

2019 SUSTAINABILITY REPORT

Beyond the Mine



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HOW TO READ THIS REPORT

Classic Method

You can read our sustainability report as you would a regular book: start on page 1 and navigate page by page to the end. To do this, use the arrow keys in the bottom left-hand corner of the page.



Selective Method

You can also go straight to specific topics using the web-like navigation on the left-hand side of the page.



References to “Newmont,” “the Company,” “we” and “our” refer to Newmont Corporation (formerly Newmont Goldcorp Corporation and Newmont Mining Corporation) and/or our affiliates, joint ventures and subsidiaries. References to “Goldcorp” or “former Goldcorp” refer to Goldcorp, Inc. prior to its acquisition by Newmont. References to “former Newmont” refer to Newmont Mining Corporation — the entity name before the acquisition of Goldcorp.

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LETTER FROM TOM PALMER, PRESIDENT AND CHIEF EXECUTIVE OFFICER

As we enter Newmont’s centenary year following two historic transactions in 2019, I am pleased to present our annual sustainability report and update you on our progress toward creating value and improving lives through sustainable and responsible mining.

Our most important measure of success is, and must always be, keeping people healthy and safe. I want to commend the entire Newmont team for experiencing no work-related fatalities during the year; however, we must maintain a state of chronic unease around events with the potential to result in serious injuries and fatalities.

Following the announcements of the Goldcorp acquisition and Nevada Gold Mines joint venture, we focused on reducing the risk of distraction-related incidents. Because we still experienced a number of near-miss incidents and injuries across our business, we prioritized further enhancements to our safety controls and processes. An important part of this effort was a global safety culture review, which identified several opportunities to enhance our Fatality Risk Management program and improve the way we manage fatality risks.

Although this report covers our performance for 2019, the COVID-19 pandemic in early 2020 will likely have impacts on our business and way of life long after the outbreak subsides. Following the activation of our Rapid Response system to ensure timely, coordinated and effective actions at the site, regional and corporate levels, we implemented several measures to protect the health and safety of those who work on Newmont’s behalf and live near our operations. These included temporarily ramping down some operations, enhancing screening at our sites’ entry points, enforcing strict social distancing, establishing flexible and remote working plans for employees, and creating a global supply chain task force to monitor and address potential supply disruptions.

We also recognize that businesses play an important role in fighting the spread of the virus and stimulating the economic recovery. In April 2020, we created a [Global Community Support Fund](#) and committed \$20 million to support host countries and communities with their immediate health needs and efforts to rebuild the economy. At the time of this report’s publication, we had begun to safely ramp up some of our operations (in close collaboration with host governments and communities), and we were working with our external medical advisors to develop localized plans to guide decisions on when best to open our office locations.

Safely and successfully integrating Goldcorp and transitioning our Nevada assets to the Nevada Gold Mines joint venture required the best our people had to offer. We invested in our people and developed a robust plan to manage the change associated with solidifying our culture around safe, sustainable and responsible mining. A talented, diverse and engaged workforce, fully committed to demonstrating our values, is central to Newmont’s success today and in the decades ahead.

This work is reflected in our sustainability strategy, which is anchored in continuous improvement, setting measurable goals and addressing growing expectations from investors and stakeholders.

In 2019, we performed well against our public sustainability targets to source from local suppliers, hire within the communities near our operations, respond to community complaints in a timely manner, reduce our water consumption and complete planned reclamation activities. We are working toward improving our performance in areas (enterprise-wide female representation, community commitments and human rights supplier screening in North America) where we fell just short of our annual goals.



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The targets are tied to our strategic sustainability priorities and help drive operational performance of the Newmont assets. Former Goldcorp sites will be incorporated into future targets.

Among the other highlights and events during the year that demonstrate our sustainability commitment:

- We continued to strengthen our tailings management governance, responded to the Church of England's request for information on our tailings approach, launched a [website](#) that includes details on each tailings facility, and supported efforts to establish an international standard for the safer management of tailings.
- We further assessed our roadmap for setting and meeting greenhouse gas emissions reduction targets that are consistent with the 2015 Paris Agreement on climate change.
- In December, we reached a 30-year water agreement with the San Juan de Cedros community near our Peñasquito operation in Mexico, and in March 2020, we signed a memorandum of understanding for the "Investment and Social Development Plan," which aims to resolve all outstanding issues with members of the community who were involved in blockades of our operation in 2019.
- Our Africa region held workshops with stakeholders to identify ways to strengthen ongoing engagement and improve relationships with nearby communities and other key stakeholders.
- We created a Global Center for Indigenous Community Relations and an Advisory Council of Canadian and Indigenous Affairs to further enhance our global approach to indigenous relations and ensure all our commitments to First Nations in Canada and elsewhere are honored.
- We improved our ability to better manage risks in our supply chain through our Supplier Risk Management program, and we implemented our Responsible Sourcing Strategy that aims to proactively position Newmont as a trusted and leading source of responsibly mined gold, copper, silver, zinc and lead.

- In Australia, we completed construction of the Tanami Power Project, which will provide our mine in the remote northern Australia desert a safe and reliable energy source while lowering power costs and carbon emissions by approximately 20 percent.
- We adopted a formal tax strategy, disclosing our tax risk profile and approach toward tax planning and engaging with tax authorities.

Strong environmental, social and governance (ESG) performance is not only the right thing to do, it is also an indicator of a well-managed business that delivers sustainable, long-term value for its shareholders and other stakeholders. In 2019, we delivered production and costs in line with guidance and generated \$2.9 billion of cash from continuing operations. In addition to the Goldcorp and Nevada Gold Mines transactions, we completed four profitable expansion projects on four continents — Tanami Power, Ahafo Mill Expansion, Borden and Quecher Main — and reached agreements to generate more than \$1.4 billion in cash proceeds from divestitures.

We consistently strive to operate our business better and more efficiently, and we seek feedback on our performance from stakeholders and reputable independent organizations. For the fifth year in a row, Newmont was named the top gold miner in the SAM S&P corporate sustainability assessment, which places companies on the Dow Jones Sustainability Index, an important benchmark of sustainability leadership. For 2019, Newmont earned a "B" in CDP's Climate Change assessment, reflecting the Company's coordinated action on climate issues, and a "B" in CDP's Water Security assessment. Newmont was the third most transparent company in the S&P 500 according to Bloomberg's ESG Disclosure Score, and we were the top mining company in *CR Magazine's* 100 Best Corporate Citizens list and *Newsweek's* inaugural list of America's Most Responsible Companies.

Newmont was also recognized as the top mining company on [FORTUNE's 2020 list of the World's Most Admired Companies](#) based on an in-depth global survey conducted by the magazine. We posted strong scores across several

dimensions, including quality of management, social responsibility, long-term investment, people management and innovation.

For the first time, Newmont was included in the 2019 Corporate Human Rights Benchmark's (CHRB) evaluation, and we were ranked 12th out of more than 200 companies that were assessed against the CHRB's human rights performance criteria. We remain committed to implementing the UN Guiding Principles on Business and Human Rights, and we are incorporating feedback from the assessment to further demonstrate our commitment.

For the second consecutive year, Newmont was included in [Bloomberg's Gender-Equality Index](#) (GEI) for the Company's efforts to advance qualified women in the workplace. Newmont is one of 325 companies, spanning 50 industries globally, to be included in this year's GEI.

On behalf of Newmont's Board of Directors and our global workforce, I would like to extend our deep gratitude to Gary Goldberg for his leadership since 2013, which, along with the tireless efforts of our employees, has positioned Newmont as the gold sector leader.

Finally, on a personal note, I am honored the Board of Directors asked me to serve as only the 10th CEO in Newmont's almost 100-year history. Today, stakeholders rightfully demand we conduct our activities more efficiently and with greater consideration of the environment and the communities in which we operate. I am confident in our team's ability to meet these expectations by combining strong governance, innovative approaches, technical expertise and our unmatched talent that is committed to sustainable and responsible mining.

Sincerely,



Tom Palmer
President and Chief Executive Officer

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LETTER FROM JANE NELSON, SAFETY AND SUSTAINABILITY COMMITTEE CHAIR

The role of Newmont's Safety and Sustainability Committee ("S&S Committee") is to support the Board of Directors in its oversight of management's efforts to ensure the Company operates responsibly and sustainably and creates long-term shared value for our stakeholders.

Looking back on 2019, it was a year of transformative change for Newmont. The acquisition of Goldcorp expanded the Company's geographic footprint in North and South America, creating the industry's best portfolio of assets in top tier jurisdictions, and the integration of the Company's Nevada assets into the Nevada Gold Mines joint venture created the single largest gold-producing complex in the world. In addition, pursuant to Newmont's rigorous succession planning process, Tom Palmer succeeded Gary Goldberg as the Company's President and CEO, and several other experienced executives were promoted or appointed to key leadership team positions.

With the acquisition of Goldcorp, our Board of Directors and the S&S Committee also went through changes. I was honored to be selected as Chair of the Committee following Joe Carrabba's retirement after his many years of dedicated service and leadership of our Committee. I would also like to recognize Christina Bitar and Charles Sartain, who joined the Committee following the Goldcorp acquisition, along with Sheri Hickok, for their invaluable contributions to the Committee prior to the streamlining of the Board in April 2020.

Given all the changes in 2019, we commend the Newmont team for continuing to focus on safety and demonstrate industry leadership in environmental stewardship and social responsibility throughout every stage of the mine lifecycle.

Each quarter, the S&S Committee reviewed efforts in every region related to safety, health and security performance, environmental risk mitigation activities, human rights, and community, government and other stakeholder engagement and relations. We also conducted more in-depth reviews of emerging issues and some of the more significant sustainability risks facing the Company as well as the strategies for addressing these.

One of these reviews was on Newmont's tailings management approach. The catastrophic tailings dam collapse on January 25, 2019, at an iron ore mine in Brazil was a sober reminder that the mining industry must do more to protect lives and ensure the safety and security of its facilities. The Committee requested and now receives quarterly updates on the Company's efforts to enhance its tailings management and to identify the critical controls that are most effective at preventing failures. The S&S Committee also received updates on the status of integrating former Goldcorp's sites to ensure that a consistent management approach is in place and being enforced. We believe these efforts help prepare the Company for the more stringent Global Tailings Standard that the International Council on Mining and Metals (ICMM), United Nations Environment Programme (UNEP) and Principles for Responsible Investment (PRI) collectively are working on and expect to finalize in 2020. Newmont is providing input on the Standard through its membership in ICMM.



“We commend the Newmont team for continuing to focus on safety and demonstrate industry leadership in environmental stewardship and social responsibility.”

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Mining is an energy-intensive activity, and stakeholders, particularly investors, increasingly want greater transparency around energy efficiency and greenhouse gas (GHG) emissions and the potential impacts of climate-related risks to the business. We are encouraged by Newmont’s public commitment to reduce GHG emissions, to start reporting based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and to examine ways to address climate change through “science-based” targets for 2030 and beyond.

Other safety and sustainability matters the Committee reviewed with management during 2019 included:

- Details on the Company's efforts to continuously improve its Fatality Risk Management program, including lessons learned from events that could have resulted in a permanently disabling injury and the findings from the safety culture review at 13 operations;
- The Company's approach to water stewardship and the efforts to reduce water consumption and better understand catchment-level risks so that the operating sites can establish actions to support collective water management;
- Significant community incidents and concerns, such as the blockade at the Peñasquito operation in Mexico, which was resolved through good-faith negotiations that addressed stakeholder concerns and allowed operations to resume;

- The global security strategy and a report on two security events — the accidental shooting of a security guard (at Yanacocha) and the death of a security contractor who was attacked by illegal miners (at Ahafo) — and the actions that were undertaken to address the investigations’ findings;
- Updates on the Company's human rights strategy — including the work to better manage human rights risks within the supply chain — and actions being taken to respond to key human rights complaints and cases;
- Progress on the global artisanal and small-scale mining (ASM) strategy and actions within each region to reduce potential impacts on the business while supporting livelihoods; and
- An update on the Country Risk program to incorporate former Goldcorp sites and include new jurisdictions based on the combined Company's assets and investments.

The S&S Committee looks forward to updates on identifying and applying lessons learned and best practices consistently across the business. For example, former Goldcorp’s proven approach to building relationships with First Nations in Canada is being incorporated into a new Global Center for Indigenous Community Relations based in Vancouver. An external Advisory Council on Canadian and Indigenous Affairs will provide support and oversight to the Center as well as actively promote constructive dialogue between Newmont and indigenous groups. Matthew Coon Come — a current Newmont Board member who serves on the S&S Committee and was the Grand Chief of the Grand Council of the Crees (Eeyou Istchee) and Chairperson of the Cree Regional Authority — will chair the Advisory Council, which will report to the S&S Committee. We will also continue to benefit from the local insights and advice provided by our country-level advisory councils in Ghana, Suriname and Peru.

These and other efforts — including lessons learned from the Company's engagement with our stakeholders in responding to the COVID-19 pandemic — will position Newmont well as it begins its next century of sustainability leadership.

Sincerely,



Jane Nelson

Chair, Safety and Sustainability Committee of the Board of Directors

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Targets demonstrate our commitment to transparency, improve our ability to manage risks, and provide insight into key areas of social and environmental performance.

Targets have been in place since 2014 at all former Newmont sites and publicly reported since 2015, and former Goldcorp published key sustainability performance goals in past reports. However, because there were some differences in timeframes (annual, short-term and/or long-term) and specific measurements, the following summary of our target performance covers former Newmont sites, unless otherwise noted.

These targets are based on the business plan, incorporate input from the regions, senior leaders and the Board of Directors’ Safety and Sustainability Committee, and measure our progress in areas where we have opportunities for improvement. Since 2016, several of our targets have been included in Newmont’s performance-based compensation plans.

Future targets and timeframes are discussed in the respective sections throughout this report.

Public target	2019 Performance	Commentary	For more information
SAFETY			
Zero fatalities		No work-related fatalities occurred at any Newmont site or facility in 2019.	Safety and Health
Lower Total Recordable Injury Frequency Rate (TRIFR) by 10 percent		Our TRIFR — which was adjusted to reflect the Nevada Gold Mines joint venture and Goldcorp transactions — for the year was 0.41 compared to 0.40 in 2018 and above our target of 0.39.	Safety and Health
INCLUSION AND DIVERSITY			
Increase the enterprise-wide representation* of women in the workforce to 16.1 percent by 2019 <small>* Representation excludes those in fixed-term positions such as internships and those with contracts that end on a specific date.</small>		At the end of 2019, 14.6 percent of our workforce were women. However, the target was established prior to the Goldcorp acquisition and the transition of employees in Nevada to the Nevada Gold Mines joint venture. Our focus in 2019 was on closely monitoring our diversity representation targets as we made critical business and talent decisions.	Our Workplace
LOCAL EMPLOYMENT			
All sites achieve local employment target		All the former Newmont sites where we set local and/or indigenous employment targets met or exceeded our targets.	Value Sharing
LOCAL PROCUREMENT			
All regions achieve spend target with local/local-local suppliers		The former Newmont sites set an annual total local spend goal of \$841 million (adjusted to exclude Nevada Gold Mines spend from July 1 to December 31), which we exceeded by \$212 million, primarily due to increased spend in Australia and South America.	Value Sharing

Met Almost Met Not Met In Progress

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COMMUNITY COMMITMENTS

All sites to complete 95 percent of community commitments* on or before the due date. <i>* Commitments made as of Q1 2017.</i>		All former Newmont sites met our global target to complete 95 percent of community commitments by the due date, except for Merian in Suriname where a construction project was delayed due to internal process matters as well as changes in community leadership.	Social Acceptance
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COMPLAINTS AND GRIEVANCES (C&G)

All sites close 100 percent of tier 1* complaints within 30 days <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>		All sites met our target to resolve 100 percent of tier 1 complaints within 30 days.	Social Acceptance
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HUMAN RIGHTS AND THE SUPPLY CHAIN

Fully implement human rights pre-screening and training for suppliers		We pre-screened all new suppliers in Australia, Ghana and Peru against human rights criteria, and we provided human rights training for those suppliers identified as having potential human rights risks. The Australia region did not identify any suppliers with an elevated likelihood of impacting human rights. Training for North American and corporate-level suppliers was impacted by the Goldcorp acquisition and joint venture transactions.	Human Rights
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WATER

All sites complete their action plan for the year and overall water consumption is reduced by 5 percent* compared to 2016 base year <i>* The target was re-baselined in 2019 to include the CC&V operation and remove the Nevada sites that transitioned to the Nevada Gold Mines joint venture. With our Merian operation reaching commercial production in late-2016, it is not included in the 2016 baseline year.</i>		Globally, Newmont exceeded its 5 percent water consumption reduction target, reducing water consumption by 7.6 percent compared to the 2016 baseline year.* <i>* The reduction reflects the revised 2016 baseline compared to the 2019 consumption data for the following sites — Ahafo, Akyem, Boddington, CC&V, KCGM, Tanami and Yanacocha.</i>	Water
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ENERGY AND CLIMATE CHANGE

Reduce greenhouse gas (GHG) emissions intensity (tonnes of carbon dioxide per gold equivalent ounce) 16.5 percent by 2020*, based on the 2013 baseline and asset portfolio <i>* The GHG intensity target was re-baselined in 2019 to exclude Nevada assets and include former Goldcorp assets.</i>		As of the end of 2019, we have reduced our GHG emissions intensity by 13.7 percent compared to our 2013 baseline, which is approximately 83 percent of our public target to reduce GHG emissions intensity by 16.5 percent (compared to 2013) by 2020.	Energy and Climate Change
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CLOSURE AND RECLAMATION

Achieve 90 percent of planned reclamation activities across Newmont		Our operations completed concurrent reclamation on approximately 148.6 hectares, and we achieved our public target to complete 90 percent of planned reclamation activities across the Company.	Closure and Reclamation
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Our Business

In 2019, Newmont became the world’s leading gold company and a producer of copper, silver, zinc and lead following the transformational acquisition of Goldcorp. As of the end of 2019, more than 16,600 employees and 15,000 contractors worked on Newmont’s behalf, largely in favorable mining jurisdictions in North America, South America, Australia and Africa. Newmont is the only gold producer listed in the S&P 500 Index and is widely recognized for its principled environmental, social and governance (ESG) practices. The Company is an industry leader in value creation, supported by robust safety standards, superior execution and technical proficiency. Newmont was founded in 1921 and has been publicly traded since 1925.

Newmont continued its track record of superior operating and financial performance in 2019, producing 6.3 million attributable ounces of gold and reporting 100 million ounces of gold reserves — the largest reserves in the Company’s history. We also demonstrated our culture of cost and productivity discipline, delivering \$430 million of sustainable value through our Full Potential continuous improvement program. Details on our financial and operating performance are disclosed in our [2019 10-K report](#).

Newmont locations¹



¹ As of December 2019. See [cautionary statement](#).

² Divested asset; transaction to sell 50 percent interest in Kalgoorlie Consolidated Gold Mines (KCGM) to Northern Star Resources Limited closed on January 2, 2020; transaction to sell Red Lake complex to Evolution Mining Limited closed on March 31, 2020.

³ Newmont holds a 38.5 percent interest.

⁴ Newmont holds a 40 percent interest.

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Our commitment to acting responsibly as individuals and as a business is reflected in our Purpose, Mission, Vision and Values, which have been developed over Newmont’s nearly 100-year history. These articulate the path we will follow into the future and how we will conduct business along the way.

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 to drive a fatality, injury and illness free workplace.
- **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.
- **Inclusion** — We create an inclusive environment where employees have the opportunity to contribute, develop and work together to deliver our strategy.
- **Responsibility** — We deliver on our commitments, demonstrate leadership and have the courage to speak up and challenge the status quo.



BUSINESS STRATEGY

Our [business strategy](#) serves as a blueprint for creating sustainable value over the long term. The three pillars of the strategy include:

- **Deliver superior operational execution** by managing safety risks to reach zero harm, continually improving operational performance, and meeting commitments without fail.
- **Sustain a global portfolio of long-life assets** by executing profitable expansions and investing in early-stage prospects with a goal to grow margins, Reserves and Resources.
- **Lead the sector in profitability and responsibility** by consistently generating superior returns, demonstrating our values, and leading in environmental, social and governance performance.

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 behaviors, leadership and risk management
- **Operational excellence** — delivering sustainable cost and efficiency improvements and world-class technical fundamentals
- **Growth** — building a stronger portfolio by progressing promising exploration, project development and inorganic opportunities
- **People** — developing a more streamlined operating model and a more diverse and inclusive workplace
- **Environmental, social and governance** — leveraging leading social and environmental practices for competitive advantage

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SIGNIFICANT CHANGES IN 2019

During 2019, Newmont built on its proven strategy to be the world's leading gold company by creating the industry's best portfolio of world-class ore bodies through transformative transactions and advancing projects. Among the most significant events:

- In April, Newmont acquired Goldcorp Inc., forming the world's leading gold company with an unmatched portfolio of assets, prospects and talent.
- In July, Newmont and Barrick Gold Corporation combined their Nevada operations to form the Nevada Gold Mines, a joint venture that ranks as the world's single largest gold producing complex.
- We completed four profitable expansion projects on four continents — the Tanami Power Project in Australia, the Ahafo Mill Expansion in Ghana, the Borden mine in Canada and the Quecher Main project in Peru — that extend the mine life of existing operations.

- We reached agreements to generate more than \$1.4 billion in total proceeds from the sale of our 50 percent stake in KCGM in Australia, 100 percent ownership of the Red Lake complex in Canada, 19.9 percent equity stake and convertible bond in Continental Gold and 45 percent stake in the Nimba iron ore project in Guinea.

Reflecting the Company's deep bench strength and focus on succession planning and seamless leadership transitions, the following key leadership changes occurred during the year:

- Tom Palmer succeeded Gary Goldberg to become Newmont's President and Chief Executive Officer and member of the Board of Directors.
- Rob Atkinson joined Newmont as Executive Vice President and Chief Operating Officer.

- Stephen Gottesfeld transitioned from the General Counsel role to become Executive Vice President and Chief Sustainability and External Affairs Officer, while Nancy Lipson was promoted to Executive Vice President and General Counsel.
- Dean Gehring and Jennifer Cmil were promoted to Executive Vice President and Chief Technology Officer and Executive Vice President, Human Resources, respectively.

Additional information about these events and more can be found in our online [newsroom](#) as well as in our [2019 10-K report](#).

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Our Workplace

The people who work on our behalf give us a distinct competitive advantage. We aim to create a workplace that attracts and retains top talent by being respectful and inclusive, protecting worker rights, providing fair and equitable compensation, and offering a range of experiences, growth opportunities and benefits.

Our global [People Policy](#) states our commitments to employees and those with whom we work. In early 2020, we updated the policy to expand the specific attributes that are protected from discrimination to include gender identity and expression. The policy is supported by [global standards on employment practices](#) that detail the minimum requirements for creating an environment where rights are respected and people can grow and thrive.

Through our global human capital strategy, we align our talent management efforts with the overall business strategy. The strategy's focus areas include enhancing the employee experience and evolving for future workforce needs; building our bench strength and leadership capabilities; developing effective labor relations that align stakeholders with a shared future; and improving inclusion and reaching gender parity.

ORGANIZATIONAL TRANSFORMATION

At the end of 2019, Newmont's global workforce comprised approximately 16,600 employees and 15,000 contractors, up from around 12,400 employees and 11,800 contractors at the end of 2018.

In April, Newmont and Goldcorp closed the transaction that combined our two organizations to form an unmatched portfolio of world-class assets and people who share a commitment to safe, profitable and responsible gold production. In July, we closed the Nevada Gold Mines joint venture transaction with Barrick, creating the world's single largest gold producing complex.

As a result of these transactions, we commenced a process to re-evaluate our operating model and organizational structure to meet the needs of our business and expanded footprint. Throughout the change, we took a strategic and intentional approach to reinforcing a values-driven culture. Through frequent communications and a fair and transparent approach to selection and staffing, we were able to effectively manage considerable organizational change. Executive leadership was actively involved in all aspects of the transformation, including the selection of key positions, which aimed to meet our near-term talent needs while building long-term bench strength.

WORKERS' RIGHTS

As stated in our People Policy and employment standards, we are committed to maintaining a workplace free from corruption, discrimination, harassment and retaliation.

We encourage employees to raise questions and concerns with their manager or functional leaders. Our site-based [complaints and grievances \(C&G\) mechanism](#) and our online [Integrity Helpline](#), which allows someone to anonymously file a complaint, are other tools employees can use to raise concerns.

In 2019, we investigated, substantiated and closed 118 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, we tracked through our Integrity Helpline 18 human rights-related grievances or allegations from employees ranging from discrimination based on gender or race to sexual harassment. Additional information about our approach to human rights allegations and grievances is discussed in the [Human Rights](#) section of this report.

GLOBAL INCLUSION AND DIVERSITY

Cultivating a workplace that values the differences within our workforce is the goal of our global inclusion and diversity strategy. The three areas by which we are measuring our near-term and long-term progress are:

- *Inclusive leadership* — embedding our value of inclusion and the importance of diversity in our culture through training that builds skills for engaging diverse talent;
- *"Disrupt" people systems* — improving diversity through initiatives, such as auditing our talent management systems for unconscious biases, across the entire employee lifecycle; and
- *Leverage accelerators* — dedicating resources and actions to accelerate progress (e.g., new projects and operations that provide opportunities to consider the employee mix).

In addition to diversity representation metrics around gender, nationals and local/indigenous employee representation, we continue to learn more about measuring inclusion by tracking our performance across the following five areas of inclusion, which we established in 2018:

- *Global engagement survey* — assesses employees' views of Newmont's commitment to our value of inclusion and the business implications of this measure;
- *Symbols of exclusion* — identifies and eliminates basic symbols of exclusion, such as uniform designs and personal protective equipment, across the business;
- *Education* — calculates both the participation in, and the impact of, inclusive leadership, unconscious bias and other training efforts;
- *Employee-led, executive-sponsored business resource groups (BRGs)* — evaluates the number and diversity of our BRGs (which totaled 25 across the four regions and corporate office at the end of 2019) and measures their impact on participants and the business; and

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- *People systems* — trial “disruptions” to our talent-related processes — such as blind resumes, inclusive job postings, and diverse hiring slates and interview panels — on attracting, hiring and retaining more diverse talent.

The element of our strategy related to gender diversity integrates our commitment to the [Paradigm for Parity framework](#), which aims to create a more inclusive workplace where women and men have equal opportunities. We are committed to advancing the UN Sustainable Development Goal to achieve gender equality (SDG-5), and we believe that progressing an inclusive workplace culture is a critical part of tackling the challenge of retaining and attracting top female talent in the mining industry.

At the end of 2019, our enterprise-wide female representation was 14.6 percent — down from 15.7 percent in 2018 and below our target of 16.1 percent. However, the target was established prior to the addition of employees in Canada, Mexico and Argentina (as a result of the Goldcorp acquisition) and the transition of employees in Nevada to the Nevada Gold Mines joint venture and does not reflect our current operating portfolio. Our focus in 2019 was on closely monitoring our diversity representation targets as we made critical business and talent decisions. New diversity targets will be established once all people-related decisions are finalized across our operating portfolio.

We discuss our public targets for local and/or indigenous employment in the [Value Sharing](#) section of this report.

LABOR RELATIONS

We recognize and respect employees’ rights to freedom of association, and we engage in collective bargaining without interference or fear of retaliation. We have collective bargaining/enterprise agreements (covering wages, benefits and other employment terms) with unions in Australia, Canada, Ghana, Mexico, Peru, Suriname and the U.S. Approximately 43 percent of our workforce are members of a union or participate in a collective bargaining agreement.

In 2019, key engagement activities included signing three-year agreements with our unions in Peru and Suriname and negotiating amendments to the collective bargaining agreement with the Ghana Mine Workers Union.

Although there were no strikes or lockouts at any of our operations in 2019 that lasted more than one week, our Cerro Negro operation in Argentina had several short-duration work stoppages by union members. A dialogue table, in which the provincial government would serve as a mediator between Newmont and the union, was proposed to help resolve the dispute. We also temporarily suspended operations at our Peñasquito operation in Mexico to ensure the safety of the workers and our assets due to a [blockade](#) led by a trucking contractor and some members of a nearby community.

Newmont commits to disclose significant operational changes to all employees in a timely manner. Our global Management of Change Standard and supporting guidelines ensure that changes are identified, assessed, managed and appropriately communicated to all affected personnel and stakeholders. The standard requires a minimum of two weeks’ notice to personnel for changes that have site-wide, regional and/or global impacts. The collective bargaining agreements that include minimum notice periods for communicating significant changes are summarized in the following table.

Minimum notice periods regarding operational changes 2019: By country ¹	Site	Notification period
Ghana (Collective bargaining agreements (CBAs) only)	Ahafo and Akyem	Seven days for communicating operational changes and three months for communicating a reduction in the workforce
Australia (CBAs only)	Boddington	Four weeks
	KCGM	Between 24 hours and several weeks, depending on the change
Mexico (CBAs only)	Peñasquito	Four weeks
Global (all workforce not covered by CBAs)	All employees, all sites	Newmont's general workforce notification practices are governed by the Global Management of Change Standard and supporting guidelines, which require a minimum of two weeks' notice to personnel for changes that have site-wide, regional and/or global impacts. In many cases, notification times related to 2019 integration activities were significantly longer.

TALENT MANAGEMENT AND SKILLS DEVELOPMENT

Ongoing career and skills development through training and education is critical to ensuring we have the right people with the necessary skills to deliver on our business strategy. We invest in development programs that include on-the-job and technical training for specific job functions, management and leadership programs, and ongoing educational opportunities through apprenticeships, tuition assistance, and scholarships to universities and technical schools. In 2019, we invested approximately \$8.9 million in training and development programs.

Newmont strives to provide all employees with feedback on their performance. The structure of that feedback varies among locations, job categories and workforce agreements. Where no formal process for performance management is in place (for example, with our unionized employees), we follow local protocols to make the connection between employee skills and competencies and business performance.

Metrics and more information on our workforce and employment practices are included in this report’s [Performance Data](#) section.

¹ 2020 COVID-19 workforce notifications are omitted from this 2019 data table. Ongoing workforce updates and notifications specific to COVID-19 impacts are available at [Newmont.com](#).

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Newmont’s vast supply chain includes around 8,500 suppliers worldwide and thousands of additional subcontractors. Understanding and managing the risks present in our diverse and dynamic supply chain and working with suppliers that share our values and goals are critical to our operations.

Our [Supplier Code of Conduct](#) 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, policies and standards.

SUPPLIER RISK

Detailed in our global Supplier Management Standard are the key elements of our Supplier Risk Management (SRiM) program — a robust end-to-end process framework that drives a more proactive and consistent approach to manage supplier-related risks and performance.

A global, cross-functional governance steering committee monitors compliance and tracks the program’s performance, and regional governance committees, which include members of the regional leadership team, review compliance and supplier performance. A governance support team within our Supply Chain organization provides monthly updates to mine site general managers and management directly overseeing contracted work. The team also engages with the global steering committee to ensure any changes to risk profiles are identified and addressed.

The SRiM process applies to all phases of the supplier lifecycle and must be applied to suppliers that provide critical goods and are identified as extreme (tier 1) or high (tier 2) risk suppliers based on the nature of their work.

Among the key activities in 2019 to address potential risks in the former Newmont supply chain:

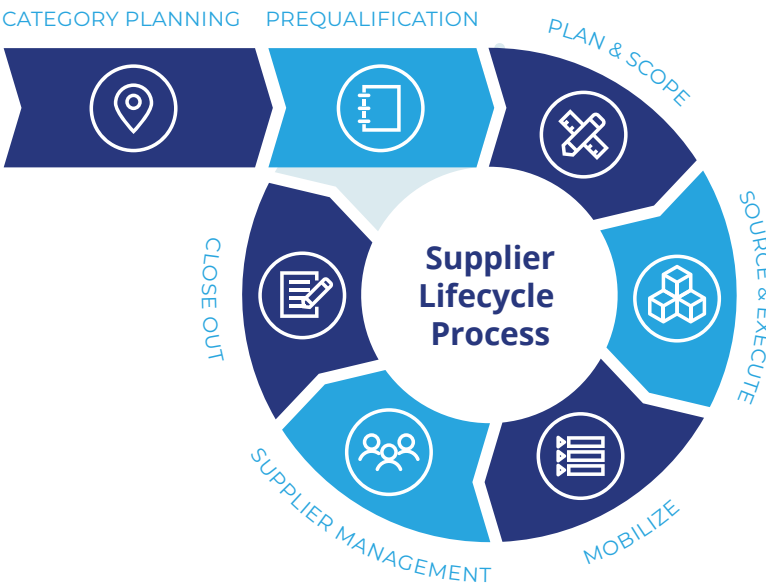
- All prospective suppliers received an initial screening for anti-corruption and anti-bribery. During the year, no potential or existing suppliers were flagged as having anti-corruption and/or anti-bribery risks that disqualified them from conducting business with Newmont.
- To evaluate and identify potential risks, all tier 1 and tier 2 suppliers were issued a pre-qualification questionnaire related to social, environmental, human rights, health and safety, ethics and compliance, and security and information technology risks. Any outstanding or incomplete questionnaires were escalated to the Newmont contract owner to discuss and resolve with the supplier. We then analyzed each scope of work against additional risk indicators, resulting in a tier risk rating. Supplier responses to the questions determined whether a risk mitigation activity was necessary and activated along with a scope of work. For example, if a scope of work was related to use or production of hazardous materials, the

Newmont contract owner would ensure the supplier had a hazardous material management plan in place.

- At the end of 2019, 100 percent of our tier 1 and tier 2 suppliers had developed and approved mitigation plans (supplier management plans) in place.
- We audited 23 suppliers that were identified as high risk from a corruption perspective and initiated a program to audit suppliers with an elevated risk of impacting human rights (see the [Human Rights](#) section for more information).

Following the launch of the SRiM program in late 2018, constructive feedback from the regions and sites informed a recalibration of the program that was initiated in mid-2019 to better align the SRiM to the needs of the business, further strengthen the identification and mitigation of risks, and increase adoption by removing cumbersome tools and processes. The system enhancements and simplified processes addressed in the recalibration exercise will be implemented in 2020. The rollout of SRiM to the former Goldcorp sites will begin in early 2021.

Risk management across the supplier lifecycle



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SMELTING AND REFINING

The gold we produce is transported in the form of doré to refineries certified by the London Bullion Market Association (LBMA). All refineries used by Newmont comply with the [LBMA Responsible Sourcing 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. They also conform to the [Responsible Minerals Initiative's](#) (RMI) Responsible Minerals Assurance Process, in which independent audits validate a smelter or refinery's management processes for responsible mineral procurement.

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, and agree to anti-bribery measures. Copper concentrates sold by Newmont contain gold, and provisions within the concentrate sales contracts require the buyer to 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.

Our Product Stewardship Standard aims to reduce downstream environmental, safety, health and social impacts through minimum requirements for managing and vetting downstream buyers. The standard also establishes a set of environmental, health, safety, technical and social criteria and a due diligence and review process. Although the standard does not implicitly apply to doré, our refining agreements include provisions that address the spirit of the standard and allow for due diligence, as well as audits, should we identify any concerns with a refiner. The standard does not apply to copper cathode sales because we sell to trading companies that then sell to various fabricators with which we do not have any direct relationship.

More information about our products is included in our [2019 10-K report](#).

