we collaborate with international experts and organizations, as well as national and local governments and universities, to help legitimize ASM and improve safety and environmental protections.



## 2017 Performance

### Physical resettlement

In 2017, no resettlement activities took place at any of our operations.

At Akyem, livelihood restoration activities for previously resettled households continued, most notably in the Yayaaso community where a 20-acre palm oil plantation and a planned processing plant will provide support for farmers. To improve food security and provide a potential source for the site's catering company, we trained 125 farmers in the resettlement area on establishing crop farms.

Newmont supported the following projects conducted by the University of Queensland's Centre for Social Responsibility in Mining on behalf of the **Mining, Resettlement and Livelihood Research and Practice Consortium**:

- A comparative analysis of the legal and regulatory frameworks of six active mining economies with the goal of providing a basis for shaping future resettlement laws and regulations;
- Significant expansion of the first global database on mining resettlement events (from 41 to more than 200 records) to better analyze patterns, influence industry policy and practice, provide near-mine communities with information about what they can expect in the event of resettlement, and preserve knowledge and understanding of resettlement issues; and
- Development of a draft training workbook on resettlement risks and the Impoverishment Risks and Reconstruction (IRR) model, and a discussion paper on livelihoods and food security.

### Artisanal and small-scale mining livelihoods

In both Ghana and Suriname, we held regional ASM workshops with corporate, regional and site leaders as well as international ASM experts and government and industry representatives. The workshops focused on improving our understanding of ASM conditions around our operations with the goal of updating our implementation plans in 2018.

Key insights from the workshops include the need to raise awareness with the government and communities about our ASM strategy and the environmental and social impacts of illegal mining. We also recognized ASM is very fluid and requires an improved approach for engaging with both miners and organizations working with and supporting ASM activities.

These findings, along with stakeholder feedback, are being incorporated into regional and site action plans that include:

- **Mercury management** – Developing technologies and partnerships that keep mercury out of small-scale mining, use mercury safely in small-scale mining and/or create processing partnerships to reduce overall impacts;
- **Engaging experts** – Building relationships with thought leaders and ASM experts to employ emerging practices in our mining areas and forming partnerships to improve engagement with ASM miners; and
- **Livelihood mechanisms** – Exploring approaches to both support ASM livelihoods and identify where alternative livelihood approaches can successfully replace income streams.

In 2015, Newmont supported the University of Applied Science and Technology of Suriname, School of Mining on developing gold recovery methods for miners that minimize the use of mercury while improving the recovery of gold. The results of these studies were analyzed during 2017 to determine feasibility and likelihood of use by local miners. In many cases, gold recoveries were enhanced using the technology. However, ASM miners require a processing technology that is more mobile. We will continue to explore opportunities to improve recovery and reduce environmental impacts.

We also partnered with the University of Suriname on an independent monitoring and evaluation program related to our **biodiversity offset**, which focuses on the restoration of areas within Merian's Right of Exploitation (RoE) that have been impacted by ASM.

During the year, we held discussions with the United Nations Development Programme (UNDP) on participating in a project that focuses on how mercury is used in the ASM sector, policy frameworks that decrease mercury use, and technologies that replace mercury. The UNDP is interested in including our experience in Suriname as part of the project.

### Future Focus

We will continue to execute our global ASM strategy and continue to implement our strategic objectives in those locations where ASM activities take place on or near our operations.

In Ghana, we will roll out a coordinated approach to security; explore and analyze how to integrate livelihood programs into the ASM strategy; and extend our engagement with the government.

In Suriname, we will establish a cross-functional working group to address the outcomes of the 2017 workshop and integrate the ASM strategy deeper into the organization. We will also undertake further mapping of key stakeholders to inform our engagement with ASM.

We will continue to build relationships with ASM operators during the exploration stage of mine development and integrate our approach into stakeholder mapping, engagement plans, community investments and land access in order to fully understand the impact of our presence.

## Resettlement and Land Use – Case Study

### Expanding Our Approach to Displaced Livelihoods

Newmont has developed extensive resettlement experience at both our Ahafo and Akyem mines in Ghana. These experiences, which began in 2004, involve both physical and economic displacement that has required collaborative approaches to build new homes and community infrastructure and incentivize the re-establishment of agricultural-based livelihoods.

Our Merian operation and the Sabajo project in Suriname present us with a different resettlement challenge. Artisanal and small-scale mining (ASM) is an important livelihood for many Maroon communities and households near the mine. These communities tend to be opportunistic and quite entrepreneurial, seeking business ventures where they exist and adjusting their focus to those activities that present the best economic benefit at any given time.

In Suriname, we co-exist with local Maroon communities practicing ASM. In some cases, the miners are restricted from accessing areas being mined by Newmont. In other cases, they continue to mine within the boundaries of our “Right of Exploitation” – defined as those areas granted to the Company by the government – representing our mining concessions or exploration concessions. We have developed strategies to co-exist and we continue to implement those approaches in areas where we are not actively mining or have no plans to mine in the future. However, we also recognize that other Maroon households have been displaced from our active mining areas. The challenge is determining who was affected and to what extent and how best to manage those impacts.

The Sabajo project presents an opportunity for us to adjust our approach by documenting and attributing ASM-based livelihoods specific to Maroon households. Co-existence approaches and compensation mechanisms may serve as useful tools to ensure livelihood capacity is preserved, recognized and, when necessary, remunerated to ensure our activities do not negatively impact livelihoods.





## ENVIRONMENTAL STEWARDSHIP

We focus on minimizing and mitigating our impact on water, land, air quality, climate and biodiversity, and working with stakeholders on systemic solutions to complex environmental challenges.

### WATER

#### Approach

Reliable and sustainable water sources are vital to our operations. Milling and ore processing activities require large amounts of water from sources that include direct precipitation, rivers and streams, groundwater and municipal water. Our operations also consume water through evaporative and/or entrainment loss (such as seepage) on heap leach and tailings storage facilities, stormwater and process ponds, and waste rock facilities. We work to minimize the amount of water impacted by mining activities through diversion channels and by separating water based on quality to ensure we discharge water in a manner that complies with all laws, regulations and beneficial water use standards.

#### Water challenges and opportunities

Rising production, changing regulations, growing populations and a changing climate are among the more significant factors increasing our exposure to broader and more complex water challenges. We also recognize the impact our business activities may have on local communities' access to water. Our commitment includes understanding the availability and uses of water within the watersheds where we operate and developing management methods that reduce or mitigate our impacts on water quality and quantity.

Guiding our approach to effectively manage our water risks are our **Sustainability and Stakeholder Engagement Policy** and **Water Management Standard**, which we updated in 2017 to more closely align with our global water strategy. The strategy's following five pillars aim to continuously improve how we manage water and respect water's shared use in the catchments and river basins where we operate:

- **Use a watershed approach** – by understanding the watershed in which we operate through defining, assessing, mapping stakeholders and developing action plans to maintain security of supply for our operations and other users
- **Mitigate environmental and social impacts associated with water use** – by assessing impacts and addressing watershed challenges and opportunities to enhance water availability for communities
- **Manage water as an asset** – through Water Accounting Frameworks (WAF) – which focus on minimizing the water footprint through optimization, reducing fresh water use, and recycling and reuse – as well as site management plans and performance metrics that include public targets
- **Collaborate and engage externally on water policy** – through participation in international, national and local watershed organizations and by developing water education programs
- **Collaborate internally on water stewardship objectives** – through a clearly defined governance framework that includes accountabilities, auditing and cross-functional site-level water management teams

As part of our strategy, we seek to understand and mitigate risks associated with the watersheds in which our operations reside. We use several web-based tools to evaluate catchment stress levels and site water risks, including the **WBCSD Global Water Tool** and **WWF Water Risk Filter**.

Catchment stress levels are evaluated based on geographical location, climate and water uses, and sites are categorized by "very low" to "very high" catchment level stress. Due to water scarcity in eight of the 12 catchments (67 percent) where Newmont operates, our global water strategy is vital for managing risks and identifying opportunities for water use reduction and system efficiencies.

To measure site-level water risks, we use the WWF Water Risk Filter, which helps us analyze the impact our activities have on the watershed within the context of the basin/geographic risks; understand potential risk exposures; and identify opportunities to proactively mitigate these risks. Based on gold production volumes and taking into account the risk mitigation measures at each site, all our sites are considered to have a water risk that is at a low or a medium level, with more than 80 percent at a low risk level.

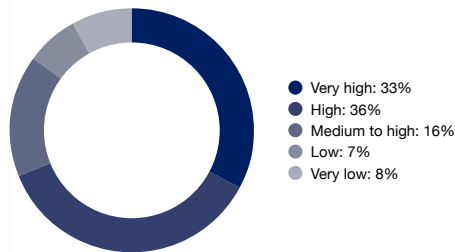
#### Water stewardship

Our approach to create a positive water stewardship legacy aligns to the International Council on Mining and Metals' (ICMM) **Water Stewardship position statement**, which requires its members to manage water in ways that are socially equitable, environmentally sustainable and economically beneficial.

Because our operations have different water needs and challenges, all regions have water strategies, and every site has a water charter and life-of-mine water management plan with an integrated watershed approach. Site-level risks are assessed annually, and reviewed at both the regional and corporate level to share lessons learned and identify opportunities for improvement.

Each site completes a WAF to report water use inputs, outputs and changes in storage. Inputs and outputs are classified by accuracy (measured, estimated or calculated) and by water quality. Category 1 water quality is close to drinking water standards; Category 2 is suitable for some purposes but non-potable without treatment; and Category 3 is unsuitable for most purposes.

### DISTRIBUTION BY CATCHMENT STRESS LEVEL

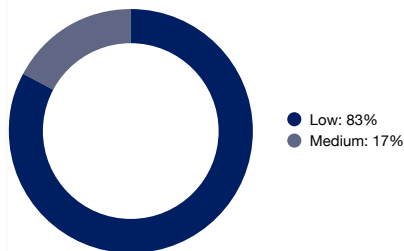


Managing water through a watershed approach aims to secure a supply for operations while protecting and enhancing water for other uses. Watershed assessments identify stakeholders and water availability, and the approach recognizes the value of water including potential risks, beneficial uses and enhancement opportunities.

Stakeholder engagement maps and communication plans support collaboration and engagement on water-related matters. For example, our Nevada operations are located within the Humboldt River Basin, and the Humboldt River Basin Water Authority plays a significant role in managing the watershed. In 2015, a Newmont representative joined the Authority's Board, and our participation has been instrumental in developing stronger working relationships, supporting and managing regulatory changes in Nevada, and providing a greater understanding of mining's perceived impacts on the basin.

In addition, several of our operations have partnerships with universities and community organizations to form **monitoring teams for water quality control/assurance**. These teams are mutually beneficial, helping Newmont better understand stakeholder concerns while educating community members on Newmont's water management practices and performance.

### SITE WATER RISK LEVEL BASED ON PRODUCTION



Our operations work to increase the amount of water reused and recycled. WAFs and site water balances estimate the volume and quality of input and output water and measure water intensity and volume of water recycled/reused. Some of our mines discharge water from precipitation and excess water from mine dewatering. Except for Merian in Suriname and Yanacocha in Peru, our operations are considered zero process water discharge facilities. Process water discharge refers to excess water from processing that contains cyanide. The Ahafo mine in Ghana also has a water treatment plant but only treats mine water not impacted by cyanide.

All operating sites are required to:

- Comply with local laws and regulations related to water quality standards for discharge to surface waters or groundwater; in jurisdictions that have no laws or inadequate protections, apply the U.S. Environmental Protection Agency (EPA) water quality standards for downstream beneficial use;

- Conduct monitoring and trend analysis to report and evaluate system performance, demonstrate compliance with laws, regulations and Newmont standards, and support continuous improvement;
- Consider community needs and cumulative impacts when managing water; and
- Complete annual reviews to identify opportunities for optimization and efficiency, mitigation of environmental and social water impacts, and enhancement of watershed water supply uses.

Our commitment to continuous improvement also includes testing, evaluating, developing and implementing leading water treatment technologies, such as the use of algae for nitrogen compounds; trona (a sodium carbonate compound) in pit lake applications; and microbes and advanced biological treatments for metals and nitrogen compounds.

We disclose our water management performance in **CDP's water questionnaire**. Relevant water data – such as water withdrawal, consumption, discharges and water quality – is also reported in most jurisdictions to governments and fee assessors.

## 2017 Performance

For 2017, our global targets included both action plans as well as quantitative fresh water reduction targets for all sites that had established a 2016 water use and consumption baseline. Our Merian (Suriname), Cripple Creek & Victor (Colorado) and Long Canyon (Nevada) operations, which are the newest additions to Newmont's portfolio, have not established baselines under Newmont's water strategy methodology, but these operations have developed water action plans and will develop fresh water reduction targets in the future, if appropriate.

All regions met their fresh water reduction targets, and we reduced our overall fresh water use by 3 percent compared to the 2016 base year, meeting our public fresh water reduction target.

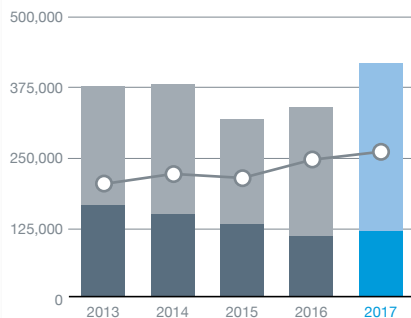
At the site level, all sites met their internal target to achieve their respective fresh water reduction target, with the exception of Tanami and KCGM in Australia. Both sites missed their fresh water reduction targets by less than 5 percent, while KCGM achieved its goal to reduce its raw water flow rate per operating hour. Three sites – Phoenix and Twin Creeks in Nevada and Yanacocha in Peru – exceeded their fresh water reduction targets by 25 percent or more.

Total water consumed (withdrawn minus total discharged) increased by 7.6 percent and total water withdrawn increased by 8.0 percent in 2017 due to the addition of the Merian and Long Canyon operations. Total volume of water recycled or reused increased by 30.5 percent with the percent of total water recycled growing to 72 percent compared to 68 percent a year ago. Drivers of this performance include reduced withdrawals of groundwater and increased precipitation from significant storm events in South America and Australia.

Our consumption of water classified as Category 1 increased from 7 percent in 2016 to 79 percent in 2017 largely due to reclassification and the addition of precipitation in the category (which had not been included in previous years). Our consumption of water classified as Category 2 or 3 (i.e., lower-quality water) decreased due to our Boddington operation in Australia reducing extraction from the Hotham River, which has high salinity values.

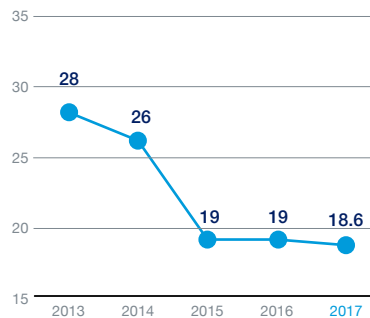
Our water intensity – which we measure as the amount of kiloliters (kL) of water needed per consolidated gold ounce equivalent – decreased to 18.6 kL per gold ounce equivalent compared to 19.0 kL in 2016. The continued focus on efficiencies and our reduced water use offset the addition of two new operations to our reporting, and six sites reduced their intensity from the previous year. Our goal to reduce fresh water use by 5 percent over the next two years is expected to drive improvements in our water intensity performance.

## WATER USE (THOUSAND KL)



|                  | 2013    | 2014    | 2015    | 2016    | 2017    |
|------------------|---------|---------|---------|---------|---------|
| Water recycled   | 209,361 | 229,011 | 185,742 | 227,960 | 297,379 |
| Water consumed   | 162,209 | 146,154 | 128,874 | 107,585 | 115,747 |
| Percent recycled | 56%     | 61%     | 59%     | 68%     | 72%     |

## WATER INTENSITY (KL PER CONSOLIDATED AN OUNCE EQUIVALENT)



● Total (categories 1, 2 and 3)

In 2017, our Boddington operation continued to impact the Hotham River through its abstraction, which is governed by a water license that only allows pumping of excess water above a scientifically determined ecological reserve for the river. However, these withdrawals were reduced by nearly 50 percent from 2016 due to the availability of other water sources, including above-average precipitation. We expect our understanding of watershed impacts and the vulnerabilities that exist to increase as we advance our water strategy toward water stewardship and through our assessments of both the watershed and site-level water risks.

Globally, we worked on a number of fronts to improve our water management performance:

- We updated our Water Management Standard and WAF to align with our global water strategy and improve consistency among our sites' reporting. The updated WAF also complies with **ICMM's water accounting guidance**, which was finalized in 2017 to support the implementation of ICMM's Water Stewardship position statement.
- All sites updated their action plans, and our newest operations – CC&V, Long Canyon and Merian – held workshops to discuss the water strategy and develop site management charters and action plans.
- We continued work to develop a cost of water framework to understand the activities, resources and costs associated with water.
- We collaborated with **Project WET**, an organization that develops science-based materials about water for school curricula as well as training programs for companies, to develop water education programs for K-12 schools. We held workshops in Peru and Suriname with external stakeholders as part of the program that we will begin to pilot in 2018.
- Newmont's responses to the 2017 CDP Global Water report received a leadership score of "A-" (up from a "B" in 2016). The CDP recognized Newmont for implementing a range of best practices to manage water and mitigate water risks both within its operation and the broader watersheds.