RESPONSIBLE SOURCING

Key stakeholders, including governments, downstream markets, investors, NGOs and consumers, are increasingly demanding greater transparency on environmental, social and governance (ESG) performance at the site level. In the past few years, these demands have resulted in new and different reporting and independent assurance frameworks, some of which we collaborated with industry peers and organizations to develop. These include:

- The International Council on Mining and Metals' (ICMM) Performance Expectations;
- The World Gold Council's (WGC) Gold Mining Principles;
- The Responsible Minerals Initiative's (RMI) Risk Readiness Assessment framework; and
- The Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) reporting framework.

Rather than reacting to these reporting obligations in an ad hoc manner, we developed a Responsible Sourcing strategy, which incorporates input from external responsible sourcing thought leaders and analyses of leading practices. The strategy's robust framework aligns with the business strategy and our existing efforts including the global artisanal and small-scale mining (ASM) strategy, SRiM program, Product Stewardship Standard, and the technical audits carried out under our Integrated Management System.

The strategy, which aims to proactively position Newmont as a trusted and leading source of responsible gold, copper, silver, zinc and lead, includes the following broad objectives and desired outcomes:

- *Report and independently assure operational performance* — demonstrate that operations are responsible sources of gold and copper through credible data, performance indicators and assurance;
- *Value chain management* — optimize value chain management to enhance business value, attract new investor groups and demonstrate value creation;
- *Internal governance and capacity* — enhance implementation and reputation, support value creation and improve cross-functional coordination through organizational alignment and governance; and
- *External engagement* — support access to land, capital and markets through effective engagement that consolidates external initiatives with Newmont's responsible sourcing framework.

To develop a single reporting and assurance process that meets the various reporting requirements, we identified where our policies and standards align with the frameworks at the global level. In 2019, we piloted a site-level gap assessment against our membership requirements at Ahafo in Ghana. The assessment helped shape a gap assessment template that all other sites will use. In 2020, the findings from the assessments will be used to ensure the strategy is applicable at former Goldcorp sites, prepare for the new ICMM and WGC reporting obligations, explore potential partnerships, develop reporting tools, and determine whether reporting against additional initiatives (e.g., RMI and TSM) is a strategic differentiator for the Company going forward.

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Newmont is committed to developing resources in a way that protects people, respects human rights, catalyzes local economic development and safeguards the environment.

OUR SUSTAINABILITY STRATEGY

Newmont’s sustainability strategy is a foundational element in achieving our purpose to create value and improve lives through sustainable and responsible mining. Among the strategy’s strengths are its alignment to our overall business strategy and contribution toward building strong, lasting relationships with stakeholders, delivering on our commitments, attracting and retaining top talent, and driving innovation in our industry — all key for creating long-term growth and value.

We also recognize that sustainability means protecting the safety and health of our workforce and those who reside near our operations. Our [health and safety programs](#) — notably our Fatality Risk Management program — aim to keep people safe and ensure their wellbeing.

FRAMEWORK

Our sustainability strategy’s implementation framework provides a systematic and pragmatic approach. A foundational [Sustainability and Stakeholder Engagement Policy](#) is supported by the strategies, standards, systems and metrics that drive our performance.

Our Integrated Management System (IMS) provides a consistent system and process for capturing and tracking our sustainability risks and monitoring progress against our public targets.

Sustainability and the mine lifecycle



Sustainability framework



STRATEGIC IMPERATIVES

Three strategic imperatives — performance, social acceptance and reputation, and risk management — drive the programs necessary to deliver our sustainability strategy:

- **Performance:** Investors and other stakeholders are increasingly interested in the link between non-financial performance and long-term value creation. For the fifth year in a row, Newmont was named the top gold miner in the Dow Jones Sustainability World Index (DJSI) Industry Group Leader Report — which was compiled by SAM S&P in concert with the Dow Jones Index. Newmont was the top mining company in *CR Magazine*’s 100 Best Corporate Citizens list and *Newsweek*’s first-ever list of America’s Most Responsible Companies for 2020.
- **Social acceptance and reputation:** Examples of programs and activities that build trust-based relationships with stakeholders include participatory environmental monitoring with communities at several sites, a workshop series with stakeholders in Ghana, engaging NGOs on addressing artisanal and small-scale mining challenges in Suriname, and transparently disclosing our performance in addressing human rights matters and community complaints and grievances.
- **Risk management:** Strategies and programs — such as those related to fatality risks, human rights, responsible sourcing, closure, energy and climate, water stewardship and tailings management — are examples of our proactive approach to managing both short- and long-term risks and preparing for emerging issues.

As part of the work to align the former Goldcorp assets, in 2020 we will review our global sustainability strategy and the supporting framework elements that enhance our contributions to sustainable development and serve as a competitive advantage.

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TECHNOLOGY AND INNOVATION

Through Full Potential — our structured program focused on continuous improvement — we are identifying opportunities and implementing technological solutions that support our broader objectives related to operating safer and more responsible mines.

Some of the key technologies that we have deployed or are in the process of implementing include:

- Our Borden mine in Ontario features state-of-the-art health and safety controls, digital mining technologies and processes, and an electric underground fleet that eliminates diesel particulate matter from the underground environment and lowers greenhouse gas emissions.
- Across our haul truck fleet and in other heavy vehicles, we installed Driver Safety System (DSS) technology, which monitors driver fatigue and distraction and provides instant intervention for tired operators.
- We use real-time monitoring technology, including aerial drones, to ensure the safe operation of our tailings storage facilities, and we are evaluating InSAR (Interferometric Synthetic Aperture Radar) satellite technology, which detects and measures ground movement.
- We have deployed solar power technology in Ghana, and we are evaluating solar options in Australia and Mexico.
- In early 2020, we announced that our Boddington operation in Australia will invest \$150 million to fully automate its haul truck fleet. This investment will enhance safety by removing people from the line of fire and reduce the potential for vehicle-to-vehicle interactions.

MATERIALITY

Each year, we analyze the sustainability issues that matter most to our stakeholders and our business to determine the content of this report.

Given the notable changes to our business over the past year, in mid-2019 we conducted a robust formal materiality assessment to identify, understand and prioritize our current, near-term and emerging sustainability issues. The review followed the GRI's Principles for Determining Report Content (sustainability context, stakeholder inclusiveness, materiality and completeness) and included:

- A comprehensive desktop review of nearly 100 sources — including GRI and SASB standards; topics related to the European Union's Non-Financial Reporting Directive; reports from NGOs, academics and peers; and issues deemed important to stakeholders — to identify potentially material topics for the Company;
- An online survey sent to 60 employees, who were selected for their direct engagement with external stakeholders, to rank the key issues in order of importance to the Company and stakeholders;
- More than a dozen in-person interviews with executives and functional leaders and a formal calibration workshop to review, rank and prioritize key topics; and

- The introduction of an external review panel with the following thought leaders who reviewed, ranked and prioritized key issues:
 - Professor in the business school of a leading university
 - Key representatives from a leading global investment management corporation representing one of our top 10 investors
 - Chief Operating Officer of ICMM
 - President and CEO of RESOLVE
 - Analyst and Sector Lead at SASB
 - Director of Research Projects, SASB
 - Director, Centre for Social Responsibility in Mining, University of Queensland
 - Director, Aqueduct and Corporate Water Stewardship, World Resource Institute
- Interviews with each member of the Board of Director's Safety and Sustainability Committee to review, discuss and adjust the ranking of the material issues identified in this process.
- Review and evaluation of the final materiality matrix by our Enterprise Risk Management leaders to confirm that there were no significant gaps between the material sustainability issues identified through this process and the enterprise-level risks identified through our ERM process.

The Safety and Sustainability Committee reviewed and approved the final matrix, which includes 11 highly material issues and their related report topics and performance indicators that are the focus of this report. An overview of our approach and performance for nine other important and material topics is included in the report, GRI Content Index, ESG data tables and/or via links to other public disclosures such as our [2019 10-K report](#) and [2020 Proxy Statement](#).

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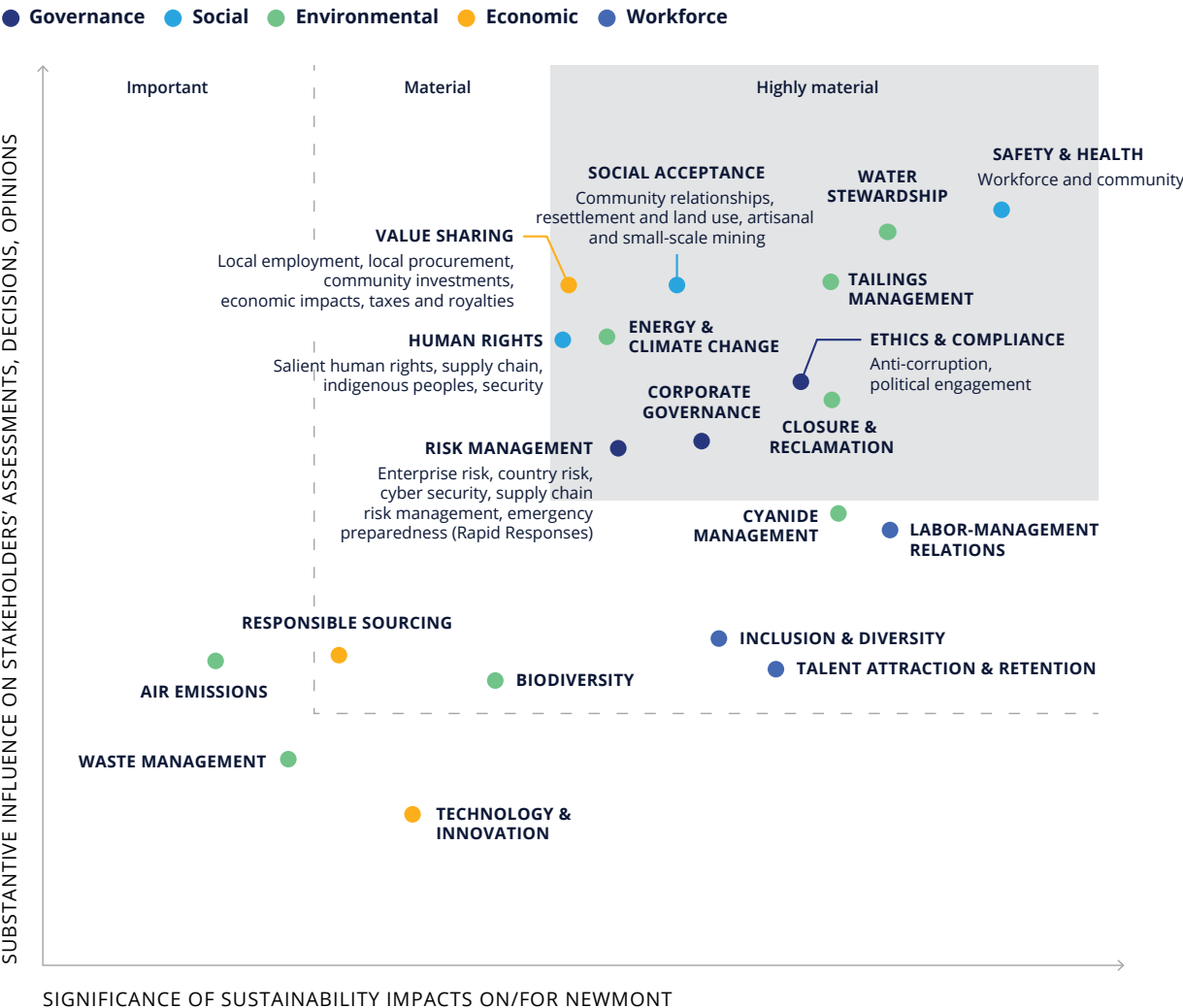
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For 2019, the topics remain largely consistent with the previous year, although some topics, such as tailings management, increased in importance, while others decreased based on internal and external feedback that informed the final ranking.

All material issues are addressed in this report, with the highly material topics discussed in four main sections — Governance, Social, Environmental and Economic. We also have material issues included in the Workforce category. Key performance indicators of all issues shown on the 2019 materiality matrix are included in the [Performance Data](#) section of this report.

2019 Materiality matrix



SALIENT HUMAN RIGHTS ISSUES

Included in our materiality analysis is the concept of salience, which focuses on how human rights can be affected by our business activities and through our business relationships.

As early adopters of the UN Guiding Principles Reporting Framework, we engage internally across regions and functions and externally with human rights experts and key stakeholders to identify our salient human rights risks, which helps us focus on how we address human rights impacts across our operations.

For our initial salience analysis, which was in 2015, we held a cross-functional workshop and identified 26 potential human rights issues. The workshop was followed by sessions with regional and site teams to determine the most salient human rights risks within the three characteristics of saliency — severity, scope and ability to be remedied. In 2018, our cross-functional human rights working group led a review of our salient human rights issues to consider the increased data we have on risks that may have a human rights component. Currently, our eight salient issues are:

- Right to life
- Right to water and sanitation
- Right to an adequate standard of living
- Right to enjoy just and favorable conditions of work
- Right not to be subject to discrimination in employment/occupation
- Right to health
- Right not to be subject to slavery or forced labor
- Right to self-determination

We discuss each of these issues in greater detail in the [Human Rights](#) section of this report.

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STAKEHOLDER ENGAGEMENT

Engaging with relevant 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 gain a greater understanding of their needs, interests and perspectives while, at the same time, encouraging shared decision making to promote mutually beneficial outcomes.

Stakeholder engagement plans are developed, and regularly reviewed and updated, at the corporate, regional and site levels to ensure we maintain ongoing and honest dialogue and provide transparent, timely and fact-based communications with stakeholders in an accessible and clear manner. These elements are critical to building relationships based on mutual respect and managing risks present in our business. Stakeholder engagement also helps inform our site-level management plans and validate our priorities and salient human rights issues.

The channel and frequency of engagement vary depending on the stakeholder's area of interest. An overview of our approach to engaging with our main stakeholders is described below, with additional detail provided throughout this report.

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2019
Employees	<ul style="list-style-type: none">• Safe and healthy work environment• Strategy and direction of the organization• Workplace diversity and inclusion• Wages, benefits, recognition and commitments• Opportunities for career advancement and/or development• Workplace agreement terms and conditions• Responsible business practices• Impacts of technology, automation and innovation• Impacts of merger and acquisition (M&A) activities	Code of Conduct, policies and standards, collective bargaining/contract negotiations, lessons learned and leadership coaching, training and development programs, Integrity Helpline, conversations between managers and employees, performance feedback, engagement surveys, town hall meetings with the CEO and other leaders, manager learning series training, online training, newsletters, and employee communications channels	<p>Established an Integration Management Office following the announcement of the Goldcorp acquisition, and provided regular updates on the integration process.</p> <p>Conducted safety culture interviews, focus groups and field interactions across the workforce including contract partners.</p> <p>Details on these and other activities are discussed in Our Workplace, Safety and Health and Value Sharing.</p>
Host communities	<ul style="list-style-type: none">• Safe and healthy operations• Jobs and local business opportunities• Community investment• Environmental stewardship including access to clean water• Tailings facility management• Access to education and skills development• Infrastructure• Transparency in the distribution of direct and indirect economic contributions• Indigenous peoples' rights• Community wellbeing• Reputation and ethics	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>Conducted an independent review of the Company's relationship with stakeholders in Ghana.</p> <p>Engaged community stakeholders via environmental participatory monitoring programs.</p> <p>Details on these and other activities are discussed in Safety and Health, Social Acceptance, Water Stewardship, and Value Sharing.</p>

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Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2019
Suppliers/contractors	<ul style="list-style-type: none">• Safe and healthy work environment• Contract terms and conditions• Business opportunities• Financial and operating performance• Responsible business practices• Innovation• Operating efficiencies• Strong partnerships	Contract negotiations, Supplier Code of Conduct, Supplier Risk Management program, 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>Engaged suppliers through screening, training and action plans to manage risks in the supply chain.</p> <p>Purchased goods and services worth more than \$841 million with local suppliers across our operating portfolio.</p> <p>Details on these and other activities are discussed in Our Supply Chain and Value Sharing.</p>
Business partners (e.g., joint ventures, strategic business partners)	<ul style="list-style-type: none">• Financial and operating performance• Reserves and resources• Safety, health, environmental and social performance• Government regulations and permitting	Terms of agreements, annual and quarterly reports, regulatory filings, regular meetings and communications via telephone, email, website and mailings	<p>Completed the acquisition of Goldcorp, Inc. in April.</p> <p>Formed Nevada Gold Mines joint venture with Barrick in July.</p> <p>Details on these and other activities are discussed in Our Business and 2019 10-K report.</p>
Governments and regulatory bodies	<ul style="list-style-type: none">• Regulatory and legal compliance• Compliance with mining license• Government regulations and permitting• Taxes and royalties• Jobs• Infrastructure• Contribution to national and local socio-economic development priorities• Environmental stewardship• Permitting• Enforcement of rule of law	Regulatory filings, responses to requests for information, participation in events and forums, collaboration on government/industry campaigns and programs, public advisory processes, dispute mediation and dialogue tables, tours of operations and site visits, meetings and personal communications	<p>Engaged with government leaders in the jurisdictions where we operate on matters impacting our business.</p> <p>Participated in the government-sponsored dialogue/negotiation table in Mexico to resolve disputes with the communities near the Peñasquito operation.</p> <p>Details on these and other activities are discussed in Ethics and Compliance and Value Sharing.</p>
Shareholders, investors and analysts	<ul style="list-style-type: none">• Financial and operating performance• Share price performance• Dividend payments• Balance sheet strength• Reserves and resources• Safety, health, environmental and social performance• Reputation and ethics• Government regulations and permitting• Mergers, acquisitions and divestments• Corporate governance	Annual and quarterly reports, regulatory filings, investor conferences, annual general meeting, investor roadshows, credit rating agency engagement, tours of operations and site visits, analyst days, regular meetings and communications via telephone, email, website and mailings	<p>Responded to the request of the Church of England Pension Board and the Swedish Pension Fund Council on Ethics for detailed disclosures on our tailings facilities and management approach.</p> <p>Committed to reporting to the Task Force on Climate-related Disclosures (TCFD) recommendations in 2021, based on 2020 activities.</p> <p>Details on these and other activities are discussed in Tailings Management, Energy and Climate Change and on our investor relations site.</p>

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Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2019
Non-governmental organizations (NGOs), multinational organizations and civil society	<ul style="list-style-type: none">• Transparency and accountability• Governance• Social performance• Human rights and free, prior and informed consent of indigenous peoples• Environmental stewardship• Mutual value creation	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>Engaged with the United Nations Development Program, the NGOs PACT and Artisanal Gold Council (AGC), and the U.S. Embassy regarding artisanal and small-scale mining issues in Suriname.</p> <p>Partnered with the World Resources Institute to assess our catchment-level water risks.</p> <p>Partnered with the International Union for the Conservation of Nature (IUCN) on our biodiversity performance.</p> <p>Details on these and other activities are discussed in Social Acceptance, Water Stewardship and Value Sharing.</p>
Media	<ul style="list-style-type: none">• Financial and operating performance• Health and safety performance• Community and social performance• Environmental stewardship• Government regulations and permitting• Mergers, acquisitions and divestments	Press releases, interviews, regulatory filings, presentations, publications, site visits, editorial board meetings, communications via phone and email, company website and social media channels	<p>Ongoing engagement with media during Goldcorp acquisition and Nevada Gold Mines joint venture announcements.</p> <p>Please visit the newsroom on our website for more information.</p>
Peers and industry associations	<ul style="list-style-type: none">• Safe and healthy operations• Responsible business practices• Environmental stewardship• Collaborating with peers via industry organizations and with other business, political and academic leaders via global forums on sustainability issues and policy positions• Industry targets, reporting, standards and site-level performance expectations and audits• General knowledge sharing on lessons learned and best practices	Active participation as members and on boards or other leadership assignments, conferences, engagement through business bodies and industry-wide initiatives , meetings and personal communications	<p>Through ICMM membership, supported efforts to develop a Global Tailings Standard.</p> <p>As a member of the World Gold Council, helped develop the Responsible Gold Mining Principles.</p> <p>Details on these and other activities are discussed in Our Approach to Sustainability, Social Acceptance, Water Stewardship, Tailings Management and Value Sharing.</p>

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SUPPORTING THE SUSTAINABLE DEVELOPMENT GOALS

In 2015, governments from 193 countries unanimously adopted the United Nations’ 2030 Agenda for Sustainable Development — an action plan to end poverty, protect the environment and promote prosperity by 2030. The agenda includes 17 Sustainable Development Goals (SDGs) that are an ambitious call-to-action for governments, businesses and civil society organizations to address the most pressing problems facing our world today.

As a mining company, we recognize the opportunity and potential to positively contribute to all 17 SDGs and the dynamic relationship between the goals in the countries and communities where we operate. Following an extensive mapping exercise and analysis in 2016, we prioritized five SDGs which are most aligned to our business strategy and where we can have the greatest impact through our business activities:

- Goal 3 — Good health and wellbeing
- Goal 5 — Gender equality
- Goal 6 — Clean water and sanitation
- Goal 8 — Decent work and economic growth
- Goal 17 — Partnerships for the goals

COMMITMENTS AND REPORTING

Our reporting aligns with many of the SDG targets (see the [GRI Content Index](#)). Our [global inclusion and diversity strategy](#) supports Goal 5 (gender equality), and we have metrics and indicators related to creating an inclusive workplace and diverse workforce. We also identified gaps in the way we report on outcomes for three of our priority SDGs. During a global workshop in 2018, we developed five outcome-based objectives to address these gaps.

Priority SDG	Outcome-based objective
Goal 3	Improved access to quality healthcare Reduction in maternal and infant mortality
Goal 6	Improved community access to potable water Improved access to irrigation
Goal 8	New non-Newmont and nonmining jobs created

Five SDGs where Newmont can have the most impact



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Through our work on the SDGs, we have experienced several challenges in measuring and reporting progress on the goals. Firstly, it is difficult to define global indicators that are meaningful in every context. For example, increasing community access to potable water has a greater impact in certain regions of Ghana or Peru than in the U.S. or Canada. Secondly, determining attribution to an improvement or positive impact is difficult. For instance, there may be an improvement in health outcomes following implementation of a Company health program, but attributing this improvement to our activity, as opposed to a wider contextual factor (such as a change in policy, a government-led initiative or a change in community sentiment related to healthcare), is difficult. Finally, as many of our programs have evolved over time, we do not always have robust baseline data to measure progress.

Greater transparency at a country level will go some way to addressing these challenges. As a result, we determined that the best way to measure and report outcomes is to consider our contribution in the wider country contexts where we operate. We are in the process of developing country summary reports for our sites. These will serve as a supplement to the information found throughout this report and provide information on our contribution to our priority SDGs and the outcome-based objectives in the countries where they are relevant.

COLLABORATION AND PARTNERSHIPS

We recognize that we cannot reach the goals on our own or by working in silos. As stated in Goal 17, collaboration is essential. In addition to our [voluntary commitments](#) and work with governments, businesses and civil society that have the expertise and/or shared intention to have an impact on advancing the SDGs, we have formed several partnerships to help our efforts. These include:

- **World Resources Institute (WRI):** We collaborate with the WRI — a global research nonprofit focused on wise management of natural resources — to provide context on how global water risks translate to our operations and to evaluate the water quantity, quality and management-related challenges in the watersheds where we operate.
- **International Union for the Conservation of Nature (IUCN):** The IUCN supports our performance in biodiversity conservation and impact management, including restoration and offset activities. This partnership aims to contribute to improved conservation practices throughout the natural resources sector.
- **FPIC Solutions Dialogue:** The FPIC Solutions Dialogue was formed in 2012 by Newmont and other companies, thought leaders and NGOs to help translate free, prior and informed consent (FPIC) of indigenous peoples into site-based practices.

- **Mining, Resettlement and Livelihood Research and Practice Consortium:** Newmont and four other mining companies, along with the University of Queensland's Centre for Social Responsibility in Mining, formed this first-of-its-kind industry-university working group 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.
- **Project C.U.R.E.:** Our long-standing partnership with Project C.U.R.E., the world's largest distributor of medical donations to developing countries, focuses on delivering much-needed medical supplies to operating countries; conducting on-site clinics; and training healthcare providers on techniques to prevent infant mortality.

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VOLUNTARY COMMITMENTS AND DISCLOSURES

Newmont engages with a variety of organizations at a global, regional, national and local level to adhere to high standards of governance, social or environmental policies and performance.

These memberships and voluntary commitments reflect our values, support our approach to working collaboratively on best practices across several key matters and allow external stakeholders to hold us accountable. Our participation in industry initiatives, whereby we often take a leadership role, allows us to inform and influence global standards and practices, as well as gain insight into emerging expectations, issues and risks.

Some of the more notable voluntary commitments, initiatives, memberships and disclosure include the following:

Organization	Organizational purpose, goal and/or commitment
INDUSTRY INITIATIVES	
International Council on Mining and Metals (ICMM)	As an ICMM founding member, we support and commit to the CEO-led organization's membership requirements that aim to address the industry's core sustainable development challenges. Newmont has committed to the ICMM's 10 Principles for Sustainable Development since their publication in 2003. Building on these principles, in 2019, the ICMM finalized its Mining Principles — a comprehensive set of Performance Expectations (PEs) that define good practice in the areas of environmental, social and governance and support progress toward global efforts such as the UN Sustainable Development Goals and the Paris Agreement on climate change. We will report on our progress against the PEs in future reports.
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.
World Gold Council (WGC)	Since 1987, Newmont has been a member of the WGC, which 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. As a member, we commit to comply with the Responsible Gold Mining Principles (finalized in 2019) — a new framework that recognizes and consolidates existing international standards for responsible mining under a single structure. We will report on our progress against the Responsible Gold Mining Principles in future reports.
International Network for Acid Prevention (INAP)	INAP is an international body that facilitates knowledge transfer and research to address the challenges and reduce the liabilities associated with acid rock drainage (ARD).
Cross-Sector Biodiversity Initiative (CSBI)	Newmont is a founding member of the CSBI, a partnership created in 2013 by the mining, oil and gas, and banking sectors, which provides a forum for cross-industry learning on biodiversity and ecosystem services best practices.

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Organization	Organizational purpose, goal and/or commitment
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 the adoption of the Blueprint for Corporate Sustainability Leadership.
United Nations (UN) Guiding Principles on Business and Human Rights (the "Guiding Principles")	We are committed to implementing the UN Guiding Principles, which provide details on the first two principles of the UN Global Compact, addressing 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 to protect human rights and the responsibilities of companies to respect human rights and access to remedy. Newmont discloses its 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, which was formed in 2004. 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. In 2017, Newmont became a signatory to the WEF's Compact for Responsive and Responsible Leadership, which commits businesses to create a corporate governance framework focused on the long-term sustainability of corporations and the long-term goals of society. In 2019, Newmont joined the WEF's Alliance of CEO Climate Leaders, a CEO-led group committed to actively engaging in global efforts to deliver the Paris Agreement.
Voluntary Principles on Security and Human Rights (VPSHR)	The VPSHR global initiative, established in 2000, seeks to protect human rights through leading safety and security practices. Signatories include 10 governments — including Argentina, Australia, Canada, Ghana and the U.S. — and more than 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 an original signatory to the EITI and is actively involved in the efforts to promote revenue transparency and accountability in the extractive industry, whereby we report on annual tax and royalty payments.
Responsible Minerals Initiative (RMI)	In 2018, Newmont joined the RMI, a multi-industry initiative focused on minerals supply chain due diligence — such as independent third-party audit programs for smelters and supply chain risk assessment tools — and develops guidance documents on responsible sourcing of minerals including gold.

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Organization	Organizational purpose, goal and/or commitment
VOLUNTARY DISCLOSURES	
GRI (formerly Global Reporting Initiative)	GRI is an independent international organization that helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues. The GRI Sustainability Reporting Standards reflect multi-stakeholder contributions.
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 detailed, evidence-based corporate sustainability assessment administered by SAM S&P. In 2007, the Company was the first gold company named to DJSI's World Index and has been included in the index every year since then. In 2019, Newmont was ranked as the top gold miner in the DJSI World Index.
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. Newmont's responses to the 2019 CDP Climate Change assessment and 2019 Water Security report both received a "B" assessment grade, which was above the average score for the mining sector and all global respondents.
Sustainability Accounting Standards Board (SASB)	In 2019, Newmont began mapping applicable GRI Standard disclosures to the SASB Metals & Mining Sustainability Accounting Standard version 2018-10 to show readers where both reporting standards align in our annual sustainability reports (reference GRI Index). Newmont is represented on the SASB Sector Advisory Group and plans to report to both GRI and SASB standards from 2019 onwards.
Task Force on Climate-related Financial Disclosures (TCFD)	In December 2015, the Financial Stability Board created the TCFD, recognizing that climate change poses a significant risk to the financial stability of some companies. The TCFD was tasked with developing voluntary climate-related financial risk disclosure recommendations that provide investors, lenders, insurers, regulators, policymakers and other stakeholders in the financial markets climate-related information useful to decision making. Newmont will report to the TCFD recommendations in 2021, based on 2020 activities.
International Organization for Standardization (ISO)	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 have committed to certifying our operations to ISO 14001, and we report on the status of our operations' ISO 14001 standards certification in this report.

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SCOPE

This report is our annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator. In 2019, our operating portfolio underwent a significant transformation with the acquisition of Goldcorp’s world-class mines sites and the formation of Nevada Gold Mines, a joint venture with Barrick Gold Corporation (“Barrick”) in which Newmont and Barrick contributed their Nevada operations and assets in exchange for a 38.5 percent and 61.5 percent interest, respectively, with Barrick as the operator.

References to “Newmont,” “the Company,” “we” and “our” refer to Newmont Corporation (formerly Newmont Goldcorp Corporation and Newmont Mining Corporation) and/or our affiliates, joint ventures and subsidiaries. References to “Goldcorp” or “former Goldcorp” refer to Goldcorp, Inc. prior to its acquisition by Newmont.

References to “former Newmont” refer to Newmont Mining Corporation — the entity name before the acquisition of Goldcorp. Although these transactions closed in the middle of 2019, where possible, data for the former Newmont sites and former Goldcorp sites have been consolidated. Data presented in this report covers our performance for the 2019 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 2019.

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.

BOUNDARIES

We prepared our 2019 global sustainability report in accordance with the GRI Standards Core option, including the Mining and Metals Sector Supplement. We have also mapped relevant GRI Standards disclosures to the SASB Metals & Mining Sustainability Accounting Standard (version 2018-10), where applicable.

The Goldcorp acquisition and the Nevada Gold Mines joint venture significantly changed Newmont’s operating portfolio, and subsequently impacted the reporting boundaries of this report.

To maintain a high standard for reporting, we engaged outside experts to review and consider any constraints with data availability and quality, our reporting commitments and stakeholder expectations, and the appropriate level of assurance.



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Consistent with the review’s recommendations, best practices and applicable reporting requirements and guidelines, the reporting boundaries for the 2019 report are summarized in the following table:

Data inclusion and exceptions in the 2019 Sustainability Report

Reporting boundary	Operating sites included in reporting boundary	Exceptions
Ownership/operational control of Newmont sites January 1 to December 31, 2019	Africa: Ahafo, Akyem Australia: Boddington, KCGM, Tanami United States: CC&V Suriname: Merian Peru: Yanacocha	Offices: In some cases, corporate headquarters (Greenwood Village, Colorado) or regional offices (Accra, Perth, Miami and Vancouver) may be included in the data reported, based on the disclosure requirements. These exceptions are noted in footnotes where appropriate. KCGM: KCGM was divested in the first quarter of 2020, concurrent with the 2019 year-end data collection and quality assurance process. In some cases, KCGM data is omitted from data sets due to the inability to collect and/or assure the data quality after the sale of the asset. Sites in care and maintenance status due to coronavirus precautions: To ensure the safety and wellbeing of the Newmont workforce and local communities during the coronavirus pandemic, some sites are or may be placed into care and maintenance status with reduced staffing levels from March 2020 forward. In cases where 2019 data collected from these sites cannot be reconfirmed as part of March through May 2020 data quality reviews, internal audit and/or external assurance, this data may be omitted from the report on a case-by-case basis and will be noted accordingly.
Ownership/operational control of Goldcorp sites May 1 to December 31, 2019	Canada: Éléonore, Musselwhite, Porcupine, Red Lake Mexico: Peñasquito Argentina: Cerro Negro	Offices: In some cases, data for the regional Vancouver, Canada, office may be included in certain data sets. These exceptions are noted in the report. Red Lake: Red Lake was divested in the first quarter of 2020, concurrent with the 2019 year-end data collection and quality assurance process. In some cases, Red Lake data is omitted from data sets due to the inability to collect and/or assure the data quality after the sale of the asset. Sites in care and maintenance status due to coronavirus precautions (see reference note above) Exceptions to the May 1 to December 31 reporting boundary: Acquisition date: Newmont acquired Goldcorp on April 18, 2019. In most cases, reporting data is rounded up to the nearest month, resulting in a May 1, 2019, start date for reporting. Exceptions where the April 18, 2019, start date is used include safety and data sourced from our annual 10-K report (financial and production data). Full-year climate data: Greenhouse gas data sets include the full 2019 calendar year of Goldcorp’s energy and emissions data. Pre-acquisition data is included to comply with the GHG Protocol Corporate Accounting and Reporting Standard relating to accounting for reporting years that include merger and acquisition activity. Full-year water data: Water data includes the full 2019 calendar year of Goldcorp’s operating site water data. Pre-acquisition data is included in the water inventory to comply with water accounting and reporting best practices and to provide comparability based on a full year of data.
Ownership/operational control of Nevada complex sites January 1 to June 30, 2019	Nevada (U.S.): Carlin complex, Lone Tree, Long Canyon, Phoenix, Twin Creeks	Offices: In some cases, data for the Elko, Nevada, regional office may be included in certain data sets. These exceptions are noted in the report. Policy influence: Political contributions, trade association memberships and lobbying efforts that occurred in the state of Nevada from January 1 to June 30, 2019, are included in this report. Occupational health and safety: Nevada health and safety data from January 1 to June 30, 2019, are excluded from the relevant data sets. Workforce headcount data: Nevada workforce headcounts as of January 1, 2019, are excluded from the overall Newmont workforce headcount figures.

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Exceptions to these boundaries (e.g., safety data) are also noted in the applicable sections and data tables.

Apex Companies, LLC (formerly the HSE division of Bureau Veritas North America, Inc.) provided limited level assurance on data for the 11 material topics in this report. Ernst & Young LLP audited the financial data reported in Newmont’s [2019 10-K report](#).

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.

Restatement and/or re-baselined data	Reason
2019 Greenhouse gas inventory	Due to the Goldcorp acquisition and Newmont’s Nevada Gold Mines joint venture, GHG inventory was re-baselined to include a full year of emissions from former Goldcorp assets and omit former Nevada assets to align with the GHG Protocol Corporate Accounting and Reporting Standard for merger and acquisition activities within a reporting year.
2019 Water accounting data	Due to the Goldcorp acquisition and Nevada Gold Mines joint venture, Newmont’s water inventory was re-baselined to include the full 2019 year of former Goldcorp water data, include CC&V site data and omit former Nevada assets.

SIGNIFICANT CHANGES IN REPORTING PARAMETERS

There were no significant changes to the scope of our reporting to the GRI Core Standards option in 2019. The GRI Aspect boundaries (issues deemed most material through the GRI materiality assessment process) expanded to include issues of significance to former Goldcorp employees, communities and stakeholders, and incorporated the perspectives from former Goldcorp host countries and communities.