Notable activities at our operations to address stakeholder concerns and improve our overall water management approach include:



## LEARN MORE

Read about how Newmont is contributing to SDG-6, see page 81.

## In Africa:

- In early 2017, one of two reports sponsored by WACAM, a Ghanaian NGO, alleged that Newmont's Ahafo mine adversely impacted the local water sources. To investigate these claims, Newmont conducted community outreach to communicate that constructive feedback is welcome and engaged

independent scientists from Newfields Company, an international consulting firm, and Dr. K.P. Asante of the Kintampo Health Research Center (a division of the Ghana Health Services) to objectively evaluate the report.

- The **independent evaluations concluded** that the methodology used in the report was inconsistent, not scientifically valid and could not be relied upon as the basis for the report's conclusions. The experts recommended that Newmont implement a participatory monitoring program, and planning is underway to create a program similar to those we have implemented at our operations in Peru and Suriname.
- Our Ahafo operation completed commissioning (i.e., operational system testing) of a reverse osmosis (RO) water treatment plant. Independent wet season monitoring commenced to determine baseline water quality and aquatic health upstream and downstream of the plant, and to characterize the effects of discharging treated water from the plant.

#### In Australia:

- Heavy rains at Tanami, which began in November 2016 and lasted through March 2017, flooded the Tanami Highway resulting in a disruption of deliveries and a four-week suspension of operations. Throughout the year, the site worked to reduce excess water through water management and improved water use through efficiency measures.
- The Tanami operation also conserved water and improved the reliability and security of its water supply by replacing two water pipelines, which were experiencing breaks and failures, to its processing facility.
- As part of its watershed-based approach, our Boddington operation partnered with Peel Harvey Catchment Council (PHCC), a community-based natural resource management organization that promotes an integrated approach to watershed management. PHCC works with landholders, community groups, industry, and governments to address a number of environmental matters with an emphasis on water quality issues.
- After reaching an agreement with Kalgoorlie-Boulder City Council in 2016, KCGM commenced reusing the city's treated wastewater, which reduced the site's need to withdraw groundwater from the borefields. The site also began developing its managed aquifer re-injection (MAR) project, which will capture 130 liters per second from pit dewatering and re-inject, or recharge, the water into the aquifer.

#### In North America:

- At Carlin, **we completed construction on a new water pipeline** that connects the Leeville underground mine's water treatment plant to the Pete Bajo underground operation. The new pipeline is expected to reduce Pete Bajo's fresh water use by 125 million gallons per year.
- Long Canyon continued to evaluate opportunities to employ adaptive water management practices. Routine stormwater inspections identified additional fit-for-purpose practices, which were implemented during the year. The site continued to monitor water quality and ecological conditions of the Johnson Springs Wetland Complex and apply an adaptive management approach to protect the associated aquatic ecosystems.
- Our Phoenix operation reduced fresh water use at the mill by utilizing output from the RO plant and increasing its use of reclaimed water from its tailings storage facility.
- The Twin Creek site reduced fresh water use by reducing flow to its leach pad and increasing the use of recycled water from contact water ponds. The site also continued to engage the Nevada Division of Water Resources and community stakeholders on the Kelly Creek Basin monitoring plan, which is monitoring wells in the area of influence and impacts to groundwater levels in the basin.
- At CC&V, we completed a wetland delineation analysis to evaluate potential impacts of future mine development options and developed a fresh water reduction target for 2018.

#### In South America:

- During the first quarter of the year, above-average precipitation and flooding at Yanacocha resulted in increased water management activities. Throughout the year, the site worked to reduce excess water through water management and efficiency measures.
- Yanacocha completed an evaluation of water alternatives for Cajamarca. This included identifying water supply sources and engaging with government agencies and other stakeholders to identify opportunities for coordination and partnerships.
- Yanacocha's Asociación Los Andes de Cajamarca (ALAC) foundation, Cajamarca officials and the municipal water agency signed an agreement to expand and improve the El Milagro water treatment plant. The \$3.6 million project will benefit 250,000 people by implementing filter treatment modules and a mud treatment system. The municipal water agency will supervise the construction and operate and maintain the plant during operation.
- Our Merian operation in Suriname commissioned its effluent treatment plant, which will safely discharge processed water, and **launched its community participatory monitoring program** that is focused on water quality. The operation also held a water strategy workshop, completed a WAF, and concluded a study to further evaluate baseline groundwater quality data that showed arsenic and manganese are naturally elevated. We engaged with regulators to seek approval for revised water quality discharge standards based on the assessment findings.

## Future Focus

Implementing our global water strategy is a long-term, evolving process that builds on water management improvements and our understanding of the watershed issues around our operations. Our fresh water reduction targets aim to account for our sites' unique water needs and challenges.

| Year | Target for sites  | Target for Newmont   | Region target for reduction in fresh water use compared to 2016  |
|------|---|--|--|
| 2018 | All operating sites to set specific target based on risks and operating needs | Overall fresh water use reduction of <b>4.2 percent</b> compared to 2016 base year | Africa – 11 percent<br>Australia – 1 percent<br>North America – 8 percent<br>South America – 0.9 percent |
| 2019 | All operating sites to set specific target based on risks and operating needs | Overall fresh water use reduction of <b>5 percent</b> compared to 2016 base year   | Africa – 15 percent<br>Australia – 1 percent<br>North America – 8 percent<br>South America – 1.2 percent |

\* Note: These targets do not include CC&V, Long Canyon or Merian. CC&V developed a water target for 2018 and 2019, and water targets are being developed for Long Canyon and Merian in 2018 once a baseline is established. Changes to our operating portfolio and/or business plan may result in adjustments to this target.

We will continue our effort to increase efficiencies and reduce our fresh water use to meet our 2018 and 2019 targets.

Other areas of focus in 2018 include:

- We will work to progress from water management to water stewardship through a phased approach that includes four key objectives – compliance and improved efficiencies, integration of local water risks and impacts, actions aligned with stakeholder expectations, and innovations that drive improved performance.
- As a member of ICMM, Newmont will participate in the organization's newly formed Tailings Aspirational Goal Working Group. The group will focus on opportunities to reduce the risks associated with water storage, quality and use.
- We will develop an approach for evaluating the cost of water to support investment decisions and improve site comparison of operational costs.
- To address gaps and ensure compliance with our updated Water Management Standard, the majority of our sites will implement action plans that include improvements to the site's water balance model, an analysis of water quality trends, and reviews of design and management activities.
- In line with the **United Nations Sustainable Development Goal (SDGs)**, we will work toward advancing SDG-6 – water and sanitation – through our near-term targets to reduce our fresh water use and the new partnership with Project WET. Longer term, we are developing new outcome indicators that will measure the impact of our community investments and programs that support improved water and sanitation infrastructure.



## Water – Case Study

### Managing Water as a Precious Resource

In support of Newmont's commitment to create a positive water stewardship legacy, in 2017 our Carlin operation in Nevada significantly reduced its fresh water use with the construction of the Pete Bajo pipeline, a new water supply line that connects the Leeville underground mine's water treatment plant to the Pete Bajo underground mine.

Among the many benefits of the new pipeline, which went online in August:

- Reduces fresh water use at the Pete Bajo mine by 125 million gallons a year – the equivalent of filling 2.5 million bathtubs or 189 Olympic-size swimming pools – by changing the source of water;
- Aligns with both our global and regional water strategy objectives by:
  - Eliminating the need to pump groundwater from the Boulder Valley, which will allow other users in the valley to use the source;
  - Increasing the use of water that has already been pumped as part of Leeville's dewatering program; and
  - Providing the mine with a more consistent supply of water.
- Reduces the mine's carbon footprint and energy use and costs by requiring less power to pump the water due to the new pipeline's lower elevation (395 feet compared to 1,376 feet) and shorter distance from the water source;
- Uses up-to-date technology that improves monitoring and tracking of water usage; and
- Can be easily upgraded with minimal effort or cost compared to the old supply line.

The Carlin Water Management Team identified this opportunity as part of the site's fresh water reduction and water stewardship commitments, and numerous functions collaborated on supporting and completing the project two months ahead of schedule.



## ENERGY AND CLIMATE CHANGE

### Approach

Continuing to improve the efficiency of our operations, reduce energy use and associated costs, and lower our greenhouse gas (GHG) emissions are top sustainability priorities for the business. Extreme weather events, which impacted a number of Newmont's operations in 2017, are a growing risk and demonstrate the need to assess and build the resiliency of our business to a changing climate.

Our commitment to efficiently manage our global energy consumption, reduce our carbon footprint and manage our climate-related risks is stated in our **Sustainability and Stakeholder Engagement Policy**.

Through our global energy and climate strategy – which supports the International Council on Mining and Metals' (ICMM) **position statement on climate change** and the goals of the Paris Climate Agreement – we work to fulfill our commitments. The five pillars of our strategy are:

- **Supply** – Secure stable, reliable, consistent quality and cost-effective electric power and fuel supplies to power Newmont's operations
- **Cost efficiency** – Achieve sustainable cost and efficiency improvements
- **Collaboration** – Collaborate internally and engage externally on energy policies and regulations, energy supplies, challenges and opportunities
- **Carbon reduction** – Reduce Newmont's carbon footprint through renewable energy, energy efficiency strategies and carbon offsetting
- **Adaptation** – Adapt Newmont's operations and assist local communities to mitigate predictable physical impacts tied to climate change

Our cross-functional Global Energy and Climate Team (GECT) leads the efforts to implement our strategy. Regional and site energy and climate plans detail our efforts to reduce energy-related costs and GHG emissions and mitigate risks related to energy security, supply and cost.

Our near-term focus is on progressing three key components of the strategy, namely:

- **Develop long-term emission reduction approach** – We continue to build our understanding of factors – such as new assets, operating efficiency programs and innovative energy technologies – to assess **GHG reductions that are science-based**. We pursue opportunities and technologies that improve efficiencies, reduce energy and emissions, and result in measurable cost savings through supply chain engagement, asset management and our Full Potential program – a global approach focused on continuous business improvement.
- **Develop climate adaptation guidance and plans** – Several of our regions have experienced extreme weather events related to changing climates, and we must adapt to address impacts to our business, including the potential to affect operations, supply chain, health and availability of our workforce, and supply of water and power. We recognize that further work is required to characterize our current risks and develop specific regional climate plans.
- **Implement an internal "shadow" cost of carbon** – To manage the financial impacts of climate-related issues, we are working to effectively measure our carbon footprint and establish a "shadow" cost of carbon – a calculation that acknowledges GHG emissions as a key business factor. This internal pricing mechanism improves our ability to quantify future carbon pricing-related risks associated with the energy and equipment investment decisions we make today. We include the shadow cost of carbon for any investment, contract, merger or acquisition that has a carbon footprint greater than 25,000 tonnes per year of carbon dioxide equivalent (CO<sub>2</sub>e). The cost – assessed at both \$25/tonne CO<sub>2</sub>e and \$50/tonne CO<sub>2</sub>e – is included in the pre-feasibility stage and carried through until full funding.

Because our total energy consumption and GHG emissions can vary due to factors such as new mines and divested assets, we report on our energy intensity and GHG emissions intensity. We calculate our GHG emissions using the **GHG Protocol Corporate Accounting and Reporting Standard** and have set a target to reduce our GHG emissions intensity by 16.5 percent by 2020, measured from our 2013 base year. The 2013 base year and target do not include our divested Batu Hijau operation and were calculated to reflect our current asset portfolio.

In addition to the disclosures in this report, we **measure and annually report** our global GHG emissions data to **CDP**.

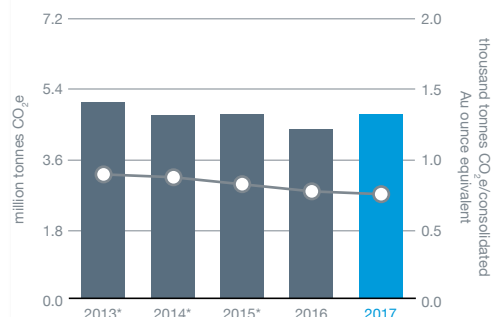
### 2017 Performance

As of the end of 2017, we have reduced our GHG emissions intensity by 15.6 percent compared to our 2013 baseline. The year-over-year decrease is largely due to the addition of two new lower emissions intensity mines – Long Canyon in Nevada and Merian in Suriname. Our Full Potential program to improve operational efficiencies and an increase in renewable energy from grid sources in Colorado, Nevada and Western Australia also contributed to the decline. Based on current mine plans that include mining deeper and hauling ore longer distances, achieving the 2020 target will require implementing additional emission efficiencies, applying new technologies, switching to low emission or emission-less fuel sources, and increasing lower energy-intensity production.

Total GHG emissions increased 8.7 percent from the prior year due to the addition of the Long Canyon and Merian operations. GHG intensity slightly declined to 0.74 tonnes of carbon dioxide per consolidated gold ounce equivalent produced, due to the low GHG intensity of the Long Canyon and Merian operations.

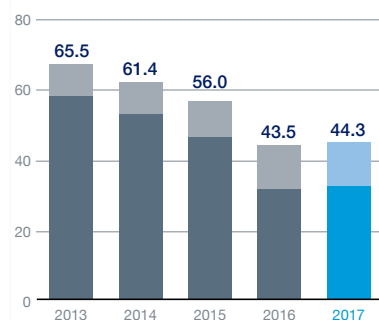
Total combined direct and indirect energy consumption increased by 1.9 percent and coal- and diesel-sourced energy increased 3 percent and 2.2 percent, respectively, primarily due to an increase in power generation at our Nevada TS Power Plant and the addition of Long Canyon and Merian to our operations portfolio.

## TOTAL GHG EMISSIONS AND GHG INTENSITY (SCOPE 1 and 2)



|                     | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------------|------|------|------|------|------|
| Total GHG emissions | 5.00 | 4.66 | 4.68 | 4.31 | 4.69 |
| GHG intensity       | 0.88 | 0.86 | 0.81 | 0.76 | 0.74 |

## TOTAL ENERGY CONSUMPTION (MILLION GJ)



|                 | 2013 | 2014 | 2015 | 2016 | 2017 |
|-----------------|------|------|------|------|------|
| Direct energy   | 57.5 | 52.4 | 46.0 | 31.3 | 32.1 |
| Indirect energy | 8.9  | 9.0  | 10.0 | 12.2 | 12.2 |

Efforts in 2017 to progress our energy and climate strategy and execute against our near-term focus areas included:

- Using findings from a pilot workshop held in 2016 with our Nevada region as well as an ICMM-led workshop in 2017, we progressed the development of regional climate adaptation planning methodology and guidance to support regions and operations in preparing for extreme climate events. Aligned with the ICMM, the guidance and methodology are designed to help sites understand how physical risks relating to climate change may impact operations, key infrastructure and host communities, and develop action plans to mitigate material risks and implement key opportunities.
- The Tanami Power project was approved at the end of the year and involves the construction of a 450-kilometer natural gas pipeline and two power stations. The project provides a consolidated energy solution by providing reliable, gas-fueled power generation. Switching from diesel fuel to natural gas is expected to reduce annual energy costs and carbon emissions by approximately 20 percent, beginning in 2019.
- We **continued to pursue a number of energy and emissions reduction opportunities**. Highlights during the year included:
  - At our Akyem site in Ghana, we advanced a 110-kilowatt (kW) solar project to the contracting phase. The solar plant will power the camp and mess hall during daylight hours. The plant has a 25-year asset life and is redeployable, so it can be disassembled and moved to another location at closure.
  - We continued to explore partnerships on innovative renewable and low-carbon fuel technologies. One of the more significant opportunities is with Caterpillar on dual-fuel engines for our large haul trucks. This would allow our haul trucks to run on liquefied natural gas (LNG), which displaces 65 percent of a truck's diesel fuel, reducing fuel costs and lowering CO<sub>2</sub>e emissions by 18 percent per truck.
- Our two forestation projects – in Australia and Peru – create natural carbon sinks that capture and store atmospheric carbon dioxide. During the year, the Australian project sequestered an estimated 7,600 metric tonnes of carbon dioxide – equal to 7,600 Australian Carbon Credit Units – bringing the total amount sequestered since 2012, when Newmont joined the program, to 33,594 metric tonnes. Our Yanacocha operation in Peru conducted an inventory of the forest areas and tree species on Yanacocha lands and initiated the registration process to begin to formally recognize the amount of carbon dioxide stored throughout the area. Out of the 794 hectares that were planted, 745 hectares were surveyed, with an estimated 30,068 tonnes of carbon sequestered.
- We maintained our “B” score for carbon emissions in the CDP's 2017 report. The score represents a solid management approach and places Newmont above average as benchmarked against more than 2,400 other companies that responded to CDP's 2017 climate change questionnaire.

## Future Focus

Because current mine plans are expected to increase our future emissions intensity, achieving our 2020 target to reduce our emissions by 16.5 percent compared to the baseline year will require continued progress on a number of fronts.

Activities planned for 2018 to achieve our 2020 target and align with the Paris Climate Agreement and other global frameworks include:

- We will continue to evaluate opportunities to improve our energy efficiencies or implement lower emissions sources such as:
  - Switching from diesel to natural gas at our Tanami operation;
  - Tendering large-scale solar plants at various sites to reduce our global carbon footprint;
  - Piloting a solar power plant at Akyem and installing a small-scale solar plant at our Cripple Creek & Victor mine in Colorado;
  - Continuing to engage with Caterpillar to advance dual-fuel engines on haul trucks that could displace on average 65 percent of diesel fuel with LNG;

- Expanding Blutip technology – which has reduced fuel consumption by 5 percent in our Australia region – to our Africa and South America regions; and
- Conducting a B20 (a 20/80 ratio of biodiesel to diesel fuel) and HDRD (hydrogenation-derived renewable diesel) fuels study.
- We also will progress work on developing sector-specific methodology to **determine meaningful science-based targets** for our industry as well as actions to achieve such targets.
- Once our climate adaptation approach is fully aligned with ICMM, we will hold workshops with teams in Australia, Ghana, Peru and Suriname. The workshops will focus on identifying localized climate-related risks and developing action plans to mitigate material risks and implement opportunities.
- We will apply our shadow cost of carbon to assess the Long Canyon expansion project in Nevada.
- We will evaluate reporting against the recommended financial disclosures published in 2017 by the Financial Stability Board Task Force on Climate-Related Financial Disclosures (TCFD). The goal of the disclosures is to demonstrate that climate-related risks are considered in business and investment decisions, including risk management strategies for potential impacts under long-term carbon emissions reduction scenarios such as achieving a 2 degrees Celsius or lower change in global temperature.

## Energy and Climate Change – Case Study

### Playing Our Part to Limit Global Temperature Rise

In 2015, 195 of the world's governments committed to limit global warming to well below 2 degrees Celsius as part of the Paris Climate Agreement. Although many companies have established voluntary emissions reduction targets, more ambitious “science-based” targets are required to achieve the goals set in Paris.

Greenhouse gas (GHG) emissions reduction targets are considered science-based if they are in line with the level of decarbonization that climate science says is necessary to keep global warming below 2 degrees Celsius. Newmont is on track to achieve our 2020 emissions reduction target; however, this target is not sufficient to be considered science-based.

In collaboration with the ICMM, we are working to set meaningful science-based targets for our industry and determine what must be done to achieve such targets. Actions under evaluation include:

- Fuel switching to lower emissions sources such as the Tanami Power project we will begin in 2018, in which our Tanami mine in Australia will switch from diesel-generated power to natural gas and replace diesel with liquefied natural gas (LNG) or biodiesel in our surface mine equipment;
- Increasing renewable energy supply through self-generation or power purchase agreements;
- Expanding the use of fuel efficiency technologies, such as the Blutip solution we implemented at our Boddington operation, which has reduced diesel fuel consumption by 5.2 percent and GHG emissions by approximately 10,000 tonnes on an annual basis;
- Transitioning to electric and/or electric-hybrid vehicles;
- Increasing underground production, which currently has substantially lower energy requirements and higher grades than our surface operations;
- Pursuing less energy-intensive ore separation techniques and technologies and/or improving eco-efficiencies in comminution mineral processing; and
- Offsetting emissions with carbon sinks, such as our forestation projects in Australia and Peru.

The continued decarbonization of electricity grids in the U.S. and Australia, where coal is being replaced by natural gas and renewables, also will be an important consideration in setting science-based targets.

Newmont will use the ICMM methodology, when finalized, to assess the technical and financial requirements for achieving a science-based target. In the meantime, we are exploring partnerships to pilot innovative renewable and low-carbon fuel technologies, such as dual-fuel engines for our haul trucks.



## TAILINGS, WASTE AND EMISSIONS

### Approach

Mining activities – extracting, processing and refining – generate air emissions and waste including tailings – the rock slurry that remains after removing the desired minerals.

Our **Sustainability and Stakeholder Engagement Policy** and a set of global standards outline our commitment and set minimum requirements to manage the risks posed by mineral and non-mineral waste and emissions in a manner that protects the environment and human health; promotes beneficial post-mining land use; and reduces post-mining closure and reclamation liabilities.

### Tailings

After mined ore is reduced into sand-sized particles and mixed with water, the valuable minerals are removed and the remaining milled rock slurry – called tailings – flows to an engineered impoundment called a tailings storage facility (TSF).

The recent TSF failures at Imperial Metals' Mount Polley mine in Canada and Vale and BHP Billiton's jointly owned Samarco mine in Brazil highlighted the potential for catastrophic failure at facilities that are operated in highly regulated jurisdictions and, in the case of Samarco, jointly owned by a member of the International Council on Mining and Metals (ICMM).

In response to these high-profile tailings dam failures, the ICMM completed a global review of tailings storage facility standards, guidelines and risks. From this review, the ICMM developed a position statement on **Preventing Catastrophic Failure of Tailings Storage Facilities**, which addresses the following six key areas of governance that members commit to implementing by November 2018:

- Accountability, responsibility and competency
- Planning and resourcing
- Risk management
- Change management
- Emergency preparedness and response
- Review and assurance

Since 2014, Newmont – which actively participated in the global review and position statement development – has operated all TSFs according to three standards:

- Tailings and Heap Leach Facility Management Standard
- Water Management Standard
- Surface Ground Control Standard

These standards were updated in 2017 to explicitly include the six elements of the ICMM governance framework and integrate cross-functional and regional feedback. Other aspects of TSF management were also reviewed, and the standards were modified to include minimum design criteria and to use a risk-based approach for establishing hydrology, engineered material properties and seismic criteria.

Our engineered TSFs and heap leach facilities (HLF) are designed to withstand extreme weather or seismic events. In addition to daily performance monitoring and inspections conducted by on-site staff, qualified independent senior geotechnical engineers inspect every TSF at least once a year. Emergency response procedures are tested periodically and, at a minimum, reviewed annually. A key addition to the updated standard is the requirement for sites deemed to have higher technical, social and/or political risks to establish an independent tailings review board (ITRB). Additional detail about the ITRBs is discussed in the **featured case study**.

### Waste rock

Each operation is required to manage waste rock and ore stockpiles in a manner that promotes beneficial post-mining land use and reduces closure and reclamation liabilities. Sites must also minimize the risk to surface and groundwater quality from acid rock drainage (ARD), which is generated when water comes into contact with certain minerals in the rock that are oxidized by exposure to air, precipitation and naturally occurring bacteria. In instances where prevention is not possible, we collect and treat ARD in a manner that protects human health and the environment.

Newmont is an active member of the **International Network for Acid Prevention** (INAP), an industry-led group that promotes best practices in handling potentially acid-generating materials such as waste rock and tailings.

### Hazardous and non-hazardous materials

We minimize the use and amount generated of hazardous materials – inclusive of hydrocarbons and **cyanide** – by replacing hazardous chemicals with less hazardous products whenever possible. For example, we often use citrus-based solvents in our maintenance facilities instead of chlorinated ones.

Hydrocarbon wastes (e.g., fuels) are the largest portion of our hazardous waste stream, which also includes shop waste, such as grease and solvents, and laboratory chemicals. Our sites minimize the volume requiring disposal by recycling almost all waste oils and greases, either through third-party vendors or on-site processes, such as using waste oil for fuel in combustion processes or explosives.

We also make every effort to recycle or reuse non-hazardous waste. Through Full Potential – our global continuous business improvement program – we have identified opportunities such as increasing the tire life on haul trucks, optimizing the use of reagents and other consumables, and identifying materials (e.g., HDPE pipes and valves) that could be recycled rather than disposed of.

## Air emissions

Our material air emissions are sulfur and nitrogen oxides (SOx and NOx), particulate matter (PM) and mercury. SOx emissions are primarily generated at coal-fired power plants and during thermal processes that heat pyritic ore. NOx emissions are produced during combustion of diesel fuel, coal, natural gas and propane in stationary sources such as furnaces and power plants. Our fugitive PM emissions are primarily dust from mining activities such as blasting, excavating and crushing ore. Our approach to managing emissions characterized as greenhouse gases (GHG) is detailed in the **Energy and Climate Change** section of this report.

All sites must comply with the local laws and regulations for source air emissions, fugitive dust emissions and ambient air quality. For those jurisdictions where laws are non-existent or incomplete, we apply the U.S. Environmental Protection Agency (EPA) national ambient air quality standards.

We annually report our air emissions through the U.S. EPA's Toxic Release Inventory (TRI) program and Australia's National Pollutant Inventory.

## Mercury

Our approach to responsibly manage mercury byproduct aligns with **ICMM's position statement**. We commit to not use mercury to mine or extract gold. However, naturally occurring mineralized forms of mercury exist in ores at our KCGM (Australia), Carlin and Twin Creeks (Nevada), Yanacocha (Peru) and Merian (Suriname) operations, and ore processing can generate mercury compounds and gaseous elemental mercury.

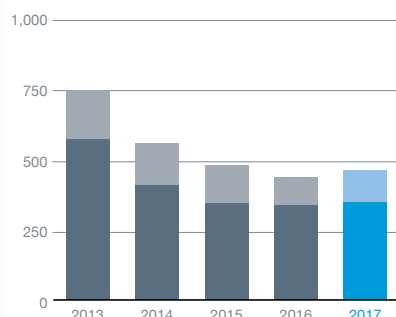
We capture point-source mercury from air emissions using maximum achievable control technology (MACT) standards, and we continuously evaluate opportunities to reduce emissions.

We are committed to permanently removing mercury byproduct from circulation using long-term safe storage solutions. In the U.S., we are precluded from exporting mercury, and the U.S. Department of Energy (DOE) oversees the long-term storage of elemental mercury. Until the DOE constructs a permanent facility and begins accepting mercury, we are safely storing mercury on site. In 2017, we continued work to enter into an agreement with Switzerland-based Veolia subsidiary Batrech Industrie to transport and permanently retire all the elemental mercury currently stored at Yanacocha. A final agreement is expected in early 2018.

## 2017 Performance

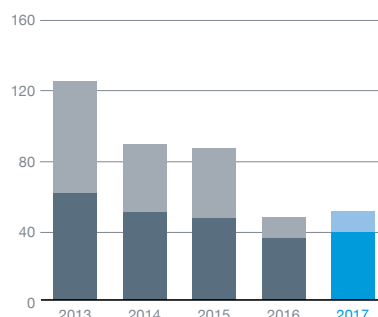
Newmont generated 346 million tonnes of waste rock and 111 million tonnes of tailings in 2017 – an increase of 3.0 percent and 14.4 percent, respectively, compared to an overall increase in annual consolidated gold production from continuing operations of 8 percent. Approximately 26 percent of our total waste rock is characterized as potentially acid-generating, down from 29 percent from 2016 and 52 percent in 2013 as we improve our ability to minimize ARD risks.

### TOTAL WASTE ROCK AND TAILINGS PRODUCED (MILLION TONNES)



|                            | 2013  | 2014  | 2015  | 2016  | 2017  |
|----------------------------|-------|-------|-------|-------|-------|
| Total waste rock generated | 568.7 | 406.6 | 340.1 | 335.9 | 346.0 |
| Total tailings generated   | 173.0 | 146.1 | 135.9 | 96.8  | 110.9 |

### TOTAL HAZARDOUS AND NON-HAZARDOUS WASTE GENERATED (THOUSAND TONNES)



|                           | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------------------|------|------|------|------|------|
| Total non-hazardous waste | 60.4 | 49.5 | 46.0 | 34.8 | 38.1 |
| Total hazardous waste     | 63.5 | 38.9 | 40.0 | 12.0 | 12.2 |

Note: Hazardous and non-hazardous waste for our Long Canyon operation is not included in figures above.

We generated a total of 12,192 tonnes of hazardous and 38,125 tonnes of non-hazardous waste at our operations in 2017, representing a slight increase from 2016.

Around 6,227 tonnes of our hazardous waste were treated and/or disposed of on site, 4,081 tonnes were recycled, and 1,885 tonnes were treated and/or disposed of off site by qualified service providers.

Of our non-hazardous waste, 26,172 tonnes – more than two-thirds of the total – were recycled, 7,543 tonnes were disposed of on site, 4,359 tonnes were disposed of off site, and a trace amount was incinerated.

Our global elemental mercury production increased in 2017 to 27 tonnes, reflecting the variable mercury content in our ore and our efforts to remove mercury from our air emissions.

Because variations in ore composition can impact air emissions, our sulfur dioxide emissions increased from 0.13 kilotonnes in 2016 to 1.46 kilotonnes in 2017, and mercury emissions increased from 0.40 tonnes in 2016 to 0.71 tonnes. These levels remain significantly lower than in 2014, prior to the decommissioning of the Gidji roaster at KCGM, which previously accounted for around 99 percent and 95 percent of Newmont's total annual sulfur dioxide and mercury emissions, respectively. Our selenium emissions remained unchanged year over year at 0.10 tonnes.

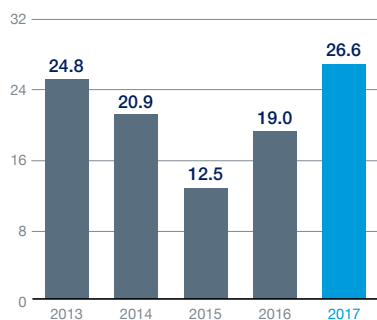
Improving our tailings stewardship approach was a significant focus during the year. A cross-functional team engaged with the regions to receive feedback prior to finalizing the updated Tailings and Heap Leach Facility Management Standard. All sites began work on gap assessments and action plans to achieve compliance with the new standards ahead of the November 2018 deadline to align with ICMM's framework.

Based on initial assessments under our updated standards, we identified five sites with TSFs deemed to be high priority – Akyem and Ahafo in Ghana, Boddington and KCGM in Australia, and Merian in Suriname. Although best practices for construction and operation are regularly employed at these sites, each operation will **establish an independent technical review board (ITRB)** and seek input from the site ITRB to continue to reduce the risk and potential liabilities. We initiated ITRB member selection with the goal of having all boards in place by mid-2018.

Efforts at our operations to address our risks and improve our tailings, waste and emissions management approach include:

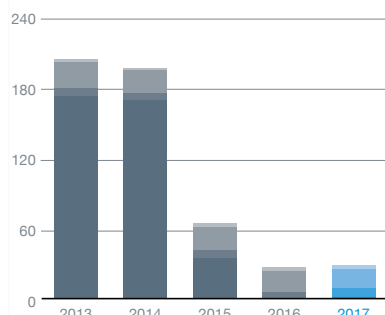
- Our Boddington operation experienced heavy rainfall in August, which elevated water pressure and led to tailings seepage through a pathway at one of its tailings saddle dams. The site took a number of actions to reduce pressure and eliminate any imminent risk to the dam's stability. To improve the dam's factor of safety (a metric used to measure slope stability), the site increased dewatering from underdrains and internal extraction wells, and designed and will build a buttress to the dam.
- KCGM's annual TSF risk assessment led to a re-evaluation of tailings characterization data based on new interpretation methodology developed as part of lessons learned from the Samarco event. The site has ceased deposition in one of its impoundments until further review.
- Our Tanami operation in Australia is building a paste backfill plant that transforms tailings waste into a paste-like material that is used as backfill to stabilize previously mined areas in the underground mine. The operation is also currently storing all waste rock material underground to minimize ARD risks.
- At our Ahafo operation in Ghana, we engaged extensively with the Ghana Environmental Protection Agency to reach agreement on the final design specification for the site's TSF expansion project. Both Ahafo and Akyem finalized plans to install a partial high-density polyethylene (HDPE) liner as part of their TSF expansion projects.
- For the second straight year, our Cripple Creek & Victor mine received the "Best of Best" award from the Colorado Mining Association for its leadership in recycling and repurposing materials.
- A report coordinated by the government of Indonesia's Ministry of Research, Technology and Higher Education concluded the sub-sea tailings placement at the now-reclaimed Mesel gold mine in North Sulawesi, Indonesia, which Newmont operated from 1996 until its closure in 2004, did not contaminate fish sources or negatively impact the marine environment. **The report summarized** the findings from the independent panel of scientists who conducted post-closure monitoring of fish tissue, marine ecology and physical and chemical oceanography from 2006 to 2016.