COVID-19 IMPACTS

The COVID-19 pandemic in early 2020 created unprecedented challenges to our business and society as a whole. Although this report is focused on our 2019 performance, information on our activities and engagement with stakeholders to limit the pandemic’s impacts is included in the [Letter from Tom Palmer](#) and the [Health and Safety](#) and [Value Sharing](#) sections of this report.

Statements in this report regarding planned future activities are subject to change due to the pandemic.

ADDITIONAL INFORMATION

More information about Newmont is available on our [website](#). For details on our financial performance and governance structure, please refer to our [2019 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 any other aspect of our sustainability performance. Please send general comments to feedback@newmont.com. For a full list of contacts at Newmont, please visit [Contact Us](#) on our website.

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REPORT ASSURANCE

Apex Companies, LLC (formerly the HSE consulting division of Bureau Veritas North America, Inc.) undertook the assurance for our 2019 report. The scope for the report’s assurance includes the [GRI Standards Core option](#) and the International Council on Mining and Metals (ICMM) Assurance Procedure, the latter of which checks the following:

- Alignment of the 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 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 Standards Core option.

Apex provides an [Assurance Statement](#), which is published with 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.



Governance

Conducted 21 Rapid Response
crisis management system
trainings and simulations

100% of extreme
or high-risk
suppliers had
mitigation plans
in place

93% of
employees
completed
online ethics
training

TOP MATERIAL TOPICS:

- Ethics and compliance
 - Policy influence
- Corporate governance
- Risk management
 - Enterprise risk management
 - Value protection
 - Country risk
 - Cyber security
 - Supply chain
 - Risk management
 - Emergency preparedness

[Performance Data](#)

OUR APPROACH

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 high standards are reflected in our [Code of Conduct](#) (the “Code”), which forms the foundation of our internal governance and commitment to responsible mining. Published in English, Spanish, Dutch and French, the Code also states what is expected of everyone who is a part of the Newmont team, such as behaving ethically and with integrity, complying with all laws and regulations, and respecting human rights.

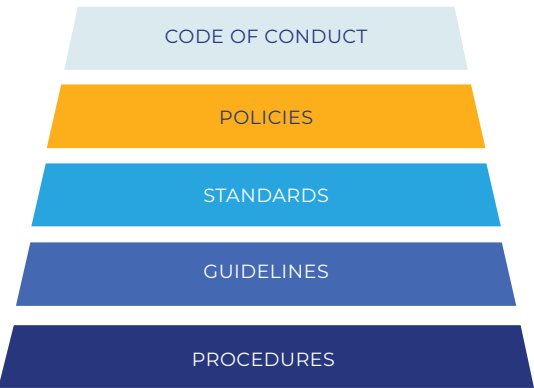
Our Board of Directors approves any material changes to the Code and re-evaluates it in conjunction with management as needed. In 2019, we updated the Code to reflect changes in leadership and the acquisition of Goldcorp.

[Six global policies](#) state our intentions, aspirations and commitments across key aspects of our business:

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

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

Governance hierarchy



Details on our approach and activities related to our material governance issues — [corporate governance](#), [ethics and compliance](#), and [risk management](#) — are described on the following pages.



Corporate Governance

APPROACH

Everyone who works on behalf of Newmont is held to high standards that are expected to be consistently met. We understand that our commitment to responsible business principles and practices is fundamental to our success and ability to be a trusted leader in mining. Newmont's corporate governance structure ensures robust oversight and management accountability.

BOARD OF DIRECTORS

The mission of Newmont's Board of Directors (the "Board") is to oversee the Company's business strategy and the overall goal of delivering long-term value creation for shareholders and other stakeholders. The Board also plays a critical role in assessing major risks, ensuring high standards of ethical business conduct, succession planning and talent management, and approving and providing oversight of the sustainability strategy.

Our Board has established governance guidelines and committees to manage and assist in carrying out its responsibilities. Four core Board committees provide oversight and guidance in key areas — [Audit, Corporate Governance and Nominating](#), [Leadership Development and Compensation](#), and [Safety and Sustainability](#). Committee charters define the role and responsibility of the committee within the Company's governance framework. The Board also has an Executive-Finance Committee that, as stated in the Company's bylaws, reviews transactions, expenses and projects between regular Board meetings.

In 2019, the Company established an external Advisory Council on Canadian and Indigenous Affairs, which provides support and oversight to the company-led Global Center for Indigenous Community Relations and provides advice on indigenous affairs to the Board of Directors.

Details of our Board's bylaws, committee charters, guidelines and other governance practices are available on our [website](#).

SUSTAINABILITY GOVERNANCE

Sustainability and safety are integrated into the business at all levels of the organization and by incorporating objectives into our global standards, strategies, business plans and remuneration plans.

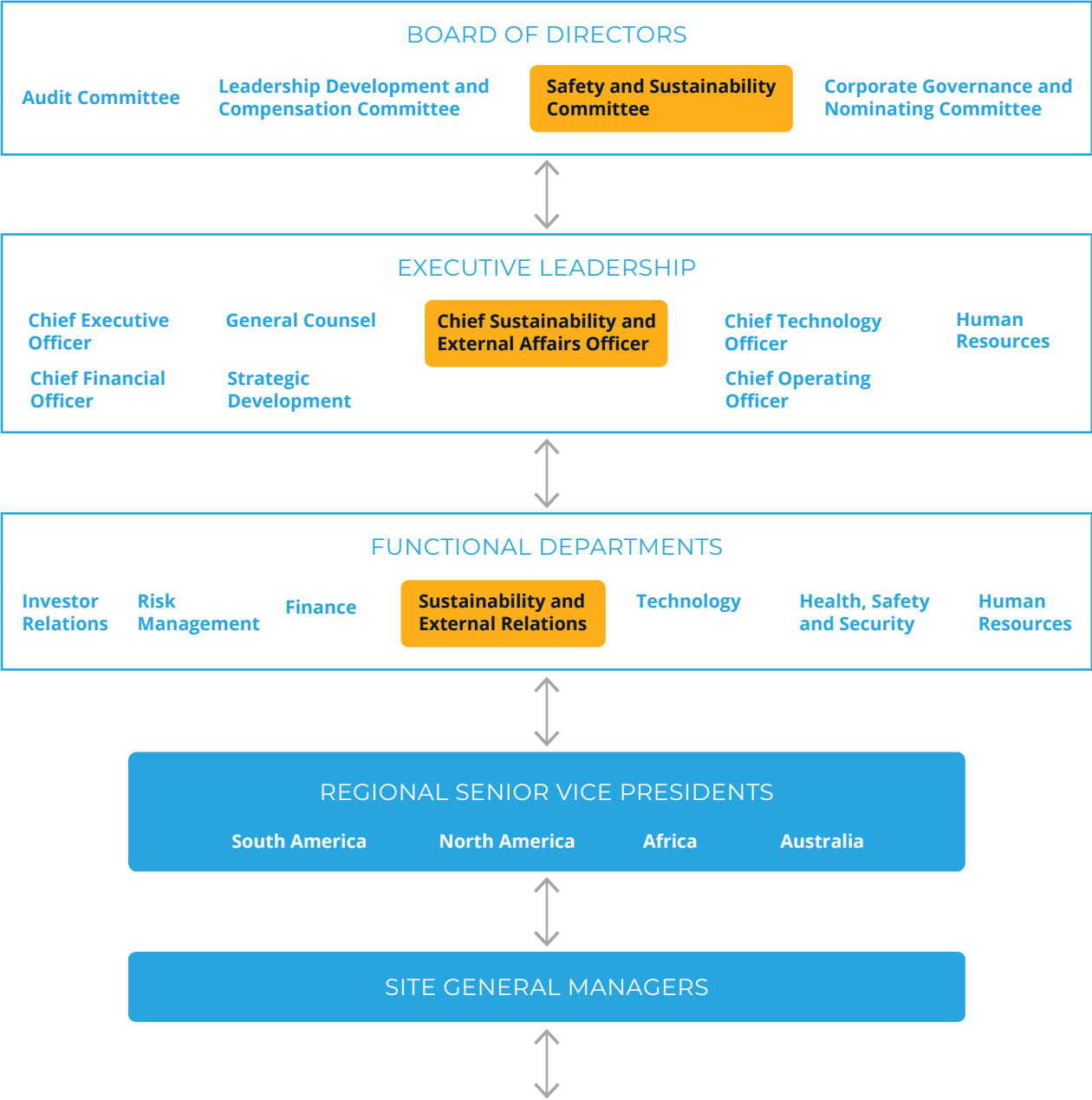
The Board's Safety and Sustainability Committee provides advice, counsel and recommendations, and oversight on matters relating to health, safety, loss prevention, security, sustainable development, environmental management and affairs, stakeholder relations, human rights, government relations and communications issues, and also conducts oversight of risks and processes to accomplish the Company's goals and objectives related to such matters. The Audit Committee and the Leadership Development and Compensation Committee also conduct oversight over other key sustainability matters including anti-corruption, ethical conduct, taxes and royalties, and talent development, inclusion and diversity.

The primary responsibility for managing sustainability matters rests with Newmont management.

The Chief Executive Officer has ultimate responsibility for Newmont's social, economic and environmental performance. The Executive Vice President and Chief Sustainability and External Affairs Officer is responsible for the Company's sustainability strategy and oversees the Sustainability and External Relations function, which plays a central role in developing and implementing management frameworks, creating and ensuring compliance with strategies and standards, and tracking and reporting on our environmental and social performance. Our Vice President of Health, Safety and Security, who reports to the Executive Vice President and Chief Operating Officer, is responsible for the Company's safety, health and security performance.

Executives and functions across the business also have responsibility for sustainability-related programs and efforts. For example, cross-functional working groups are developing or leading global strategies and programs around country risk, human rights, supplier risk management, responsible sourcing, water stewardship, tailings management, climate change and mine closure.

Sustainability governance at Newmont



The Board and its committees oversee the sustainability strategy. The Safety and Sustainability Committee provides advice, counsel and recommendations on key sustainability matters while other Board committees have oversight over other sustainability matters such as anti-corruption (Audit Committee) and inclusion and diversity (Leadership Development and Compensation Committee).

Primary responsibility for managing sustainability matters rests with Newmont leadership, with the Executive Vice President and Chief Sustainability and External Affairs Officer responsible for executing the sustainability strategy.

The Sustainability and External Relations department develops management frameworks and supports the implementation of the sustainability strategy. Other functions across the business are responsible for directly managing material risks and opportunities and executing relevant elements of the sustainability strategy either directly or as members of cross-functional working groups.

Responsibility for day-to-day management and strategy execution resides with the Regional Senior Vice Presidents in our four operating regions.

The General Manager at each operating site is accountable for on-the-ground implementation of the sustainability strategy.

AUDITS AND INTERNAL CONTROLS

We use a variety of assurance approaches to ensure our policies, standards and procedures are effectively protecting the Company from significant risks. These include, but are not limited to, critical control verifications, functional assurance audits, third-party assessments and internal audits.

Our internal controls and processes are designed by the function that has responsibility for the risk and executed by regional and site personnel. For example, our Health, Safety and Security function has implemented a Fatality Risk Management program, which is supported by a suite of global standards, to manage the Company's top fatality risks. The site and operational management teams perform critical control verifications to ensure that controls are in place and operating as designed.

Our Sustainability and External Relations (S&ER) function has an assurance program that evaluates compliance with S&ER standards. Third-party consultants perform audits against the ISO 14001:2015 (environmental) and ISO 45001:2018 (occupational health and safety) management system standards. All operating sites are audited within a three-year cycle. We require a third party to certify compliance with the International Cyanide Management Code (the "Cyanide Code"). The regions in which we operate also have specific requirements. Various local, regional and national government agencies conduct inspections and reviews of our operational, health and safety, security, environmental and social performance.

Our Internal Audit function audits and reviews our enterprise-wide system of internal controls. These audits, which are performed based on a risk-based audit plan, ensure assets are safeguarded, systems are reliable and secure, operations are run efficiently and in accordance with standards and legal and regulatory requirements, and significant risks are effectively managed. To ensure objectivity and independence, the function reports directly

to the Board of Director's Audit Committee with accountability to senior management. Under our Internal Audit operational frameworks, the Internal Audit team is given unrestricted access to any function, record and personnel needed to accomplish an audit's objectives.

EVALUATING OUR PERFORMANCE

Executives and employees eligible for our annual incentive compensation plan (AICP) — which transitioned to our short-term incentive plan (STIP) in 2020 — are held accountable for the Company's health, safety and sustainability performance through Newmont's performance-based compensation structure. The executive leadership team (ELT) has business — as well as personal — objectives aligned with each pillar of the business strategy including safety and sustainability. Stock-based long-term performance incentives represent the largest component of executive pay to encourage sustained performance aligned with shareholder interests.

Safety, health and sustainability metrics represented around 25 percent of the 2020 corporate, regional and site performance bonus payout (based on 2019 performance), with the remaining 75 percent covering operating measures such as exploration, project execution, financial performance and integration objectives (the percentage varied according to whether an employee is at the site, region or corporate level). Our safety and health metric was based on reducing injuries, and the sustainability metric was related to Newmont's inclusion and score in the Dow Jones Sustainability Index.

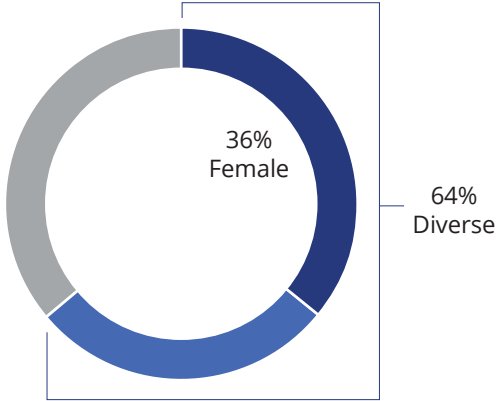
Newmont holds an annual advisory vote on executive compensation to give shareholders an opportunity to approve, reject or abstain from voting on executive compensation programs and policies. More information on director and executive compensation and the process for communicating with the Board is reported in our [2020 Proxy Statement](#).

2019 PERFORMANCE

BOARD OF DIRECTORS

Our Board's broad range of experience and perspective benefits the Company in many ways including enhanced governance and greater efficiencies. During 2019, the Board's composition changed following the close of the Goldcorp acquisition and grew from 12 to 15 members. Female representation on our Board — including Board Chair Noreen Doyle — was 36 percent. Following Newmont's annual meeting of shareholders in April 2020, the number of Board members was reduced to 11 and continued to reflect the Board's commitment to diversity, with more than 50 percent female or ethnically diverse. In addition, three of the Board's four committees are chaired by women.

Board of Directors' diversity
(as of April 21, 2020)



Regional and ethnic diversity includes:
1 Ghanaian African
1 Hispanic/Cuban
2 Canadian, including 1 Indigenous Cree
2 Australian

Nominee slate reflects a reduction in Board size from 15 to 11 directors while maintaining commitment to overall diversity at 64%.

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Membership on the Safety and Sustainability (S&S) Committee also changed during the year. Jane Nelson — who has a long and distinguished career advocating for sustainable business practices and is the Founding Director of the Corporate Responsibility Initiative at Harvard Kennedy School — took over as the Committee Chair. At the end of 2019, the other Committee members included Sheri Hickok, as well as Cristina Bitar, Matthew Coon Come and Charles Sartain, who joined the Committee following the Goldcorp transaction in April 2019. All Committee members are considered independent under the New York Stock Exchange standards.

The S&S Committee, which meets quarterly and on an ad hoc basis as needed, met five times in 2019 to consider matters related to promoting a healthy and safe work environment and environmentally sound and socially responsible resource development. The Committee also reviewed and approved Newmont's annual sustainability report.

Our Board members participate in site visits to observe and assess the implementation of policies and standards on the ground. Our directors take part in individual or group visits to our operations along with senior management during the year. For example, during 2019, independent directors visited Ahafo in Ghana, Porcupine and Borden in Canada, KCGM and Boddington in Australia, Peñasquito in Mexico and Yanacocha in Peru. Newmont's CEO — whether it was Gary Goldberg, who served as CEO until his retirement at the end of September, or Tom Palmer, who assumed the CEO role on October 1 — visited all 14 operating sites during the year.

More information about Newmont's Board members and committees is available in our [2020 Proxy Statement](#).

SUSTAINABILITY ASSESSMENTS AND AUDITS

Newmont-managed sites that maintained ISO 14001 certification in 2019 included Akyem, Ahafo, Merian, Yanacocha, Boddington, KCGM, Tanami and Cripple Creek & Victor. The mining operations acquired in 2019 (Cerro Negro, Éléonore, Musselwhite, Peñasquito and Porcupine) will join the umbrella certification in 2022.

At the sites that use cyanide, all are in compliance with the International Cyanide Management Code, with Tanami, KCGM, Cerro Negro and Peñasquito undergoing recertification audits in 2019. The summary audit reports are available on the Cyanide Code [website](#).

We also independently assure our annual [Conflict-Free Gold Report](#). The report 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.

As part of the integration effort, we mapped all of Newmont's S&ER standards against former Goldcorp's standards.

In 2020, we will begin an environmental-legal audit process, focusing on compliance with applicable laws and permits. Each site will have an environmental-legal audit every three years.

More information on the fines, sanctions and environmental events during 2019 is detailed in the [Performance Data](#) section of this report.

Ethics and Compliance

APPROACH

Newmont’s global ethics and compliance program promotes a culture of integrity by emphasizing personal accountability and responsibility while supporting employees with information and tools to help identify, evaluate, address and resolve situations in which ethical conduct is critical.

Our global [Code of Conduct](#) (the “Code”) forms the foundation for our integrity expectations, and our [Business Integrity Policy](#), along with our standards on Anti-Corruption, Conflicts of Interest, and Gifts and Entertainment, state the minimum requirements for conducting business honestly, ethically and in the best interests of Newmont.

A dedicated team, consisting of our Chief Integrity and Compliance Officer, lawyers, auditors and other compliance professionals, oversees our global ethics and compliance program, which is designed to prevent, deter, detect, mitigate and remediate violations of legal and regulatory requirements and/or internal policies across several ethics and compliance risk areas including corruption and bribery. The team provides training and outreach and supports other related activities to encourage ethical behavior and prevent potential misconduct before it occurs. We also have regional site compliance professionals and 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 four times a year in that capacity.

ANTI-CORRUPTION

As part of our commitment against corruption, leaders across the business must certify on a quarterly basis that their respective region maintained effective controls for all aspects of their operations, including exploration activities, and that they are not personally aware of any interaction or payment by Newmont, or on our behalf, that would violate our Code, policies, standards or applicable laws.

We evaluate and manage our third-party relationships via the [Supplier Risk Management program](#) and other supporting programs. To ensure we identify, assess and manage corruption risks in our global network of suppliers, each quarter we conduct targeted anti-corruption audits of selected suppliers identified as high risk.

POLITICAL ENGAGEMENT

We engage and have constructive discussions with government stakeholders and those who are creating or influencing policies that have a significant impact on our business.

We also participate in the electoral process where appropriate and allowed by law and only make political contributions in the U.S. Every donation is made in compliance with our Political Contributions Standard and all applicable federal, state and municipal laws. Contributions are made either directly by the Company or by our Company-sponsored political action committee called NEWPAC. Employee contributions to NEWPAC are voluntary and kept separate from those made by the Company.

A key element of our political engagement strategy is our membership in trade associations that conduct lobbying activities on behalf of the mining industry or the broader business community. Some industry/trade associations in the U.S. also may — either directly or through political action committees — provide contributions to political candidates or causes where permitted by law.

We report our political contributions and U.S. trade association memberships to our Board of Directors on a semi-annual basis and annually on our [website](#). We also file quarterly reports of our U.S. lobbying activities that are publicly available [online](#).

ENGAGEMENT AND TRAINING

Our ethics and compliance program includes regular communications with employees, highlighting key cases, lessons learned and trends, as well as a training program that requires all employees and directors to acknowledge our Code. Employees with regular computer access at work must complete additional online courses on specific topics. In-person training is made available to employees to address Code-related issues relevant to their region and/or function.

We further embed a culture of integrity into our personnel management practices by including conversations about our company values during quarterly leadership calls, performance evaluations and annual goal-setting meetings.

PERFORMANCE MEASUREMENT

Acts that intentionally violate a law, regulation, our Code, policies or standards, or conceal compliance with these, are considered ethics violations. We actively encourage employees to speak up and report any incidents where a possible violation has occurred. Employees and non-employees — including suppliers and community members — can anonymously report a concern via the web or by phone using our third-party-run [Integrity Helpline](#) (available in English, Spanish, Dutch and French). Code-related cases that originate through other channels, such as human resources or security, are also incorporated into the Integrity Helpline, and matters that have a human rights impact are categorized as such.

Every quarter, we report on the cases that have come into the Integrity Helpline to our ELT and the Board of Directors’ Audit Committee. Substantiated compliance issues lead to some form of action, which may include a recommended process improvement, coaching, formal discipline or termination. Managers are typically reminded of substantiated outcomes at mid-year and year end so that they can be factored into performance appraisals, thereby potentially affecting ratings and remuneration.

2019 PERFORMANCE

FORMER GOLDCORP INTEGRATION

A primary focus area during the year was integrating the ethics and compliance programs of former Newmont and former Goldcorp. Key activities included:

- Our top priority was to complete an external assessment of former Goldcorp sites to ensure compliance with the U.S. Foreign Corrupt Practices Act.
- We introduced Newmont's Code of Conduct, provided custom online training on our Code and key policies and standards, and followed up with several face-to-face training sessions on relevant topics including a tailored program for former Goldcorp sites.
- Through a new software platform, both former Newmont and former Goldcorp employees were asked to complete their Code acknowledgment and Conflict of Interest questionnaire online. Former Goldcorp employees also attested to the Business Integrity Policy and the Anti-Corruption, Conflicts of Interest and Gift and Entertainment Standards and reviewed a summary of our governance documents.
- We extended key ethics and compliance controls (e.g., anti-corruption certification and third-party audits), and we integrated selected systems and tools including our Integrity Helpline.
- We added a dedicated ethics manager for our U.S./Canada operations and Argentina operation, and we will add a dedicated ethics manager for our Mexico operation in 2020.

CONTINUOUS IMPROVEMENT

An essential part of Newmont's ethics and compliance program is learning and identifying opportunities for improvement. Every year we strive to strengthen the overall program, further reduce the likelihood of misconduct and provide more transparency to our stakeholders. Areas of improvement and enhancement in 2019 included:

- To support improvements to our Conflicts of Interest process, we selected and deployed a new software platform.

- We made enhancements to our ethics case management process, which resulted in an evaluation and selection of an upgraded software tool.
- To improve our Code of Conduct employee experience and ability to gather and analyze data, we implemented a new web-based interactive Code of Conduct platform.

ANTI-CORRUPTION

As part of our [Supplier Risk Management program](#), our ethics and compliance team collaborated with our supply chain organization to identify vendors whose work might pose a higher corruption risk. The ethics and compliance team conducted quarterly audits of certain high-risk vendors to ensure contracting requirements for bidding, contracting and vendor lifecycle management were met, and to evaluate the ethics and compliance practices of the vendor. No significant supplier corruption risks were found; however, the audits continued to identify opportunities to improve internal processes and served as an effective, positive engagement tool with suppliers.

POLITICAL ENGAGEMENT

Newmont's U.S. political contributions totaled \$66,700 in 2019, a significant decline from 2018 due to 2019 being an off-cycle election year. The creation of the Nevada Gold Mines joint venture also significantly reduced our U.S.-managed operating portfolio as well as our associated political engagement activities in Nevada.

In all our jurisdictions, we engaged with government stakeholders on matters impacting our business. Key activities in our regions included:

- **Africa:** Company leaders met with President Akufo Addo to discuss crop and land compensation issues, road improvements and ongoing initiatives to support the UN Sustainable Development Goals (SDGs). Regional leaders also engaged with senior government officials on operational progress, growth outlook, permitting challenges, and the Company's position on the revenue authority's tax audit.

- **Australia:** We engaged directly and through our mining association membership to support the federal government's efforts to streamline regulations and environmental approval processes. We also met with Western Australia officials on proposed policies related to tax concessions and carbon dioxide emissions.
- **North America:** We submitted comments to the Government of Canada related to new liquid fossil fuel regulations, and we met with Colorado legislators to familiarize them with our Cripple Creek & Victor operation as they consider potential new regulations for the energy sector. In Mexico, Company and regional leaders met frequently with senior federal and state government officials to discuss progress at the government-sponsored dialogue negotiation table to resolve disputes with the communities near our Peñasquito operation. Discussions also included government commitments to guarantee agreements with community members and contractors, including the Cedros integrated water plan, which was agreed to in December 2019.
- **South America:** In early 2019, Yanacocha met with the newly elected Regional President of Cajamarca Mesías Guevara to establish a collaborative relationship and regular meetings. We also engaged with Peruvian water authority and government representatives and regulators to ensure environmental permits were on track for approval. Our Cerro Negro team in Argentina continued to collaborate with Santa Cruz Governor Alicia Kirchner on key projects to advance diversity, inclusion and education in the province. The Company also discussed the possibility of establishing a dialogue table with the Santa Cruz mining union (AOMA), with the provincial government serving as a mediator. In Suriname, Newmont leaders met with national officials and regulators to discuss the Company's contributions to the economy and communities, and to discuss the pace of permits.

ENGAGEMENT AND TRAINING

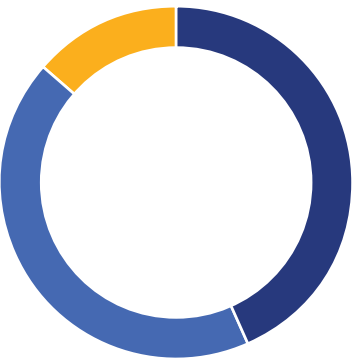
Former Newmont employees with a work-issued computer and email account were required to complete online training on Conflicts of Interest and the importance of speaking up. Former Goldcorp employees were required to complete a customized online training on the Code, Business Integrity Policy and Anti-Corruption, Conflicts of Interest and Gift and Entertainment Standards. Participation in both online training programs was approximately 93 percent.

We had 16 nominations to recognize employees for the second annual “I Work with Integrity Award,” which was renamed the “Andy Holleman Integrity Award” in remembrance of Newmont’s first Chief Compliance Officer. The Company selected 13 individuals for special recognition for displaying outstanding good behavior and serving as role models for ethical decision making.



ETHICS INVESTIGATIONS

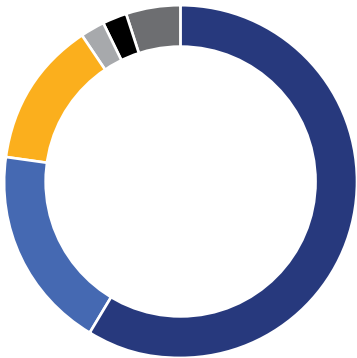
Ethics matters opened, addressed and substantiated in 2019¹



- 541 new issues captured in Integrity Helpline
- 534 total matters addressed (substantiated and unsubstantiated)
- 169 total substantiated cases

¹ Of the 534 total matters addressed in 2019, 16 were opened to track additional outcomes related to a single case. Without these additional cases, the actual number of cases relating to a single incident are 518. These are 2019 figures include cases from Nevada from January 1 to June 30, 2019, and from former Goldcorp from April 18 to December 31, 2019.

Nature of ethics matters opened in 2019¹



- 287 allegations of misconduct or inappropriate behavior
- 86 concerns about corruption²
- 102 inquiries
- 14 environmental, health and safety allegations
- 14 nominations
- 38 other

¹ Figures include cases from Nevada from January 1 to June 30, 2019, and from former Goldcorp from April 18 to December 31, 2019.

² “Concerns about corruption” are defined to include the following types of matters: conflicts of interest (43 cases), improper supplier or contractor activities (38 cases), and corruption (5 cases). Newmont’s Code of Conduct and Business Integrity Policy, both available at Newmont.com, outline our approach to preventing and addressing matters related to conflicts of interests, gifts, and bribery/corruption.

A total of 541 issues were captured in both former Newmont and former Goldcorp Ethics hotlines in 2019, and 105 cases were open at the beginning of the year.

Of the 534 cases investigated in 2019, the vast majority (53 percent) arose from allegations of misconduct or inappropriate behavior that often involved issues between employees and their managers. Around 19 percent of the cases arose from inquiries, 16 percent from concerns about corruption (including conflicts of interest, commercial and government issues) and around 3 percent were about environmental, health or safety regulations. Another 3 percent of the matters received were nominations recognizing employees for exemplifying our value of integrity.

Out of all the matters addressed, 32 percent (169) were substantiated, and of those, 30 percent (51) resulted in a recommended change of business process and 70 percent (112) resulted in human resources or management actions. These actions included 54 employees being counseled on their actions or behavior, 33 receiving disciplinary action and 25 resigning or being terminated. As of December 31, 2019, 21 cases were still being reviewed by management to decide the outcome. Due primarily to increased volume and carryover from the Goldcorp acquisition, the days to close cases in 2019 increased to 68 days.

Number and outcomes of substantiated ethics cases by country in 2019¹

Country	Recommended change in business process	Human resources or management action	Breakout of the human resources or management actions by outcome ²		
			Employees counseled	Employees disciplined	Resignation or termination
Argentina	3	5	2	1	2
Australia	3	13	9	2	2
Canada	3	5	1	2	2
Ghana	6	11	4	6	1
Guatemala	0	1	0	0	1
Mexico	10	14	3	6	5
Peru	12	11	2	7	2
Suriname	10	26	15	3	8
U.S.	4	26	18	6	2
Total	51	112	54	33	25

¹ Figures include cases from Nevada from January 1 to June 30, 2019, and from former Goldcorp from April 18 to December 31, 2019. Variances in the data shown above and the total substantiated ethics cases are attributable to cases where an action is recommended, but not yet taken and where multiple cases are opened to track additional outcomes from a single case.

² The 112 human resources or management-related outcomes (counseling, discipline and resignation) include six recommended actions that were made as of December 31, 2019, but not yet taken; therefore, these six pending actions are not included in the table above.

Risk Management

APPROACH

Newmont's risk profile is inherently broad and evolving as we explore and operate in newer and sometimes volatile geopolitical regions, pursue innovative methods of production and adopt new technologies. Effectively managing these risks and changes is crucial to delivering on our strategy and achieving our purpose.

Our global Risk Management Standard and supporting risk management system procedure (MSP) are embedded in our Integrated Management System (IMS) and require that all areas of the business use a common risk assessment framework based on the International Standard for Risk

Management (ISO 31000). This six-step framework helps create informed decisions on risk treatment options that directly impact our business.

Through our Enterprise Risk Management (ERM) process, we identify, analyze and report the Company's top risks to senior leaders and the Board of Directors. A team within our corporate finance department manages the ERM process and works to expand a risk-aware culture aimed at minimizing risk exposures and creating and protecting value.

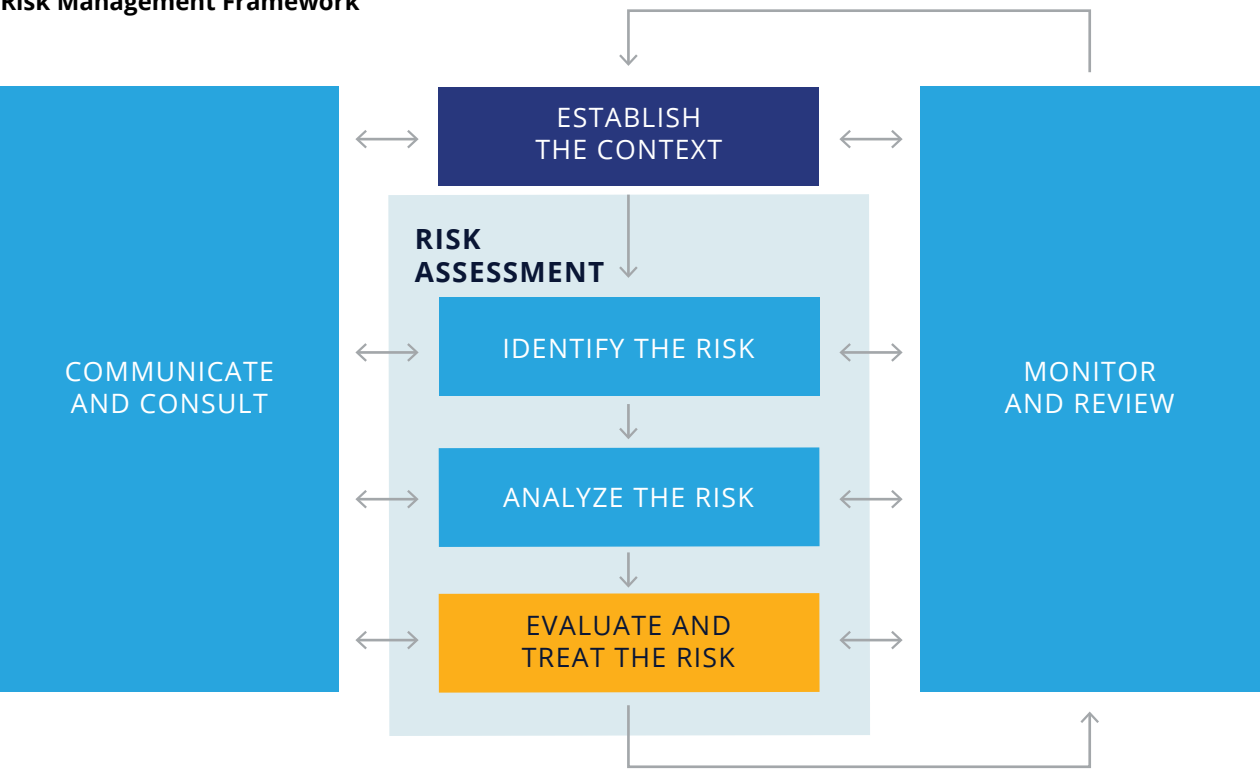
COUNTRY RISK

Since 2014, our Country Risk program has been an important component of our risk management approach. Within the jurisdictions where we currently operate, as well as when new prospects arise, it is vital that we thoroughly understand the socio-political risks when making investments and other business decisions. Key components of the program include:

- *Country Tier Framework* — analyzes risk across countries of interest to Newmont;
- *Country Risk Model* — embeds country risk in investment decision making; and
- *Country Risk Strategies* — mitigates and manages country risk.

An internal cross-functional Country Risk Council reviews the framework quarterly. The Board of Directors reviews Country Risk program developments annually.

Risk Management Framework



CRISIS MANAGEMENT

Taking precautionary measures to prevent negative impacts and minimize potential risks to people and the environment is the focus of our risk management program. However, when risk factors materialize, or significant incidents occur, our Rapid Response system ensures timely activation of the teams, plans and resources required to mitigate impacts, proactively engage with relevant stakeholders and safely and responsibly resume normal operations.

Rapid Response is an integrated system of defined roles, processes, training and tools designed to maintain a state of readiness to mitigate and prevent the escalation of adverse consequences when existing risk management controls fail or are inadequate in the face of unusual circumstances. Three tiers of teams — site, region and corporate — use the system to ensure an effective and coordinated response at the local, regional and global levels. Teams are required to conduct training and run a simulation at least annually. We also hold an annual global simulation involving a hypothetical scenario that activates all three tiers. Depending on the scenario, the three-tier simulations may also include active Board participation in the exercise.

PERFORMANCE MEASUREMENT

Newmont tracks and reports risk information in a company-wide risk register that documents identified risks and assigns risk ownership to the region and/or function within Newmont that currently has the most influence and experience with the risk. Management periodically reviews top risks to determine whether additional risk analysis is required.

In accordance with our ERM process, all top risks facing the Company are reviewed at least annually by the full Board. Board committees, along with the functional leaders responsible for managing the risks, review the risk assessments and corresponding management action plans. For example, top risks related to sustainability matters are reviewed quarterly by the Sustainability and External Relations leadership team and the Board's Safety and Sustainability Committee to ensure effective controls and mitigation plans are in place.

2019 PERFORMANCE

Following the close of the Goldcorp acquisition in April, we began integrating our internal risk management systems. The integration process presented an opportunity to learn from each other and further improve the Company's risk identification and mitigation capabilities and ensure that risks are clearly identified throughout our expanded global asset portfolio.

As part of our integration activities with former Goldcorp, we began a review of all existing standards from both companies in an effort to integrate them into a single, consistent set of guidance and expectations for effectively managing the risks throughout the business. This effort is expected to be completed in 2020.

SUSTAINABILITY RISKS

The Company's top sustainability risks identified through our ERM process (which is informed by our materiality review) remained unchanged from 2018 and were:

- **Tailings storage facility (TSF) structural integrity:** Over the past couple of years, we have made significant improvements to our tailings management approach to demonstrate our commitment to preventing catastrophic tailings dam failures.
- **A cyanide ban within a specific geopolitical jurisdiction:** Newmont's long-standing commitment to ensuring full compliance with the [International Cyanide Management Code](#) supports efforts to mitigate this risk.
- **Government and/or political actions that result in value loss:** We engage with government officials and other key stakeholders, and our Country Risk program monitors and assesses these risks and serves as an early warning mechanism on key developments.

- **Increasing government regulation on environmental standards:** Stringent internal environmental standards, extensive stakeholder engagement, and programs that build mutual understanding of mining activities and stakeholder concerns — such as environmental participatory monitoring — help mitigate this risk.
- **Water availability:** Our [Global Water Strategy](#) aims to effectively manage the risks associated with water access and availability as NGOs, communities and governments pressure water-intensive industries, such as mining, to limit use.

Details about these and other sustainability risks associated with the topics most material to our stakeholders and our business are included throughout this report. Information about our salient human rights issues is discussed under the [Materiality](#) and [Human Rights](#) sections. A list of our significant risk factors can be found in our [2019 10-K report](#), beginning on page 12.



COUNTRY RISK TRENDS

In addition to including former Goldcorp jurisdictions and sites into our Country Risk program, we carried out a comprehensive review of the program to ensure our capacity and strategies both address our current major risk trends and anticipate future needs.

The review engaged former Goldcorp country risk leaders and found the two companies shared similar approaches. We also consulted with all the functions that provide information on country risk trends (e.g., Security, Legal, Sustainability and External Relations), as well as end-users including regional functions, the ELT and the Board.

The Country Tier list was updated to include new jurisdictions based on the combined Company's assets and investments in Asia, Europe, North America and Latin America. We also reviewed the Country Risk Model and Country Risk Analysis to ensure consistent, forward-looking and rigorous identification, assessment and management of jurisdictional risks.

Although each region and jurisdiction has unique geopolitical risks, the following — which remain unchanged from 2018 — are our three major country risk trends across the business:

- Government efforts to increase revenues from mining operations;
- Potential regulatory changes; and
- Operating environment uncertainties due to elections.

Our mitigation activities — including robust government relations and stakeholder engagement plans — aim to address and effectively manage these risks.

CRISIS MANAGEMENT

We successfully integrated former Goldcorp sites into our Rapid Response system during the year. North America's regional rapid response team, which was based in Elko, Nevada, was transitioned to Vancouver, and team members completed training on the system. Initial analysis of how well former Goldcorp site teams were adopting the system was positive with sites responding to events using the system.

In early 2020, we activated our Rapid Response system across all three tiers — site, region and corporate — to ensure relevant functions proactively prepared for contingencies and responded to daily developments related to the COVID-19 pandemic. We also established a cross-functional global pandemic team who provided advice and support to all of our Rapid Response teams.



2019 Rapid Response members and activities by country¹

Country ²	Rapid Response team members	Trainings and simulations ³
Argentina	45	1
Australia	190	4
Canada	205	5
Ghana	128	3
Mexico	49	1
Peru	36	1
Suriname	32	0
U.S.	125	2
Other	118	4
Total	928	21

¹ Rapid Response activities related to the COVID-19 pandemic are omitted from this data.

² Non-mine sites are: Accra, Africa regional headquarters; Denver, Colorado (U.S.) corporate headquarters and metallurgy lab; Perth, Australia regional headquarters; Miami, South America regional office; Vancouver, North America regional office.

³ Of the 21 emergency preparedness trainings and/or simulations held in 2019, two were specific to tailings facility failures; these took place in Ghana's Accra regional office and Akyem mine site.

CYBER RISKS

Like many businesses and organizations, Newmont faces constant and evolving cyber threats. The operating and control systems at our mines increasingly use digital platforms and high-tech solutions. Because the security of these systems is crucial for operating our mines safely and efficiently, cyber security is one of our most significant business risks.

Our global cyber program focuses on five strategic areas to enhance our cyber security capabilities across the business and reduce the risk of these threats:

- Governance
- Network segmentation
- Access control
- Detection
- Patch management

In 2019, the transaction with Goldcorp presented an opportunity to review our cyber security risk management approach, combine our strengths and identify a desired future state.

Based on the review of our top cyber risks, we developed four key initiatives to modernize our framework and reach our target state of security posture and maturity:

- *Compliance and controls* — refresh global IT standards and procedures, and align with ERM and legal and regulatory compliance requirements;
- *Integrations and consolidation* — move toward a consolidated cyber platform that helps realize synergies, and reduce complexity through platform rationalization and economies of scale;
- *Identity and access management (IAM)* — implement an IAM program based on defined risks; and
- *Operations cyber program* — apply a network segmentation strategy at operating sites to decrease the risk of threats between the operations technology and information technology.

Implementation of the initiatives began in 2019 and will continue through 2022. One key accomplishment during the year was a new global Technology Standard that details a principle- and objective-based approach to protecting the confidentiality, integrity and availability of all our technology

assets including those we rely on at our operations. The standard applies to technology-based high-value assets (HVAs) — defined as the technology that is critical for business and operational consistency, stability and regulatory compliance — and focuses on the risks and critical controls around our HVAs.

There were no major instances of data loss or other significant compromises to data at any Newmont site during 2019.

SYSTEMS AND SERVICES

Both former Newmont and former Goldcorp implemented risk management programs, tools and systems to capture, track and report risks. During the year, a working group evaluated the tools and their capabilities to consider the best path forward for integrating these systems. In 2020, an external firm will review Newmont’s overall risk management approach and make recommendations for future-state risk management, governance, and assurance-related programs and systems. The implementation of the optimized risk program began in 2020 and will continue throughout the year.



Social

Experienced zero work-related fatalities

Completed **safety culture reviews** with all levels of the workforce at 13 operations

Committed to create a **Global Center for Indigenous Community Relations**

TOP MATERIAL TOPICS:

- Safety and health
- Social acceptance
 - Community relationships
 - Resettlement and land use
 - Artisanal and small-scale mining
- Human rights
 - Salient human rights

[Performance Data](#)

OUR APPROACH

We recognize our long-term success depends on running healthy and safe operations and aligning our business goals with the long-term interests of stakeholders and the broader society.

Our core value of safety — taking care of our safety, health and wellness by recognizing, assessing and managing risks, and choosing safer behaviors at work and home to reach our goal of zero harm — is articulated in our global [Health and Safety Policy](#). We also commit to protect the health and wellbeing of communities near our operations.

Our business can also play an important role in catalyzing the economic development and social wellbeing of local communities and host governments through job creation, provisioning local goods and services, community investments, and paying taxes and royalties.

We are committed to a strong governance structure, including multi-stakeholder engagement and transparency around payments to governments, which increases accountability, promotes trust, creates mutual value and reduces corruption.

Our [Sustainability and Stakeholder Engagement Policy](#) states our commitment to transparently communicate with stakeholders and to respect all cultures, and along with our [People Policy](#), we commit to providing local employment and economic development opportunities and building capacity.

Our approach and performance related to our material social issues — [safety and health](#), [social acceptance](#) and [human rights](#) — are described on the following pages.

Metrics and more information on these issues are included in this report's [Performance Data](#) section.



- OVERVIEW
- GOVERNANCE
- SOCIAL
 - Safety and Health
 - Social Acceptance
 - Human Rights
- ENVIRONMENT
- ECONOMIC
- PERFORMANCE DATA
- REPORT FRAMEWORKS

Safety and Health

APPROACH

Effectively managing the safety and health 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 and healthy at the end of the day.

A global set of standards, guidelines, operating procedures and systems detail the accountabilities, mandatory controls and minimum requirements for managing work-related and community safety and health risks. All of these requirements apply to our contractors undertaking work on behalf of Newmont.

PREVENTING FATALITIES

Our top focus is eliminating fatalities in the workplace, and our Fatality Risk Management program is the most important system across our company for keeping people out of harm's way.

The program identified the top 16 fatality risks common across our business and ensures a set of critical controls are in place every time we undertake a task involving each risk. Site leaders 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.

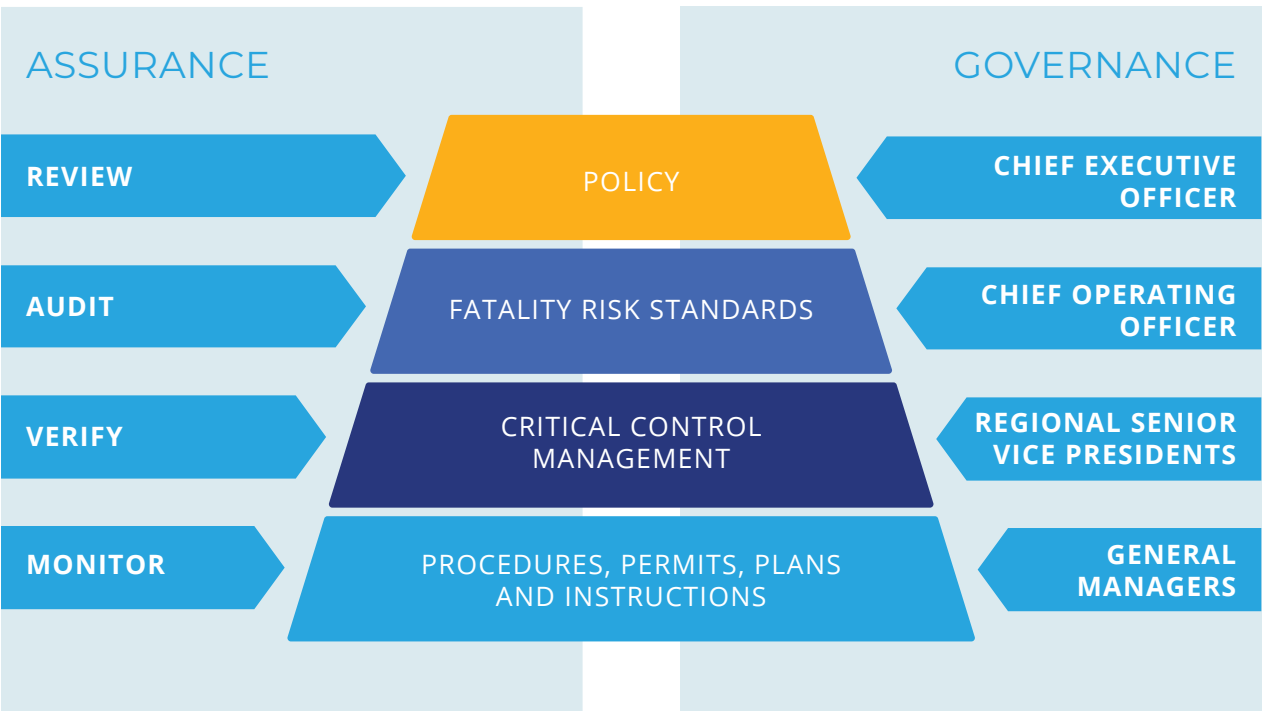
Other key elements of our Fatality Risk Management program include:

- **Standards:** All top fatality risks are supported by global standards, audit protocols and control verification checklists that set the minimum mandatory requirements for everyone working on Newmont's behalf.
- **Audits:** Internal risk-based site audits are conducted approximately every two years to ensure all fatality risk standards are consistently, properly and effectively implemented.
- **Leadership:** A governance framework showing clear accountabilities throughout the organization up to our

Chief Executive Officer is essential for success. General managers sponsor fatality risks and lead teams that manage critical controls and ongoing improvements. Site leaders are responsible for verifying critical controls, and supervisors monitor the implementation of the critical controls in the field.

- **Engagement:** Ensuring lessons are genuinely learned and adopted is essential to preventing fatalities. Near misses — known as serious potential events (SPEs) — are investigated for system failures or ineffective controls and the findings are communicated across all our operations. Investigations and corrective actions to prevent recurrence related to SPEs and fatalities are reviewed with the executive leadership team (ELT) and during quarterly Board meetings.

Fatality Risk Management governance



ENGAGEMENT AND TRAINING

Creating a positive health and safety culture to support injury and fatality prevention requires visible leadership that demonstrates care and concern for people’s health and safety.

Field interactions — designed to positively influence the behavior of team members through conversations with leaders — and programs, such as the Kaizen continuous improvement process to reduce hand injuries, seek to raise awareness and empower everyone to speak up about ways to work safer.

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 emergencies. Our mine rescue teams (MRTs) play a significant role in driving a culture of safety. MRT members are often trained first responders and firefighters, and all members participate in extensive specialized training, classroom activities, hands-on instruction and mock drills. A number of our MRTs also participate in competitions that test the teams’ preparedness and competencies against industry peers.

WORKPLACE HEALTH AND HYGIENE RISKS

Our health risk management (HRM) program 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. 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 monitor the effectiveness of critical controls, and baselines are calculated at the beginning of the year to quantify exposures and measure our performance.

We aim to mitigate the risk of fatigue among workers through our fatigue management approach, which includes the application of fatigue detection technology in haul trucks, buses and other equipment.

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 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.

COMMUNITY AND PUBLIC HEALTH

In line with the United Nations Sustainable Development Goals (SDGs), we are working toward advancing SDG-3 — good health and wellbeing — by tracking communicable and non-communicable diseases in our workforce, improving community access to quality healthcare, and reducing maternal and infant mortality.

We support SDG-3 by partnering with external experts, NGOs, government agencies and global health organizations. Two of our key partners are:

- **Project C.U.R.E.:** Newmont has partnered with Project C.U.R.E. — the world’s largest distributor of medical donations to developing countries — since 2005 to provide free healthcare, deliver donated medical supplies, and facilitate neonatal training for healthcare providers as part of the “Helping Babies Breathe” program to communities near our operations in Ghana, Peru and Suriname.
- **International SOS:** As a global organization with extensive experience in malaria prevention and treatment, International SOS supports our community health centers near our operating sites located in tropical regions.

PERFORMANCE MEASUREMENT

We measure our safety and health performance by leading indicators, such as Fatality Risk Management critical control verifications and by tracking lagging indicators, such as injury and illness rates. All recordable safety incidents are entered and tracked in our Integrated Management System (IMS). Monthly health and safety performance reports are published on the Company’s intranet. Detailed updates are provided to the Board of Directors during every quarterly Board meeting.

We are committed to learning from and sharing best practices with others. We actively participate in programs to improve our performance as members of the ICMM and the Mining Safety Roundtable. We also participate in regional health and safety programs, such as those of the Western Australia Chamber of Minerals and Energy and the Ghana Chamber of Mines.



2019 PERFORMANCE

LEARNING LESSONS

No work-related fatalities occurred at any Newmont site or facility in 2019.

We applied our formal Learning Lessons process for the two fatality events that occurred during 2018 — an accident at the Ahafo Mill Expansion (AME) project in Ghana resulting in six fatalities, and the death of an underground technician at our Pete Bajo operation in Nevada. All actions resulting from the AME accident investigation underwent verification and review to ensure their effectiveness. Following the conclusion of the U.S. Mine Safety and Health Administration's (MSHA) investigation of the accident at Pete Bajo, we commenced the Learning Lessons process in mid-2019, which included developing a robust definition of “fundamentally stable parking” and ensuring a clear understanding of the definition in our updated Vehicles and Driving Standard.

FATALITY RISK REVIEW

The investigation findings from these events as well as the portfolio changes during the year, namely the increase in the number of underground operations, resulted in initiating a significant review of our Fatality Risk Management program.

In late 2019, we had a workshop with executive leaders, supervisors, superintendents, managers and general managers from our operating, project, exploration and legacy sites. Participants discussed improvements needed to support our goal to remain fatality free and how to make the Fatality Risk Management program resonate more with frontline personnel. Among the improvements planned for 2020:

- Introduce supervisor-level critical control verifications supported by a mobile application and data portal available to all operational leaders;
- Introduce three new fatality risk standards related to hazardous substances, safety leadership and explosives (blasting) to align with our potentially fatal event profile;

- Integrate the critical control verification and safety interaction processes for “field interactions”; and
- Refresh our fatality risk audit program with stronger subject matter expertise.

These improvements will be supported by a standardized Fatality Risk Management training program, digital technology to support supervisors and robust communications.

Another key area of work in 2019 was integrating former Goldcorp sites into the Fatality Risk Management program. The first phase involved implementing the most common fatality risks at all sites by the end of 2019 and commencing investigation training for former Goldcorp leaders. Actions to address absent controls are expected to be completed in 2020, and implementation of all three phases of the program will be completed by the end of 2020.



INJURIES

Five-year workforce injury frequency rate
(per 200,000 hours worked)^{1, 4}

	2015	2016	2017	2018	2019
Total Recordable Injury Frequency Rate (TRIFR) ²	0.36	0.39	0.46	0.40	0.41
Lost Time Injury Frequency Rate (LTIFR) ²	0.17	0.16	0.23	0.26	0.22
Permanently Disabling Injury (PDI) ³	0.005	0.003	0.000	0.000	0.003

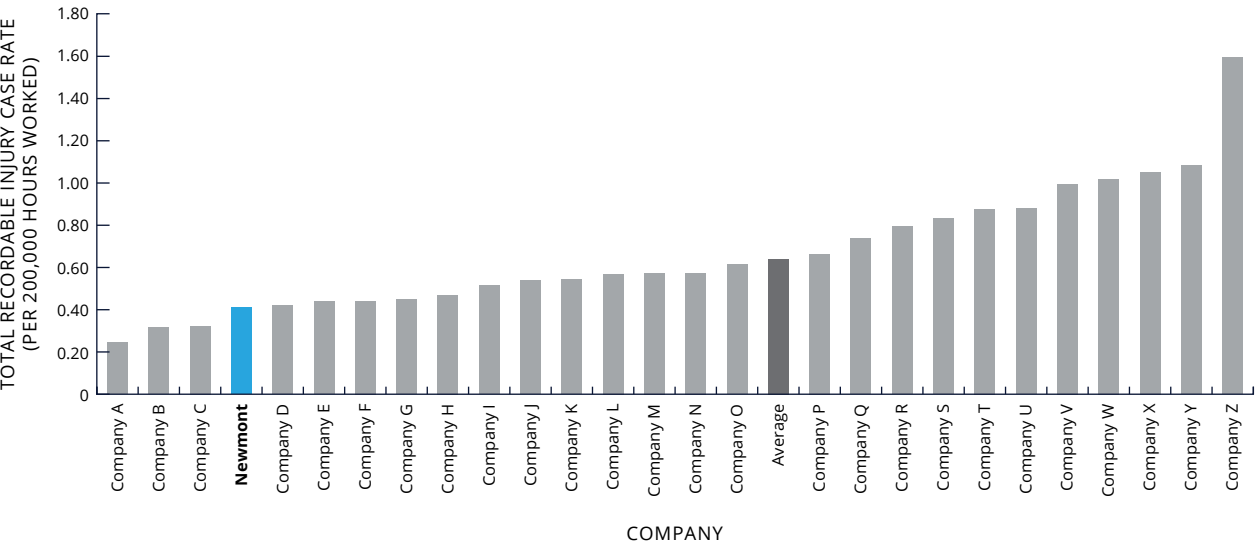
¹ 2019 data includes former Nevada assets from January 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites.

² Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

³ As part of the updated reporting requirements that went into effect on January 1, 2018, our Serious Injury Frequency Rate (SIFR) classification has changed to Permanently Disabling Injury/Illness (PDI).

⁴ Reflects the combined workforce (employees and contractors). Reference the Performance Data section of this report and/or the ESG data tables for detailed data on 2019 rates for each site by employees, contractors and the combined workforce. We do not disaggregate safety data by gender.

2019 TRIFR among ICMM member companies
(per 200,000 hours worked)



Our Total Recordable Injury Frequency Rate (TRIFR) for the year was 0.41 compared to 0.40 in 2018 and above our target of 0.39. Although Newmont’s safety performance is consistently among the best of all ICMM member companies, we have higher expectations and are working to improve our performance.

SAFETY CULTURE REVIEWS

Following an increase in significant potential events (SPEs) and several events that could have resulted in a permanently disabling injury or fatality, we conducted safety culture reviews at 13 Newmont operations to better understand the underlying factors impacting our safety performance. The reviews, which were facilitated by a team of leaders across sites and functions within the business, included interviews, focus groups, field interactions and attendance at pre-start interactions/huddles. More than 30 percent of the workforce across all levels, including contract partners, participated in the reviews.

Among the findings from the review were a disconnect between leaders’ and their frontline teams’ views of safety performance, inadvertent symbols of exclusion — such as separate camp accommodations — to our contractors, a significant variation in the application of our Fatality Risk Management program across the business, and lack of replication of leading practices from one or more sites to the others. Key opportunities for improvement included the following themes:

- *Leadership visibility* — enhance leadership in the field to demonstrate what “good” looks like and to identify breaches of standards;
- *Leadership capability* — increase leadership capabilities with role clarity and accountability; and
- *Contractor partnership* — strengthen contractor partnerships.

The review also identified leading practices across the regions such as workforce engagement at Musselwhite, housekeeping practices at Boddington, pre-start interactions and leadership visibility at Ahafo, and the implementation and frontline acceptance and adoption of our Fatality Risk Management program at Yanacocha.

OCCUPATIONAL HEALTH AND HYGIENE

Five-year occupational illness frequency rate (OIFR)
(per 200,000 hours worked)^{1, 2}

	2015	2016	2017	2018	2019
Total workforce (employees and contractors combined)	0.00	0.01	0.03	0.10	0.06
Employees only	0.00	0.02	0.06	0.08	0.07
Contractors only	0.01	0.00	0.01	0.11	0.06

¹ OIFR rates include 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.

² 2019 data includes all exploration sites and Nevada site data from January 1 to June 30, 2019. Data omitted are Newmont's corporate office and former Goldcorp sites, which used significantly different criteria for recording occupational illnesses. As we integrate reporting systems, Goldcorp data will be included in future data sets. We do not disaggregate safety data by gender.

Our Occupational Illness Frequency Rate (OIFR) remained steady at 0.06.

Due to integration activities — as well as organizational changes within our Health, Safety and Security department — our focus in 2019 was on understanding gaps and designing new standards and a fit-for-purpose approach to occupational health and hygiene that we apply across all our sites. A focus for 2020 is implementing a business-wide fatigue risk reduction program and establishing an enterprise-wide physical and mental wellbeing framework. The framework will integrate the various programs that work to influence wellbeing, creating a consistent approach to wellbeing across the business. The aim of our wellbeing program is to ensure we provide support for those in need, prevent ill health and promote improved health outcomes for our workforce and the communities in which we operate.

FATIGUE MANAGEMENT

Our broader fatigue management approach includes Driver Safety System (DSS) fatigue detection technology installed in our haul truck fleet and other heavy vehicles. The technology helps identify fatigued employees and raise awareness of fatigue risk.

We established minimum standards for all operations and undertook a gap assessment against these standards. The assessment identified opportunities to improve our shift and roster design, understand the impact of commuting on shift workers, and better capitalize on the data from fatigue technology. It also highlighted challenges unique to remote locations and projects/exploration sites such as temporary accommodations and the travel time to site. In 2020, each site and region will develop rigorous action plans to reduce their fatigue risk exposure.

2020 Safety and health targets

Sites	Target description
All former Goldcorp and former Newmont sites	<ul style="list-style-type: none">• No fatalities• Deliver consistent system improvements to the Fatality Risk Management process, governance and implementation• Implement a fatigue risk reduction program• Establish an enterprise-wide physical and mental wellbeing program



COMMUNITY HEALTH

We continued our long-standing partnership with Project C.U.R.E. to provide healthcare supplies and services to the communities near our operations through its Helping Babies Survive and Helping Mothers Survive training programs and the C.U.R.E. cargo shipments and clinics. The partnership also supports our commitment to advance the UN Sustainable Development Goal (SDG-3) that aims to ensure healthy lives and promote wellbeing for all.

Under our partnership, Newmont commits to an annual contribution of \$200,000, which helps facilitate a number of programs and activities. In 2019, these included:

- More than 1,100 community members near Ahafo and nearly 200 people near our Merian operation in Suriname attended health fairs and clinics;
- Health centers in Ghana and Suriname received equipment and supplies, which were donated by medical companies and other organizations, valued at nearly \$1.9 million.
- We received feedback from three facilities (one in Ghana and two in Suriname) on the impact of the donated medical equipment and supplies they received. The facilities reported improvements in quality of care and preventative care, an increase in the number of patients they were able to treat, expanded capacity to perform procedures, and the ability to reallocate budget to other critical areas such as equipment repair and training.
- The partnership continued its collaboration with the Colorado Rockies professional baseball team on an initiative in which Newmont donates \$50 for every strikeout thrown by a Rockies pitcher during the baseball season. In 2019, this amounted to a \$63,450 donation, which was used to fund more than \$2.6 million worth of donated medical equipment and supplies to communities in need in Albania, Ethiopia, Ghana, Honduras, Mexico and Rwanda.

In 2020, we plan to hold C.U.R.E. clinics near our Ahafo, Akyem and Suriname operations. We are also preparing an assessment of the Helping Babies Survive and Helping Mothers Survive training programs. The assessments will include collaboration with the Ghana Ministry of Health to ensure the ongoing successful implementation of the programs.

COVID-19 RESPONSE

As a result of the COVID-19 pandemic in early 2020, we implemented a wide range of controls and other protective measures at our sites around the globe to detect and prevent the transmission of COVID-19 to our people and nearby communities. These included:

- Restricted site entrance to business-critical visits, essential deliveries and critical contract workers and enhanced screening at all site entry points;
- Strict social distancing protocols and suspension of large indoor gatherings;
- Flexible and remote working plans for employees;

- Cancellation of all non-essential travel;
- Increased frequency of deep cleaning and sanitization of surfaces; and
- Working closely with external medical experts to evaluate the best COVID-19 tests for use with our workforce.

We also worked closely with the health authorities in our local communities to determine the best way to support the broader government and community efforts in tackling COVID-19. These efforts included providing financial support for health clinics, gifting protective masks to healthcare workers, and assisting with community education on hygiene and other preventative measures to control the spread of the virus.

In April 2020, we established a [Global Community Support Fund](#), which includes a focus on employee and community health. Efforts include procuring supplies (e.g., face masks, sanitizer) and services (e.g., access to clean water, tests and medical care) needed to keep workers and community members healthy and safe.



Social Acceptance

APPROACH

Social acceptance — the willingness of stakeholders to accept our ongoing business activities — is never guaranteed. To obtain and maintain broad social acceptance during all stages of the mine lifecycle, we must build relationships based on trust and mutual respect with communities, governments, NGOs and other local, national and global stakeholders.

Our global standards detail Newmont's minimum requirements to effectively identify, manage and monitor the wide range of social risks and opportunities. Our Social Baseline and Impact Assessment Standard requires we obtain critical information about social baseline conditions and potential impacts of our business activities. Through our Stakeholder Relationship Management Standard, we ensure that those who are, or potentially could be, impacted by our business activities are identified and effectively engaged.

Our external relations strategy provides the framework to obtain and strengthen broad social acceptance throughout the mine lifecycle. It also recognizes that social acceptance is granted not just by local communities, but also by national and global stakeholders. The objectives most relevant to social acceptance are:

- *Engagement* — proactively engage stakeholders based on inclusion, transparency and integrity;
- *Risk and impact management* — integrate stakeholder considerations into managing risks to develop long-term, positive cumulative impacts; and
- *Mutual value creation* — collaborate to catalyze socio-economic development so communities can thrive during operations and after mining activities cease.

COMMUNITY RELATIONSHIPS

All sites must have a comprehensive strategic stakeholder engagement plan and conduct up-to-date baseline studies and impact assessments to ensure the Company and community work together to identify ways to mitigate impacts and take advantage of opportunities for sustainable development.

These assessments include extensive input and review from the host communities, and most are conducted by external, independent experts. Final reports are expected to be made public and available to local communities. Findings from the studies are addressed through social management plans, which ensure that all impacts are mitigated and minimized while benefits associated with the mining activities are enhanced.

Sites must also employ an open and transparent process where stakeholders' concerns are addressed fairly and promptly. A complaints and grievances (C&G) register records matters using a three-tier system. 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 Newmont employee or complainant chooses to involve an independent third party (such as a local leader or committee) agreed to by the complainant to facilitate the resolution of the matter, it is classified as a tier 2 complaint. Disputes that cannot be resolved by the parties involved, typically those that require legal intervention, are categorized as tier 3. Sites must ensure stakeholders know how to raise concerns and use our feedback mechanisms.

RESETTLEMENT AND LAND USE

We conduct mining activities where ore bodies are located, and, at times, mine development requires unavoidable relocation and resettlement of households and restoration of livelihoods.

Our Land Acquisition and Involuntary Resettlement Standard states the minimum requirements for assessing and addressing the rights and needs of landowners and local communities before any land acquisition or involuntary resettlement. The standard is consistent with the [International Finance Corporation \(IFC\) Performance Standard 5](#), which aims to avoid resettlement whenever possible, but when resettlement is required, we ensure affected people and communities are able to make informed decisions, adverse impacts are minimized, and livelihoods and living conditions are restored or improved.

Before any resettlement activities begin, we work with local stakeholders and international experts to develop a resettlement action plan (RAP) to address the impacts of physical displacement, and/or a livelihood action plan (LAP) to address the economic impacts or land use. Sites regularly monitor RAPs and LAPs and are required to conduct annual audits by qualified external experts to ensure activities are meeting the commitments made and the needs of affected persons.

We are one of five 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) and its associated value chain provide subsistence for more than 100 million people. ASM can also pose significant security, safety and environmental risks. We are committed to managing and mitigating these risks while recognizing ASM's importance to those who depend on it as a livelihood or who have historical, cultural and symbolic rights to land use and ownership.

Currently, ASM activities take place on or near four of our operations — Ahafo and Akyem in Ghana, Merian in Suriname, and Yanacocha in Peru — plus exploration projects in several jurisdictions.

As part of the activities associated with integrating the Goldcorp acquisition, we conducted an initial analysis at the former Goldcorp sites and determined that ASM is not prevalent at any of these sites.

Because the ASM context varies, we seek to understand environmental impacts, the ASM value chain, traditional land ownership and control of ASM activities, and the role of ASM in local socio-economic development.

Our global ASM strategy's four objectives help us explore, develop and operate in places where small-scale miners work:

- *Security* — ensure safe and secure access to Newmont's assets, interests and concessions and minimize conflicts between illegal small-scale miners and Newmont personnel

- *Performance* — manage our environmental, social, security, health and safety risks and impacts caused by ASM activities
- *Livelihood development* — collaborate to empower and improve livelihood options associated with the local economy
- *Influence, learn and align* — monitor, engage and influence ASM policy and practices

Exploration teams are often the first contact with communities, and these interactions are critical to shaping positive future relationships. Our [S&ER Exploration Guidebook](#) and associated management workbook include requirements to identify and characterize ASM in or near exploration areas of interest based on the legitimacy and legality of the activity, its scale, and the impacts to, and role of, local community members. The approach is designed to support early engagement and build positive relationships with small-scale miners.

ASM is not an issue that we can solve on our own. Partnerships with governments, international institutions, civil society and ASM experts are essential. We promote international best practices through webinar presentations from specialists, NGOs and/or other mining companies working on ASM issues. Newmont participates in several global forums — including the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development — to promote Newmont's approach and encourage policy alignment.

PERFORMANCE MANAGEMENT

We set public targets to meet community commitments and to promptly resolve community complaints and grievances.

Through our Integrated Management System, we track social events and rate the actual and potential consequences on a severity scale of zero to five. All events are continuously tracked, and significant events (i.e., those with an actual consequence of level 3 or higher) are reviewed and discussed with executive, regional and functional leaders, and publicly disclosed in this report. Another metric we track and report on internally is permitting status. While many factors affect permit approvals, our permitting dashboard includes an analysis of social factors that may be affecting approvals.

2019 PERFORMANCE

COMMUNITY RELATIONSHIPS

Commitments, complaints and grievances performance

All sites met our global target to complete 95 percent of community commitments by the due date, except for Merian in Suriname where a construction project was delayed due to internal process matters as well as changes in community leadership.

All former Newmont sites met the target to resolve 100 percent of tier 1 complaints within 30 days.

2020 Community commitments and complaints and grievances targets

Sites	Target for company
All former Newmont sites	<ul style="list-style-type: none">• Complete 95 percent of community commitments¹ on or before the due date• Close 100 percent of tier 1² complaints within 30 days
All former Goldcorp sites	<ul style="list-style-type: none">• Develop an auditable system for registering and tracking commitments, and to respond to, address, track, and, if necessary, escalate tier 1 complaints

¹ Commitments made as of Q1 2017.

² 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.

Complaints and grievances due in 2019:
Site level¹

Site	Number	% resolved within 30 Days
Yanacocha	146	100
Ahafo	140	100
Akyem	83	100
KCGM	22	100
Merian	12	100
Boddington	5	100
CC&V	4	100
Perth – Subiaco	1	100
Total	413	100

¹ Data omits former Goldcorp sites, which used a separate, but comparable tier classification in 2019. Former Goldcorp sites will be integrated into the Newmont tier classification and reported in our 2020 report.

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Reasons for complaints and grievances by category 2019: Site level^{1, 2}

Category	No. of each category ²	% of each category
Noise, vibration and air quality/dust	257	27.1
Business partners (contractors)	184	19.4
Compensation practices	155	16.4
Other (miscellaneous)	91	9.6
Land access	46	4.9
Consultation and access to information	36	3.8
Blast events	28	3.0
Employment	28	3.0
Infrastructure improvement	25	2.6
Local business development	19	2.0
Property damage	18	1.9
Community investment	16	1.7
Livelihoods/living conditions and wellbeing	10	1.1

Category	No. of each category ²	% of each category
Workforce behavior	7	0.7
Resettlement	6	0.6
Environment	4	0.4
Media request or attention	4	0.4
Accounts payable	2	0.2
Procurement practices	2	0.2
Training	2	0.2
Transport	2	0.2
Government payments or financial regulations	2	0.2
Community events	1	0.1
Health and safety	1	0.1
Industry engagement	1	0.1
Small-scale mining	1	0.1
Total	948	100

¹ Data reflects the combined reasons for complaints and grievances for Newmont sites and former Goldcorp sites.