#### ANNUAL MERCURY PRODUCTION (TONNES)



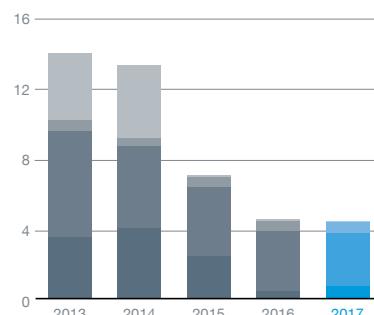


## AIR EMISSIONS – GAS (THOUSAND TONNES)



|                                    | 2013  | 2014  | 2015 | 2016 | 2017 |
|------------------------------------|-------|-------|------|------|------|
| SO <sub>x</sub> (SO <sub>2</sub> ) | 171.6 | 168.2 | 34.0 | 0.1  | 1.5  |
| NO <sub>x</sub> (NO <sub>2</sub> ) | 6.9   | 6.4   | 7.1  | 5.5  | 6.9  |
| PM <sub>10</sub>                   | 22.3  | 19.0  | 19.8 | 17.3 | 16.7 |
| Carbon monoxide (CO)               | 2.5   | 2.3   | 2.6  | 3.4  | 3.0  |

## AIR EMISSIONS – METAL (TONNES)



|               | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------|------|------|------|------|------|
| Mercury (Hg)  | 3.5  | 4.0  | 2.4  | 0.4  | 0.7  |
| Arsenic (As)  | 6.0  | 4.6  | 3.9  | 3.4  | 3.0  |
| Lead (Pb)     | 0.6  | 0.5  | 0.6  | 0.6  | 0.6  |
| Selenium (Se) | 3.8  | 4.1  | 0.1  | 0.1  | 0.1  |

## Future Focus

Our focus in 2018 will be on ensuring full compliance with the ICMM governance framework by November 2018. Activities to support this goal include:

- The **five high-priority sites will establish ITRBs** and implement site visits and reviews by the second quarter, and all sites will work toward achieving compliance with the updated standards by the end of the third quarter.
- For all our tailings facilities, we will work to establish critical controls that will be tracked at a site, regional and corporate level to evaluate and manage risks proactively.
- As a member of ICMM, Newmont will participate in the organization's newly formed Tailings Aspirational Goal Working Group. The goal of the group is to identify innovative technologies and practices that can minimize or replace conventional wet storage facilities (such as TSFs) over the next 10 to 15 years.
- We are a sponsor of a three-year program with the University of Western Australia to develop a better methodology to interpret tailings storage performance. The research will focus on our Boddington and KCGM operations.
- Once a final agreement with Batrec is reached in early 2018, we plan to begin safely transporting and permanently retiring all liquid mercury byproduct from Yanacocha starting in the second quarter. Batrec will convert the liquid to a mineral sulfide and dispose of the solid material in an engineered underground salt mine in Germany.
- Following initial discussions in 2017 about ways to use our resources in a more sustainable way, we will hold internal workshops to begin developing a circular economy strategy. With a focus on process stewardship, strategy objectives include maximizing mineral resources, reducing environmental liability and using resources more efficiently throughout the mine lifecycle.

## Tailings, Waste and Emissions – Case Study

### New Review Boards Strengthen Governance of Tailings Management

To collectively address, as an industry, the safety of tailings storage facilities (TSF), in December 2016 the International Council on Mining and Metals (ICMM) **issued a position statement** that commits Newmont and all other ICMM members to minimize the risk of catastrophic tailings dam failures.

The position statement emphasizes the importance of strong governance to ensure companies effectively manage all the risks associated with their TSFs. Among the position statement's requirements is that companies establish independent technical review boards (ITRB) for sites with TSFs deemed to have higher technical, environmental, social or political risks. In 2017, we updated our Tailings and Heap Leach Facility Management Standard to include ITRBs for tailings dams. The objective of the ITRBs is to evaluate and review the design and/or operating conditions related to the management and long-term stability of the TSFs.

The ITRBs are to be composed of external experts who will provide third-party advice on all phases and aspects of the tailings facility. Specifically, the boards will:

- Assess risks and opportunities in current TSF design and operation;
- Evaluate whether the design and construction have been performed in accordance with corporate guidelines and international standards of care;
- Identify weaknesses that could have an adverse effect on the integrity of the TSF, human health and safety, or successful operation; and
- Provide recommendations to improve future facility design, operation and closure.

The addition of the ITRBs also provides an independent review of current and future tailings management strategies.

In 2017, we began the process to identifying and selecting qualified ITRB members to ensure all boards are in place in 2018.



## BIODIVERSITY

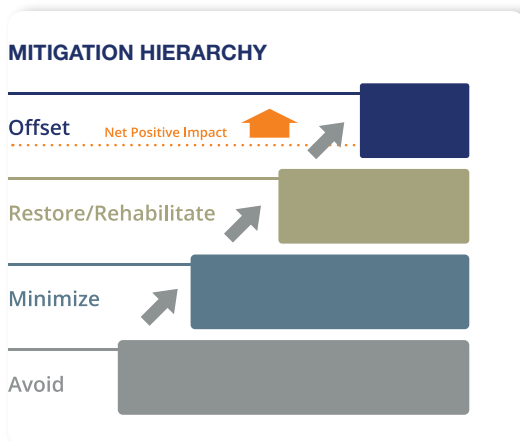
### Approach

Our ability to access land increasingly depends on effectively managing the impacts of our activities on species, ecosystems and other land uses. Through partnerships with governments, NGOs, academia and communities, we aim to build long-term biodiversity management strategies that deliver sustainable conservation outcomes.

Our **Sustainability and Stakeholder Engagement Policy** includes a stated goal of no net loss of key biodiversity values (KBVs) in our areas of influence. As a member of the International Council on Mining and Metals (ICMM), we also commit to the organization's **Mining and Protected Areas** position statement in which we agree to respect legally designated protected areas and to not explore or mine in world heritage sites. Supporting these commitments is our Biodiversity Management Standard, which details our approach to managing and mitigating biodiversity risks throughout the entire mine lifecycle.

All operating sites must conduct biodiversity risk assessments, engage stakeholders on biodiversity issues and mitigation plans, and identify KBVs. New projects or expansions at existing sites must also conduct biodiversity and ecosystem impact assessments. Sites with KBVs specific to the area must develop biodiversity action plans (BAPs) that satisfy the Mitigation Hierarchy, which is a widely accepted approach for biodiversity conservation:

- **Avoid** impacts by locating facilities and access routes away from natural and critical habitats;
- **Minimize** impacts through the use of appropriate management systems and mine plan designs that limit land disturbance throughout the mine life;
- **Restore/rehabilitate** ecosystems by progressively rehabilitating affected areas during operations and at closure with a goal of eliminating the impact over time through preservation or maintenance; and
- **Offset** residual impacts through programs to compensate for biodiversity losses when long-term residual impacts cannot be avoided.



To identify legally protected and high biodiversity value areas that may exist near our areas of interest, we use recognized national and global biodiversity datasets, such as the **Integrated Biodiversity Assessment Tool (iBAT)**, which was developed through a partnership of leading conservation organizations including Birdlife International, Conservation International, the International Union for Conservation of Nature (IUCN) and the United Nations Environment Programme World Conservation Monitoring Centre.

In consultation with stakeholders, sites develop the following biodiversity objectives for each stage of the mine lifecycle:

- **Exploration** – Develop a high-level understanding of KBVs via desktop assessments, using – at a minimum – the iBAT, input from experts, and on-the-ground assessments before any ground-disturbing exploration activities to ensure no net loss of KBVs
- **Greenfield Projects and Expansions** – Ensure no net loss of KBVs during project development by providing a detailed understanding of these values, potential impacts and mitigation actions for project design, including early implementation of offset or conservation bank projects
- **Operational Sites** – Achieve no additional loss of KBVs by mine closure through assessment of biodiversity values and risks and implementing mitigations against potential for additional loss, and complete assessments at all operations to evaluate biodiversity risks and opportunities
- **Closure and Legacy Sites** – Enhance the long-term health and resiliency of species and ecosystems in affected areas in accordance with regional conservation goals and long-term land use plans by assessing performance and, if required, additional measures

We currently have mining operations in regions that have been identified by Conservation International as biodiversity hotspots – namely, the Tropical Andes (Peru), the Guinean Forests of West Africa (including Ghana) and Southwest Australia. Within these hotspots, limited portions of one operation – Yanacocha in Peru – are located in a key biodiversity area as defined by Alliance for Zero Extinction (AZE) and Birdlife International. However, the mine site is located at an elevation above the bird's habitat.

## LOCATION AND SIZE OF NEWMONT'S OPERATIONS IN RELATION TO KEY BIODIVERSITY AREAS

| Operation                       | Key biodiversity area (KBA)                                       | Position relative to KBA | Size of operational site (km <sup>2</sup> ) | Ecological sensitivity  | Partners/ collaborators  | Mitigation plan  |
|---------------------------------|---|--------------------------|---|---|--|--|
| Yanacocha in Peru               | Rio Cajamarca IBA   | Contains portions of KBA | 37  | Rainforest habitat for IBA, and AZE site for grey-bellied comet<br><br>Habitat for <i>Pristimantis simonsii</i> (critically endangered)   | Cayetano Heredia University<br><br>The National Agrarian University  | Implemented a rescue and relocation program for the Paramo Andes frog ( <i>Pristimantis simonsii</i> ), a critically endangered frog species. Under the program, individuals are collected, quarantined, treated and then released into proper locations. An offset is under discussion for restoring land that will satisfy the habitats of the frogs along with a local education program on burning of vegetation that impacts the frog's habitat in neighboring communities. |
| Boddington in Western Australia | Birdlife International "Endemic Bird Area of Southwest Australia" | Contains portions of KBA | 92  | Woodland and shrubland habitat for black cockatoo; <i>Calyptorhynchus latirostris</i> (endangered), <i>Calyptorhynchus baudinii</i> (endangered) and <i>Bettongia penicillata</i> (critically endangered) | Murdoch University   | Working with Murdoch University on research to restore black cockatoo feeding habitats at mine sites within the Jarrah forest and, more generally, in landscapes throughout southwestern Australia.  |
| Akyem in Ghana                  | Ajenua Bepo Forest Reserve (not KBA but habitat for species)      | Contains portions of KBA | 20  | Forest reserve for IUCN red-listed tree species <i>C. boxiana</i> (endangered) and <i>Necrosyrtes monachus</i> (critically endangered)  | Conservation Alliance<br><br>Forestry Research Institute of Ghana  | Partnering with Conservation Alliance and Forestry Research Institute of Ghana to implement critical species management program (CSMP) for <i>Cola boxiana</i> and other nationally important species. Established nurseries to raise seedlings to plant at various locations within the mine area.  |
| Merian in Suriname              | Upland and lowland rainforest                                     | Contains portions of KBA | 14  | Rainforest habitat for IUCN red-listed tree species <i>Virola surinamensis</i> (endangered) and <i>Vouacapoua americana</i> (critically endangered)   | Collaboration with global expert and working on partnership with Missouri Botanical Gardens and University | <ul style="list-style-type: none"> <li>Implemented an internal process for vegetation disturbance to avoid and minimize unnecessary impacts to natural habitats and the two tree species.</li> <li>Began developing plans for the reforestation of land impacted by artisanal small-scale mining (ASM) within Merian's right of exploitation (RoE).</li> </ul>   |

| Operation                              | Key biodiversity area (KBA) | Position relative to KBA | Size of operational site (km <sup>2</sup> ) | Ecological sensitivity   | Partners/ collaborators  | Mitigation plan  |
|--|-----------------------------|--------------------------|---|--|--|--|
| Nevada mining and rangeland operations | Sagebrush habitat           | Contains portions of KBA | Varies*                                     | Upland and riparian habitat for greater sage-grouse (endangered) and other sagebrush obligate species such as mule deer (least concern) and Cutthroat Trout (not a listed species) | Among the many partners: <ul style="list-style-type: none"> <li>• Nevada Department of Wildlife and Department of Conservation and Natural Resources</li> <li>• U.S. Bureau of Land Management and Fish and Wildlife Service</li> <li>• Natural Resources Conservation Service</li> <li>• University of Nevada</li> <li>• Brigham Young University</li> <li>• The Nature Conservancy</li> <li>• Trout Unlimited</li> </ul> | Continuation of the successful Sagebrush Ecosystem Conservation Program – a landscape-level, multi-species conservation effort – that includes planning, monitoring, adaptive management, rangeland research, partnerships and conservation credits. This historic private-public partnership sets forth an approach to conservation of Newmont's owned and managed rangelands to conserve biological diversity and offset mineral exploration and mine-related impacts. A fire rehabilitation program – which includes pre-emergent herbicide applications, seeding and partnerships with local agencies – was implemented for rangelands affected by the 2017 wildfire season. |

\* In Nevada, the operational size in relation to KBAs varies due to the fact that in addition to mining operations, Newmont's rangeland operations manage 750,000 acres of private land and 1.5 million acres of grazing allotments on public lands in Nevada.

Partnerships with universities and research organizations, as well as NGOs, governments, communities and other businesses, are key to improving our biodiversity performance and identifying opportunities – such as our Sagebrush Ecosystem Conservation Program – to increase the scale of biodiversity conservation efforts.

We play a leading role on the ICMM Biodiversity Steering Committee and are a member of the Business for Social Responsibility (BSR) Ecosystem Services Working Group. We are also an active member of the **Cross-Sector Biodiversity Initiative (CSBI)**, a unique collaboration among the mining, oil and gas, and banking sectors to develop and share best practice in biodiversity and ecosystem services.

## 2017 Performance

We expanded our approach to conducting assessments of KBVs in the exploration phase and completed assessments at all our new projects – Ahafo North in Ghana, Tanami expansions in Australia, Quecher Main in Peru and Sabajo in Suriname. We also updated our **Exploration Guidebook** to align with our Biodiversity Management Standard.

Regional highlights included:

### In Africa:

- We partnered with the NGO, Flora and Fauna International, on a pilot study at Ahafo North to better understand how and what benefits the communities are receiving from natural stocks (biodiversity). The findings from the study will be incorporated into the project's environmental impact statement (EIS).
- Our Akyem operation completed the second phase of its reforestation program, which began in 2016 and involves reclaiming 257 degraded hectares in the Kweikaru Forest Reserve. In combination with the 60 hectares included in phase one, site preparation and planting of both indigenous and exotic timber plant species have been completed on more than 300 hectares. The reforestation program covers an area three times the size of the area impacted by the Akyem mine.
- We continued to engage with the Ghana Forestry Commission (GFC) to select a site for Akyem's biodiversity offset program. An action plan was developed in consultation with Conservation Alliance and the GFC to guide the site selection process. The GFC proposed the Attewa Forest Range as the biodiversity offset site, and we submitted our acceptance of this site with a recommendation to implement the program in phases.

#### In Australia:

- Our Boddington operation continued to support the Murdoch University-led **Black Cockatoo Ecology Project** to protect the endangered black cockatoo population of Western Australia. This groundbreaking study uses state-of-the-art tracking technology that provides insight into threats to the species. Insights from the study help our Boddington team continuously improve the mitigation and rehabilitation methodologies that best support the species.
- At Tanami, we prepared a Regional Biodiversity Monitoring (RBM) database to be uploaded to the national data repository, **SHaRED**, an Australia-wide archive of ecological data.

#### In North America:

- Along with **work on the relict dace at Long Canyon**, we continued implementation of our precedent-setting sagebrush ecosystem strategy and associated Sagebrush Ecosystem Conservation Program in Nevada. Key activities during the year included:
  - We progressed two credit/debit calculations using the State of Nevada's Conservation Credits System (CCS):
    - A debit calculation for our Greater Phoenix project, which was assessed a debit requirement of 211 credits; and
    - A credit development project on private land on the IL Ranch that is expected to generate 3,727 credits in early 2018 even though the project suffered a setback in July when wildfires affected portions of the ranch and required us to withdraw approximately half of the initial 15,000 acres slated for entrance into the CCS.
  - Two pilot project plans associated with the program's Conservation Framework Agreement (CFA) were developed and reviewed by CFA partners – the U.S. Bureau of Land Management and Fish and Wildlife Service, and the Nevada Department of Conservation & Natural Resources and Department of Wildlife:
    - A project in the Willow Creek area to enhance approximately 2,900 acres of upland and riparian habitat in greater sage-grouse habitat that is ready for implementation in 2018; and
    - The Early Assisted Succession project that investigates new strategies for rangeland restoration on a nearly 500-acre test plot of annual grasses.
  - CFA partners joined Newmont for a meeting and field tour that included the Maggie Creek Watershed Restoration Project and the IL Ranch. Partners discussed strategies, past successes, current plans and future opportunities.
  - We continued to partner with experts from the University of Nevada Reno and the U.S. Department of Agriculture's Agricultural Research Service to study new and improved methods for annual invasive grass control and rangeland restoration.
  - The Sagebrush Ecosystem Conservation Program's Conservation Framework Agreement received the "Nevada Excellence in Mine Reclamation" award for leadership in conservation planning. The awards committee includes representatives from the Nevada Division of Minerals, U.S. Bureau of Land Management, Nevada Department of Wildlife, U.S. Forest Service, and Nevada Division of Environmental Protection, which conduct field assessments before selecting recipients.
- Our Cripple Creek & Victor operation in Colorado completed a biodiversity risk assessment and identified the KBVs. The assessments confirmed that no IUCN-listed endangered or critically endangered species were within the mine's current area of operation. CC&V also completed a wetland delineation for a future expansion area and will work in 2018 to evaluate required mitigations.