² A single complaint or grievance may have multiple categories; the total number of actual complaints and grievances reported in 2019 was 895; the data table shows the 948 categories associated with the 895 actual complaints and grievances.

Of the total complaints or grievances recorded on site registers in 2019, 52 percent were at former Newmont sites and 48 percent at former Goldcorp sites. All but four complaints at former Newmont sites were resolved as of the end of the year. This metric will be measured at former Goldcorp sites in 2020.

- Of the new complaints, 94 percent were tier 1, five percent were tier 2 and under one percent were tier 3.
- The average resolution time for all tier 1 complaints at former Newmont sites was 9.1 days.

- Matters regarding noise, vibration and air quality or dust accounted for the highest number of complaints or grievances across our operations.

In accordance with our standard, at the end of 2019, all former Newmont operating sites had a social impact assessment (SIA) in place. Former Goldcorp sites completed gap assessments against our social management standards as part of the integration activities during the year. Action plans to address any gaps will be in place by mid-2020.

Key community matters and activities

Argentina

At the Cerro Negro operation, the Inter-American Development Bank (IDB) visited the closest town to the mine, Perito Moreno, to conduct several studies, including a social baseline and impact assessment, on Cerro Negro's behalf. The studies' findings have informed a local development plan with the municipality as well as a municipal trust fund that the IDB is helping to establish.

Australia

Our operations in Australia partnered with Voconiq to launch Local Voices — a unique community engagement program developed with Australia's leading science agency, Commonwealth Scientific and Industrial Research Organization (CSIRO). Local Voices aims to improve engagement between Newmont and the communities near the mines by surveying community members' perceptions to gain insights into key impacts and issues. The program will translate community issues, concerns and expectations for regional leadership teams to regularly gauge community sentiment. The Boddington operation plans to incorporate the findings into the implementation of its SIA.

The University of Queensland Centre for Social Responsibility in Mining completed and published the [Tanami SIA](#). The SIA updated our understanding of the social and community context in which Tanami operates, identified the operation's social and economic impacts, including contributions to economic and social development, and recommended opportunities to manage social impacts and improve stakeholder engagement.

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Ghana

At our Ahafo North project, where community resistance delayed project execution, the Africa Regional Leadership Team engaged an external consultancy to conduct an independent review of the Company's relationship with stakeholders. The firm conducted two field visits that included focus groups and interviews with 165 internal and external stakeholders. The study revealed a need to improve relationships with chiefs, youth, farmers, business owners and others. The team then held 15 workshops in mid-2019 to share the findings of the study and seek stakeholder input in the remediation actions and their expected effectiveness. Solutions that were discussed with stakeholders included measuring and reporting on the health of our relationships and detailing accountability for commitments. Based on the final workshop report, we developed action plans and an engagement strategy, which we plan to implement in 2020.

Mexico

In March 2019, a trucking contractor representing some members of the San Juan de Cedros community (one of 25 neighboring communities) blockaded our Peñasquito operation in Mexico. The blockade was based on requests for an indefinite and exclusive contract with a local trucking contractor and for higher wages, as well as concerns about impacts to the local water supplies and expectations for increased social benefits. Following a suspension of operations in April, the blockade was lifted in June after all parties agreed to enter a formal dialogue process facilitated and supported by the government. When negotiations failed to progress, the trucking contractor and some representatives of the community renewed the blockade in September.

In early October, the blockade dissipated with an agreement to return to the government-sponsored dialogue process. However, mine operations did not restart until the Company was assured that all our personnel could return to work safely. Following engagement with community leaders and state and federal government officials, operations recommenced in late October. Union officials, employees, the communities and other influential stakeholders were regularly kept apprised of developments.

In December, Newmont and the San Juan de Cedros community reached a 30-year water agreement, which includes the installation of additional wells and a commitment to operate the existing water treatment plant for 30 years and, collectively, identify a solution to ensure long-term operation. To resolve the remaining issues raised during the blockade, we signed a memorandum of understanding (MOU) in March 2020 for an Investment and Social Development Plan, which details Newmont's commitments such as land rental, community infrastructure and productive projects, economic support for agricultural livelihoods, and a commitment to hire individual truck contractors from the community.

Peru

At our Yanacocha operation, we commenced hydrological studies in October to understand the impact that an expansion of the China Linda quarry (as part of the Yanacocha Sulfides project) would have on the water supply. In November, when turbidity (cloudy water) was detected in the potable water supply of the nearby community of Totorachocha, around 200 people were involved in a protest of the proposed expansion where some protesters became violent and burned a drill rig. Following the protests, Yanacocha developed a plan to re-engage with local leaders and the communities around China Linda.

Peruvian regulators conducted a review of our mercury management practices. Several findings were identified, primarily related to mercury storage. Yanacocha promptly implemented remedial actions and modifications to address the review. The site is also working with our corporate function on a global agreement for off-site disposal and retirement of stored elemental mercury.

Yanacocha published the results of the National Environmental Authority (OEFA) review of the NGO Grufides' claim that 1,000 trout died on the property of the Chaupe Acuna family. OEFA confirmed that the incident was unrelated to mining activity.

RESETTLEMENT AND LAND USE

Resettlement planning activities continued at our Ahafo operation in Ghana for two projects — the tailings storage facility (TSF) expansion and the Subika East waste dump expansion.

The TSF expansion project was determined to require resettlement due to potential impacts on households and/or livelihoods near the project. As part of the permitting process for the project, a 12-member committee was created by the Environmental Protection Agency (EPA) to assess whether the nearby Dokyikrom community required resettlement. The committee's final report to the EPA recommended resettling 385 homes and removing 315 unoccupied structures. A two-year environmental impact monitoring of the rest of the community is being carried out to determine if impacts require resettlement. In June, the EPA and community stakeholders accepted the Dokyikrom resettlement roadmap.

In early 2018, 37 project-affected persons petitioned Newmont for resettlement housing instead of cash compensation for economic displacement associated with the Subika East waste dump expansion. Under the authorization of the Ministry of Lands and Natural Resources, 25 households were approved for resettlement. In 2019, Newmont financed temporary accommodations for the residents approved for resettlement during the construction of their homes, which are expected to be completed and handed over to the households in 2020. In 2019, three other households were resettled due to the Awonsu pit expansion, and one household was resettled so that we could move back the perimeter of the TSF to construct a toe drain.

Mediation continued between Akyem and the Newmont Akyem Affected Farmers Association (NAAFA) over additional compensation claims due to Akyem's development. A sub-committee was formed to assess the socio-economic and livelihood conditions of affected persons with all parties agreeing to the scope of work. Farmers expressed support for Newmont's proposal to review and revamp livelihood plans, and a third party will audit compensation amounts.

Independent third-party audits are an important component of the overall land access process to validate that the compensation and livelihood programs are achieving the intended outcomes and that corrective measures are implemented in a timely manner. The Akyem compensation claims highlighted the need to re-evaluate our audit approach to ensure we are assessing the effectiveness of our mitigation actions, taking appropriate corrective actions, and confirming completion of our resettlement action plan obligations.

ARTISANAL AND SMALL-SCALE MINING LIVELIHOODS

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

Ghana ASM strategy

Our strategy in Ghana includes increased collaboration with the government, regulatory reporting to document ASM impacts, security surveillance and exploring potential alternative livelihood opportunities. In 2019, the Ghanaian government introduced a community mining program aimed at formalizing small-scale mining in selected communities across the country. We are evaluating how we can support this program.

We instituted an ASM reporting system to routinely update regulatory agencies on the environmental, health and safety impacts of illegal mining, and we provided monthly reports on illegal ASM activities to the Ghana Minerals Commission through the Ghana Chamber of Mines.

We continued to consult with, and seek advice from, traditional leaders, local government, other opinion leaders and community youth on the environmental and social risks of ASM, including through various community consultative committees and social responsibility forums.

Through the Ahafo and Akyem foundations, we worked to identify alternative livelihood opportunities to reduce the economic dependency on illegal ASM in local communities near the operations. We are evaluating a government-led community mining initiative to support legal and legitimate ASM.

Suriname ASM strategy

At our Merian mine in Suriname, our approach recognizes the cultural and livelihood importance of ASM to the Pamaka and Kawina communities while protecting Newmont’s assets. Newmont and the Pamaka signed a memorandum of understanding in 2016 that allows miners to continue to operate in non-core areas near or on Newmont’s right of exploitation (RoE) but outside the industrial zone. Negotiations are underway for a similar agreement with the Kawina.

We supported the ASM representative body, which consists of nine representatives from the Pamaka community, by funding the group’s efforts to form a small-scale mining cooperative and helping build the cooperative’s management capacity so that it can gain the legal status required for Newmont to formalize an agreement with the group.

To support collaborative efforts to address ASM issues in the country, we engaged with the United Nations Development Program, the NGOs PACT and Artisanal Gold Council (AGC), and the U.S. Embassy. AGC received funding from the U.S. State Department to introduce mercury-free processing technologies in Suriname. AGC and PACT representatives visited Merian as part of the development of a program to support artisanal and small-scale miners on the reduction of mercury use and efficiency improvements. We are evaluating options for ongoing partnerships that support our strategy.

Peru

At our Yanacocha operation in Peru, ASM has historically been absent. However, we have identified contained ASM activities within and near the Yanacocha and Conga concessions, including in an ecologically sensitive area called Lagunas de Alto. Peru established a legislative framework to formalize ASM, and Yanacocha is actively participating in this process. We are also exploring opportunities to minimize the negative impact of ASM while contributing to the livelihood of local communities engaged in ASM activities. Potential options include leasing agreements that would allow small-scale miners on our concession provided they adhere to Yanacocha’s environmental and social standards.

Exploration

Our [S&ER Exploration Guidebook](#) was shared with former Goldcorp exploration sites to support them in identifying and characterizing any ASM activities. We also provided updates to the Exploration leadership team on current and emerging ASM issues and challenges, and emphasized the importance of early engagement.

We plan to do a more robust analysis in 2020 to confirm or update our initial analysis that determined that ASM is not prevalent at any former Goldcorp site.

Human Rights

APPROACH

Throughout the mine lifecycle, the potential to impact the rights of people is significant, and embedding respect for human rights into our policies, due diligence, systems, programs and activities not only makes business sense, but it is also the right thing to do. We also believe we should seek opportunities to positively contribute to human rights by strengthening capacity and empowering communities.

The international community continues to scrutinize how companies respect human rights. Several countries have introduced legislation on mandatory human rights due diligence, and there are increasing calls for new mechanisms to hold companies accountable for human rights violations. Investor interest in corporate human rights performance has also been on the rise in recent years.

Newmont's [Respecting Human Rights: Our Approach](#) provides an overview of:

- Our human rights policy framework, including our Code of Conduct, Sustainability and Stakeholder Engagement Policy and [Human Rights Standard](#), which sets the minimum requirements sites must adhere to;
- The key approaches and international standards we adhere to — such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights — that underpin how we manage human rights risks across the business, including in our supply chain;
- Our training programs and how we promote respect for human rights with our employees and suppliers;
- The primary mechanisms for stakeholders to raise issues related to human rights;
- How we engage stakeholders and track the effectiveness of our activities;

- Accountability for our human rights performance;
- The tools we use to manage our eight salient human rights issues — those human rights at risk of the most severe negative impact through the Company's activities and business relationships (the analysis to determine salience is discussed in [Our Approach to Sustainability](#)); and
- Our commitment to reporting our human rights performance in accordance with the UN Guiding Principles Reporting Framework (the "Reporting Framework").

The guide reflects global human rights strategy — which included regional input and feedback from independent human rights experts. Our strategy includes strategic activities and desired outcomes to respect human rights, and focuses on three objectives:

- *Risk and impact management* — undertake human rights due diligence, manage risks and impacts, and integrate human rights practices throughout our business and business relationships consistent with the UN Guiding Principles on Business and Human Rights, which includes the fundamental requirement that we do no harm;
- *Support and promote human rights* — go beyond "do no harm" to support and promote the human rights of people affected by our activities; and
- *External engagement* — engage with stakeholders and monitor and influence policies and practices to align our human rights work with the expectations of key stakeholders.

HUMAN RIGHTS RISKS IN THE SUPPLY CHAIN

Through our Supplier Risk Management (SRiM) program — a proactive and consistent approach to managing supplier-related risks and performance — we incorporate human rights due diligence activities into all stages of the supplier lifecycle. The program's robust framework helps identify potential human rights risks a supplier may pose and

establishes the plans and actions needed to mitigate those risks. Key elements of the program include pre-qualification criteria and screening, human rights training, and an audit process. At the closeout stage, a supplier dashboard highlights how risks have been addressed and the supplier's performance against several criteria including human rights.

INDIGENOUS PEOPLES

At our exploration sites and operations on or adjacent to land owned or claimed by indigenous peoples, we respect and acknowledge the unique rights of past and present traditional owners of the land. We also engage with indigenous groups to reach agreed-upon terms that translate responsible mineral development into improved socio-economic outcomes for their communities.

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. Our Cultural Resource Management Standard details the process of identifying and protecting cultural resources and preventing unauthorized or undesired disturbance by our business activities.

As a member of the International Council on Mining and Metals (ICMM), we commit to its [position statement](#) to work to obtain free, prior and informed consent (FPIC) of indigenous peoples. We are also active participants in [RESOLVE's FPIC Solutions Dialogue](#), which works to better understand successful approaches and best practices to translate FPIC into an effective site-based approach. Through the principles of FPIC, indigenous peoples are able to make decisions regarding their development free from coercion, intimidation or manipulation, with sufficient time to work through traditional decision-making processes, and are provided with accurate and understandable information about a project and its potential impacts and benefits.

SECURITY PROGRAM

The basis of our global security strategy is working alongside host communities to protect people and assets and respect human rights. Through evidence-led security threat and risk assessments (STRA) to identify threats, we develop action plans that are performance driven and community focused.

Due to their higher potential security risks, our operations in Argentina, Ghana, Mexico, Peru and Suriname employ or contract with on-site security personnel.

As a formal member of 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 for maintaining 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.

ENGAGEMENT AND 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.

Together with our SRiM program, we developed a training program for those suppliers that have an elevated likelihood to impact human rights. The objectives of the program are to:

- Introduce suppliers to Newmont's expectations for supplier performance on human rights (including those outlined in our Supplier Code of Conduct);

- Provide an overview of labor rights in the context of international frameworks and expectations; and
- Provide additional information, resources and tools to help suppliers identify and address possible issues associated with their activities.

To raise awareness among employees about our human rights commitments, our ability to impact human rights, and how everyone working on our behalf might prevent and address potential human rights violations, we offer an online training program. The program, which is currently voluntary, is available in Dutch, English and Spanish.

We complement our online training programs, which are effective in reaching more people, with in-person training tailored to specific operating contexts. These sessions support the commitment in our Stakeholder Relationship Management Standard to develop culturally appropriate engagement mechanisms that address stakeholder issues, concerns and interests. The training ensures we approach human rights in a way that is relevant to the operating context and promotes our human rights commitments in an accessible way.

PERFORMANCE MEASUREMENT

Our public human rights targets hold us accountable for integrating human rights due diligence processes into our supply chain.

Newmont's Integrated Management System (IMS) provides a common platform for identifying and reporting on human rights risks, human rights-related complaints and grievances, community engagements and events. The system alerts relevant personnel when a human rights event or complaint needs to be addressed. Human rights-related complaints are also tracked and managed through the [Integrity Helpline](#), our confidential channel for personnel and external stakeholders to report potential Code of Conduct violations including human rights issues. Our supplier audit program helps identify and address human rights risks within our supplier base.

Advancing our commitment to respecting human rights requires collaboration through partnerships and multi-stakeholder initiatives as well as engagement with global civil society organizations. We continue to share successes and challenges as [early adopters of the UN Guiding Principles Reporting Framework](#). Newmont representatives participate in multi-stakeholder initiatives — including the Business and Social Responsibility Human Rights Working Group, the Institute of Human Rights and Business Circle of Innovators, and the FPIC Solutions Dialogue — and in several forums on human rights, including the annual UN Forum on Business and Human Rights.

2019 PERFORMANCE

Since 2016, the Corporate Human Rights Benchmark (CHRB) has assessed and ranked the human rights progress of the largest companies in the information and communications technology, manufacturing, agricultural products, apparel and extractive industries. In 2019, Newmont was added to the CHRB, ranking No. 12 out of more than 200 companies.

The benchmark identified areas where we performed well including governance and policies, embedding respect and human rights due diligence, and transparency. It also identified areas for improvement such as greater transparency about our grievance mechanisms including how communities are involved in their design, commitments around timelines, and how escalation processes interact with other state-based mechanisms. We updated our public guidance disclosure, [Respecting Human Rights: Our Approach](#), to address much of this feedback.

Embedding human rights throughout Newmont requires leaders who set the tone. In 2019, our Executive Vice President and Chief Sustainability and External Affairs Officer spoke at an investor event in December where he emphasized that business activities that result in impacts on people's human rights are real risks to our business — from a legal, reputational and business continuity standpoint. We also promoted our commitment to respecting human rights during a plenary presentation at the 2019 Responsible Minerals Initiatives Annual Conference on the expectations for responsible mineral production and sourcing.

SALIENT HUMAN RIGHTS ISSUES

We identify, monitor and manage the full spectrum of human rights risks and impacts on an ongoing basis; however, in alignment with the UN Guiding Principles Reporting Framework, we focus our reporting on eight areas identified through an internal and external stakeholder engagement process as our salient human rights issues. Activities to address these risks in 2019 include:

Salient issue ¹	2019 Activities	More information
Right to life	We experienced two significant security events that we discuss in greater detail in this section. We applied our formal Learning Lessons process for the two fatality events that occurred during 2018. All actions resulting from the accident investigations underwent verification and review to ensure their effectiveness.	Safety and Health Human Rights
Right to water and sanitation	All our sites worked to further improve their environmental performance and execute against our global strategies related to water use and stewardship, climate and energy use, tailings governance and tailings storage facility structural integrity and closure planning.	Water Tailings Management
Right to an adequate standard of living	We set public targets for local and/or indigenous employment and local procurement, and we aim to measure how many nonmining jobs we create or support.	Value Sharing Social Acceptance
Right to enjoy just and favorable conditions of work	Following the announcement of the Goldcorp acquisition, we formed an Integrated Management Office to manage the change in a manner that is fair and treats everyone with respect. In 2019, we signed three-year agreements with our unions in Peru and Suriname.	Safety and Health Value Sharing
Right not to be subject to discrimination in employment/occupation	There were 18 grievances or allegations from employees related to discrimination based on gender or race during the year that we tracked through our Integrity Helpline.	Our Business Value Sharing
Right to health	Through our health risk management (HRM) program, we identified our top workplace health hazards and measured our ability to reduce exposure to these hazards. Our global water strategy, tailings management approach and partnership with Project C.U.R.E. aim to help the communities in which we operate have access to adequate nutrition, housing, safe and potable water, sanitation, medical supplies and a healthy environment.	Safety and Health Social Acceptance Water Tailings Management
Right not to be subject to slavery or forced labor	In 2018, we published our Modern Slavery Statement , which outlines our commitment to respecting human rights, and it highlights the actions we are taking to address risks, including those associated with modern slavery (e.g., human trafficking, child labor, servitude), in our operations and our supply chain. We review the statement annually and provide updates as needed.	Ethics and Compliance Human Rights
Right to self-determination	Our Artisanal and Small-Scale Mining (ASM) strategy recognizes the importance of ASM for those who depend on it as a livelihood. Each site engages key stakeholders to identify opportunities and programs that advance socio-economic development in the communities near our operations. For example, in Suriname, we initiated negotiations with the Kawina community on a cooperation agreement that details commitments on matters such as employment and community development.	Value Sharing Social Acceptance

¹ See our publication, [Respecting Human Rights: Our Approach](#), for definitions and additional information about Newmont's salient human rights.

All former Goldcorp sites will undergo an evaluation to determine how best to integrate the sites into future human rights targets. The review will also ensure there is alignment on the Company's most salient human rights issues.

SIGNIFICANT HUMAN RIGHTS EVENTS

In 2019, our Integrity Helpline recorded five substantiated (and 12 unsubstantiated) cases that were internally classified as human rights-related. There were also two cases under review at the end of 2019. The substantiated human rights complaints and grievances recorded in 2019 are summarized in the table below, and our significant human rights matters, and the actions taken to respond to these concerns, are as follows:

- We remained committed to finding a dialogue-based solution 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. Since 2016, Yanacocha has focused on improving communications and relationships with members of the Chaupe family following recommendations from the “Yanacocha Independent Fact Finding Mission.” In September 2017, EarthRights International (ERI), on behalf of the Chaupe family, filed suit against Newmont in U.S. federal court, and in April 2018, the court granted Newmont’s motion to dismiss, indicating the suit belongs in Peruvian, not U.S., courts. ERI appealed the ruling in 2018, and in 2019 the U.S. Court of Appeals returned the case to the lower court for reconsideration. On March 10, 2020, the Federal District Court in Delaware dismissed all claims brought by the Chaupe family against Newmont, on the basis of *forum non-conveniens*, which acknowledged that it is more appropriate for Peru to adjudicate the Chaupe family claims. ERI has appealed the lower court decision a second time. Developments and our statements on the matter are publicly available on our [website](#).

- In 2018, the International Finance Corporation’s Compliance Advisory Ombudsman (CAO) initiated a review of allegations from former employees alleging exposure to heavy metals during their employment at Yanacocha. The review aims to determine the IFC’s compliance with policies, standards, and practices during the execution of supervisory visits during the time IFC held partial ownership in Yanacocha (1993 through 2017). Newmont and Yanacocha have supported the review by organizing a site visit for the CAO to gather information and engage with external stakeholders. A final report is expected in 2020 and will be released to the public.

Human rights issues recorded, investigated and substantiated in 2019

Location/site	Category	Actions taken/ lessons learned
Carlin (Nevada)		Employee counseled
CC&V (Colorado)		Employee counseled
Cerro Negro (Argentina)	Misconduct or inappropriate behavior	Employee terminated
Corporate		Employee disciplined
Porcupine (Canada)		Employee disciplined



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ASSESSMENTS AND REGIONAL HIGHLIGHTS

In accordance with our Human Rights Standard, regions worked to integrate human rights evaluations into baseline studies and impact assessments for existing and new projects. Sites conduct human rights impact assessments on an ongoing basis as part of our risk assessment process. In addition to these ongoing assessments, the following standalone or integrated assessments have taken place since 2017:

Site/Country	Year	Details
Marlin (Guatemala)	2017	Marlin Mine Closure: A Review of Goldcorp Commitments to the 2010 Human Rights Assessment
Yanacocha (Peru)	2017	Human Rights Impact Assessment
Merian (Suriname)	2017	Human Rights Impact Assessment
Peru	2018	Human Rights Risk Assessment of new security system
Sabajo (Suriname)	2018	Human rights integrated into the public Environmental and Social Impact Assessment
Ghana	2019	Human Rights Baseline and Impact Assessment Study for the proposed Ahafo North project
Peru, Ghana	2019	Human Rights Supplier Audits
Merian (Suriname)	2019	Merian's cross-functional Human Rights Working Group refined the site's human rights action plan and undertook an assessment to determine the most salient human rights risks for the region.

Mitigation measures are in place to address the assessments’ key findings, which are tracked through our IMS.

HUMAN RIGHTS AND OUR SUPPLY CHAIN

In 2019, we pre-screened all new suppliers in Australia, Ghana and Peru against human rights criteria. For those suppliers identified as having potential human rights risks, Newmont provided human rights training. In Ghana, 11 suppliers completed in-person and online training, and 26 suppliers in Peru undertook online or in-person training. During the year, Australia did not identify any suppliers with an elevated likelihood of impacting human rights.

Training for North American suppliers was impacted by the Goldcorp acquisition and Barrick joint venture transactions, which significantly changed our supplier base. Integration activities also affected our ability to conduct human rights training with corporate-level suppliers in 2019.

The decision during the year to recalibrate the SRiM program to better align the program to the needs of the business and further strengthen the identification and mitigation of risks also impacted the supplier training rollout. One important lesson learned in implementing the SRiM program is that automated processes alone are not enough to adequately identify and manage risk. Although pre-qualification screening flags potential human rights risks, the process also requires a review by individuals who have an awareness of the supplier, their current controls, and the type of goods or services they provide. While this takes more time, it provides a more accurate assessment of risk and ensures appropriate suppliers are selected for human rights training.

To support our target objectives for 2020 and SRiM implementation, we worked with Verite — an independent nonprofit civil society organization working to address labor rights issues in supply chains. Verite helped identify remedies that benefit workers and companies alike as part of a human rights audit program.

We piloted the program in Peru and Ghana. The pilot, which covered three suppliers, identified a need to improve worker protections such as having policies in place that explicitly reference international human rights standards, hiring from local communities, providing adequate rest, paying wages on time, and providing adequate provisions to its employees. Additional recommended actions involved analyzing supplier costs and ability to fulfill contracts, especially in terms of placing a stronger emphasis on labor rights when engaging with suppliers. Refinements to the audit process are being incorporated into the program in preparation for the rollout to former Newmont regions in 2020.

2020 Human rights and the supply chain target

Sites	Target definition	Target for regions/sites	Target for company
Former Newmont	• Implement an auditable process to manage human rights risks for applicable suppliers with an elevated likelihood of impacting human rights	• All regions have begun implementing human rights audits for applicable suppliers with an elevated likelihood of impacting human rights	• The supplier human rights audit program has been initiated in all regions

INDIGENOUS PEOPLES

In 2019, we continued strengthening our relationships with indigenous communities in areas where we are exploring or operating.

Engagement with indigenous groups near our operations and sites in 2019¹

Site (country)	Indigenous/aboriginal/ First Nations group	Background and 2019 activities
Boddington (Australia)	Gnaala Karla Booja	<p>Since 2006, Newmont has worked with the Gnaala Karla Booja (GKB) — the Noongar Native Title Claimants of the land where we operate the Boddington mine — and their representative body, the South West Aboriginal Land and Sea Council (SWALSC). Initiatives — including education and training, employment, heritage, financial and business development, and community capacity building — operate under the Community Partnership Agreement (CPA), a voluntary 20-year agreement implemented via a Relationship Committee comprising representatives of the GKB, SWALSC and Newmont.</p> <p>In 2019, Newmont, along with Relationship Committee representatives, local schools and contracting partners, participated in the local community's annual NAIDOC week celebrations. At Boddington, a group of employees formed the Moorditj Koodas (Stronger Friends) employee-led business resource group (BRG) to celebrate indigenous culture on site. The Moorditj Koodas completed a week-long indigenous mentor training program to further build capacity to support, communicate and work with diverse people.</p>
Tanami (Australia)	Warlpiri	<p>Newmont operates in the Tanami region through agreements with the Central Land Council (CLC), which represents the Warlpiri people (Yapa) — the owners and traditional custodians of the land on which our Tanami mine is located. Under the Tanami Desert Ten Year Plan (TYP), Newmont and Yapa work together to strengthen governance, education and employment opportunities and improve life outcomes for Yapa.</p> <p>Informed by an annual planning workshop in late 2018, several priority actions across the voice, education and employment pillars of the TYP were identified and progressed in 2019. The University of Queensland Centre for Social Responsibility in Mining (CSRM) was engaged to help establish the TYP governance structure and implementation framework. The site also developed a cross-cultural awareness training course and facilitated a Desert Photo Collection permanent display installation at the accommodation village as part of the annual NAIDOC week celebrations to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.</p>

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Site (country)	Indigenous/aboriginal/ First Nations group	Background and 2019 activities
KCGM (Australia)	Ninga Mia	<p>KCGM continued to build relationships with the Aboriginal and Torres Strait Islander (ATSI) community. In 2019, KCGM launched an ATSI trainee program in which six local ATSI people worked in service and operational roles for 12 months to gain exposure to the industry and identify specific areas of interest for future role opportunities beyond the traineeship.</p> <p>The operation supported and employees participated in the annual NAIDOC week festivities including the Elders Luncheon in which KCGM partnered with Hope Community Services to provide lunch for local aboriginal elders where they shared the significance of NAIDOC with KCGM leadership and employees. KCGM also engaged a prominent ATSI artist to paint a haul truck tray in a traditional aboriginal design.</p>
Coffee (Canada)	Tr’ondëk Hwëch’in Selkirk First Nation White River First Nation First Nation of Na-cho Nyak Dun	<p>The Coffee exploration property, proposed mine site and northern access road route lie within the traditional territories of the Tr’ondëk Hwëch’in, Selkirk First Nation, First Nation of Na-cho Nyak Dun and White River First Nation. In 2018, Newmont and Tr’ondëk Hwëch’in signed a Collaboration Agreement, which outlines economic opportunities, training, and cultural and environmental protection measures to be implemented as part of the proposed Coffee project, and we have a Communication and Cooperation Agreement with White River First Nation.</p> <p>In 2019, we engaged with Tr’ondëk Hwëch’in, Selkirk First Nation, White River First Nation, and the First Nation of Na-cho Nyak Dun on the project’s socio-economic management plan, which informs the Coffee Community Investment program. Under the Tr’ondëk Hwëch’in Collaboration Agreement , we focused on building the capacity of joint oversight committees on environment, business opportunities, employment and implementation. The Tr’ondëk Hwëch’in and project staff hosted a community event to share progress against the goals in the Agreement.</p>
Éléonore (Canada)	Cree Nation of Wemindj Grand Council of the Crees (Eeyou Iscthee)/Cree Nation Government	<p>In 2011, the Opinagow Collaboration Agreement was signed between Newmont Éléonore, the Cree Nation of Wemindji and the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government. The Agreement focuses on environmental matters and closure, training and employment, education measures and scholarships, business opportunities, and social and cultural aspects. The Opinagow Collaboration Committee, which provides governance of the Agreement, comprises representatives from all the parties.</p> <p>In 2019, Newmont with its Cree partners convened the fourth summit on the theme “celebrating our relationship,” in which participants discussed challenges, successes, the evolution of the relationship, and the common objective of ensuring a future for Éléonore. We also collaborated with land users and community members on our Cree environmental communication plan.</p>

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Site (country)	Indigenous/aboriginal/ First Nations group	Background and 2019 activities
Musselwhite (Canada)	Mishkeegogamang First Nation North Caribou Lake First Nation Cat Lake First Nation Wunnumin Lake First Nation Kingfisher Lake First Nation Windigo First Nation Council Shibogama First Nation Council	<p>The Musselwhite Agreement is one of the first comprehensive agreements between First Nation communities and a mine in Canada, and it serves as a model for other resource agreements with indigenous groups. Originally signed in 1992, the Agreement was amended in 2001, 2007 and 2019.</p> <p>We conducted significant engagement with the communities, community/council representatives and leaders of the North Caribou Lake First Nation, Cat Lake First Nation, Kingfisher Lake First Nation, Wunnumin Lake First Nation, Windigo Tribal Council, Shibogama Tribal Council, and in June 2019, an amendment to the Agreement was approved. During the year, we also made enhancements to local procurement opportunities with First Nation community representatives and businesses.</p> <p>The Musselwhite mine's agreement with Mishkeegogamang First Nation, which was signed in 2014, is modeled after the Musselwhite Agreement.</p>
Porcupine — Chapleau (Canada)	Chapleau Cree First Nation Brunswick House First Nation Chapleau Ojibwe First Nation Michipicoten First Nation	<p>Since 2011, a memorandum of understanding (MOU) has been in place with Chapleau Cree First Nation, Brunswick House First Nation and Chapleau Ojibwe First Nation. The MOU commits to negotiate in good faith on an Impacts and Benefits Agreement (IBA), which was reached in 2018. The Agreement includes provisions for environmental protection, employment and training, and business and contracting opportunities, along with a framework for continued consultation and regulatory permitting.</p> <p>In 2019, we signed an IBA Benefits Agreement with Michipicoten First Nation. We also inaugurated the Borden Gold Project at the Porcupine complex in which participants in the ribbon-cutting event included First Nations chiefs, elders and drummers.</p>
Porcupine — Timmins (Canada)	Mattagami First Nation Matachewan First Nation Flying Post First Nation Wahgoshing First Nation Metis Nation of Ontario	<p>Since 2014, the Resource Development Agreement (RDA) has served as the framework for consulting on existing and future operations and defining long-term benefits for four First Nation communities. The Agreement also includes provisions for training, employment, business and contracting opportunities, capacity building and scholarships.</p> <p>In 2019, Newmont supported cultural events, made donations to all four communities, and participated in fundraisers to support scholarships for local First Nation youth.</p> <p>Although no formal agreement with the Metis Nation of Ontario (MNO) is in place, we provide regular updates on our activities. In 2019, Newmont Porcupine participated in the MNO Collaboration Forum and provided financial support for the MNO's annual dinner.</p>
Red Lake (Canada)	Lac Seul First Nation Wabauskang First Nation	<p>The Red Lake mine operates on the traditional territory of the Lac Seul First Nation (LSFN) and the Wabauskang First Nation (WFN). We signed agreements with the LSFN (the Obishikokaang Collaboration Agreement) and WFN (the Collaboration Agreement) In 2013 and 2014, respectively. Initiatives — including education and training, employment, heritage, financial and business development, and community capacity building — operate under the agreements, which are implemented via Collaboration Committees comprising representatives of the First Nations and Newmont.</p> <p>In 2019, Newmont hosted an environmental monitor training course for WFN and LSFN community members at the Lac Seul Training Centre. This course certified eight individuals from LSFN and WFN as Environmental Monitors and gave them the skills to review Environmental permits put forth by Newmont.</p>

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Site (country)	Indigenous/aboriginal/ First Nations group	Background and 2019 activities
Galore Creek project (Canada)	Tahltan First Nation	As a member of the Galore Creek Social, Environmental and Regulatory Affairs Committee for the Galore Creek project, Newmont representatives participated in technical workshops on social risks and collaborated with representatives from the Tahltan First Nation on the development of decision criteria.
Norte Abierto project (Chile)	Colla	Norte Abierto is an exploration project in the prefeasibility stage. The project team continued to engage with its main stakeholders, including the Colla indigenous communities of Rio Jorquera and Paillote.
Merian (Suriname)	Pamaka Maroon Tribe of the Marowijne River	<p>Our engagement and agreement-making approach with the Pamaka is 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.</p> <p>We also fulfilled a commitment for Pamaka leaders and community members to visit Ghana, where they have an ancestral linkage. They toured our Ahafo and Akyem operations and engaged with traditional authorities. One Pamaka Head Captain was crowned as Nana Kwabena Akyem I, meaning “he who has the task to go back and unite the people.”</p>
Merian/Sabajo project (Suriname)	Kawina Maroon Tribe	<p>We applied our improved approach to FPIC — based on learnings from the Merian FPIC Expert Advisory Panel report, our experience, and input from the multisector FPIC Solutions Dialogue — to the Merian Sabajo expansion project's draft environmental and social impact assessment (ESIA).</p> <p>ESIA engagement occurred with relevant stakeholders during five distinct stages of the assessment — pre-scoping, scoping, baseline method validation, baseline results validation, and assessment results presentation. The participatory approach included a historical narrative process that identified the Kawina Maroon Tribe as the traditional owners of the land where the Sabajo project is located (including part of the Merian operation). After internal and external consultation, the decision was made to negotiate a cooperation agreement with them.</p> <p>In March, a letter of intent (LOI) to start negotiations with the Kawina community, who are part of the N'Djuka Maroon Tribe, was signed with Paramount Chief of the N'Djuka. Negotiations with the community-appointed group commenced in early 2020 and are expected to conclude by the end of the year.</p>
Midnite mine legacy site (U.S.)	Spokane Tribe of Indians	<p>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/reclamation process that will continue over 11 years. We collaborated with the tribe to support the hiring of a tribal member who serves as the lead liaison officer between the community and Newmont. We also supported a capacity-building program to increase the skills, planning and overall engagement practices of that community liaison officer in partnership with the tribe.</p> <p>Remediation/reclamation activities continued through 2019 with tribal member employment exceeding 85 percent of the site's workforce.</p>

¹ Reference the [Performance Data](#) section of this report and/or the ESG data tables for specific GRI and SASB disclosures relating to lands, agreements and significant events.