#### In South America:

- At Merian in Suriname, we implemented an internal permit approval process for vegetation disturbance to support our goal of no net loss/net positive impact of the site's KBVs. The site is also using hazing techniques and relocating animals, setting site speed limits, prohibiting hunting, and trialing the installation of arboreal road crossing structures to avoid and minimize impacts to fauna.
- We collaborated with global biodiversity experts to evaluate options for a biodiversity offset of suitable size and value to meet the offset requirements for Merian. The option selected was to restore areas impacted by artisanal small-scale mining (ASM) within Merian's right of exploitation (RoE). During the year, the site commenced earthworks to shape and contour ASM-impacted lands and create pilot plots for restoration work. The trial will assess the effectiveness of several revegetation treatment methods to determine which one is ideally suited to site-wide application.
- Prior to disturbing any land associated with the Quecher Main project at Yanacocha in Peru, we worked with biodiversity specialists to develop and implement a rescue and relocation program for the Paramo Andes frog, a critically endangered species. Although this work was completed in full compliance with Peruvian regulations and followed acceptable practices, the approach did not align with IUCN guidelines and the requirements in our BAP to restore degraded habitat areas and relocate species to a suitable habitat prior to land disturbance.

### Future Focus

To improve our management of biodiversity-related risks, we will focus on the following efforts:

- Based on the success of the cross-functional global teams implementing our water and energy and climate strategies, we will work to establish a global biodiversity management team to broaden awareness, build capacity and track emerging issues and challenges.
- To support broader industry efforts to establish offsets that are externally verified prior to project development, we expect to finalize a three-year partnership agreement with IUCN – a United Nations-sponsored organization made up of more than 1,400 governmental and non-governmental organizations – to jointly develop a protocol for independent verification of biodiversity gains. Testing of the protocol is expected to begin in Nevada.

- We will continue to identify opportunities to integrate ecosystems services into our biodiversity planning.
- Through the ICMM and CSBI, we will provide input and monitor developments on a project by the IUCN to develop a set of universal principles and technical guidance for how businesses should operate in and around KBAs, whether they are within protected areas or not.
- We will conduct assessments and develop biodiversity action plans (BAPs) at all our legacy sites.

Key activities in the regions include:

- Boddington's work on developing offsets will include evaluating a land exchange and creating a conservation covenant to support black cockatoo habitat.
- Akyem will begin the maintenance phase of its reforestation program, which includes replacing plants that did not survive, and will start implementing its biodiversity offset program to achieve the goal of no net loss of KBVs.
- Merian will begin monitoring and measuring the success of its offset program using ecological performance metrics such as species richness, stream water quality, and stream structure and habitat features. Monitoring will be conducted with the University of Suriname. Because the availability of native plants is one of the offset's challenges, construction will begin on an on-site plant nursery to germinate and grow locally collected seeds and seedlings.
- In Nevada, we will continue our ongoing partnerships and collaborations on biodiversity programs and projects. CFA partners will join Newmont on another tour of the Maggie Creek and IL Ranch. We also will work on developing a partnership with Bayer on new herbicides for annual grasses and desirable perennial species.
- At Yanacocha's Quecher Main project, we will continue with habitat restoration and additional offset programs to meet the requirements of our BAP and achieve our no net loss/net positive impact biodiversity commitment.

## Biodiversity – Case Study

### Protecting Species through Range-wide Genetic Analysis

In 2014, the U.S. Fish and Wildlife Service (FWS) received a petition to emergency list the relict dace – a small, minnow-like fish – that inhabits the Big Springs in eastern Nevada as endangered under the U.S. Endangered Species Act (ESA).

The petition stated that relict dace inhabiting the Big Springs – a diverse wetlands area that is also known as the Johnson Springs Wetland Complex (JSWC) – had been isolated long enough to have completely differentiated from all other relict dace populations and warranted designation as a separate distinct population segment (DPS). The petitioners also asserted that the primary threat to this population was Newmont's Long Canyon mine, which is adjacent to the JSWC.

Since then, the FWS initiated a formal review to determine if listing the relict dace as a DPS under the ESA is warranted. To address the concerns of the petition and demonstrate our commitment to conservation of the species, we established a technical working group (TWG) that includes Newmont, the FWS and Elko Land and Livestock Company (the landowner of the JSWC) as signatories, and the U.S. Bureau of Land Management, the U.S. Geological Survey and the Nevada Department of Wildlife (NDOW) as contributors. A primary objective of the TWG is to develop and implement conservation measures to protect the JSWC relict dace.

In 2017, the TWG initiated a range-wide relict dace genetic analysis project. The analysis included the collection by NDOW of tissue and genetic samples across the species' native range. The samples were sent to UC-Davis to undergo genetic analysis, and a preliminary report is expected in the first half of 2018.

Key objectives of the study are to better understand the relationships and relatedness among relict dace populations across their native range, and help guide future management and mitigation actions of the JSWC at our Long Canyon operation, regardless of the determination to list or not list the relict dace.





## CYANIDE MANAGEMENT

### Approach

Cyanidation – the process of using a diluted sodium cyanide solution to separate gold from ore – is the safest and most effective and economical metallurgical technique to recover gold currently available. However, in large doses, cyanide can pose serious health risks to humans, animals and plant life, and the right to health has been identified as a salient human rights issue associated with our business activities.

We state our commitment to manage the risks posed by our use of cyanide in gold processing in our **Sustainability and Stakeholder Engagement Policy**, and our Hazardous Materials Management Standard details the minimum requirements all sites must meet.

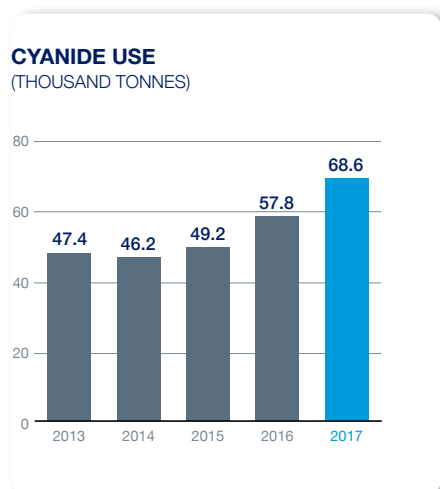
In 2005, Newmont became one of the 14 initial signatories to the **International Cyanide Management Code** (ICMC or “the Code”), a voluntary industry program. The Code focuses on the responsible management of cyanide and cyanide solutions during every stage of the mining process to protect human health and the environment.

All our gold processing facilities that use cyanide must have a cyanide management plan, be certified to the Code, and comply with the Code requirements to conduct independent third-party audits and recertification every three years. We also require new operations that use cyanide to carry out an initial certification audit within 12 months of commercial production. This requirement is more stringent than the Code requirement for new sites and facilities to achieve certification within three years. In between formal audits, sites engage internal and external auditing teams to review Code compliance. Newmont requires all suppliers and transporters of cyanide products to our mines to be Code compliant.

Audit documents and details for each of our mines that use cyanide for processing can be found on the **Code website**.

We actively participate in and engage with industry organizations such as the International Council on Mining and Metals (ICMM), Euromines, the Cyanide Council – an organization of cyanide manufacturers – and the International Cyanide Management Institute’s Industry Advisory Group (IAG) to maintain high standards and effectively manage the social, political and regulatory risks related to cyanide’s use in gold mining.

### 2017 Performance



In 2017, Newmont operations used 68.6 kilotonnes of sodium cyanide. Quantities vary each year due to mineral variations in our ore bodies as well as processing variables. The increase in use compared to 2016 is due to the addition of Long Canyon and Merian to our operations portfolio, and to changing ore types and lower grades. We continued work during the year to improve our cyanide management performance and to evaluate opportunities to minimize cyanide use.

At year end, 11 of the 13 sites that use cyanide were certified with the Code, with the two sites – Merian and Long Canyon – completing their independent certification audit during the year. Merian received its Code certification in early 2018.

Changes in the ore types processed at **Yanacocha** have required a number of different measures to be implemented in order to reduce WAD cyanide concentrations to less than 50 parts per million (ppm) in process ponds, and thus limit potential risk to wildlife. A summary letter was provided to ICMI in 2017 to inform them of the actions and progress.

Updated information on certifications is available on the **ICMI website**.

We rate cyanide-related incidents on a severity scale of one to five, and consider levels 1 and 2 events to be relatively minor and levels 3 to 5 events to be more significant.

In 2017, we experienced one cyanide-related event at a level 3 or higher. The level 3 event occurred at the Phoenix operation in Nevada. During an investigation of a faulty spigot, operators discovered a breach in the tailings pond liner and determined approximately 2,080 gallons of very low concentration slurry (0.35 ppm of cyanide) leaked underneath the pond liner.

During the event, the solution did not leave the property, and there was no threat to human health, communities or wildlife. The event was reported to the appropriate regulatory authorities and the spill was cleaned up and remediated. Training and spigotting methods were evaluated to avoid similar events in the future.

Activities in 2017 to improve the effectiveness of our cyanide management approach included:

- We used ISO standard 17690, which specifies methods to test for the presence of cyanide in process solutions and treated water. These methods include flow injection analysis, amperometric detection and **gas diffusion**, the last of which Newmont adapted for use in mining applications. The gas diffusion methodology allows for real-time measurement of cyanide, and it has been found to have a higher degree of accuracy.
- We continued to report events in our Integrated Management System (IMS), which improves our ability to track cyanide-related health, environment and community events, supports the Code’s reporting requirements, and helps identify any trends that may require additional focus or action.

## Future Focus

In 2018, we will conduct recertification audits at Ahafo and Akyem in Ghana; KCGM and Boddington in Australia; Carlin (including Emigrant) and Phoenix in Nevada; and Yanacocha in Peru.

Our Integrated Management System (IMS), which will be fully implemented in 2018, will support compliance with the Code certification program.

### Cyanide Management – Case Study

#### Changing Ore Types Challenge Compliance with Cyanide Code

Our Yanacocha operation in Peru has been one of the most prolific gold mines in the world, producing more than 37 million ounces of gold since pouring its first gold bar in 1993. Today, only one oxide ore deposit remains at Yanacocha, so much of the ore currently being processed is considered transitional – located between oxides and sulfides – and has a higher content of copper, iron and other metals.

One challenge with these transitional ores is that they require higher levels of reagents, including cyanide and lime, during the gold and silver recovery process. At Yanacocha, the higher reagent requirements – exacerbated by heavy rainfall events early in the year – have resulted in the concentration of weak acid dissociable (WAD) cyanide in process ponds increasing to levels that are higher than allowed under the **International Cyanide Management Code** (ICMC or “the Code”).

In response, Yanacocha undertook – and continues to pursue – a number of actions to maintain compliance with the Code at the processing facilities, including:

- Sulfidization, acidification, recycling and thickening (SART) and acidify, volatize and re-neutralize (AVR) processes are both being used to help in copper-gold processing and cyanide reuse.
- A new peroxide dosing system, which went online in September, began reducing the tailings discharge cyanide to levels in compliance with the Code.
- To prevent wildlife from ingesting waters when concentrations exceeded the Code limits, as an interim measure the site has used wildlife hazing and deterrent techniques including propane cannons, bird balls and holographic balloons. The tailings storage facility (TSF) is inspected daily along with weekly field inspections to monitor for wildlife activities and mortalities.

To date, the controls have been effective in restricting wildlife access to ponds with elevated WAD cyanide concentrations and in reducing concentrations to below the threshold in other ponds and locations where bird balls and other techniques are not feasible. Yanacocha is committed to maintaining compliance and certification under the Code as it prepares for Code recertification in 2018.



## CLOSURE AND RECLAMATION

### Approach

Closure and reclamation of a mining property is a multifaceted process with risks that are equally complex. Growing regulatory requirements and community expectations, as well as increased unit expenses, are also driving the costs associated with closure activities and liabilities higher. Effectively managing our closure risks early in the mine lifecycle and successfully closing and reclaiming mines are crucial for gaining stakeholder trust and improving our access to land for future mine sites.

Our commitment to provide for long-term environmental stability and a positive legacy for future generations is stated in our **Sustainability and Stakeholder Engagement Policy**, and our approach to fulfilling this commitment from the exploration through post-closure stages in the mine lifecycle is detailed in our Closure and Reclamation Management Standard.

Through our global closure and reclamation strategy, we work to continuously improve our closure governance, processes and performance. The strategy's governance model ensures a balanced, multidisciplinary approach to closure planning as well as senior executive involvement and oversight of closure plans and costs. A steering committee, composed of members of the executive leadership team, reviews progress toward targets and provides leadership. A cross-functional working group ensures compliance with applicable standards and performs the annual site closure reviews, and the multidisciplinary regional Closure and Reclamation Technical Teams (CRTT) plan and implement closure activities at the site level. The working group and CRTTs participate in annual global workshops that raise awareness, recognize areas of improvement, and provide an opportunity to share best practices and lessons learned.

All sites must develop and maintain a closure and post-closure strategy that encompasses risk assessments, stakeholder engagement plans, closure and reclamation plans, and concurrent reclamation plans that are integrated into the annual mine planning process.

Another important element of our strategy is the ongoing management of 15 legacy sites. These include closed mine sites we acquired as a result of a larger acquisition as well as sites we once operated but have since ceased mining. We commit to safely and responsibly manage, decommission and rehabilitate these sites so they pose no threat to the environment or people and, can be repurposed when possible for optimal post-mining use.

To support our efforts to manage our closure risks, we set annual targets for concurrent reclamation, which reduces the size of our impact, minimizes acid rock drainage and other environmental impacts, and reduces bonding obligations.

In addition to accruing funds for reclamation costs relating to currently or recently producing mineral properties, we also have environmental obligations associated with our legacy sites that require developing and implementing remediation plans. For more details of Newmont's closure and reclamation costs, please see our **2017 10-K report**, pages 9, 73, and 121.

### 2017 Performance

Globally, we completed concurrent reclamation on more hectares than planned for reclamation during 2017, exceeding our initial target area by approximately 130 percent.

All 13 sites met their target to complete their planned closure and reclamation activities for 2017. As the newest additions to our operations portfolio, Long Canyon in Nevada and Merian in Suriname completed closure and reclamation action plans and developed baselines from which future targets will be set.

During the year, an additional 711 hectares globally were disturbed by our operations, and a total of 5,040 hectares are in various stages of reclamation, bringing the total cumulative disturbed ground not yet reclaimed to 32,509 hectares.

All sites completed annual closure estimate reviews and commenced closure risk assessments. The reviews, which included a strong focus on concurrent reclamation, found overall improvement in cost estimates as well as additional opportunities for concurrent reclamation.

We continually explore opportunities to extend the mine life at all our operations; however, at the end of 2017, two sites – Lone Tree and Emigrant in Nevada – were within five years of their expected closure date based on current metal prices and our business plan. These sites have plans in place to prepare the site and local communities for closure.

Notable closure and reclamation activities during the year included:

- An internal team launched a review of our current strategy and identified additional opportunities to further integrate business and closure planning, enhance stakeholder engagement and improve the accuracy and transparency of our closure and reclamation performance. The first phase of the review focused on immediate tactical opportunities to improve consistency between sites on closure planning and estimating.
- We expanded the membership of our closure working group to include representation from all regions and project and legacy sites teams.

Among the highlights at our sites:

- We partnered with students from the University of Notre Dame to evaluate and suggest innovative ideas for sustaining economic livelihood in the communities near our Akyem mine after the mine closes (which is not until 2024 under current mine plans). Among the findings was that Newmont should not be the agent of economic development, but that the Company is in a unique position to bring together the capabilities of government, communities, NGOs and businesses to convene a separate economic development entity to help the community achieve its long-term economic stability goals. We continue to assess the concepts for application in the current mine scenario.
- At our KCGM joint venture in Australia, the closure review found a marked improvement in planning and executing concurrent reclamation, stakeholder engagement, and documenting planning and costs.

- Our Boddington operation in Australia installed a new seven-year rehabilitation slope trial at 19 degrees, which decreases the overall length of waste rock dump slopes and, if successful, will decrease the number of dozer hours required for closure and reduce the associated costs.
- At the Woodcutter's legacy site in Australia, **we completed reclamation work** on raising the elevation within the footprint of the backfilled tailings dams, and creating a wetland from the borrow pit.
- Although the Quecher Main project in Peru extended Yanacocha's mine life to 2027, we continued the stakeholder consultation process that began in 2016 to secure the support from communities and other key stakeholders that is needed to invest in additional projects and further extend the mine life of Yanacocha. Following the significant increase in estimated closure costs at Yanacocha, which we disclosed in 2016, we increased our company-wide focus on strengthening our governance structure; improving our understanding of the rigor needed for all closure elements, especially those related to water treatment; and ensuring key internal stakeholders are aligned on all closure objectives.
- Our team in Nevada received the 2017 Nevada Mining Association's "Excellence in Mine Reclamation" award for concurrent exploration reclamation at the Chevas-High Desert exploration reclamation project.
- A short-term plan was implemented for the Lone Tree pit lake in Nevada. The plan includes water treatment with trona, a naturally occurring sodium carbonate compound, to achieve acceptable chemistry. Data collected will inform a long-term treatment strategy. We engaged with local agencies and NGOs to secure their support for our management approach.
- Implementation of the phase one remedial work plan continued at the Midnite mine legacy site – a former uranium mine located in the state of Washington. The work included dewatering, removing sediment and backfilling one of the two remaining open pits.

## Future Focus

We extended our 2017 closure and reclamation target through 2019 as our sites have put in place more ambitious annual concurrent reclamation plans that better align with our long-term closure plans and business objectives.

| Year | Target definition   | Target for sites  | Target for Newmont   |
|------|---|---|--|
| 2018 | Percent of concurrent final reclamation activities executed against the site plan | 90 percent of concurrent final reclamation annual plan achieved | 90 percent of planned reclamation activities achieved across Newmont |
| 2019 |   |   |  |

Areas of focus in 2018 to achieve our target and improve our closure and reclamation performance include:

- We will continue to mature our closure strategy, which involves mapping business and closure planning touch points, further integrating closure planning and mine planning, and developing the supporting pillars of a refreshed, comprehensive closure strategy. Part of the strategy development process will be an examination of alternative post-mining land use.
- Our 2018 annual global closure workshop will focus on closure planning process efficiencies (e.g., the integration between mine planning and closure processes and teams). Findings from the workshop on aspects of closure that warrant focus will be communicated to the regional technical teams, closure working group and the steering committee with recommendations for improvement.
- At the Woodcutter's site, we will begin planting wetland vegetation in the borrow pit and continue work to advance our goal of handing over the land to the traditional owners.

## Closure and Reclamation – Case Study

### Engaging Stakeholders to Achieve Successful Closure Outcomes

The Woodcutters mine site in Australia's Northern Territory is a former lead-zinc mine that was decommissioned in 1999. As the owner and operator of the non-operational site, Newmont has undertaken decommissioning, rehabilitation and monitoring activities since acquiring the site in 2002 as a result of the Normandy acquisition. Under the "Woodcutters Agreement," we work with the traditional owners of the land – the Kungarakana and Warai people – to undertake closure activities that support the goal to hand over the land to the traditional owners once all agreed-upon closure criteria and objectives have been met. The agreement also details our local employment, training and stakeholder engagement commitments.

Two key projects are supporting our goals and obligations. The first is the successful pit closure. Between 1999 and 2005, all tailings from the two tailings dams were relocated into the open pit. The pit was then backfilled with soil to completely fill the pit void, and native grass and tree species were planted. The project benefits included consolidating waste materials to reduce the impacted footprint, moving contaminated materials away from ecologically sensitive areas, addressing environmental and safety risks by filling the pit void, and creating a more natural landscape.

The second project addressed an issue that arose in 2011 when salt precipitates formed within the footprints of the reclaimed tailings dams. To avoid potential impacts to waterways, we consulted extensively with the traditional owners and other relevant stakeholders on remediation options focused on post-mining land use, and agreed to a remediation plan that raised the ground elevation of the tailings dams. This project involved significant earthworks that required 480,000 cubic meters of material to backfill the tailings dams. As part of the plan, the material used would come from a newly constructed "borrow pit," which would be reclaimed and turned into a wetland at completion. The creation of a wetland was the preferred option chosen by the traditional owners. Aquatic ecologists from James Cook University were consulted on a design that would make the borrow pit conducive to forming a wetland, and hydrologists helped determine seasonal water levels so the borrow pit would be deep enough to retain water year-round and maintain aquatic life.

For the second project, we selected Rusca Bros Services Pty Ltd, a 100 percent locally owned, indigenous civil, mining and recruitment organization, as the earthworks contractor. Work commenced in 2016 and was completed in 2017. More than 20,000 hours were worked on the project without injury and with an indigenous employment rate of 90 percent.

In early 2018, we will begin planting wetland vegetation in the borrow pit using a local indigenous workforce. Ongoing engagement with traditional owners and other stakeholders will continue to meet their expectations and support the goal to hand over the land to the traditional owners.



## People Data Appendix

### Workforce

#### Total workforce\*

|              | 2013          | 2014          | 2015          | 2016          | 2017          |
|--------------|---------------|---------------|---------------|---------------|---------------|
| Employees    | 15,069        | 13,425        | 13,027        | 10,804        | 12,569        |
| Contractors  | 16,953        | 14,629        | 13,749        | 9,312         | 12,111        |
| <b>Total</b> | <b>32,022</b> | <b>28,054</b> | <b>26,776</b> | <b>20,116</b> | <b>24,680</b> |

\* Employee and contractor numbers for 2013, 2014, 2015 and 2016 include personnel from operating sites only, and also include personnel from divested assets up until the year the asset was divested. Beginning in 2017 and going forward, employee and contractor figures include all personnel.

#### Employees by region\*

|                            | 2013          | 2014          | 2015          | 2016          | 2017          |
|----------------------------|---------------|---------------|---------------|---------------|---------------|
| Africa                     | 2,470         | 2,003         | 1,998         | 1,954         | 1,953         |
| Australia <sup>1</sup>     | 5,925         | 5,549         | 5,380         | 2,683         | 2,895         |
| North America <sup>2</sup> | 4,282         | 3,777         | 3,743         | 4,438         | 4,838         |
| South America              | 2,392         | 2,096         | 1,906         | 1,729         | 2,883         |
| <b>Total</b>               | <b>15,069</b> | <b>13,425</b> | <b>13,027</b> | <b>10,804</b> | <b>12,569</b> |

\* Employee and contractor numbers for 2013, 2014, 2015 and 2016 include personnel from operating sites only, and also include personnel from divested assets up until the year the asset was divested. Beginning in 2017 and going forward, employee and contractor figures include all personnel. Part-time employees constitute 0.4 percent of our total workforce.

<sup>1</sup> The Australia region was once the Asia Pacific region and included the Batu Hijau operation in Indonesia, which was divested in 2016, and the Waihi operation in New Zealand, which was sold in 2015. Data for 2012, 2013 and 2014 include both the Batu Hijau and Waihi operations; 2015 figures also include Batu Hijau. The 2017 employee figure includes 10 employees associated with Indonesia site reclamation.

<sup>2</sup> Two employees located in France are reported under the North America Region for consolidated reporting purposes.

#### Contractors by region\*

|                        | 2013          | 2014          | 2015          | 2016         | 2017          |
|------------------------|---------------|---------------|---------------|--------------|---------------|
| Africa                 | 3,884         | 3,893         | 3,130         | 2,022        | 3,261         |
| Australia <sup>1</sup> | 6,150         | 4,192         | 4,871         | 2,038        | 1,541         |
| North America          | 1,833         | 1,861         | 1,422         | 1,556        | 2,237         |
| South America          | 5,086         | 4,683         | 4,326         | 3,696        | 5,072         |
| <b>Total</b>           | <b>16,953</b> | <b>14,629</b> | <b>13,749</b> | <b>9,312</b> | <b>12,111</b> |

\* Employee and contractor numbers for 2013, 2014, 2015 and 2016 include personnel from operating sites only, and also include personnel from divested assets up until the year the asset was divested. Beginning in 2017 and going forward, employee and contractor figures include all personnel.

<sup>1</sup> The Australia region was once the Asia Pacific region and included the Batu Hijau operation in Indonesia, which was divested in 2016, and the Waihi operation in New Zealand, which was sold in 2015. Data for 2013, 2014 include both the Batu Hijau and Waihi operations; 2015 figures also include Batu Hijau.

## Employees by Type, Region, Gender and Category

### 2017 Employees by type

|              |             |
|--------------|-------------|
| Full-time    | 99.6%       |
| Part-time    | 0.4%        |
| <b>Total</b> | <b>100%</b> |

### 2017 Employees by country and gender

|                    | Female       | Male          | Total <sup>1</sup> |
|--------------------|--------------|---------------|--------------------|
| Australia          | 654          | 2,230         | 2,885              |
| Ghana              | 182          | 1,757         | 1,939              |
| Peru               | 135          | 1,502         | 1,637              |
| Suriname           | 191          | 1,049         | 1,242              |
| U.S.               | 769          | 4,056         | 4,825              |
| Other <sup>#</sup> | 6            | 24            | 41                 |
| <b>Total</b>       | <b>1,937</b> | <b>10,618</b> | <b>12,569</b>      |

<sup>1</sup> The total figure includes unavailable gender data for 14 employees.

<sup>#</sup> The Other category includes personnel from exploration sites, legacy sites and other offices.

### 2017 Workforce composition

|              | Expat | Local | National |
|--------------|-------|-------|----------|
| Employees    | 186   | 3,010 | 9,373    |
| Contractors* | 163   | 4,237 | 4,922    |

\* Figures for contractors only include those sites that track by local and national categories and, when combined, equal an amount less than our total number of contractors.



## 2017 Local and national employee representation

|                    | Expat      | % of total employees | Local        | % of total employees | National     | % of total employees | Total         | Total %       |
|--------------------|------------|----------------------|--------------|----------------------|--------------|----------------------|---------------|---------------|
| Senior management* | 19         | 0.2%                 | 2            | <0.1%                | 128          | 1.0%                 | 149           | 1.2%          |
| Management         | 63         | 0.5%                 | 234          | 1.9%                 | 1,285        | 10.2%                | 1,582         | 12.6%         |
| Non-management     | 104        | 0.8%                 | 979          | 7.8%                 | 2,264        | 18.0%                | 3,347         | 26.6%         |
| Hourly/non-exempt  | 0          | 0.0%                 | 1,795        | 14.3%                | 5,696        | 45.3%                | 7,491         | 59.6%         |
| <b>Total</b>       | <b>186</b> | <b>1.5%</b>          | <b>3,010</b> | <b>23.9%</b>         | <b>9,373</b> | <b>74.6%</b>         | <b>12,569</b> | <b>100.0%</b> |

\* Senior management is defined as those employees at grade levels that are generally senior director level and above.

## 2017 Employees by category

|                    | Female       | Male          | Total <sup>1</sup> |
|--------------------|--------------|---------------|--------------------|
| Senior management* | 26           | 123           | 149                |
| Management         | 215          | 1,365         | 1,582              |
| Non-management     | 838          | 2,508         | 3,347              |
| Hourly/non-exempt  | 858          | 6,622         | 7,491              |
| <b>Total</b>       | <b>1,937</b> | <b>10,618</b> | <b>12,569</b>      |

\* Senior management is defined as those employees at grade levels that are generally senior director level and above.

<sup>1</sup> The total figure includes unavailable gender data for 14 employees.

## Percentage of our workforce represented by union or workplace agreement

| Country      | 2013       | 2014       | 2015       | 2016       | 2017       |
|--------------|------------|------------|------------|------------|------------|
| Australia    | 9%         | 10%        | 12%        | 41%        | 38%        |
| Ghana*       | 100%       | 100%       | 100%       | 100%       | 100%       |
| Peru         | 24%        | 26%        | 28%        | 28%        | 29%        |
| Suriname     | N/A        | N/A        | N/A        | N/A        | 0%         |
| U.S.         | 35%        | 39%        | 40%        | 35%        | 32%        |
| <b>Total</b> | <b>54%</b> | <b>56%</b> | <b>49%</b> | <b>51%</b> | <b>40%</b> |

\* International workers who are not represented by a union or collective bargaining agreement constitute less than 1 percent of our total workforce in Ghana.

## Female representation\*

|  | 2013       | 2014       | 2015       | 2016         | 2017         |
|--|------------|------------|------------|--------------|--------------|
| Board of Directors                                 | 30%        | 33%        | 30%        | 30.0%        | 41.7%        |
| Executive leadership team                          | 33%        | 33%        | 33%        | 33.3%        | 33.3%        |
| <b>Female representation by employee category*</b> |            |            |            |              |              |
| Senior management <sup>#</sup>                     | 12%        | 16%        | 15%        | 16.3%        | 17.4%        |
| Management   | 9%         | 9%         | 9%         | 12.2%        | 13.6%        |
| Non-management                                     | 23%        | 24%        | 23%        | 25.3%        | 25.0%        |
| Hourly/non-exempt                                  | 7%         | 5%         | 8%         | 11.8%        | 11.5%        |
| <b>Total employees</b>                             | <b>11%</b> | <b>11%</b> | <b>11%</b> | <b>14.8%</b> | <b>15.4%</b> |

\* Representation includes those in fixed-term positions such as internships and those with a contract that ends on a specific date.

<sup>#</sup> Senior management is defined as those employees at grade levels that are generally senior director level and above.

Note: Beginning in 2016, we began reporting female representation to the tenth of a percent to better track our progress against our targets.

## 2017 Employee representation by age and category

|                    | <30          | % of total employees | 30–50        | % of total employees | 51+          | % of total employees | Total         | Total %     |
|--------------------|--------------|----------------------|--------------|----------------------|--------------|----------------------|---------------|-------------|
| Senior management* | 0            | 0%                   | 70           | 1%                   | 79           | 1%                   | 149           | 1%          |
| Management         | 35           | <1%                  | 1,123        | 9%                   | 424          | 3%                   | 1,582         | 13%         |
| Non-management     | 503          | 4%                   | 2,189        | 17%                  | 655          | 5%                   | 3,347         | 27%         |
| Hourly/non-exempt  | 1,261        | 10%                  | 4,530        | 36%                  | 1,700        | 14%                  | 7,491         | 60%         |
| <b>Total</b>       | <b>1,799</b> | <b>14%</b>           | <b>7,912</b> | <b>63%</b>           | <b>2,858</b> | <b>23%</b>           | <b>12,569</b> | <b>100%</b> |

\* Senior management is defined as those employees at grade levels that are generally senior director level and above.

## Salary Ratios

### 2017 Ratio of average female salary to average male salary by category<sup>1</sup>

|                    | Number of female employees | Average female salary | Number of male employees | Average male salary | Ratio female/male average salary |
|--------------------|----------------------------|-----------------------|--------------------------|---------------------|----------------------------------|
| Senior management* | 26                         | \$284,070             | 123                      | \$287,362           | 1.0                              |
| Management         | 215                        | \$102,054             | 1,365                    | \$99,632            | 1.0                              |
| Non-management     | 838                        | \$73,657              | 2,508                    | \$84,200            | 0.9                              |
| Hourly/non-exempt  | 858                        | \$51,130              | 6,622                    | \$48,403            | 1.1                              |

<sup>1</sup> The table excludes unavailable gender data for 14 employees.

\* Senior management is defined as those employees at grade levels that are generally senior director level and above.

### 2017 Ratio of average female salary to average male salary by country\*

|           | Number of female employees | Average female salary | Number of male employees | Average male salary | Ratio female/male average salary |
|-----------|----------------------------|-----------------------|--------------------------|---------------------|----------------------------------|
| Australia | 654                        | \$88,024              | 2,230                    | \$109,783           | 0.8                              |
| Ghana     | 182                        | \$24,318              | 1,757                    | \$23,313            | 1.0                              |
| Peru      | 135                        | \$45,123              | 1,502                    | \$38,061            | 1.2                              |
| Suriname  | 191                        | \$12,816              | 1,049                    | \$18,492            | 0.7                              |
| U.S.      | 769                        | \$83,423              | 4,056                    | \$83,604            | 1.0                              |

\* Table represents average of all salaries, regardless of level of position, but it does not include the average salary for personnel from exploration sites, legacy sites and other offices outside of the countries of significant operations. For an additional compensation comparison disclosure, please see p. 99 of our **2018 Proxy**.