Investment Canada commitments

As part of the government of Canada's approval of the Goldcorp acquisition, Newmont made 30 commitments, including the following five commitments related to indigenous peoples in Canada:

- Implement local procurement at Canadian sites, including indigenous-owned businesses;
- Honor commitments to local communities, including all agreements between former Goldcorp and indigenous groups;
- Create a Newmont Global Center for Indigenous Community Relations (the "Center");
- Establish the Canada Indigenous Affairs Coordinator to oversee and coordinate relationships with Canadian indigenous groups; and
- Establish an Advisory Council on Canadian and Indigenous Affairs that reports to Newmont's Board of Directors (the "Advisory Council").

At the former Goldcorp sites, we conducted gap assessments against Newmont's Local Employment and Procurement Standard and will develop action plans to address any deficiencies in 2020. We also set a 2020 public target for the sites to develop an auditable system for tracking local and/or indigenous employment.

In early 2020, the Global Center for Indigenous Community Relations and related governance structures, including the planning document and Advisory Council Charter, were finalized. The Center aims to advance and advocate for excellence in engagement with indigenous people through activities (e.g., training and programs) that increase our understanding of the Company's impacts on indigenous peoples' rights and interests in the communities where we operate. The formal launch of the Center is planned for later in 2020.

SECURITY PROGRAM

Significant security events

During the year, we experienced two significant security events — one at Yanacocha in Peru and the other at Ahafo in Ghana.

In February, a security guard for a Company-approved landscaping contractor was working in a remote area near Yanacocha's reclamation experimental center and was seriously injured when his partner security officer, who was illegally carrying a gun, accidentally shot him. The offending guard initially claimed armed bandits fired the shots, but an investigation determined he had been responsible. The police issued a warrant for his arrest.

In July, Stephen Amankwa, a security contractor at our Ahafo operation, was out on patrol when he was attacked by illegal miners as he ran from the scene and died as a result of his injuries. Along with a police inquiry, we conducted an investigation and implemented stricter protocols around radio communications and investigating allegations of illegal mining only when accompanied by police. We are also implementing monitoring equipment improvements and evaluating thermal imaging and drone technologies.

Integration and strategy update

In 2019, we refreshed our global security strategy and launched a security business planning program that identified the top security threats across the former Newmont portfolio. The implementation of action plans to address the threats resulted in a notable drop in incidents. For example, Yanacocha implemented an action plan related to threats posed by violent intrusions onto the site, and incidents in 2019 were 53 percent lower than the previous year. Contributing to the improvement has been the use of new technologies, including thermal imaging cameras and hardened locking systems.

Before implementing the security threat and risk assessment (STRA) process at former Goldcorp sites, we undertook an interim desktop review to identify and mitigate threats. At the end of 2019, we began rolling out the strategy, including the STRAs and training, across the former Goldcorp sites with a focus on Peñasquito, which is classified as having an extreme security risk.

Based on reviews, assessments and findings from investigations, a key focus area for 2020 is on advancing the strategy through technology improvements such as:

- Camera and movement detection systems;
- Entry and exit security architecture including scanners;
- Automation in critical production areas, such as gold; and
- Online intelligence, which streamlines the acquisition, assessment and actioning of security intelligence.

TRAINING

During the year, we promoted our human rights commitments through in-person training in Ghana and Peru, as well as in Suriname where the sessions included representatives from the Community Development Foundation — the committee that monitors the implementation of our Cooperation Agreement with the Pamaka community and artisanal and small-scale miners based near our operation.

To further embed human rights awareness throughout the entire organization, all employees with a Newmont-issued computer, email address and access to the training platform were invited to take our voluntary online human rights training.

We updated the training in 2019 to incorporate feedback that it be more practical and include function-specific examples. Approximately 2,800 employees have taken the training 3,500 times since its initial release in 2018, with many employees taking both versions of the training.

Because former Goldcorp employees did not have access to the online training platform during integration activity in 2019, they will be able to access the training in 2020. We will also evaluate whether to make the training mandatory for all employees.

In addition to the online training, 1,314 employees and 1,127 contractors participated in various human rights training modules during the year. Human rights topics were addressed during cross-cultural educational sessions, human resources and social responsibility inductions and 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.

Our security employees and contractors, and other relevant and interested stakeholders, undergo specific training on the Voluntary Principles on Security and Human Rights (the VPs). After the Ghanaian military withdrew from protecting mining company assets and properties in 2018, Newmont worked with the Ghana Public Security Agency to replace the military officers at Ahafo with the national police. Both public and private security teams were briefed on the VPs for all activities related to illegal small-scale mining. Participant details are included in the table below.

2019 Security personnel trained in human rights policies or procedures

Region ¹	Site/location	Session details		Total number of participants in security training				Percentage of Newmont security personnel trained
		No. sessions conducted	Total duration all sessions (hours)	Employees	Private security contractors	Public security/ law enforcement	Other external stakeholders	
Africa	Accra	3	12	110	0	0	16	80%
	Ahafo	1	2	318	60	20	0	100%
	Akyem	13	17	499	147	6	0	100%
Americas: North ²	Marlin	N/R	69	4	76	18	0	100%
	Peñasquito	N/R	60	1,686	570	100	0	100%
Americas: South	Cerro Negro	2	2	19	44	50	0	100%
	Merian	10	30	22	135	51	0	92%
	Yanacocha ³	2,223	14,742	8	662	594	0	100%

¹ Security training did not take place in 2019 in Canada, U.S. and Australia; these data are omitted from the table.

² North America's Marlin and Peñasquito sites will track the number of sessions conducted in future reporting years; 2019 data is not reported (N/R). The CC&V site did not conduct security training in 2019.

³ Figures for 2019 Yanacocha security training sessions and hours are significantly higher than other sites due to increased number of training sessions with private security contractors and public security/law enforcement personnel.



Environment

Published details on 104
tailings dam facilities around
the world

Reduced
overall water
consumption
by **7.6%**

Reduced
greenhouse
gas emissions
intensity by
13.7% compared
to 2013 baseline

TOP MATERIAL TOPICS:

- Water stewardship
- Tailings management
- Energy and climate change
- Closure and reclamation

[Performance Data](#)

OUR APPROACH

Newmont’s operations span four continents in a range of ecosystems that include tropical, desert and arctic climates.

Newmont is committed to safeguarding the environment and managing potential impacts on water, land, climate, air quality and biodiversity, protecting diverse environments, and engaging stakeholders on effective solutions to the unique challenges of each jurisdiction.

Our [Sustainability and Stakeholder Engagement Policy](#) addresses the key environmental risks our business faces and the commitments in these areas. This includes a commitment to avoid, minimize, mitigate and/or remediate our impacts on the environment, and to maintain overall ecosystem health and resiliency in the areas where we operate.

The policy and standards are integrated into the investment system process we use to evaluate capital investments to ensure those decisions avoid environmental impacts.

Our approach and performance related to our material environmental issues — [water stewardship](#), [tailings management](#), [energy and climate change](#), and [closure and reclamation](#) — are described on the following pages.

Outside of our top material topics, we continue to identify, monitor, manage and communicate on other environmental matters that are important to stakeholders and our business. These include:

- **Cyanide management:** Our Hazardous Materials Management Standard requires all our gold processing facilities that use cyanide to have a cyanide management plan and be certified to the [International Cyanide Management Code](#) (ICMC or the “Cyanide Code”), a voluntary industry program that promotes best practices to safeguard workers, communities and the environment. Independent third-party audits and recertification are required every three years, and new operations that use cyanide must carry out an initial certification audit within 12 months of commercial production. Audit documents and details for each of our mines that use cyanide for processing can be found on the [ICMC website](#).
- **Biodiversity:** Our Biodiversity Management Standard aims to take a more proactive approach to managing our biodiversity risks with a target of achieving no net loss of key biodiversity values (KBVs) in areas affected by our activities. 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. We partner with the International Union for the Conservation of Nature (IUCN) and its experts to conduct independent reviews at select mine sites using the IUCN Biodiversity Net Gain Protocol. As active members of ICMM’s Biodiversity Steering Committee and the Cross-Sector Biodiversity Initiative (CSBI), which is a unique collaboration among the mining, oil and gas, and banking sectors, we share best practices in biodiversity and ecosystem services.

- **Air emissions:** Our significant air emissions are sulfur and nitrogen oxides (SO_x and NO_x), particulate matter (PM) and mercury. All sites must comply with our Air Emissions Management Standard, which sets the minimum requirements to assess and manage air emissions of regulated pollutants in a manner that is protective of human health and the environment.
- **Waste management:** Our standards include requirements related to hazardous materials, waste, waste rock and ore stockpiles, ensuring each operation manages waste and waste materials in a manner that minimizes environmental risks, promotes beneficial post-mining land use, and reduces closure and reclamation liabilities. This includes avoiding submarine tailings disposal and minimizing 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. Because ore processing can generate mercury compounds and gaseous elemental mercury, we align our approach with ICMM’s [Mercury Risk Management position statement](#) in which we commit to controlling mercury emissions into the environment.

Metrics and more information on these issues are included in this report’s [Performance Data](#) section.

Water Stewardship

APPROACH

Access to clean, safe water is a human right, and reliable water supplies are vital for hygiene, sanitation, livelihoods and the health of the environment. Because water is also critical to our business, we recognize the need to use water efficiently, protect water resources, and collaborate with the stakeholders within the watersheds where we operate to effectively manage this shared resource.

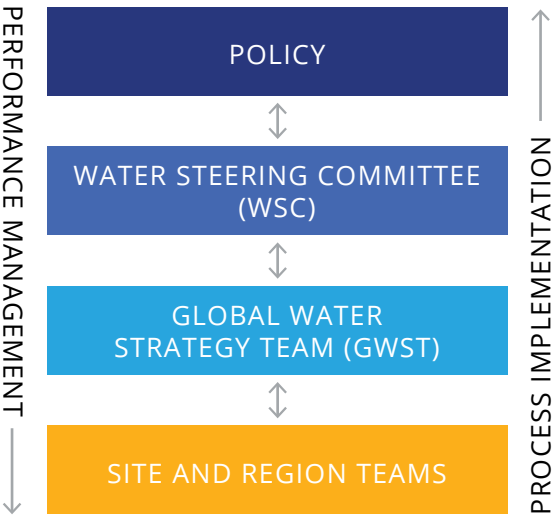
With access to water fundamental to our success, we developed a Global Water Strategy in 2014 to guide our efforts to understand the watershed context (challenges and opportunities), improve operational performance (reduce consumption and costs and increase recycling), mitigate impacts, and collaborate (internally and externally) around the importance of water as a shared resource.

Newmont's [Guide to Water](#) provides an overview of our approach and highlights:

- The strategy's objectives, strategic programs and desired outcomes;
- The governance framework, which ensures compliance with our global Water Management Standard, consistent reporting, alignment with best practices, and clear roles and responsibilities for our performance at the site level through the Global Water Strategy team, regional and executive leadership and up to the Board of Directors;
- The spectrum of our identified water-related risks within the watersheds in which our operations reside and how we manage them;
- An overview of the maturity model and path toward water stewardship; and
- Ongoing work that supports collective management and action through site-, regional- and corporate-level partnerships.



Water Governance



Our strategy, governance and reporting align with external commitments including the International Council on Mining and Metals' (ICMM) [Water Stewardship position statement](#) and the UN Sustainable Development Goal 6, which aims to ensure availability and sustainable management of water and sanitation for all.

PERFORMANCE MEASUREMENT

Transparently reporting on our performance is a key element of our strategy. The disclosures in this report are aligned with best practices through our implementation of ICMM's [Practical Guide to Consistent Water Reporting](#) as well as the [Mineral Council of Australia's \(MCA\) Water Accounting Framework](#).

Our public targets demonstrate Newmont's commitment to improving efficiencies, managing our water use and progressing toward water stewardship. In 2016, we developed our first public targets related to reducing our water consumption. Under our strategy, future targets aim to achieve both water efficiency objectives while supporting our journey toward water stewardship.

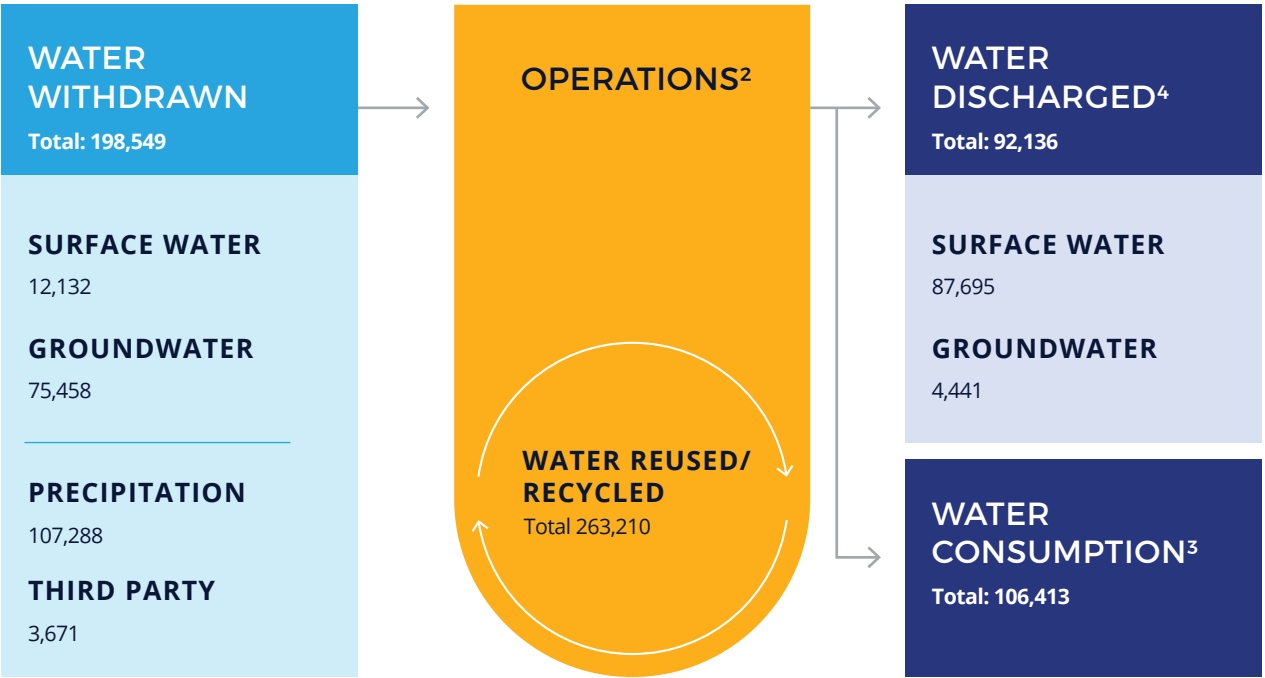
2019 PERFORMANCE

IMPROVING OPERATIONAL PERFORMANCE AND EFFICIENCIES

Our sites account for and report on their water data using the MCA Water Accounting Framework and site-wide water balances. We integrate our understanding of the amount of water that we withdraw, consume and discharge into our business planning and operational performance objectives.

The following graphic provides an overview of our overall water balance. A breakout of each site's water performance data is included in the [Performance Data](#) section.

Newmont 2019 water balance¹
(in megaliters (ML))



Water withdrawn: water that is received extracted or managed by an operation; designated by type — surface water, groundwater, third party (municipal) or seawater.

Water reused and recycled: water that is reused or recycled within the site for operational use.

Water discharged: water removed from the operation and returned to the environment including treated and untreated water and water that is provided to third parties.

Water consumption: water that is no longer available for use. The figure in the graphic above reflects the GRI definition for water consumption (withdrawal minus consumption). Our water consumption under the ICMM definition — evaporation plus entrainment (tailings/waste) plus other losses for operational use — is 177,390 ML.

¹ The water withdrawal, discharge, recycled and consumption numbers for 2019 include all former Goldcorp sites (Peñasquito, Red Lake, Porcupine, Éléonore, Musselwhite and Cerro Negro) and omit Nevada operations that transferred to the Nevada Gold Mines joint venture in 2019.

² Water used for operations includes mineral processing, cooling, dust control and wash facilities.

³ Main consumptive uses for water include evaporation, entrainment (tailings and heap leach) and other losses (e.g., dust suppression, amenities and past backfill).

⁴ Of the water discharged, 87 percent is categorized as high quality (under the ICMM and MCA WAF definitions) and 13 percent is categorized as low quality; we do not break out the portion of the surface and groundwater that is provided to third parties for their use.

WATER PERFORMANCE TRENDS

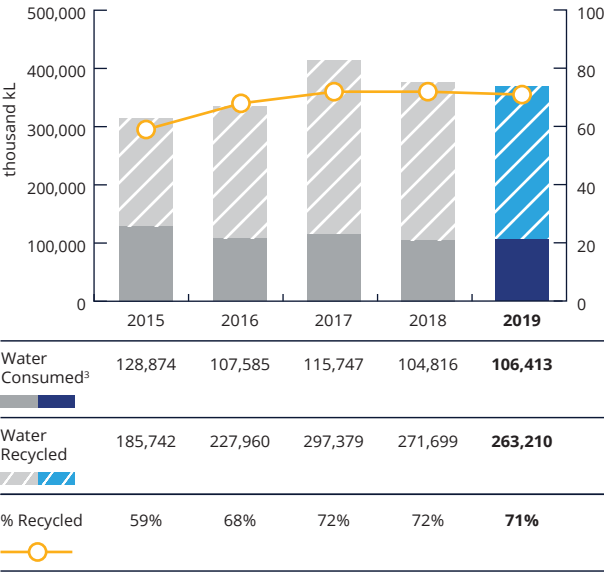
2019 Water target/goal ¹	Performance and activities in 2019
Global public target to reduce overall water consumption by 5 percent	<p>We exceeded our global target, reducing our overall water consumption by 7.6 percent compared to the 2016 baseline, which was revised to include consumption for the following sites — Akyem, Ahafo, Boddington, CC&V, KCGM, Tanami and Yanacocha.</p> <p>Increased discharge and improved efficiencies at Akyem, Ahafo, CC&V and Yanacocha were the largest contributors to our performance, which was slightly offset by some regions having to process lower-grade ore.</p> <p>Overall, the current operating portfolio reduced withdrawal and consumption and increased water recycled as the sites continued to focus on fresh water usage.² This is not reflected in the consumption table as we are not backcasting our current portfolio. The notes below the table show a comparison of consumption reduction which is not reflected in the target.</p>
Africa region public target to reduce water consumption by 15 percent	<p>The Africa region exceeded its target, as the Ahafo and Akyem operations continued to either eliminate or greatly reduce the surface water intake from the adjacent Tano and Pra Rivers. The sites were also able to return water to the environment, and have been working to improve their site water balances to support forecasting and setting operational metrics for the future.</p>
Australia region public target to reduce water consumption by 1 percent	<p>The Australia region did not meet its overall regional target due to decreased rainfall and having to process lower grade ore, Tanami was able to meet its site reduction target. Boddington is working to identify contingencies for water storage to reduce site losses (e.g., evaporation, entrainment) and decrease use of surface water sources.</p>
North America region public target to reduce water consumption by 8 percent	<p>North America’s target was originally based on sites in Nevada and did not include the CC&V operation in Colorado or the former Goldcorp sites. The target was impacted by the Goldcorp acquisition and the Nevada Gold Mines joint venture. To reflect changes to Newmont’s operating portfolio, in 2019 the target was re-baselined to only include CC&V, which significantly exceeded its target through ongoing efforts to improve efficiencies and reduce water loss.</p>
South America region public target to reduce water consumption by 1.2 percent	<p>The South America region exceeded its regional target through the ongoing work at Yanacocha to reduce water use for dust control. In addition, Merian completed 90 percent of its actions, which included reducing its use of clean groundwater to manage water quality. Merian did not have a reduction target.</p>
Performance in water-stressed areas	<p>Several sites are considered to be in water-stressed areas (as shown in the table below). Overall, these sites:</p> <ul style="list-style-type: none">• Increased their water recycled with an average recycle rate of 76 percent;• Reduced consumption by more than 5,000 ML (or approximately 5 percent overall based on total consumption); and• Improved their consumption-based water intensity, achieving 16 ML per gold equivalent ounce (GEO) compared to the company-wide water intensity of 16.8 ML/GEO.

¹ 2019 water reduction targets are compared to the 2016 baseline. The targets were re-baselined to exclude the operations that transitioned to the Nevada Gold Mines joint venture. They also do not include the former Goldcorp sites. The revised baseline includes Akyem, Ahafo, Boddington, CC&V, KCGM, Tanami and Yanacocha. The former Goldcorp sites set internal water reduction and/or efficiency metrics for 2019, and largely met their objectives. These targets are not shown as part of our reduction targets or metrics for 2019 but will be included in the future.

² The year-over-year reductions are not reflected in the data tables, as the data for 2015 through 2018 is not adjusted to reflect Newmont’s current operating portfolio. See table footnotes for the 2018 adjusted data.

We measure our water performance using several key performance indicators including recycle/reuse rate and consumption by water quality. To calculate our water intensity, we use both water consumed per consolidated gold equivalent ounce and per tonnes of ore processed. Data for 2015 through 2018 does not include the former Goldcorp sites but does include sites in Nevada that are now part of the Nevada Gold Mines joint venture.

Water consumed, recycled and percentage recycled^{1, 2}
(thousand kL)

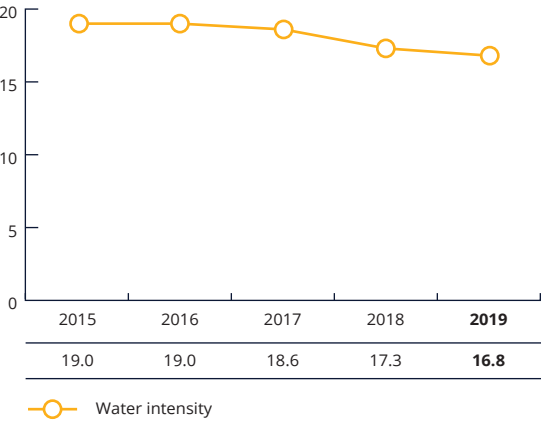


¹ The 2019 data includes former Goldcorp sites (Cerro Negro, Éléonore, Musselwhite, Peñasquito, Porcupine and Red Lake) and excludes the operations that transitioned to the Nevada Gold Mines joint venture.

² 2015–2018 data has not been adjusted to reflect the 2019 asset portfolio; when adjusting 2018 data to reflect the performance of our current operating portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites), water consumed was reduced by approximately 13,000 ML, water recycled increased by approximately 14,000 ML, and the percent recycled increased from 68 percent to 71 percent.

³ Water consumption is defined by GRI as water withdrawn minus water discharged. The ICMM definition for water consumption is water evaporated plus water entrained plus other water losses. For 2019, the total consumption based on this definition is 177,390 ML.

Water intensity¹
(kL of water consumed per consolidated gold equivalent ounce)



¹ 2019 water intensity data includes former Goldcorp site full 2019 figures (rather than post-acquisition figures only) to provide greater year-over-year comparability. In addition to gold equivalent ounces, Newmont also measures water intensity as kL water consumed per tonnes of ore processed (0.63 in 2019) and as kL water consumed per billions in revenue (12.1 in 2019). The methodology used to estimate comparable revenues for pre-acquisition Goldcorp revenues from January 1 to April 17 include adjustments to align former Goldcorp data with U.S. GAAP.

For 2020, we are focused on supporting sustainable resource management in the watersheds in which we operate and measuring two areas of performance: improving water efficiency and working with others to enhance the benefits and availability of water resources.

Our 2020 water efficiency performance metrics support our goal to reduce our overall water consumption by 5 percent compared to the 2016 base year, reduce our water intensity and increase recycle/reuse rates. The targets related to our participation in multi-stakeholder watershed governance bodies support collective action on identifying and managing shared challenges related to water quality and quantity and access to potable water.

- OVERVIEW
- GOVERNANCE
- SOCIAL
- ENVIRONMENT
 - Water Stewardship
 - Tailings Management
 - Energy and Climate Change
 - Closure and Reclamation
- ECONOMIC
- PERFORMANCE DATA
- REPORT FRAMEWORKS

In 2020, we will identify actions to support targets and metrics for the next three to five years. These will include actions to support collective action and water performance improvement related to reducing fresh water consumption and intensity and improving the recycle/reuse rates.

2020 Water targets	Description
WATER EFFICIENCY PERFORMANCE METRICS	
<ul style="list-style-type: none">• Reduce withdrawal intensity from surface and groundwater• Refine processes to reduce water use and loss• Increase reused and recycled water as a percentage of the total water used in mineral processing	These performance metrics will have a greater focus on sites located in water-stressed areas. Our performance against these metrics will be reported on an annual basis.
WATER STEWARDSHIP TARGETS	
<ul style="list-style-type: none">• Participate in forums for collectively discussing and managing water resources at a catchment level• Support catchment-level activities around education, capacity building and developing plans and models for natural resource management• Apply existing plans and models to identify priorities and develop a roadmap for implementing collective action through 2030	Target performance will be evaluated annually based on sites’ annual water action plans and objectives. Key areas of progress will be highlighted in our reporting.



TOWARD WATER STEWARDSHIP

Newmont’s operations are located in watersheds with limited water supply, increased population growth and pollution. In the majority of the watersheds where we operate, our consumption is relatively low compared to total availability and use by others; however, poor watershed management and governance can result in water conflicts, operational disruptions, financial loss, delays in regulatory approval, poor reputation and diminished investment value. Our focus on stewardship evaluates watershed-level risks (i.e., those outside of our fence line such as water over-allocation, uncontrolled extraction, pollution and lack of storage) and supports collective management approaches that seek to address challenges and define opportunities.

Water risks and management

An important part of our strategy is understanding and mitigating key water risks within the watersheds in which we operate.

In 2018 and 2019, we collaborated with the World Resources Institute (WRI) — a global research organization that works with businesses, governments, and civil society on effectively managing natural resources — to support our water stewardship approach. WRI assessed the catchment-level risks within the areas Newmont operates, rating them from low to extreme. The context and watershed risks that exist near our operations are summarized in the table on the following page.

Water-related risk by site

Operation	Climate conditions	Water sources ¹	Water risks			
			Water stress ²	Water quality	Excess water	Watershed challenges ³
Ahafo	Humid	SW, GW		X	X	X
Akyem	Humid	GW		X	X	X
Boddington ³	Semi-arid	SW, GW				
KCGM	Arid	GW, MW	X			
Tanami	Arid	GW	X			
CC&V	Moderate precipitation	MW	X			
Éléonore	Low to moderate precipitation	GW			X	
Musselwhite	Moderate precipitation	SW, GW		X		
Peñasquito	Arid	GW	X			X
Porcupine	Moderate precipitation	GW, MW		X		X
Red Lake	Moderate precipitation	SW, GW, MW			X	
Cerro Negro	Arid	GW	X			X
Merian	Moderate precipitation	GW		X	X	X
Yanacocha	Moderate precipitation with a distinct dry season	GW		X	X	

¹ Water sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW).

² Water stress is considered the baseline water stress as defined by the World Business Council for Sustainable Development (WBCSD) Water tool and/or the World Resources Institute (WRI) Aqueduct tool. The tools do not incorporate factors such as interannual variability in their assessments of water stress. For example, interannual variability for parts of Australia, South America and North America can also increase the risk of water stress; Boddington can have years of baseline water stress or excess water in wet years that may not be reflected in the WBCSD/WRI water stress assessments.

³ A 2018–2019 collaborative initiative between Newmont and WRI evaluated watershed stewardship challenges to identify watersheds where Newmont operates that have minimal or no multi-stakeholder watershed-level collaboration and/or governance in place.

These risks are updated on an annual basis. Our strategy aims to ensure that future mitigations will meaningfully contribute to stewardship, and as a result, lower risk and secure resources to support operations and growth over the long term.

In 2019, we developed a methodology to standardize how we evaluate our water risks and integrate them into business planning. This includes assessing how water-related risks impact other business interests including external relations, legal, operations and finance.

PARTICIPATORY MONITORING AND COLLECTIVE ACTION

Our water stewardship approach recognizes that water is a shared, vital resource, and that coordinated, collective actions involving all water users have a greater impact than any party acting alone.

One community engagement program that supports this objective is participatory monitoring, which actively engages key local stakeholders to build trust, knowledge and awareness of mining activities and expands our understanding of stakeholder concerns and opportunities. Participatory monitoring activities during the year included the following:

- At Ahafo, a memorandum of understanding (MOU) with the Asutifi North District Assembly was updated prior to the participants assessing possible elevated levels of cyanide near the western tailings storage facility (TSF) embankment. The assessment found no abnormal trends along the embankment; however, cyanide (free, weak acid dissociable and total) was detected in the TSF decant water.
- Yanacocha's program, which began in 2000, consists of an independent association called COMOCA. Following community opposition surrounding hydrologic studies in the area of China Linda, where Yanacocha sources lime for production, the team held 36 public meetings with over 2,300 participants, and together with the local water authority and COMOCA, explained the water studies and answered questions (see the [Social Acceptance](#) section for more information about our engagement with the communities near China Linda).

- At Merian, the participatory monitoring program includes four members from both the Kawina and Pamaka tribes who conduct monitoring every three months. Following each assessment, program participants held a community meeting to explain the results.

- Through agreements with the First Nations communities of North Caribou Lake, Kingfisher Lake, Wunnumin Lake, Cat Lake, and Mishkeegogamang, the Musselwhite mine in Ontario has a monitoring program in which samples are regularly collected at locations both upstream and downstream from the mine. The program is undertaken by local community members with support from the mine's personnel. The site also has a training program that allows residents to participate in projects, raise environmental awareness within their local communities, and build expertise to adequately manage the natural resources.

- As part of the Impact Benefit Agreement with the Chapleau Cree, Chapleau Ojibwe and the Brunswick House First Nations, the Porcupine mine in Ontario engages with local individuals — who have local knowledge of natural resources and have been trained on collecting water and air samples — to conduct environmental compliance monitoring and report findings to the communities.

- Our Peñasquito operation in Mexico partnered with an independent nonprofit to develop a monitoring committee with four local communities (Enrique Estrada, Tecolotes, Tables and Matamoros) and conduct a participatory water quality monitoring program that engages residents who have knowledge of the local natural resources.

Other key activities at our operations to work with stakeholders to address watershed challenges include the following:

- As part of our efforts to resolve a dispute between certain members of the San Juan de Cedros community, our Peñasquito operation and the community entered into a 30-year water agreement that includes water wells and infrastructure and supplements previous investments in water projects aimed at enhancing the water availability for

the mine's 25 neighboring communities (see the [Social Acceptance](#) section for more information about our engagement with the Cedros community near Peñasquito).

- The River Action Plan to help restore the Hotham and Williams Rivers and tributaries — developed in 2018 by the Peel-Harvey Catchment Council (PHCC) in partnership with Boddington — was updated to prioritize projects. Another one of our global strategic partners, IUCN, met with the PHCC to understand the key risks and challenges in the watershed and the projects that PHCC is doing to support those. We also discussed the larger context of the region and how Newmont is working with other industries to support ongoing activities near the site.
- Yanacocha and the Chonta River Users Board reached an agreement to improve water management for 12,000 users in the districts of Baños del Inca, La Encañada and Cajamarca. The agreement includes water boards, irrigation infrastructure for 14 canals, technical studies and capacity building.
- Newmont participated in several key events during 2019 World Water Week. The meetings and showcases — which included representatives from industry, government, civil society and NGOs — focused on key water sustainability and risk issues and provided an opportunity to present how the mining industry is implementing water stewardship programs.
- Our engagement with the U.S. National Center for Atmospheric Research (NCAR) helps us better understand the impacts of climate change on water management decisions. NCAR's Water Evaluation and Planning (WEAP) modeling tool helps stakeholders better understand their water supplies and the competing demands among cities, industries, farms, etc., and considers interests such as wildlife habitat and vulnerable communities. NCAR developed WEAP models for the CC&V and Yanacocha operations, which will be used to ultimately identify mining practices that better safeguard surrounding communities, protect the environment and promote sustainable water resource use.

Tailings Management

APPROACH

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). In addition to the environmental risks tailings pose, we recognize the potentially catastrophic consequences should one of our TSFs fail, and we are committed to continuous improvement and the safe management of our tailings facilities and structures.

In response to several high-profile tailings dam failures, Newmont and other members of the International Council on Mining and Metals (ICMM) agreed to strengthen their tailings management by addressing key governance areas detailed in ICMM's [Preventing Catastrophic Failure of Tailings Storage Facilities position statement](#).

GOVERNANCE

Newmont employs a robust governance approach for the planning, operation and closure of TSFs that focuses on four areas — minimum requirements, performance-based design, risk management, and review and assurance. Accountability and responsibility are required at multiple levels of the organization with quarterly reporting to the CEO and the Board of Directors' Safety and Sustainability Committee.

Minimum requirements

Our Tailings and Heap Leach Standard sets the minimum requirements for the design and management of tailings and heap leach facilities to protect human health and the environment. The standard works in conjunction with other standards — such as our Closure and Reclamation Management Standard, which covers the long-term management of tailings impoundment facilities to ensure safe and stable conditions — and incorporates the ICMM position statement.

Where practicable and economically feasible, we use alternative technologies for tailings management that minimize the use of dams for tailings containment. For example, several of our underground operations use tailings paste for structural backfill to reduce surface disposal requirements, while other operations use filtered or in-pit tailings disposal. We also continue to evaluate the use of co-disposal of tailings with mine waste (e.g., GeoWaste).

Performance-based design and risk management

Newmont's TSF design guidelines include:

- A requirement that each TSF characterize its tailings, borrow material and foundation specific to the facility and address multiple aspects of engineering design (including elements such as "factor of safety").
- A risk-based design (RBD) approach that creates a systematic process to address known failure risks by identifying the engineering controls needed to reduce potential failures.

Our updated enterprise-level risk process ensures the potential risks and controls in place for managing tailings receive Board-level attention. All sites provide monthly reports on the status of the following four critical controls:

1. Monitoring of instrumentation (e.g., piezometers, inclinometers, settlement points, rate of rise) against an established threshold or trigger levels
2. Monitoring reclaim pond level or elevation against the operational criteria and freeboard requirements
3. Independent geotechnical review
4. Change management (design, construction, operation)

The development of these critical controls have resulted in updates to our site-level monitoring program, repairs or installation of instrumentation, the establishment of triggers/thresholds for monitoring, and improvements to our understanding and use of information at the site level.



Review and assurance

To ensure the facilities are performing as designed, we have several programs for auditing, inspecting and reporting on the stability of our tailings facilities.

All sites must conduct daily performance monitoring and inspections of TSFs by on-site staff. Inspections by independent, qualified senior geotechnical engineers must be conducted every year.

In addition to the annual independent review and other legal and regulatory requirements in each jurisdiction, sites with a higher hazard classification and/or failure risk have independent technical review boards (ITRB) — comprising respected global tailings and hydrology experts with

extensive experience and regional perspectives — that conduct annual or bi-annual reviews. To elevate tailings operational performance within the Company, the ITRBs report out to Regional Senior Vice Presidents and General Managers at the respective site.

Newmont’s formal internal and external review and assurance program supports our tailings management efforts. Detailed reports on TSF risk management — including critical controls, issues and stakeholder engagement — are provided quarterly to both the executive leadership team (ELT) and the Board of Directors’ Safety and Sustainability Committee. Discussions with both the ELT and Committee members help inform our long-term approach.



Newmont 2019 Sustainability Report: Beyond the Mine

EMERGENCY RESPONSE

Every Newmont operation has a contingency plan to prevent overtopping of tailings impoundments, as well as early warning and prevention systems for slope and foundation failures. In the event of a breach, all Newmont operations have emergency response plans that detail responsibilities and actions, and include site-specific dam break inundation analysis plans that support emergency planning including communications and evacuation notification. In most jurisdictions, our sites also do joint drills and exercises with local emergency response teams. Emergency response procedures are tested periodically and, at a minimum, reviewed annually.

COLLABORATION

Collaboration and partnerships are a vital element of our commitment to continually improving our facilities and procedures and achieving the highest standards of safety and performance at our operations. As a member of the International Council on Mining and Metals (ICMM), we support its work to improve the industry’s governance and performance related to tailings management.

Our membership in the Mining Association of Canada (MAC) requires our operations in Canada to adhere to the Toward Sustainable Mining (TSM) principles, including implementation of the Tailings Management Protocol.

We also collaborate with several industry-led consortiums — including the Society of Mining Engineers (SME), Canadian Dam Association (CDA), Mining Association of Canada (MAC), United States Society on Dams (USSD), International Commission on Large Dams (ICOLD), Association of State Dam Safety Officials (ASDSO), Canadian Institute of Mining (CIM) and University of Western Australia — to discuss and share best practices.

2019 PERFORMANCE

As of the end of 2019, Newmont's inventory of TSFs included 28 active and 44 inactive facilities and 32 reclaimed and closed facilities. There were no incidents at any of our TSFs during the year that affected areas outside the mine boundary and/or threatened human health or the environment.

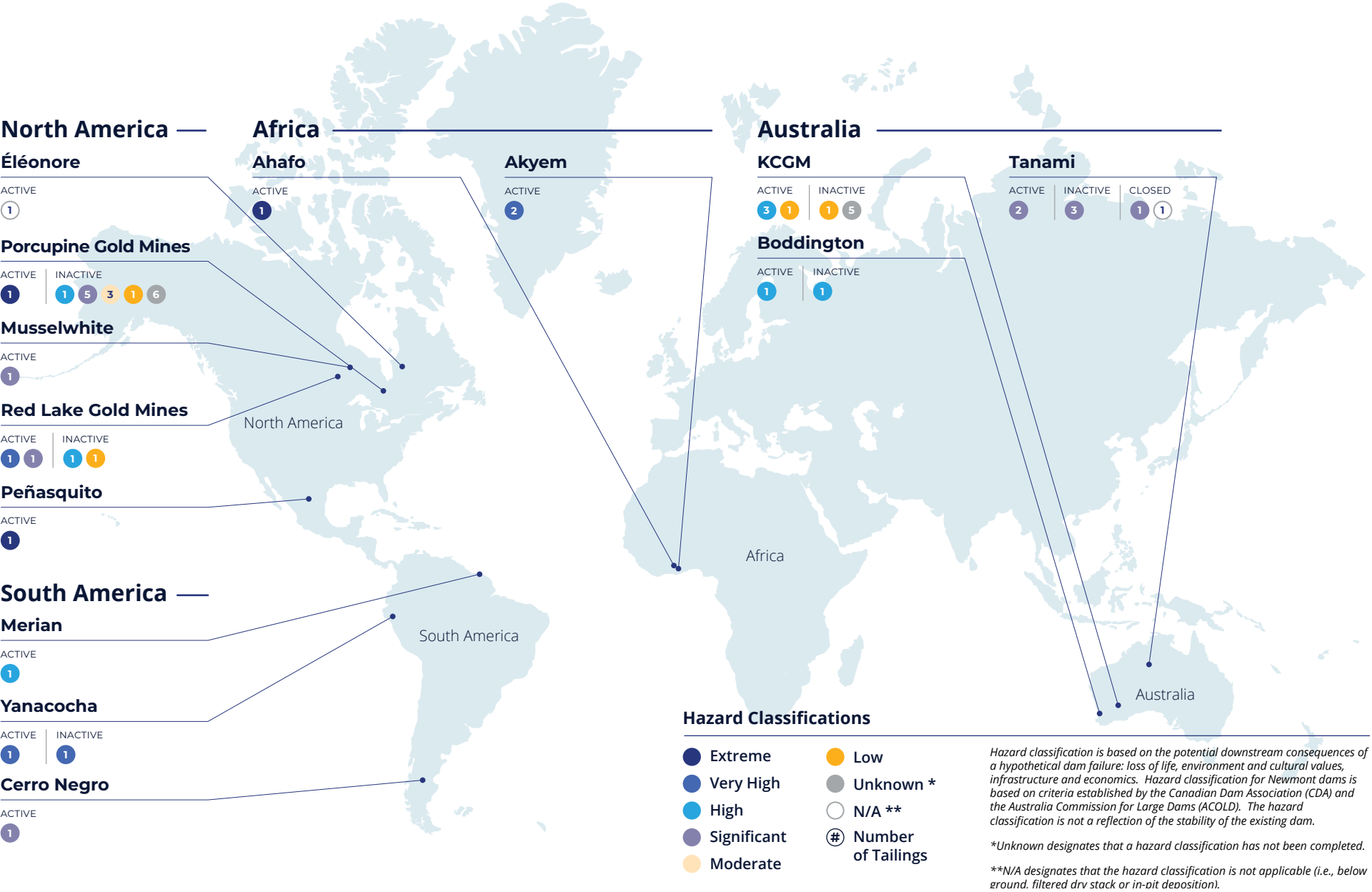
The integration of the former Goldcorp sites into a consistent company-wide tailings management approach was a key priority during the year. A team visited every site to conduct in-depth assessments and modeling to ensure all high-priority gaps were addressed by the end of the year. Following this work, in December we provided an update to our earlier response (in June) to the Church of England Pensions Board and the Swedish National Pension Funds Council on Ethics (collectively referred to as "CoE"), which, in April 2019, requested nearly 700 mining firms, including Newmont, to disclose details on each tailings facility.

The updated disclosure now includes all of the tailings storage facilities in our portfolio (owned, operated, joint ventures and non-operated joint ventures) as of the end of 2019. The following map includes an overview of these facilities. In support of the [CoE's request](#) for information on our tailings approach, we established a [tailings website](#), which includes a full inventory and additional details.

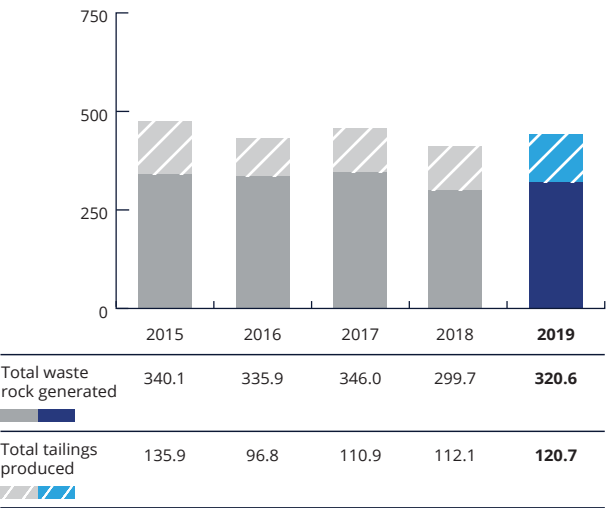


2019 Tailings dam inventory for operating sites

This map does not include tailings dams at Newmont's legacy sites and joint ventures. For information on these facilities, view our [full tailings dam inventory here](#).



Total waste rock and tailings generated¹
(million tonnes)



¹ For a 2019 site-level breakout of tailings data, reference the 2019 Site-level tailings by type data table in the Tailings Management section of the Performance Data tables.

Newmont generated 320.6 million tonnes of waste rock and 120.7 million tonnes of tailings in 2019 — a year-over-year increase of 6.5 percent and 7.1 percent, respectively, compared to an overall decrease in annual consolidated gold production from continuing operations of 8.7 percent. Approximately 24 percent of our total waste rock is characterized as potentially acid-generating, down from 36 percent in 2018. The significant differences are largely due to our acquisition of Goldcorp and the transition of our Nevada operations to the Nevada Gold Mines joint venture in 2019.

INDEPENDENT TECHNICAL REVIEW
BOARDS (ITRBs)

During the year we expanded our independent review program. All sites undergo an independent technical review, and the number of formal ITRBs, which conduct annual reviews at least once a year, expanded to eight of our active operations and one legacy site.

To support the reviews and ITRBs, we established a prioritized system based on risk level (e.g., priority 1 requires an immediate response to a dam safety risk while priority 4 recommends applying best practice). Sites are responsible for implementing recommendations within agreed upon timeframes, and tailings team members at corporate provide the sites support for implementing the recommendations.

In 2019, no priority 1 recommendations were identified, and the ITRB reviews concluded that Newmont’s TSFs are well managed and site personnel are knowledgeable regarding geotechnical, design and operating requirements. The ITRBs noted efforts to address recommendations from the previous year including improved governance, implementation of critical controls and improved visibility across the organization.

In 2020, ITRBs are planned for Ahafo, Akyem, Boddington, Equity (an inactive facility in British Columbia), Merian, Musselwhite, Peñasquito and Porcupine, and are under consideration for two projects — Yanacocha Sulfides and NuevaUnion (Chile) — depending on their project status. Independent technical reviews will be conducted at the remaining operating sites. Recommended actions will be tracked, with high-priority items highlighted for the Board.

EMERGENCY MANAGEMENT
AND RESPONSE

A review of Emergency Action Plans/Emergency Response Plans (EAPs/ERPs) at each operation identified varying approaches by site, so in 2019 we developed a guideline for inundation studies and emergency response planning to ensure every site is aligned with best practices and evolving regulations. The guideline outlines responsibilities and plans related to communications, emergency response procedures, stakeholder engagement, training and plan reviews.

To meet the objectives of the guidance, a number of sites updated their dam inundation mapping and emergency response plans, and this work will continue in 2020. Sites with TSFs that are classified as “extreme,” “very high” or “high” hazard (as outlined in the [CoE](#) disclosure) will be prioritized.

EXTERNAL STAKEHOLDER INITIATIVES
AND EXPECTATIONS

Following the catastrophic failure of a tailings storage facility at Vale’s Córrego do Feijão mine in Brumadinho, Brazil, in late January 2019, the ICMM, United Nations Environment Programme (UNEP) and Principles for Responsible Investment (PRI) — which represents investors with more than \$80 trillion in assets under management — commenced a Global Tailings Review. The purpose of the review is to establish an international standard to prevent catastrophic failures by creating a step-change in how the industry ensures the safety and security of TSFs.

A draft Global Tailings Standard (GTS) was circulated for feedback from stakeholders, and Newmont, along with the other members of ICMM, submitted comments on the draft. Once finalized in 2020, we will review and update our standards and governance as needed to align with the GTS. In preparation for the standard, we conducted risk assessments at Equity, Cerro Negro and Porcupine in early 2020 and are planning risk assessments for other sites and projects for 2021 and beyond. We are also integrating our legacy sites into the risk assessments, reviews and reporting of critical controls.

Separate from the Global Tailings Review, we participated in the ICMM's efforts to develop guidance to safely design, construct, operate and close tailings facilities; to build the industry's capacity by working with vendors to develop the next-generation of data management software and tools; and to support external research and training initiatives.

We participated in the ICMM Tailings Aspirational Goals (TAG) working group, which is evaluating innovative technologies and practices that can minimize or replace conventional wet storage facilities (such as TSFs) over the next 10 to 15 years. Activities in 2019 largely focused on understanding the current state and included:

- A landscape study was completed on track 1 and track 2; ICMM members were surveyed on research for tracks 1 and 3; and members provided an overview of tailings properties to support vendor engagement for track 2.
- Planned efforts in 2020 include the development of a performance-based management guideline for TSFs that aims to improve the detail and clarity of our process. The group is also working on developing industry-wide risk-based design, performance-based monitoring, and governance/management guideline for TSFs that will support the implementation of the Global Tailings Standard.

We have mapped our standards to make sure they align with other pertinent disclosures related to tailings management, such as the MAC TSM program. One of MAC's Tailings Management Protocols requires Newmont to identify an executive officer, as well as a leader at each site, who is accountable for tailings management. As part of the Goldcorp integration, the accountable executive officer was updated.

Through our participation in a consortium of mining companies working with the University of Western Australia, we supported research that expands our understanding of tailings liquefaction. This work is critical to effectively manage TSFs and prevent catastrophic failures.

CONTINUOUS IMPROVEMENT

To further improve our tailings management governance, we developed a framework to clarify the roles and responsibilities for managing TSFs and to define the minimum competency and requirements for critical roles. Cross-functional tailings management training and implementation of this governance structure at our operations are a key focus area for us in 2020 given the addition of the Goldcorp sites.

In 2019, we completed a landscape review of our monitoring program. Although we use drones at most of our operations to monitor tailings beach development, we are exploring opportunities to use drones with additional sensors that better monitor the performance of our pit slopes, TSFs and water dams, and allow operators to focus more on assessments and management rather than visual inspections and ground surveys. The Boddington mine in Australia began testing the use of aerial drones for daily inspections and deformation maps for pit slopes, TSFs, site dams and other site features. This data will be incorporated

into our critical controls program. We are piloting an innovative proprietary online application that will support critical control verifications and enable improved real-time reporting and follow-up. Our Boddington and Porcupine operations piloted the critical control application in late 2019. We rolled out the system to the remaining sites in early 2020 along with a new guidance document on critical control reporting.

In addition to real-time monitoring of our TSFs and the use of aerial drones, we are exploring InSAR (Interferometric Synthetic Aperture Radar) technology, which uses satellite data to study deformation. In hindsight, InSAR provided advanced signs of deformation prior to the Vale tailings dam failure at Córrego do Feijão, Cadia (March 2018) and Samarco (November 2015). This type of monitoring will allow us to assess the performance of our facilities in real time, improving our response and reducing risks. It also aligns with the Global Tailings Standard. Our Boddington mine currently uses InSAR, and we are planning to expand usage at other sites in 2020.



Energy and Climate Change

APPROACH

Taking action on climate change requires a commitment to improving the efficiency of our operations, lowering our greenhouse gas (GHG) emissions, creating adaptation plans that build resilience to climate variability, and contributing to broader climate change solutions.

In 2017, the Task Force on Climate-related Financial Disclosures (TCFD) — created by the Financial Stability Board to improve the reporting of climate-related risks and opportunities — published voluntary climate-related financial risk disclosure recommendations. We initially planned to report to the TCFD recommendations in 2020, based on 2019 activities. Due to the significant changes to our operating portfolio and integration activities, we pushed back reporting to the recommendations to 2021, so we could incorporate a full year of data for the combined company. However, for 2019, we are structuring the Energy and Climate Change section of this report to align with

TCFD’s reporting format, which includes discussions across four recommendations — governance, strategy, risk management and metrics.

GOVERNANCE

Our commitments to efficiently manage our global energy consumption, reduce our carbon footprint and manage our climate-related risks are stated in our [Sustainability and Stakeholder Engagement Policy](#).

The Safety and Sustainability (S&S) Committee of the Board of Directors provides oversight of climate change, GHG emissions, water-related issues and risks, all of which align with our broader global energy and climate strategy. Our Executive Vice President and Chief Sustainability and External Affairs Officer, who has primary responsibility for managing the risks, reports to the CEO and provides updates to the S&S Committee on the strategy’s progress and the Company’s performance in achieving strategic objectives and targets.

Our cross-functional Global Energy and Climate Team (GECT) — led by the Group Executive, Environment, who reports to the Chief Sustainability and External Affairs Officer — is responsible for implementing the strategy. Regional and site energy and climate plans detail our efforts to reduce energy-related costs and GHG emissions and mitigate risks related to climate change, energy security, supply and cost.

The GECT provides quarterly performance updates to the CEO and the executive leadership team. Progress reports on implementing the global climate strategy, risks, opportunities, challenges and accomplishments are provided to the S&S Committee annually, or as needed.

STRATEGY

Through our global energy and climate strategy — which supports the International Council on Mining and Metals’ (ICMM) [position statement on climate change](#) — 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;
- *Carbon reduction* — Reduce Newmont’s carbon footprint and emissions intensity 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; and
- *Collaboration* — Collaborate internally and engage externally on energy policies and regulations, energy supplies, challenges and opportunities.



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

- **Develop a long-term emissions reduction approach:** We continue to build our understanding of factors — such as new assets, operating efficiency programs and innovative technologies — to assess GHG reductions that are science-based. We pursue opportunities and technologies that improve efficiencies, reduce energy consumption 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 plans:** Several of our regions have experienced extreme weather events related to changing climates, and we must quantify and mitigate 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.
- **Apply an internal “shadow” cost of carbon in our Investment System:** To manage the financial impacts of an investment’s carbon footprint, we use 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. The shadow cost of carbon is included for any investment, contract, merger or acquisition that has a carbon footprint greater than 25,000 tonnes per year of carbon dioxide equivalent (CO₂e). The cost for 2019 was assessed at \$50/tonne CO₂e to drive investments in energy efficiency and renewable energy.
- **Invest in fuel switching to lower carbon fuels and renewable energy:** Fuel switching from diesel to natural gas or biofuels, as well as purchasing or generating renewable energy, can significantly reduce our carbon footprint and achieve science-based targets. One challenge is that not all markets have renewable energy

sources or established programs for renewable energy credits. Direct investment in renewable energy projects is the only alternative; however, this requires capital, ample regulatory capacity and certain infrastructure. Given that most mines are initially designed with a relatively short mine life (10 to 15 years) and often in remote jurisdictions and developing countries, the economic feasibility of these projects can be challenging. The cyclical or intermittent nature of wind and solar energy is another challenge, and although progress is being made to store renewable sourced energy (e.g., storage batteries, hydrogen cells, compressed air) there is not yet broad-scale adoption and distribution of these technologies. Despite these challenges, Newmont is evaluating several renewable opportunities.

RISK MANAGEMENT

To better integrate climate change considerations into our business decisions, in 2016, we initiated a specific climate change risk management process, based on the ICMM guidelines, that assessed physical risks from climate change based on historical events and climate change models.

We have continued to advance our climate risk work with experts at the U.S. National Center for Atmospheric Research (NCAR). In late 2018, GECT members from every Newmont region participated in a climate adaptation workshop at NCAR’s Mesa Lab facility in Boulder, Colorado. Prior to the workshop, NCAR prepared climate narratives that describe likely future climate trends at our operational mines due to ongoing climate change. Further work will take place in 2020 to identify our climate-related risks and develop site-based climate adaptation plans. Our partnership includes access to NCAR’s online interactive tool, which allows us to select different scenarios specific to regions and/or sites and generate various climate projections.

The Enterprise Risk Management (ERM) Global Team is responsible for identifying and managing the major risks, including significant climate-related risks, to the Company and our sites. The ERM process provides Newmont’s senior leaders and Board updates on the top risks facing the Company along with details of the risk assessments and

corresponding management plans. Climate-related risks (including those related to water) are integrated into our ERM process, which we discuss in more detail in the [Risk Management](#) section of this report.

Newmont faces two types of climate-related risks — physical and transitional. Physical risks are the potential impacts caused by extreme weather events (rain and wind), drought-induced fires, and longer-term, sustained deviations from baseline precipitation and temperature patterns. Transitional risks are financial and reputational risks resulting from the shift to a low-carbon economy such as capital costs for fuel switching, carbon taxes, carbon emissions caps, renewable energy standards and shareholder resolutions. An example of transitional risk is Canada’s mandate to price carbon with a floor of C\$10 per tonne in 2018, rising to C\$50 per tonne in 2022. Transitional risks already impact Newmont’s operational costs: in 2018, Newmont spent about \$9 million in Australia on renewable energy credits (RECs). In 2020, Newmont will conduct a thorough climate risk and opportunity assessment at the site level through a series of climate adaptation workshops.

Transitioning to lower carbon operations

One way we are addressing climate change challenges and opportunities is through identifying ways to reduce the carbon footprint of our operations.

In 2019, we completed construction of the Tanami Power Project — which will have the most impact on reducing our GHG emissions intensity over the next two years. The project included the installation of two power stations, a 66 kilovolt (kV) interconnected power line and a 275-mile (450-kilometer) natural gas pipeline. The project provides the Tanami mine in the remote northern Australia desert a safe and reliable energy source while lowering power costs and carbon emissions by approximately 20 percent. The Northern Territory Minister for Primary Industries and Resources inaugurated the project, with Aboriginal Traditional Owners and project partners in attendance.

At the Porcupine mine in Ontario, dignitaries, including First Nations leaders, inaugurated the Borden Gold project, which features state-of-the-art mining technologies and processes and low-carbon electric vehicles. Borden's electric underground fleet eliminates diesel particulate matter from the underground environment and lowers greenhouse gas emissions.

Our Africa region is negotiating with Ghana's Volta River Authority on a power purchase agreement for 13 megawatts (MW) of solar power. The Peñasquito operation in Mexico is evaluating a large-scale (greater than 100 MW) solar deployment, and Tanami is evaluating solar options as well.

Our forestation projects in Australia and Peru create natural carbon sinks that capture and store atmospheric carbon dioxide. Our newest forestry project — the Saddleback Plantation in Australia — will plant around 260,000 pine stems on uncultivated land over three years, and we are considering expanding the project to include additional acres. Newmont has two other carbon sequestration projects in Australia (Darbeau and Darriwell), and all three projects are managed by CO2 Australia on Newmont's behalf. During the year, the Darbeau and Darriwell projects sequestered an estimated 6,206 metric tonnes of carbon dioxide (equal to 6,206 Australian Carbon Credit Units), bringing the total amount sequestered since 2012, when Newmont joined the program, to 46,055 metric tonnes.

Other key opportunities identified to date are:

- The Australian government's plan to reduce carbon dioxide emissions 26 percent by 2030 compared to 2005 and grow the percentage of renewable sources powering the grid to more than 20 percent by 2020;
- Mine planning to grow the percentage of production from underground mines; and
- Energy efficiency opportunities identified through our Full Potential continuous improvement program.

METRICS AND TARGETS

In 2020, we will continue to assess our pathway for achieving science-based targets for 2030 that include a reduction in GHGs that align with the 2015 Paris Agreement and the Science Based Target initiative (SBTi). SBTi is a partnership of CDP, World Resources Institute, the World Wildlife Fund and the United Nations Global Compact. In 2019, SBTi updated the minimum target requirement to a more stringent "well-below" 2 degree Celsius reduction scenario.

Because our total energy consumption and GHG emissions can vary due to factors such as new mines and divested assets, we report both our total emissions and 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 public target to reduce our GHG emissions intensity by 16.5 percent by 2020, measured from our 2013 base year. The 2013 base year was recalculated in 2019 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 the [CDP](#).

We actively participate in programs to address climate risks, challenges and opportunities in the mining industry as a member of ICMM and through industry groups and initiatives, such as the Coalition for Energy Efficient Comminution (CEEC), a nonprofit that supports knowledge sharing in improving the energy efficiency of the mining industry.

2019 PERFORMANCE

PROGRESS TOWARD 2020 TARGET

As of the end of 2019, we have reduced our GHG emissions intensity by 13.7 percent compared to our 2013 baseline, which is approximately 83 percent of our public target to reduce GHG emissions intensity by 16.5 percent (compared to 2013) by 2020. Our adjusted 2013 baseline excludes assets divested on or before December 31, 2019.

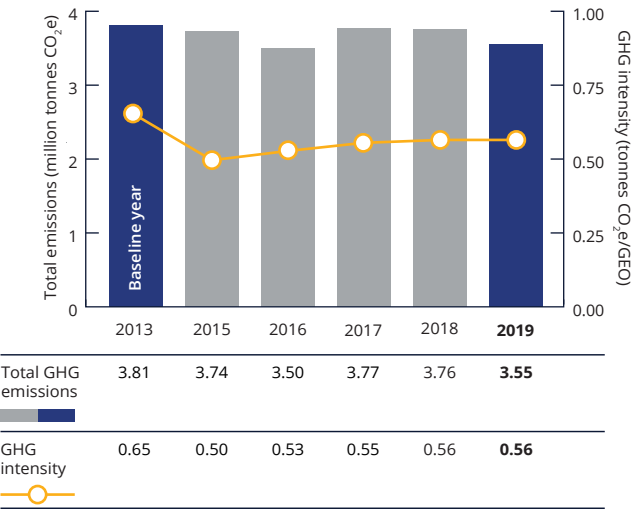
We expect to achieve our 2020 target, with several of the business transactions in 2019 having a positive impact on reducing our carbon footprint. The acquisition of Goldcorp in April 2019 will increase our overall production while adding to our portfolio several underground operations, which typically have lower carbon emissions intensity. The joint venture with Barrick in Nevada — in which Newmont's Nevada assets, including the coal-fired TS Power Plant, are now under Barrick's operational control — also remove high emissions intensity assets from the portfolio.

The net result of these changes in organizational structure is a 5.4 percent decrease in carbon dioxide equivalent (CO₂e) emissions from 3.76 million tonnes CO₂e in 2018 to an estimated 3.55 million tonnes CO₂e in 2019. Our emission intensity between 2018 and 2019 remained unchanged at 0.56 tonnes CO₂e per gold equivalent ounce.

2020 Energy and climate target

Sites	Target definition	Target for company
All former Goldcorp and former Newmont sites except Batu Hijau, Jundee, Waihi, Nevada operations, and the TS Power Plant	• Reduce GHG emissions intensity (tonnes of carbon dioxide per gold equivalent ounce) by 2020, based on the 2013 re-baseline	• 16.5 percent reduction of GHG emissions intensity (tonnes of carbon dioxide per gold equivalent ounce) by 2020, based on the 2013 re-baseline

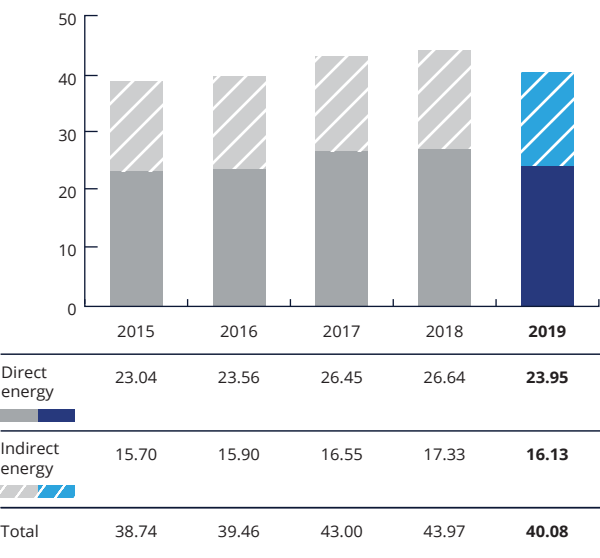
Total GHG emissions (Scope 1 and 2) and emissions intensity goal progress¹



¹ To ensure consistency and comparable reporting boundaries across energy and climate data disclosed in this report, Newmont's 2015–2019 energy data is restated to exclude assets divested on or before December 31, 2019; 2015–2019 data includes full-year data for former Goldcorp assets acquired by Newmont on April 18, 2019. Reference the Performance Data tables for detailed reporting.

INCREASING ENERGY EFFICIENCY

Total estimated energy consumed (direct and indirect): Trailing five years¹ (million GJ)



¹ To ensure consistency and comparable reporting boundaries across energy and climate data disclosed in this report, Newmont's 2015–2019 energy data is restated to exclude assets divested on or before December 31, 2019; 2015–2019 data includes full-year data for former Goldcorp assets acquired by Newmont on April 18, 2019. Reference the Performance Data tables for detailed reporting.

Total energy consumption decreased nearly 9 percent. The reduction was driven largely by the Tanami operation's two on-site power plants switching from diesel to natural gas as well as changes to the operating portfolio, including the addition of the energy-efficient Borden underground mine, which has an all-electric underground fleet that requires half the energy for ventilation compared to a diesel fleet. Other efforts — such as reduced power consumption at Akyem's processing plant and optimizing the use of air blowers at Merian's processing plant — contributed to our reduced energy use.

Closure and Reclamation

APPROACH

Closure and reclamation of a mining property is a multifaceted process with equally complex risks. 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 from the first through the last phase of 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.

We are committed to rehabilitating land to minimize impacts and maximize benefits. Our approach to providing long-term environmental stability and a positive legacy for future generations is detailed in our Closure and Reclamation Management Standard as well as other environmental standards. Included in our Social Baseline and Impact Assessments Standard are expectations for baseline data studies, impact assessments and performance monitoring during the closure and post-closure phases.

The purpose of our global closure and reclamation strategy is to integrate mine lifecycle planning, reduce closure risks and liabilities, and create value for the business and stakeholders.

The strategy's five pillars — operational excellence, value creation, innovation/research and development, external engagement and governance — seek to achieve the following outcomes:

- *Efficient and effective closure planning and execution* — reducing closure costs while providing more effective direction for closure practitioners and site management;
- *Closure liabilities transformed into benefits* — recognizing and developing post-mining opportunities reduces financial burdens while demonstrating Newmont's commitment to stewardship and sustainability;

- *Competitive advantage through innovations* — developing or becoming an early adopter of innovative and transformative technologies — particularly those based on existing research — provides a competitive advantage;
- *Improved social acceptance* — mitigating risks and liabilities through responsible closure while enhancing reputation improves Newmont's ability to secure new permits and access; and
- *Closure culture embedded throughout the organization* — developing a culture where future closure costs, impacts and benefits are considered early in the mine lifecycle.

The strategy's governance structure applies a balanced, multidisciplinary approach to closure planning as well as

senior executive involvement and oversight of closure plans and costs. A closure steering committee, composed of members of the executive leadership team, reviews performance and progress toward targets every quarter. A cross-functional closure working group (CWG) ensures compliance with applicable standards and performs the annual site closure reviews, and the multidisciplinary regional Closure and Reclamation Technical Teams (CRTTs) plan and implement closure activities at the site level. The CWG and CRTTs participate in annual global workshops that raise awareness, identify areas of improvement, and provide opportunities to share best practices and lessons learned. A report on our closure strategy and performance is provided to the Board of Directors' Safety and Sustainability Committee annually and as needed.



OVERVIEW

GOVERNANCE

SOCIAL

ENVIRONMENT

Water Stewardship

Tailings Management

Energy and Climate Change

Closure and Reclamation

ECONOMIC

PERFORMANCE DATA

REPORT FRAMEWORKS

Site-specific closure and post-closure strategies encompass risk assessments, stakeholder engagement plans, and closure and reclamation plans that are integrated into the annual mine planning process. The strategies must also include concurrent reclamation plans that involve reclaiming inactive disturbed areas alongside current operations through planting vegetation, controlling erosion and planning for final land use.

Every year, we conduct in-depth technical reviews of closure plans at three to four sites. Site selection, which is based on proximity to closure, length of time since the last review and other risks, is approved by the steering committee. Members of the CWG and external experts conduct the reviews, and any findings and/or deficiencies are tracked in our Integrated Management System (IMS).

Another important element of our strategy is the ongoing management of legacy sites, which include closed mine sites we obtained as a result of an acquisition as well as sites we once operated but have since ceased mining. At the end of 2019, Newmont managed several legacy sites in Australia, Canada, Guatemala, Honduras, Mexico and the U.S. 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. Quarterly updates on the sites, including any changes to estimated costs and liabilities, are provided to senior management, and we report any material changes in our annual 10-K report.

PERFORMANCE MEASUREMENT

To effectively 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 related to current operations, we also have environmental obligations associated with our legacy sites that require remediation plans. For more details on Newmont’s closure and reclamation costs, please see pages 9, 17, 76, 129 and 173 of our [2019 10-K report](#).

2019 PERFORMANCE

All former Newmont sites met or exceeded their target to complete annual reclamation targets or associated actions. Globally, we completed concurrent reclamation on 148.6 hectares during 2019 and achieved our public target to complete 90 percent of planned reclamation activities across the Company.

CLOSURE PLANNING INTEGRATION

An important goal during the year was to integrate former Goldcorp sites and ensure all operations are aligned with our Closure and Reclamation Management Standard and strategy.

Each site completed closure cost estimates and aligned liability calculations in accordance with the annual business planning process. An in-depth cost-estimate review was conducted to identify and review any areas that did not meet the U.S. generally accepted accounting principles (GAAP) and Newmont standards. Newmont’s auditor, EY, participated in the analysis at Porcupine and Red Lake — two of the larger sites.

Personnel responsible for the closure performance at each former Goldcorp site participated in an exercise with the corporate closure team to review closure plans, activities and approaches. The reviews were followed up by field verification site visits at the Canadian sites with visits planned for Peñasquito and Cerro Negro in 2020.

The integration work found that the former Newmont and former Goldcorp teams shared a similar culture and approach to closure. Former Goldcorp was working toward establishing public reclamation targets for 2020, similar to the program Newmont has in place. As a result, the 2020 reclamation target is the same for all sites Company-wide.

2020 Closure and reclamation target

Target definition	Target for regions/sites
• Percent of concurrent final reclamation activities/associated actions executed against the site plan	• 90 percent of concurrent final reclamation/associated activities annual plan achieved

During the year, an additional 870 hectares globally were disturbed by our operations, and a total of 27,094 hectares are in various stages of reclamation.

MATURING OUR CLOSURE STRATEGY

Continuously improving our closure performance is a multi-year effort. Focus areas in 2019 included maturing the regional and site Closure and Reclamation Technical Teams (CRTTs) and improving efficiencies in closure planning and reporting.

During the year, we completed in-depth technical reviews of closure plans at Ahafo (Ghana), Twin Creeks (Nevada, now part of the Nevada Gold Mines joint venture) and Merian (Suriname), and our independent public accounting auditors participated in the reviews.

We regularly explore opportunities to extend the mine life at all our operations. At the end of 2019, no current operations were within five years of closure based on current mine plans.

In 2020, we will advance a program to further strengthen the accuracy and rigor around closure plans. Modeled after and designed to complement our Investment System (IS) — which governs requirements for capital projects — the program aims to incorporate post-mine land use earlier, clarify cost estimation requirements and strengthen technical knowledge and planning details. The full rollout of the program is expected in 2021.



Economic

Contributed \$1.3 billion
in employee wages
and benefits

Invested
\$23.3 million
in community
development
and donations

Spent
\$1.05 billion
with local
suppliers

TOP MATERIAL TOPICS:

- Value sharing
 - Local employment
 - Local procurement
 - Community investments
 - Economic impacts
 - Taxes and royalties

[Performance Data](#)

Value Sharing

APPROACH

Increasingly, governments and other stakeholders demand businesses play a greater role in driving sustainable development. Governments continue to seek ways to increase revenues from natural resource development, and local employment and procurement opportunities are among the greatest expectations of host communities.