### 2017 Average salary compared to minimum wage by country

| Country   | Female average salary | Male average salary | Minimum wage value/year | Ratio of average Newmont salaries for females to local minimum wage | Ratio of average Newmont salaries for males to local minimum wage |
|-----------|-----------------------|---------------------|-------------------------|---|---|
| Australia | \$88,024              | \$109,783           | \$27,112                | 325%  | 405%  |
| Ghana     | \$24,318              | \$23,313            | \$730                   | 3,331%  | 3,194%  |
| Peru      | \$45,123              | \$38,061            | \$3,606                 | 1,251%  | 1,055%  |
| Suriname  | \$12,816              | \$18,492            | \$1,729                 | 741%  | 1,070%  |
| U.S.      | \$83,423              | \$83,604            | \$15,080                | 553%  | 554%  |

## Turnover

### 2017 Turnover by country

|           | Employee-initiated | Company-initiated | Total |
|-----------|--------------------|-------------------|-------|
| Australia | 10.4%              | 3.7%              | 14.1% |
| Ghana     | 1.3%               | 1.2%              | 2.5%  |
| Peru      | 0.5%               | 5.6%              | 6.1%  |
| Suriname  | 4.6%               | 7.1%              | 11.8% |
| U.S.      | 8.1%               | 3.9%              | 12.0% |

### 2017 Total turnover by age group

| Age   | Total turnover | Turnover rate |
|-------|----------------|---------------|
| <30   | 214            | 12.5%         |
| 30–50 | 588            | 8.6%          |
| 51+   | 316            | 11.8%         |

### Historic turnover rates

|      | Employee-initiated | Company-initiated | Total |
|------|--------------------|-------------------|-------|
| 2017 | 6.3%               | 3.7%              | 10.1% |
| 2016 | 5.0%               | 4.4%              | 9.4%  |
| 2015 | 3.2%               | 5.0%              | 8.2%  |
| 2014 | 3.9%               | 7.7%              | 11.6% |
| 2013 | 6.8%               | 8.5%              | 15.3% |

### Historic turnover rates by gender

|                         | 2013         | 2014         | 2015       | 2016       | 2017       |
|-------------------------|--------------|--------------|------------|------------|------------|
| <b>Males</b>            |              |              |            |            |            |
| Company-initiated       | 1,069        | 939          | 537        | 399        | 362        |
| Employee-initiated      | 902          | 451          | 340        | 417        | 563        |
| <b>Total</b>            | <b>1,971</b> | <b>1,390</b> | <b>877</b> | <b>816</b> | <b>925</b> |
| Company-initiated rate  | 8%           | 8%           | 5%         | 4%         | 4%         |
| Employee-initiated rate | 6%           | 4%           | 3%         | 5%         | 6%         |
| <b>Total rate</b>       | <b>14%</b>   | <b>11%</b>   | <b>8%</b>  | <b>9%</b>  | <b>10%</b> |
| <b>Females</b>          |              |              |            |            |            |
| Company-initiated       | 276          | 128          | 104        | 62         | 53         |
| Employee-initiated      | 169          | 83           | 72         | 108        | 140        |
| <b>Total</b>            | <b>445</b>   | <b>211</b>   | <b>176</b> | <b>170</b> | <b>193</b> |
| Company-initiated rate  | 16%          | 9%           | 8%         | 4%         | 3%         |
| Employee-initiated rate | 10%          | 6%           | 5%         | 8%         | 9%         |
| <b>Total rate</b>       | <b>25%</b>   | <b>14%</b>   | <b>13%</b> | <b>12%</b> | <b>12%</b> |

## Hiring

### 2017 New hires

|                     | Total new hires | Percent of total employee population |
|---------------------|-----------------|--------------------------------------|
| <b>By country</b>   |                 |                                      |
| Australia           | 509             | 4%                                   |
| Canada              | 1               | 0%                                   |
| Ghana               | 166             | 1%                                   |
| Peru                | 33              | 0%                                   |
| Suriname            | 214             | 2%                                   |
| U.S.                | 534             | 4%                                   |
| <b>Total</b>        | <b>1,457</b>    | <b>12%</b>                           |
| <b>By gender</b>    |                 |                                      |
| Female              | 336             | 3%                                   |
| Male                | 1,121           | 9%                                   |
| <b>Total</b>        | <b>1,457</b>    | <b>12%</b>                           |
| <b>By age group</b> |                 |                                      |
| <30                 | 553             | 4%                                   |
| 30–50               | 758             | 6%                                   |
| 51+                 | 146             | 1%                                   |
| <b>Total</b>        | <b>1,457</b>    | <b>12%</b>                           |

## Training

### Training and development investment

|                    | 2013      | 2014    | 2015    | 2016    | 2017    |
|--------------------|-----------|---------|---------|---------|---------|
| Total (\$ million) | \$13.4    | \$9.0   | \$10.0  | \$7.9   | \$7.9   |
| Total (hours)      | 1,080,603 | 961,449 | 869,225 | 671,242 | 828,126 |

### Average hours of training per year, per employee by employee category\*

|                                       | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------------------------------|------|------|------|------|------|
| Senior management <sup>†</sup>        | 15   | 23   | 22   | 20   | 14   |
| Management                            | 85   | 91   | 81   | 83   | 68   |
| Non-management/technical professional | 74   | 76   | 34   | 67   | 66   |
| Hourly                                | 69   | 68   | 74   | 57   | 62   |

\* Average training hour figures exclude our newer Merian operation. Future reports will incorporate Merian's training data by employee category.

<sup>†</sup> Senior management is defined as those employees at grade levels that are generally senior director level and above.

### 2017 Average hours of training per employee by employee category and gender\*

|                                       | Female | Male |
|---------------------------------------|--------|------|
| Senior management <sup>†</sup>        | 9      | 15   |
| Management                            | 80     | 66   |
| Non-management/technical professional | 48     | 73   |
| Hourly                                | 71     | 61   |

\* Average training hour figures exclude our newer Merian operation. Future reports will incorporate Merian training hours by gender and by employee category.

<sup>†</sup> Senior management is defined as those employees at grade levels that are generally senior director level and above.



## Environmental Data Appendix

### Water

#### Water consumption (thousand kL)

|  | 2013    | 2014    | 2015    | 2016    | 2017    |
|--|---------|---------|---------|---------|---------|
| Total water withdrawn  | 575,965 | 509,028 | 503,029 | 201,152 | 217,327 |
| Surface water  | 55,571  | 52,574  | 9,595   | 14,595  | 8,285   |
| Groundwater  | 163,612 | 144,975 | 124,351 | 111,420 | 110,701 |
| Precipitation  | 105,240 | 89,884  | 95,074  | 70,800  | 94,216  |
| Municipal water  | 1,845   | 1,750   | 2,275   | 4,337   | 4,126   |
| Ocean water used for processing                                  | 32,699  | 30,809  | 62,687  | 0       | 0       |
| Ocean water used for cooling                                     | 216,997 | 189,036 | 209,048 | 0       | 0       |
| Total water consumed<br>(total withdrawn minus total discharged) | 162,209 | 146,154 | 128,874 | 107,586 | 115,747 |
| Total water recycled   | 209,361 | 229,011 | 185,742 | 227,960 | 297,379 |
| Total water used<br>(consumed + recycled)                        | 371,570 | 375,165 | 314,616 | 335,546 | 413,126 |
| Percent recycled<br>(total water recycled/total water used)      | 56%     | 61%     | 59%     | 68%     | 72%     |

Note: Total water consumed, total water withdrawn, and ocean water used for processing and cooling decreased significantly beginning in 2016 due to the divestiture of our Batu Hijau operation in Indonesia.

**Total water discharge by destination (thousand kL)**

| Destination  | 2013    | 2014    | 2015    | 2016   | 2017   |
|--|---------|---------|---------|--------|--------|
| Untreated discharge to external organizations for reuse    | 923     | 507     | 557     | 0      | 0      |
| Untreated discharge to groundwater                         | 21,939  | 27,374  | 1,815   | 0      | 4,194  |
| Untreated discharge to sewers                              | –       | –       | –       | 0      | 0      |
| Untreated discharge to surface water                       | 61,670  | 47,109  | 83,924  | 18,017 | 30,575 |
| Untreated discharge to ocean                               | 216,997 | 189,036 | 209,048 | 0      | 0      |
| Total untreated water discharge                            | 301,529 | 264,026 | 295,344 | 18,017 | 34,769 |
| Treated discharge to surface water by acid water treatment | 38,018  | 30,076  | 29,809  | 25,542 | 23,465 |
| Treated discharge by other                                 | 54,979  | 53,220  | 38,882  | 35,858 | 27,795 |
| Treated discharge by process water treatment               | 6,825   | 4,051   | 0       | 0      | 0      |
| Treated discharge by reverse osmosis                       | 11,966  | 11,066  | 10,120  | 14,149 | 15,551 |
| Treated discharge by sewage treatment                      | 440     | 434     | 0       | 0      | 0      |
| Total treated discharge of water                           | 112,227 | 98,848  | 78,811  | 75,549 | 66,811 |

**2017 Consumptive water quality (ML)**

| Water quality | Total  | As a % of total |
|---------------|--------|-----------------|
| Category 1    | 91,115 | 79%             |
| Category 2    | 11,341 | 10%             |
| Category 3    | 13,292 | 11%             |

Note: Water quality categories are based on the **Minerals Council of Australia definitions**.

**2017 Water performance by site (thousand kL)**

| Sites                | Total water withdrawn | Total water discharged | Total water consumed | Total water recycled |
|----------------------|-----------------------|------------------------|----------------------|----------------------|
| <b>Africa</b>        |                       |                        |                      |                      |
| Ahafo                | 10,975                | 1,593                  | 9,382                | 5,999                |
| Akyem                | 6,208                 | 1,570                  | 4,638                | 6,780                |
| <b>Australia</b>     |                       |                        |                      |                      |
| Boddington           | 19,954                | 0                      | 19,954               | 38,503               |
| KCGM                 | 11,872                | 4,194                  | 7,678                | 11,854               |
| Tanami               | 2,527                 | 0                      | 2,527                | 7,227                |
| <b>North America</b> |                       |                        |                      |                      |
| Carlin               | 51,622                | 39,321                 | 12,301               | 63,186               |
| CC&V                 | 3,708                 | 140                    | 3,568                | 65,345               |
| Long Canyon          | 569                   | 0                      | 569                  | 4,636                |
| Twin Creeks          | 17,703                | 10,204                 | 7,499                | 22,491               |
| Phoenix              | 4,963                 | 43                     | 4,920                | 13,921               |
| <b>South America</b> |                       |                        |                      |                      |
| Merian               | 22,450                | 6,702                  | 15,749               | 19,807               |
| Yanacocha            | 64,776                | 37,814                 | 26,962               | 37,628               |
| <b>Total</b>         | <b>217,327</b>        | <b>101,580</b>         | <b>115,747</b>       | <b>297,379</b>       |

**Discharges that exceeded metals and/or other parameters (thousand kL)**

|   | 2013    | 2014  | 2015 | 2016 | 2017 |
|---|---------|-------|------|------|------|
| Discharges that exceeded metals and/or other parameters | 1,114.0 | 180.9 | 49.1 | 18.6 | 0.77 |

Note: In 2017, the total discharges that exceeded metals and/or other parameters are based on an estimated 0.065 thousand kL of mine impacted water released off site at our Phoenix operation in Nevada; two discharges that exceeded copper water quality parameters totaling an estimated 0.70 thousand kL released off site at our Yanacocha operation in Peru; and two events that occurred on a single day during heavy rains at the Mt. Leyshon legacy mine in Australia where cadmium levels exceeded the contaminant limit as measured by two auto samplers.

## Energy and Climate Change

### Energy consumption – direct and indirect by source (million gigajoules [GJ])

|  | 2013        | 2014        | 2015        | 2016        | 2017        |
|--|-------------|-------------|-------------|-------------|-------------|
| <b>DIRECT ENERGY CONSUMPTION BY SOURCE (GJ)</b>            |             |             |             |             |             |
| <b>Direct non-renewable</b>                                | <b>57.2</b> | <b>52.1</b> | <b>45.8</b> | <b>31.1</b> | <b>31.9</b> |
| Coal   | 27.4        | 26.4        | 18.9        | 10.1        | 10.4        |
| Diesel   | 26.3        | 22.6        | 24.4        | 18.3        | 18.7        |
| Waste oil  | 0.03        | 0.04        | 0.04        | 0.00        | 0.00        |
| Gasoline   | 0.2         | 0.1         | 0.1         | 0.1         | 0.2         |
| Natural gas  | 2.9         | 1.8         | 1.8         | 2.1         | 2.2         |
| Propane  | 0.2         | 0.8         | 0.3         | 0.2         | 0.2         |
| Heavy fuel oil   | 0.3         | 0.2         | 0.2         | 0.0         | 0.0         |
| Aviation fuel  | 0.0         | 0.0         | TR          | 0.2         | 0.0         |
| <b>Direct renewable energy consumption</b>                 | <b>0.4</b>  | <b>0.3</b>  | <b>0.3</b>  | <b>0.2</b>  | <b>0.2</b>  |
| <b>Total direct energy consumed</b>                        | <b>57.5</b> | <b>52.4</b> | <b>46.0</b> | <b>31.3</b> | <b>32.1</b> |
| <b>INDIRECT ENERGY CONSUMPTION BY SOURCE (GJ)</b>          |             |             |             |             |             |
| Grid electricity from non-renewable sources                | 3.9         | 3.8         | 3.5         | 3.6         | 3.3         |
| Grid electricity from renewable sources                    | 5.0         | 5.2         | 6.5         | 8.6         | 8.9         |
| <b>Total grid electricity (indirect energy generation)</b> | <b>8.9</b>  | <b>9.0</b>  | <b>10.0</b> | <b>12.2</b> | <b>12.2</b> |
| <b>Total combined direct and indirect</b>                  | <b>66.4</b> | <b>61.4</b> | <b>56.0</b> | <b>43.5</b> | <b>44.3</b> |

TR = Trace

**Total electricity consumption (million gigajoules [GJ])**

|   | 2013       | 2014       | 2015       | 2016       | 2017       |
|---|------------|------------|------------|------------|------------|
| <b>Direct electricity consumption</b>               |            |            |            |            |            |
| <b>Total on-site (direct) electricity generated</b> | <b>9.6</b> | <b>8.9</b> | <b>6.7</b> | <b>3.8</b> | <b>3.8</b> |
| Diesel power  | 0.7        | 0.7        | 0.9        | 0.7        | 0.6        |
| Waste oil   | 0.000      | 0.000      | 0.010      | 0.004      | 0.004      |
| Coal-fired power                                    | 8.5        | 8.2        | 5.8        | 3.1        | 3.2        |
| Natural gas-fired power                             | 0.37       | 0.0        | 0.0        | 0.0        | 0.0        |
| LPG/propane power                                   | 0          | 0          | 0          | 0          | 0          |
| <b>Total on-site (direct) electricity sold</b>      | <b>1.5</b> | <b>1.1</b> | <b>1.2</b> | <b>0.0</b> | <b>0.0</b> |
| <b>Total on-site (direct) electricity consumed</b>  | <b>8.4</b> | <b>7.8</b> | <b>5.5</b> | <b>3.8</b> | <b>4.3</b> |

Note: Data reflects total fuel usage for power production and mining operations, converted to gigajoules (GJ).

**Direct non-renewable energy consumption by source as a percentage of total consumption**

|                | 2013  | 2014  | 2015  | 2016  | 2017  |
|----------------|-------|-------|-------|-------|-------|
| Coal           | 47.9% | 50.7% | 41.3% | 32.5% | 32.8% |
| Diesel         | 46.0% | 43.4% | 53.3% | 58.8% | 58.6% |
| Waste oil      | <1%   | <1%   | <1%   | 0%    | 0%    |
| Gasoline       | <1%   | <1%   | <1%   | <1%   | <1%   |
| Natural gas    | 5.1%  | 3.5%  | 3.9%  | 6.8%  | 6.8%  |
| Propane        | <1%   | 1.5%  | <1%   | <1%   | <1%   |
| Heavy fuel oil | <1%   | <1%   | <1%   | 0%    | <1%   |
| Aviation fuel  | 0%    | <1%   | 0%    | <1%   | 0.0   |

### Greenhouse gas emissions (CO<sub>2</sub>-e) (million tonnes)

|   | 2013       | 2014       | 2015        | 2016       | 2017       |
|---|------------|------------|-------------|------------|------------|
| <b>Total direct emissions</b>             | <b>4.5</b> | <b>4.1</b> | <b>3.8</b>  | <b>2.7</b> | <b>3.1</b> |
| From coal                                 | 2.2        | 2.1        | 1.7         | 0.9        | 1.0        |
| From diesel                               | 1.8        | 1.6        | 1.7         | 1.4        | 1.6        |
| From waste oil                            | 0.0003     | 0.0003     | 0.0003      | 0.0001     | 0.0001     |
| From gasoline                             | 0.01       | 0.01       | 0.01        | 0.01       | 0.01       |
| From natural gas                          | 0.15       | 0.09       | 0.09        | 0.10       | 0.11       |
| From propane                              | 0.01       | 0.05       | 0.02        | 0.01       | 0.01       |
| From heavy fuel oil                       | 0.020      | 0.020      | 0.020       | 0.001      | 0.009      |
| From aviation fuel                        | 0.0003     | 0.0020     | 0.0001      | 0.0130     | 0.0000     |
| From ammonium nitrate, fuel oil (ANFO)    | 0.004      | 0.002      | 0.001       | 0.001      | 0.009      |
| From heavy ANFO                           | 0.002      | 0.006      | 0.009       | 0.002      | 0.001      |
| From emulsion                             | 0.020      | 0.010      | 0.020       | 0.013      | 0.005      |
| From autoclave                            | 0.11       | 0.11       | 0.11        | 0.11       | 0.11       |
| From roasters                             | 0.08       | 0.11       | 0.11        | 0.09       | 0.10       |
| From quick lime production                | 0.04       | 0.04       | 0.04        | 0          | 0          |
| From ARD neutralization                   | 0.003      | 0.003      | 0.000       | 0.000      | 0.000      |
| Sulfur hexafluoride (SF <sub>6</sub> )    | TR         | TR         | TR          | TR         | TR         |
| Hydrofluorocarbon (HFC)                   | 0.010      | 0.000      | 0.000       | 0.003      | 0.003      |
| Methane (CH <sub>4</sub> )                | TR         | TR         | 0           | 0          | 0          |
| <b>Total indirect emissions (Scope 2)</b> | <b>1.3</b> | <b>1.2</b> | <b>1.7</b>  | <b>1.6</b> | <b>1.6</b> |
| <b>Total emissions (Scope 1 and 2)</b>    | <b>5.8</b> | <b>5.3</b> | <b>5.54</b> | <b>4.3</b> | <b>4.7</b> |

TR = Trace, which is <0.0001

Note: Greenhouse gas emissions are calculated using emission factors from the Climate Registry. We do not track and report Scope 3 emissions.

### 2017 Electric power sourced from hydroelectric and other renewables (kWh)

| Country | Total electricity consumed from grid and site generation | Total grid electricity from renewable sources | Total site electricity from renewable sources | Percent of electric power sourced from hydroelectric and other renewables |
|---------|--|---|---|---|
| Ghana   | 489,971,645  | 189,801,632                                   | 0   | 38.7%   |
| Peru    | 459,666,610  | 232,386,163                                   | 6,648   | 50.6%   |
| U.S.    | 2,101,769,018  | 491,733,194                                   | 0   | 23.4%   |

## Waste Management

### Waste streams

|   | Units           | 2013  | 2014  | 2015  | 2016  | 2017  |
|---|-----------------|-------|-------|-------|-------|-------|
| <b>Waste rock</b>   |                 |       |       |       |       |       |
| Total waste rock generated  | million tonnes  | 568.7 | 406.6 | 340.1 | 335.9 | 346.0 |
| Potentially acid-generating waste rock  | million tonnes  | 293.4 | 148.4 | 105.3 | 98.3  | 90.2  |
| Non-potentially acid-generating waste rock  | million tonnes  | 275.3 | 258.2 | 234.8 | 237.5 | 255.8 |
| <b>Tailings</b>   |                 |       |       |       |       |       |
| Total tailings  | million tonnes  | 173.0 | 146.1 | 135.9 | 96.8  | 110.9 |
| Tailings to surface   | million tonnes  | 139.8 | 124.1 | 94.6  | 96.8  | 110.9 |
| In-pit tailings   | million tonnes  | 1.3   | 0.0   | 0.1   | 0.0   | 0.0   |
| Sub-surface tailings  | million tonnes  | 0.0   | 0.0   | 0.0   | 0.0   | 0.0   |
| Sub-sea tailings  | million tonnes  | 31.9  | 21.9  | 41.2  | 0.0   | 0.0   |
| <b>Hazardous waste</b>  |                 |       |       |       |       |       |
| Total hazardous waste generated   | thousand tonnes | 63.6  | 38.9  | 40.0  | 12.0  | 12.2  |
| Total hazardous waste treated/disposed off site   | thousand tonnes | 2.6   | 2.0   | 2.9   | 2.1   | 1.9   |
| Total hazardous waste treated/disposed on site  | thousand tonnes | 35.6  | 14.1  | 16.0  | 5.4   | 6.2   |
| Total hazardous waste recycled<br>(includes on-site and off-site weight estimates)        | thousand tonnes | 25.4  | 22.9  | 21.2  | 4.5   | 4.1   |
| <b>Non-hazardous waste</b>  |                 |       |       |       |       |       |
| Total non-hazardous waste generated   | thousand tonnes | 60.4  | 49.5  | 46.0  | 34.8  | 38.1  |
| Total non-hazardous waste disposed in on-site landfill                                    | thousand tonnes | 14.6  | 13.2  | 6.9   | 7.2   | 7.5   |
| Total non-hazardous waste disposed in off-site landfill                                   | thousand tonnes | 20.1  | 7.9   | 14.4  | 6.3   | 4.4   |
| Total non-hazardous waste incinerated<br>(includes on-site and off-site weight estimates) | thousand tonnes | 0.1   | 0.2   | 0.1   | 0.1   | 0.1   |
| Total non-hazardous recycled waste<br>(includes on-site and off-site weight estimates)    | thousand tonnes | 25.7  | 28.2  | 24.6  | 21.2  | 26.2  |
| <b>Other</b>  |                 |       |       |       |       |       |
| Elemental mercury (Hg)  | tonnes          | 24.8  | 20.9  | 12.5  | 19.0  | 26.6  |

Note: All hazardous and non-hazardous wastes are based on weight and volume estimates provided by staff or from information provided by the waste treatment/disposal/recycling contractor. Hazardous and non-hazardous waste figures do not include our Long Canyon operation. As enterprise-level data collection and reporting systems continue to expand, weight estimates may be restated in future reports.



## Materials usage

|                                | Units                    | 2013    | 2014    | 2015    | 2016    | 2017    |
|--------------------------------|--------------------------|---------|---------|---------|---------|---------|
| Cement                         | thousand tonnes          | 93.6    | 81.7    | 72.8    | 65.1    | 71.2    |
| Cyanide (CN)                   | thousand tonnes          | 47.4    | 46.2    | 49.2    | 57.8    | 68.6    |
| Grinding media                 | thousand tonnes          | 104.1   | 97.7    | 102.7   | 83.2    | 97.9    |
| Lime                           | thousand tonnes          | 472.7   | 483.6   | 515.8   | 513.1   | 513.5   |
| Tires (by weight)              | thousand tonnes          | 15.0    | 12.8    | 12.2    | 9.2     | 10.0    |
| Lubricants                     | thousand kL              | 13.8    | 13.2    | 11.1    | 12.5    | 12.1    |
| HCL                            | thousand kL              | 6.7     | 6.7     | 6.3     | 7.0     | 12.1    |
| H <sub>2</sub> SO <sub>4</sub> | thousand kL              | 58.9    | 56.5    | 65.4    | 78.0    | 78.7    |
| Coal                           | thousand tonnes          | 1,201.3 | 1,120.7 | 926.7   | 488.1   | 510.0   |
| Diesel                         | thousand kL              | 679.4   | 588.1   | 633.9   | 535.8   | 594.5   |
| Waste oil                      | thousand kL              | 0.0     | 1.0     | 1.1     | 0.1     | 0.1     |
| Gasoline                       | thousand kL              | 5.4     | 4.0     | 4.1     | 4.3     | 5.3     |
| Natural gas                    | thousand gigajoules (GJ) | 2,859.0 | 1,829.8 | 1,787.2 | 2,077.3 | 2,185.5 |
| Propane                        | thousand kL              | 6.1     | 30.0    | 10.6    | 8.7     | 8.8     |
| Heavy fuel oil                 | thousand kL              | 6.7     | 6.4     | 5.6     | 5.8     | 3.7     |
| Aviation fuel                  | thousand kL              | 0.4     | 0.7     | 0.1     | 0.0     | 0.0     |
| ANFO                           | thousand tonnes          | 21.9    | 12.9    | 7.2     | 4.7     | 3.1     |
| Emulsion                       | thousand tonnes          | 89.7    | 79.7    | 51.6    | 77.8    | 51.3    |
| Heavy ANFO                     | thousand tonnes          | 9.0     | 35.3    | 88.3    | 11.8    | 8.2     |

Note: Heavy fuel oils used for on-site energy are reported separately in the "Energy consumption – direct and indirect by source (million gigajoules [GJ])" table in the Energy and Climate section of the Environmental Data Appendix.

## Biodiversity

### Biodiversity impacts

|   | Units             | 2013     | 2014     | 2015     | 2016     | 2017     |
|---|-------------------|----------|----------|----------|----------|----------|
| Sites in which biodiversity is covered in EIA or similar document     | number            | 11 of 14 | 11 of 13 | 11 of 11 | 11 of 11 | 10 of 13 |
| Mine lease area   | thousand hectares | 469      | 376      | 364      | 256.49   | 288.04   |
| Potential area of impact  | thousand hectares | 187      | 185      | 185      | 44       | 59       |
| IUCN management areas within area of potential impact                 | thousand hectares | 0        | 0        | 0        | 0        | 0        |
| UNESCO World Heritage Sites within area of potential impact           | thousand hectares | 0        | 0        | 0        | 0        | 0        |
| UNESCO Man and the Biosphere Reserves within area of potential impact | thousand hectares | 0        | 0        | 0        | 0        | 0        |
| Ramsar Wetlands within area of potential impact                       | thousand hectares | 0        | 0        | 0        | 0        | 0        |
| Alliance for Zero Extinction area within area of potential impact     | thousand hectares | 0        | 0        | 0        | 0        | 0        |
| Key biodiversity areas within area of potential impact                | thousand hectares | 0        | 0        | 0        | 0        | 0        |
| Important bird areas within area of potential impact                  | thousand hectares | 0        | 0        | 0        | 0        | 0        |
| Total IUCN listed wildlife mortalities                                | number            | 238      | 237      | 244      | 129      | 117      |
| Vulnerable  | number            | 0        | 0        | 0        | 0        | 0        |
| Endangered  | number            | 3        | 1        | 1        | 0        | 0        |
| Critically endangered   | number            | 0        | 0        | 0        | 0        | 0        |
| Near threatened   | number            | 6        | 5        | 3        | 1        | 2        |
| Least concern   | number            | 229      | 231      | 240      | 128      | 110      |
| Not specified   | number            | 0        | 0        | 0        | 0        | 5        |

## Air Quality

### Air emissions

|                                      | Units           | 2013  | 2014  | 2015 | 2016 | 2017 |
|--------------------------------------|-----------------|-------|-------|------|------|------|
| SO <sub>x</sub> (SO <sub>2</sub> )   | thousand tonnes | 171.6 | 168.2 | 34.0 | 0.1  | 1.5  |
| NO <sub>x</sub> (NO <sub>2</sub> )   | thousand tonnes | 6.9   | 6.4   | 7.1  | 5.5  | 6.9  |
| PM <sub>10</sub>                     | thousand tonnes | 22.3  | 19.0  | 19.8 | 17.3 | 16.7 |
| Carbon monoxide (CO)                 | thousand tonnes | 2.5   | 2.3   | 2.6  | 3.4  | 3.0  |
| Mercury (Hg)                         | tonnes          | 3.5   | 4.0   | 2.4  | 0.4  | 0.7  |
| Arsenic (As)                         | tonnes          | 6.0   | 4.6   | 3.9  | 3.4  | 3.0  |
| Lead (Pb)                            | tonnes          | 0.6   | 0.5   | 0.6  | 0.6  | 0.6  |
| Selenium (Se)                        | tonnes          | 3.8   | 4.1   | 0.1  | 0.1  | 0.1  |
| Persistent organic pollutants (POPs) | tonnes          | *     | *     | *    | TR   | TR   |
| Volatile organic compounds (VOCs)    | thousand tonnes | *     | *     | *    | 0.5  | 0.4  |

TR = Trace, which is <0.0001



Note: Our Australia sites operated by Newmont report air emissions on a fiscal year basis (July 1 to June 30); however, Kalgoorlie Consolidated Gold Mines (KCGM) reports its air emissions on a calendar year basis (January 1 to December 31). Beginning in 2016, we expanded our air quality reporting to include POPs and VOCs.

\* Beginning in 2016, we expanded our air quality reporting to include POPs and VOCs.

## Cyanide Management

### 2017 Cyanide incidents

| Site         |  |  |  |  |  |  |
|--------------|---|---|---|---|---|---|
| Ahafo        | 0   | 0   | 0   | 0   | 0   | 0   |
| Akyem        | 0   | 0   | 0   | 0   | 0   | 0   |
| Boddington   | 1   | 0   | 0   | 0   | 11  | 9   |
| Carlin       | 0   | 0   | 0   | 0   | 1   | 0   |
| CC&V         | 0   | 0   | 0   | 0   | 5   | 4   |
| Tanami       | 0   | 0   | 0   | 0   | 3   | 8   |
| KCGM         | 0   | 0   | 0   | 0   | 0   | 5   |
| Lone Tree    | 0   | 0   | 0   | 0   | 0   | 0   |
| Long Canyon  | 0   | 0   | 0   | 0   | 2   | 0   |
| Merian       | 0   | 0   | 0   | 0   | 0   | 0   |
| Phoenix      | 0   | 0   | 0   | 0   | 1   | 0   |
| Twin Creeks  | 0   | 0   | 0   | 0   | 1   | 0   |
| Yanacocha    | 0   | 0   | 0   | 0   | 1   | 1   |
| <b>Total</b> | <b>1</b>  | <b>0</b>  | <b>0</b>  | <b>0</b>  | <b>25</b>   | <b>27</b>   |

-  Incidents of cyanide exposure resulting in hospitalization
-  Incidents where release off the mine site required response or remediation
-  Incidents where release on or off the mine site resulted in significant adverse effects to health
-  Incidents where release on or off the mine site resulted in significant adverse effects to the environment
-  Incidents where release on or off the mine site required reporting under applicable regulations
-  Incidents where release caused exceedances of applicable limits for cyanide

### 2017 Cyanide Code summary data

|  | Total |
|--|-------|
| Incidents of cyanide exposure resulting in hospitalization   | 1     |
| Incidents where release off the mine site required response or remediation                                 | 0     |
| Incidents where release on or off the mine site resulted in significant adverse effects to health          | 0     |
| Incidents where release on or off the mine site resulted in significant adverse effects to the environment | 0     |
| Incidents where release on or off the mine site required reporting under applicable regulations            | 25    |
| Incidents where release caused exceedances of applicable limits for cyanide                                | 27    |

## Closure and Reclamation

### 2017 Reclamation in progress by country (in hectares [ha])

| Country      | Reclamation area |
|--------------|------------------|
| Australia    | 1,023.5          |
| Ghana        | 162.5            |
| Peru         | 745.6            |
| Suriname     | 19.0             |
| U.S.         | 3,089.1          |
| <b>Total</b> | <b>5,039.7</b>   |

### Amount of land disturbed or rehabilitated (thousand ha)

|   | 2013  | 2014  | 2015  | 2016  | 2017  |
|---|-------|-------|-------|-------|-------|
| New disturbance during reporting period   | 0.66  | 0.39  | 0.30  | 0.59  | 0.71  |
| Total reclamation in progress   | 4.30  | 4.40  | 3.61  | 4.20  | 5.04  |
| Achieved reclamation (to agreed upon end use) during reporting period                 | 0.06  | 0.04  | 0.04  | 0.00  | 0.18  |
| Total disturbance not yet reclaimed to agreed upon end use at end of reporting period | 33.90 | 31.70 | 31.93 | 31.64 | 33.12 |

## Environmental Releases

### Environmental releases by number of incidents

|                                       | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------------------------------|------|------|------|------|------|
| Total environmental releases on site  | 70   | 84   | 43   | 81   | 78   |
| Total environmental releases off site | 1    | 0    | 0    | 0    | 1    |
| Total environmental releases          | 71   | 84   | 43   | 81   | 79   |
| Cyanide releases                      | 69   | 76   | 41   | 77   | 77   |
| Mercury releases                      | 0    | 0    | 1    | 2    | 0    |
| Significant hydrocarbon releases      | 1    | 6    | 1    | 1    | 0    |
| Significant chemical releases         | 1    | 1    | 0    | 0    | 2    |
| Other significant releases            | 0    | 1    | 0    | 1    | 0    |

### Environmental releases by volume

|                                       | 2013  | 2014 | 2015 | 2016  | 2017  |
|---------------------------------------|-------|------|------|-------|-------|
| Cyanide releases (kL)*                | 3,373 | 99   | 582  | 2,500 | 3,406 |
| Mercury releases (kg)                 | 0     | 0    | 0.01 | 1.7   | 0     |
| Significant hydrocarbon releases (kL) | 1     | 42   | 2    | 1.5   | 0     |
| Significant chemical releases (kL)    | 723   | 40   | 0    | 0     | 0     |
| Other significant releases (kL)       | 0     | 5    | 0    | 30.5  | 0     |

\* The 2016 cyanide release data was restated from the 8,271.4 kL reported in 2016 to remove weak acid dissociable cyanide (WAD) releases that were contained within the tailings storage facilities. All cyanide releases in 2017 were on site, contained within the site boundaries and remediated according to applicable regulations. Significant releases are those categorized as having an environmental impact of level 3 or greater on a scale of level 1 to 5.