To manage stakeholder expectations and business risks, we are committed to maintaining strong governance, adhering to all laws and regulations, transparently disclosing payments to governments, and engaging with stakeholders to increase accountability and develop trust.

TAXES AND ROYALTIES

The taxes and royalties we pay to national and local governments are key elements in creating value for host countries.

Through our Code of Conduct, policies, standards and systems, we state our commitments and the minimum requirements for effectively managing the risks associated with government payments. This includes complying with all laws and regulations related to taxes and royalties in every jurisdiction in which we operate, paying the right amount of tax and being transparent, cooperative and ethical.

The frequency of tax and royalty payments varies by jurisdiction, and we are committed to fulfilling our payment obligations in a timely, accurate and transparent manner. Our employees and business partners operate as efficiently as possible and remain competitive to honor our commitment to shareholders. Newmont does not seek arrangements where the primary purpose is tax avoidance, and we price transactions between Newmont group companies by applying the “arm’s-length principle,” which is the international transfer pricing standard that OECD member countries have agreed should be used for tax purposes by multinational enterprises.

All our tax filings are reviewed/audited by external parties to avoid errors or omissions. When tax laws are unclear, we seek external guidance to ensure that our positions are more likely than not to be upheld if questioned or challenged by regulators.

Our executive leadership team (ELT) is responsible for our government payments approach and performance, with our finance department responsible for the day-to-day implementation. Every quarter, our Board of Directors’ Audit Committee receives a detailed report and the full Board receives a summary report.

ECONOMIC IMPACTS

We disclose our tax and broader socio-economic contributions in our Annual Report and this report.

To better understand and measure our economic contributions at the national and regional levels, we develop economic impact assessments and communicate the findings from these evaluations to our stakeholders. The assessments, which are developed 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.

Our membership and active involvement in the following voluntary initiatives also supports our efforts and improves our performance:

- The International Council on Mining and Metals (ICMM) and its tax network group promotes predictable, stable and transparent tax frameworks and practices. We also support the organization’s position statement on [Transparency of Mineral Revenues](#).
- The World Economic Forum’s [Partnering Against Corruption Initiative](#) (PACI) 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](#) is an international coalition of NGOs that advocates for more transparency and accountability in the extractive industries.
- 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. We are also part of the multi-stakeholder groups in Ghana (via the Chamber of Mines), Peru (via La Sociedad Nacional de Minería, Petróleo y Energía), Mexico (via Mexican Mining Chamber), and Guatemala (lead industry representative on the EITI National Working Group), and we support the Minerals Council of Australia where the government is evaluating its ability to apply the EITI.
- In Canada, the government’s Extractive Sector Transparency Measures Act (ESTMA) requires extractive companies to disclose certain payments made to governments, and 2018 was the first year companies were also required to disclose certain payments to Canadian Indigenous governments.

LOCAL EMPLOYMENT AND BUSINESS OPPORTUNITIES

Hiring and sourcing from host communities supports numerous benefits including stronger community and government relationships, a more inclusive and diverse workplace and long-term growth and economic diversification. It also supports our efforts to contribute to the UN Sustainable Development Goal to promote decent work and economic growth (SDG-8).

Our Local Procurement and Employment Standard sets the minimum requirements to mitigate risks and maximize opportunities through direct and indirect jobs and business opportunities.

Baseline studies and input from relevant stakeholders inform the development of site-specific plans that promote local employability and skills development, diversity of the workforce, small business development and sustainable business opportunities. Plans are reviewed annually to ensure alignment with stakeholder expectations and our global inclusion and diversity strategy, and to identify opportunities for improvement.

We also engage with local stakeholders to define the various categories for local businesses, contractors and employees.

All suppliers — even specialized local micro-enterprises — are subject to our [Supplier Risk Management process](#) and must 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.

COMMUNITY INVESTMENTS

Our Community Investment and Development Standard guides our approach to working with host communities to invest in efforts and programs that can help address challenges, catalyze long-term socio-economic development and minimize dependency on the mine during operations and upon closure.

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

Our operations make direct investments in community infrastructure and social programs, and at certain operations, we have established community foundations or funds that support community priorities during the mine life and after

operations cease. The foundation boards include community members to ensure community ownership and participation in the foundation’s efforts. Each foundation or fund is unique and focused on needs identified by the community.

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 the U.S. Foreign Corrupt Practices Act (FCPA).

We pursue partnerships with NGOs (e.g., Project C.U.R.E), development organizations —such as USAID and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) — and government agencies to ensure our investments effectively address local challenges and opportunities.

PERFORMANCE MANAGEMENT

We have set public targets for local and/or indigenous employment at the former Newmont sites, with the exception of Cripple Creek & Victor in Colorado where most of the employees are Colorado residents. In the Africa and South America regions, local employment targets reflect engagement with local stakeholders on definitions, qualifications and other agreed upon criteria, and often remain unchanged from year to year. Aboriginal employment targets in our Australia region are set annually.

In Australia, Ghana and North America, our public local procurement targets are regionally based due to the number of shared contracts among sites, while the South America region’s targets differentiate between Yanacocha (in Peru) and Merian (in Suriname) due to their geographic distance from each other and the fact that the two operating sites have few shared contracts.

In support of SDG-8, we aim to measure how many nonmining jobs we create or support. We are in the process of developing country summary reports that will serve as a supplement to this report and provide information on our contribution to our priority SDGs and the outcome-based objectives in the countries where they are relevant.



2019 PERFORMANCE

ECONOMIC CONTRIBUTIONS

In 2019, Newmont’s direct economic contributions totaled \$8.0 billion, which includes \$3.1 billion in operating costs, \$1.3 billion in employee wages and benefits, \$1.2 billion in capital spend, \$1.7 billion in payments to providers of capital, \$732.2 million in taxes, royalties and other payments to governments, and \$23.3 million in community investments.

2019 Economic value distributed¹
(in millions)

Country	Operating costs ²	Employee wages and benefits	Capital spend ³	Payments to providers of capital ⁴	Payments to government ⁵	Community investments ⁶	Total
Argentina	\$86.7	\$56.5	\$55.0	\$0.4	\$63.4	\$5.3	\$267.3
Australia	\$858.9	\$291.6	\$246.0	\$12.5	\$211.0	\$1.0	\$1,620.5
Canada	\$463.7	\$242.7	\$212.6	\$9.3	\$(29.8)	\$2.7	\$901.2
Ghana	\$493.1	\$120.1	\$246.1	\$3.6	\$236.8	\$6.6	\$1,106.4
Mexico	\$262.1	\$182.5	\$128.1	\$16.8	\$141.1	\$1.9	\$732.5
Peru	\$371.6	\$77.6	\$185.3	\$2.1	\$34.6	\$4.6	\$675.9
Suriname	\$215.7	\$61.8	\$56.6	\$0.0	\$55.0	\$0.6	\$389.6
U.S.	\$329.8	\$282.6	\$67.0	\$1,622.9	\$20.0	\$0.6	\$2,322.9
Total	\$3,081.6	\$1,315.4	\$1,196.7	\$1,667.6	\$732.2	\$23.3	\$8,016.3

¹ Amounts are on a consolidated basis as described in our 2019 10-K; however, to ensure comparable reporting boundaries across financial data disclosed in this report (economic value generated, distributed and community investments data tables), the U.S. figures omit Nevada data. Amounts may not recalculate due to rounding.

² Operating costs are comprised of costs applicable to sales of \$4,050 (excluding Nevada of \$1,145), exploration of \$220 (excluding Nevada of \$45), advanced projects, research and development of \$132 (excluding Nevada of \$18), and general and administrative expenses of \$302 (excluding Nevada of \$11) on an accrued basis and cash paid for reclamation in 2019 of \$115 (excluding Nevada of (\$9)). Operating costs omit employee wages and benefits of \$1,315 (excluding Nevada of \$263), included in the employee wages and benefits column; \$320 (excluding Nevada of \$31) in payments to governments for employer and property taxes included in the payments to governments column; \$167 (excluding Nevada of \$9) of indirect costs; and, \$65 (excluding Nevada of \$29) of byproduct sales, which are recognized as credits to costs applicable to sales in our 2019 10-K.

³ Capital spend is presented on an accrued basis and excludes Nevada spend of \$257.

⁴ Payments to providers of capital includes interest expense, net of capitalized interest of \$300 (excluding Nevada of \$1), dividends paid to common stockholders of \$889, and repurchases of common stock of \$479.

⁵ Taxes include current year cash payments for income and mining taxes, accrued employer, property, sales and production taxes. In addition, taxes include export duties paid in Argentina and duties paid in Africa. The U.S. payments to governments figure omits \$70.9 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled \$90.7.

⁶ Community investments data include direct monetary investments and the book value of in-kind donations. Australia includes Perth regional office and excludes the KCGM site; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters. Differences in community investments column totals shown in this table and totals shown in the Community Investments table are due to decimal place rounding.

2019 Economic value generated¹
(in millions)

Country	Amount
Argentina	\$546.2
Australia	\$2,192.1
Canada	\$881.8
Ghana	\$1,466.8
Mexico	\$691.1
Peru	\$738.6
Suriname	\$734.2
U.S.	\$448.5
Total	\$7,699.3

¹ Amounts are on a consolidated basis as described in our 2019 10-K report; however, to ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. Economic value generated includes sales of \$7,634 (excluding Nevada of \$2,106), as well as byproduct sales of \$65 (excluding Nevada of \$29), which are recognized as credits to costs applicable to sales in our 2019 10-K report.

2019 Payments to governments^{1, 2}
(in millions)

Country	Government royalties	Taxes	Total payments to governments
Argentina	\$23.4	\$40.1	\$63.4
Australia	\$58.6	\$152.4	\$211.0
Canada	\$0.0	\$(29.8)	\$(29.8)
Ghana	\$75.4	\$161.4	\$236.8
Mexico	\$2.4	\$138.7	\$141.1
Peru	\$0.0	\$34.6	\$34.6
Suriname	\$43.8	\$11.2	\$55.0
U.S. ²	\$0.0	\$20.0	\$20.0
Total	\$203.5	\$528.7	\$732.2

¹ Taxes include current year cash payments for income and mining taxes, accrued employer, property, sales and production taxes. In addition, taxes include export duties paid in Argentina and duties paid in Africa. Amounts may not recalculate due to rounding.

² To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. The U.S. payments to governments figure omits \$70.9 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled \$90.7.

2019 Effective tax rates¹
(percentage)

Country	Rate
Argentina	(94)%
Australia	38%
Canada	(103)%
Ghana	34%
Mexico	11%
Peru	129%
Suriname	26%
U.S. ²	14%
Other foreign	11%
Consolidated	23%

¹ The effective tax rate is driven by a number of factors and can fluctuate from year to year. For a more detailed discussion of tax expenses, refer to page 65 of Newmont's 2019 Form 10-K report.

² The U.S. effective tax rate includes CC&V, corporate headquarters (Colorado), Nevada, and Other U.S.

In line with best practices and our commitment to transparency with investors, regulators and other stakeholders, in 2019, we adopted a formal tax strategy, which discloses the Company's tax risk profile and approach toward tax planning and engaging with tax authorities. Our tax strategy is publicly available on our [website](#).

As an active member of ICMM and its tax network group, we have committed to improving our government payment disclosures on a project-by-project basis. Our current reporting follows jurisdictional requirements and is not necessarily site-based. We continue to collaborate with ICMM to ensure that material project-related disclosures consider the requirements of each operating region. We disclose our taxes by region in our [2019 10-K report](#).

To measure the economic benefits our operations generate for host countries and communities at the regional and national levels, during the year we published the following:

- In March, our Australia region released its first-ever [Tax Transparency report](#), which was prepared in accordance with Australia's Voluntary Tax Transparency Code for the year ended December 31, 2017.
- In May, the ESTMA report was filed for our Canadian assets (which were operated by Goldcorp in 2018), detailing government payments for the 2018 fiscal year. This report is available on our [website](#). Newmont will prepare and file the 2019 Canadian ESTMA report in 2020.

In addition, we have developed economic impact reports for our operations in Australia, Ghana, Peru, Suriname and the U.S. to report Newmont's economic contributions in these locations.

REVENUE TRANSPARENCY

We continue to be an active EITI signatory company, engaging at the both the international level and national levels in our operating countries. As an active member of the Suriname EITI Multi-Stakeholder Group (MSG), we supported the efforts to present Suriname's first EITI report (which evaluates payments to the government during 2016) in May as well as its second report, covering payments during 2017, by year end.

We continued to collaborate with government, civil society and industry stakeholders to improve revenue transparency. We engaged with the EITI regarding our support in both compliant and candidacy countries in which we operate. In Australia, Newmont is a signatory to the Voluntary Tax Transparency Code, an initiative of the Australian government in which Newmont publicly discloses its tax payments in the country. The government also consulted with the Minerals Council of Australia (of which Newmont is a member) to finalized a gap analysis on the full implementation of the revised 2016 EITI standard. As of early 2020, the government had not announced its decision on full implementation.

COMMUNITY INVESTMENTS

Our overall community investments in 2019 were \$23.3 million. Direct investments were \$19.9 million and donations were \$3.5 million.

One of the commitments Newmont made to the government of Canada as part of the Investment Canada Act approval of the Goldcorp acquisition was to increase our charitable contributions to Canadian community organizations to 110 percent of the level of former Goldcorp's charitable giving (at least C\$12.3 million over the next three years). All 2019 contributions were honored. Although we finalized a strategy for community contributions at the regional and site levels in early 2020, the COVID-19 pandemic in early 2020 required us to revisit the strategy to ensure the needs of the community are addressed in our response.

Our \$20 million Global Community Support Fund includes the following three focus areas aimed at providing dedicated resources to host communities and contributing toward regional and national efforts to respond to the pandemic:

- *Employee and community health* — includes procuring medical supplies and/or personal protection equipment (PPE), supporting medical institutions in COVID-19 response needs, and providing clean water, soap and sanitizer to the workforce and communities;
- *Food security* — donating food or resources to organizations working with those in need such as schools providing meals to children and senior centers; and
- *Local economic resilience* — creating conditions for recovery and growth through interest-free loans, pre-payment for goods and services and other opportunities.

A Steering Committee composed of cross-functional leaders will oversee the administration of the fund, and engagement with relevant external organizations will ensure the most effective opportunities are prioritized and implemented.

2019 Community investments by country¹
(in millions)

Country ²	Community development ³	Donation ⁴	Total
Argentina	\$5.32	\$0.00	\$5.32
Australia	\$0.90	\$0.12	\$1.02
Canada	\$0.43	\$2.25	\$2.68
Ghana	\$6.50	\$0.13	\$6.63
Mexico	\$1.55	\$0.37	\$1.92
Peru	\$4.16	\$0.45	\$4.61
Suriname	\$0.46	\$0.13	\$0.60
U.S. ²	\$0.55	\$0.00	\$0.55
Total	\$19.87	\$3.46	\$23.33

¹ Differences in community investments figures shown in this table and totals shown in the Economic Value Generated and Distributed tables, as well as totals in this table, are due to decimal place rounding.

² Australia includes Perth regional office and excludes the KCGM site; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters. Reference Performance Data tables for detailed site-level data.

³ Community development expenditures reported by sites reflect direct expenditures on programs and partnerships that support local community development programs and partnerships. Expenditures omit outside grant funding received from partner agencies; overhead expenses such as community relations year-end reporting costs, salaries and administrative costs; monetary value of in-kind donations and volunteerism; and expenditures related to mitigation including exploration and land use payments.

⁴ Donations data reflects direct monetary investments and the book value of in-kind donations.

INVESTING IN SUSTAINABLE DEVELOPMENT

Key actions during the year to support programs and investments prioritized by the communities near our operations included:

- **Economic diversification and education in Ghana:** We progressed our national-level community social responsibility strategy in Ghana, which leverages existing programs with leading organizations, such as the United Way Ghana, Junior Achievement Ghana and the Ghana Library Authority. In 2019, we held 15 workshops with community stakeholders to identify opportunities that improve Ghana’s healthcare system, strengthen the reading culture among young children and promote youth empowerment. These opportunities include the first New Futures for Girls Leadership Camp program and the Best Graduating Female Student in Mining Engineering award under the strategy’s Tertiary Secondary Skills Enhancement program pillar. The girls’ camp, organized in partnership with Junior Achievement Ghana, seeks to empower 15- to 25-year-old girls to broaden their career options and consider mining. A local economic diversification project aims to address expectations for local employment from Newmont and solidify the Company’s position as a long-term value creator and leader in sustainability. Funding has been allocated to explore potential employment-generating business opportunities including a pilot project.
- **Continuing education opportunities at Ahafo:** In August, the Newmont Ahafo Development Foundation (NADeF), in collaboration with the Youth Associations of Ahafo, provided three-week-long summer vacation classes for second- and third-year junior high students in the 10 major communities and seven satellite towns near the Ahafo mine area. The classes were facilitated by 94 volunteers and supervisors, and around 1,500 students attended.

- **Healthcare investments in Peru:** The regional government and Yanacocha announced an investment of \$1.5 million in medical equipment for the regional hospital. A trust fund, which was established in 2009 with Yanacocha funds as part of a previous mandate, will finance the investment. Yanacocha and the regional government are further collaborating on health campaigns.
- **A celebration of 15 years of community development:** The Yanacocha community foundation, Asociación Los Andes de Cajamarca (ALAC), celebrated its 15-year anniversary with the publication of its 2018 annual report and a ceremony attended by national and local authorities, beneficiaries and stakeholders. [ALAC’s website](#) highlights the programs and their impact on outcomes across three focus areas — education, water and infrastructure, and strengthening business productivity and capacity.
- **Critical infrastructure in Argentina:** Our Cerro Negro operation engaged Perito Moreno municipal authorities on priority community investment initiatives identified in the Inter-American Development Bank’s (IDB) comprehensive study on regional economic diversification, urbanization, housing, and water management. Cerro Negro signed a \$36 million agreement with the Province of Santa Cruz to construct a power line connecting Perito Moreno, the closest community to Cerro Negro, with the national power grid, leveraging the existing Company contribution into the provincial trust fund. The site also entered into agreements for the scope and design of another six community infrastructure projects.
- **Strengthening capacity in Suriname:** Our Merian operation supported several skills development programs for local community members including training on welding, electrical and textiles skills, innovative agriculture techniques, leadership, and basic reading and math. The site also conducted a Pamaka Women Economic Empowerment Equality assessment to identify entrepreneurship opportunities.

LOCAL EMPLOYMENT AND SKILLS DEVELOPMENT

Our performance against the local employment targets at former Newmont sites is summarized in the following table. Former Goldcorp sites are omitted from this data table and will be included in 2020 reports once our reporting systems and local employment definitions are fully integrated across the enterprise.

Region	Site	2019 Local employment performance
Africa ¹	Ahafo	At the end of 2019, local community members represented 43.7 percent and 50.9 percent of employees at Ahafo and Akyem, respectively, exceeding our annual target of 35 percent at both sites. We also achieved our longer-term employment commitment at Akyem for local employment to reach 50 percent within 10 years of commencing operations.
	Akyem	
Australia ²	Boddington	All sites met or exceeded their target for aboriginal employment with Boddington, KCGM and Tanami employing 130, 32 and 112 aboriginal employees at the end of 2019.
	KCGM	
	Tanami	
South America	Merian ¹	At the end of the year, 256 employees — representing nearly 21 percent of the total workforce — were of Pamaka ancestry. Our target for 2019, which will continue in 2020, was to ensure at least 200 employees were from the Pamaka community.
	Yanacocha ³	Residents of Cajamarca represented 66.2 percent of Yanacocha's workforce at the end of 2019, exceeding our target of 60 percent.

Key Terminology:

¹ "Local" refers to persons from within the catchment area around our Ahafo and Akyem mines and Pamaka communities near our Merian mine; the validation process is usually established through the local employment agreement.

² "Aboriginal" refers to both Aboriginal and Torres Strait Islander peoples in Australia.

³ "Local" in Peru refers to the local Cajamarquino people per agreed upon definitions with the community.

The site-based targets for 2020 include the following:

Region	Site	2020 Local employment targets
Africa	Ahafo Akyem	• The targets for 2020 remain at 35 percent for both sites; however, even though Ahafo and Akyem have exceeded this target. Akyem aims to maintain a workforce that comprises at least 50 percent local community members in support of its longer-term goal.
Australia	Boddington Tanami	• The targets in 2020 for Boddington and Tanami are 7.2 percent and 14.4 percent aboriginal employment, respectively.
North America	Éléonore Musselwhite Peñasquito Porcupine	• Develop an auditable system for tracking local or indigenous employment.
South America	Cerro Negro	• Develop an auditable system for tracking local or indigenous employment.
	Merian	• Our target for 2020 is to ensure at least 200 employees are from the Pamaka community.
	Yanacocha	• The target for 2020 remains at 60 percent.

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

- In Ghana, we signed a memorandum of understanding with Kwame Nkrumah University of Science and Technology and the University of Mines and Technology to improve the quality of mining education, promote inclusion and diversity, and promote the growth of the mining industry in the country.
- Cerro Negro in Argentina engaged provincial authorities on the recently modified local employment and procurement regulation and developed an action plan. The site is reviewing Yanacocha’s local procurement approach for best practices and lessons learned.
- Under the Tanami Desert Ten Year Plan (TYP), our Tanami operation and the Warlpiri people (Yapa) work together to increase employment outcomes at the mine and in Australia’s Tanami region and strengthen education and work experience opportunities that build the capacity and capability of Yapa. In 2019, we reviewed the Yapa Crew program, which is the primary entry-level pathway to access employment at the mine, and held focus group sessions with Yapa Crew participants to better align the program with the intent of the TYP.

- Under the Opinagow Collaboration Agreement with the Cree Nation of Wemindji, Grand Council of the Crees (Eeyou Istchee) and Cree Nation Government, our Éléonore operation in Canada commits to support several programs including training, hiring and retention programs for Cree workers. In 2019, the agreement partners held the fourth summit to discuss successes and opportunities to continue to strengthen the relationship. The event was preceded by the Focus Challenge for the youth of the Cree Nation of Wemindji to learn about the different mining trades at the Mâyâupiu Training Institute, a state-of-the-art-education facility in the Wemindji community funded by the Agreement.
- At our Borden mine in Canada, entry-level truck driver trainee positions are held for First Nations and local community members. We formed a partnership with one of our contractors that includes a training program to advance personnel from the entry-level trucker positions to other equipment operator positions. In 2019, nine of the 19 program graduates were promoted.
- At the Red Lake mine, Newmont hosted a stope school tour and information session for Lac Seul First Nation (LSFN) community members interested in working at the operation. The event provided participants with the opportunity to experience the underground work environment before applying. In 2019, the number of LSFN community members who successfully completed the stope school training program increased.

LOCAL PROCUREMENT AND CAPACITY BUILDING

2019 Spending on local suppliers by region¹
(millions)

	Total spent on all suppliers	Total spent with local suppliers	% spent with local suppliers	Total spent with national suppliers	% spent with national suppliers
Africa	\$849.9	\$25.3	3%	\$688.3	81%
Australia	\$1,143.1	\$429.1	38%	\$648.9	57%
North America	\$745.6	\$247.4	33%	\$467.8	63%
South America	\$939.8	\$351.5	37%	\$498.0	53%
Total	\$3,678.5	\$1,053.2	29%	\$2,303.0	63%

¹ North America local supplier spending figures include Nevada spending from January 1 to June 30 and exclude the Colorado, U.S. corporate office; Australia local supplier spending figures exclude KCGM.

In excluding the Nevada Gold Mines joint venture spend from July 1 to December 31, Newmont’s targeted spend was adjusted from \$1 billion to \$841 million. Due to increased spend in Australia and South America, this target was exceeded by \$212 million.

Our annual local procurement spend can be impacted by an increase or decrease in activities, such as exploration and project development, as well as mine life and metal prices. For 2020, our local procurement target for all sites is \$838 million and reflects work in each region to understand and identify opportunities within the context of the 2020 regional business plans. For former Goldcorp sites, we set a 2020 target for the sites to develop an auditable system for tracking local or indigenous employment, and we will work to establish local procurement targets for 2021.



2020 Local procurement target

Region	Annual spend
Africa ¹	\$22 million
Australia ²	\$390 million
North America ³	\$100 million
South America ⁴	\$326 million

¹ "Local" or "local-local" refers to a micro-, small- or medium-size enterprise properly licensed and registered in Ghana. Local-local suppliers must have an office established in the mining lease area and be validated by community representatives and Newmont. Local suppliers must have an office in the region where the mine is located, but validation is not required.

² At Boddington, local suppliers are located in the Peel, South West and Wheatbelt districts and local-local suppliers are within a 50-kilometer radius. At Tanami, local suppliers are located in Alice Springs and Darwin districts, and local-local suppliers are from the Yuendumu and Lajamanu communities.

³ Our North America target only includes spend at Cripple Creek & Victor.

⁴ At Yanacocha, local suppliers must meet certain criteria and be registered in the city of Cajamarca, and local-local suppliers must be located in Yanacocha's geographical area of influence. At Merian, local suppliers are located in the country, and local-local suppliers are based close to the mine (predominantly Pamaka). The 2020 target does not include Cerro Negro.

Activities in our regions to support our local procurement commitments and objectives included:

- In Ghana, we are enhancing our local procurement program strategy, which seeks to maximize opportunities for local suppliers and contractors and help diversify and sustain the local economy through the life of mine and beyond. We have engaged other organizations in the extractive industry to learn from their experiences, and plan to implement the strategy's programs in 2020.
- Our Australia region developed an Aboriginal and Torres Strait Islander (ATSI) business engagement program in support of the region's Reconciliation Action Plan (RAP) — a framework for organizations to support reconciliation between ATSI people and other Australians. Activities under the ATSI program during the year included:
 - Holding workshops to refine our regional ATSI engagement program and to identify ATSI business opportunities;
 - Launching a dedicated website for ATSI and local businesses to directly engage Newmont; and
 - Developing a formal scorecard to track ATSI spend and reporting A\$6.1 million in ATSI spend for 2019.
- The Merian operation in Suriname conducted vocational training on textile, electronics and vegetable cultivation livelihood opportunities for members of the Pamaka community. The site also commenced construction of a 30-kilometer road between Merian and the Sabajo project, and 11 local community members were hired by the construction contractor to perform line clearing and other work on the project.
- In Peru, the Supply Chain team worked with the Operations and Projects teams to maximize the inclusion of local and local-local contractors in procurement opportunities. We also added contract language to explicitly state our expectation that contractors promote and commit to the use of local and local-local contractors.
- In 2016, our Peñasquito operation in Mexico launched the Ideas con Valor (Ideas with Value) entrepreneurship program, in which entrepreneurs receive one year of training on business development skills. Those who successfully complete the training receive seed capital to open and support their small businesses. Since the program began, 194 small businesses have been developed, with some of them becoming providers of goods and services to the mine. In 2019, the program supported the opening of 65 new businesses within the communities near the mine.

Performance Data

Performance data reflects the annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator. In 2019, our operating portfolio underwent a significant transformation with the acquisition of Goldcorp's world-class mine sites and the formation of Nevada Gold Mines, a joint venture with Barrick Gold Corporation ("Barrick") in which Newmont and Barrick contributed their Nevada operations and assets in exchange for a 38.5 percent and 61.5 percent interest, respectively, with Barrick as the operator.

References to "Newmont," "the Company," "we" and "our" refer to Newmont Corporation (formerly Newmont Goldcorp Corporation and Newmont Mining Corporation) and/or our affiliates, joint ventures and subsidiaries.

References to "Goldcorp" or "former Goldcorp" refer to Goldcorp, Inc. prior to its acquisition by Newmont. References to "former Newmont" refer to Newmont Mining Corporation — the entity name before the acquisition of Goldcorp. Although these transactions closed in the middle of 2019, where possible, data for the former Newmont sites and former Goldcorp sites have been consolidated. Data presented in this report covers our performance for the 2019 calendar year, which corresponds to our fiscal year.








ORDER OF PERFORMANCE DATA TABLES

Performance data tables are presented in alphabetical order by category:

- [Business ethics and transparency](#): Compliance and significant events, ethics and anti-corruption measures, policy influence
- [Environment](#): Air quality, biodiversity, climate change, closure and reclamation, cyanide management, significant materials consumption, spills and releases, tailings management, water stewardship, waste
- [Health and safety](#): Emergency preparedness, health and safety
- [Social](#): Artisanal and small-scale mining, community development, community impacts, complaints and grievances, human rights, indigenous peoples, land or resource disputes, resettlement and/or relocation activity, social impact assessment and engagement
- [Value sharing](#): Community investments, economic value generated and distributed, supply chain, tax transparency
- [Workforce](#): Workforce demographics, compensation and equal remuneration, diversity and inclusion, labor-management relations, talent attraction and retention, training and professional development

2019 DATA BOUNDARIES LEGEND

The 2019 data tables include an easy-reference key that indicates the data included and/or omitted from the table:

-  Newmont data
NEM
-  Partial Newmont data (January 1 – December 31, 2019)
NEM
-  Goldcorp data (April 18 – December 31, 2019)
GG
-  Partial Goldcorp data (April 18 – December 31, 2019)
GG
-  No Goldcorp data
GG
-  Nevada data (January 1 – June 30, 2019 (pre-JV))
NV
-  No Nevada (pre-JV) data
NV

Legend only applies to 2019 data.

Goldcorp only applies to post-acquisition data, with the exception of climate and water data, which includes full 2019 data for former Goldcorp to align with GHG Protocol Corporate Accounting and Reporting Standard for Merger and Acquisition year reporting guidance.

Nevada data only applies to the pre-JV data sets.

DOWNLOADABLE ESG DATA TABLES

A companion set of ESG data tables is available at Newmont.com. The ESG data tables have the same data as that shown in the 2019 report and Performance Data tables section, but it is presented in an analyst-friendly format that can be downloaded as a locked Excel file for quantitative analysis.

FIGURES, ROUNDING AND INTENSITY-BASED DENOMINATORS

Currencies: All financial figures are quoted in U.S. dollars unless otherwise noted.

Rounding: Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

Intensity-based denominators: To ensure comparability with reporting boundaries, intensity-based denominators (gold equivalent ounces and other production-based figures) have been reviewed to ensure that only production data for sites included in our sustainability reporting boundaries are also included in our sustainability-related intensity-based denominators. For this reason, some figures may vary from production figures produced in Newmont's annual financial or production disclosures.

SUSTAINABILITY REPORTING FRAMEWORKS, GUIDANCE AND STANDARDS

GRI Standards: We prepared our 2019 global sustainability report in accordance with the GRI Standards Core option, including the Mining and Metals Sector Supplement.

SASB: We have also mapped relevant GRI Standards disclosures to the SASB Metals & Mining Sustainability Accounting Standard (version 2018-10), where applicable.

TCFD and other reporting disclosures: The GRI Content Index includes additional standards harmonization and mapping guidance to The Climate-related Financial Disclosures (TCFD) guidelines, UN Sustainable Development Goals (SDGs), and externally assured data sets. Please reference the GRI Content Index for a full view of all additional standards mapping.

Additional sustainability data can be found at Newmont.com. This data includes archives of Newmont and Goldcorp annual sustainability reports, CDP Climate and Water disclosures, Conflict-Free Gold reports, and related disclosures.

BUSINESS ETHICS AND TRANSPARENCY

COMPLIANCE AND SIGNIFICANT EVENTS

Fines paid for non-compliance with environmental, social or economic laws and regulations 2019: Site level^{1, 2}



Country	Site	Authority	Amount (US\$) ³	Summary of issue
Canada	Porcupine	Ministry of Environment, Conservation and Parks	\$26,113	Event occurred in 2019: Tailings drain line valve spill.
Mexico	Peñasquito	PROFEPA (Federal Agency Environmental Protection)	\$16,751	Event occurred in 2017: Tailings dam seepage.
Peru	Yanacocha	Environmental Assessment and Auditing Government Body	\$33,409	Event occurred in 2017: Yanacocha did not adopt the prevention and control measures in order to prevent cyanide solution spill from Pampa Larca Column Carbon plant to the lined channel within the perimeter fence of the plant, as well as to the access road.
Peru	Yanacocha	Environmental Assessment and Auditing Government Body	\$38,784	Event occurred in 2017: Yanacocha did not adopt the prevention and control measures in order to avoid the cyanide solution spill from a tank towards the concrete slab containment system and subsequently to the access road and the Yanacocha creek.
Peru	Yanacocha	Environmental Assessment and Auditing Government Body	\$30,732	Event occurred in 2017: Yanacocha did not implement the corrective action imposed by OEFA related to the cyanide solution spilled from the Pampa Larca Column Carbon plant to the lined channel within the perimeter fence of the plant, as well as to the access road.
Peru	Yanacocha	Environmental Assessment and Auditing Government Body	\$24,075	Event occurred in 2018: Implementation of exploration drilling holes in one platform without authorization, Colorado Project.
Total fines			\$169,864	

¹ GRI Standards disclosures GRI 307-7: Non-compliance with environmental laws and regulations and GRI 419-1: Non-compliance with laws and regulations in the social and economic area.

² Five of the six non-compliance fines paid in 2019 were based on events that occurred in 2017–2018. The Porcupine site event occurred in February 2019, prior to Newmont’s acquisition of this asset.

³ Fines are converted to U.S. dollars using the average 2019 exchange rate for each currency as of December 31, 2019.

Sanctions imposed for non-compliance with environmental or social laws and regulations 2019: Site level^{1, 2}

Country	Site	Authority	Amount (US\$) ³	Summary of issue
Australia	Boddington	Department of Water and Environmental Regulation	\$0	Event occurred in 2016: Vibration exceedances during 2016 blasting activities.
Australia	Tanami	Central Land Council	\$0	Event occurred in 2018: Concentrated pulp spill in coal pre-flotation sulfide plant.
Canada	Porcupine	Ministry of Environment, Conservation and Parks	\$70,657	Event occurred in 2016: Vibration exceedances during 2016 blasting activities.
Mexico	Peñasquito	PROFEPA (Federal Agency Environmental Protection)	\$15,364	Event occurred in 2018: Concentrated pulp spill in coal pre-flotation sulfide plant.
Total sanctions			\$86,021	

¹ GRI Standards disclosures GRI 307-7: Non-compliance with environmental laws and regulations and GRI 419-1: Non-compliance with laws and regulations in the social and economic area.

² All four sanctions relate to events that occurred in 2016 and 2018; two sanctions were non-monetary.

³ Monetary sanctions are converted to U.S. dollars using the average 2019 exchange rate for each currency as of December 31, 2019.

Significant environmental and/or social events 2019: Site level¹

Country	Site	Summary of issue
Argentina	Cerro Negro	Environmental event: In June 2019, approximately 100 liters of petroleum spilled when a contractor was refueling a truck in the parking lot on site. As a result of this incident, the site mandated training for contractors on environmental impacts and installed anti-spill kits in trucks.
Australia	Tanami	Social event related to indigenous/aboriginal/First Nations group: In September 2019, a dozer operator erroneously cleared pathways and tracks in rehabilitated and restricted work areas contrary to stipulations in mine management plan, sacred site clearance certificate, and internal site disturbance plan. Corrective actions were completed February 2020; formal apology to be made at Traditional Owner Liaison Committee meeting July 2020 (COVID-19 restrictions permitting). ¹
Canada	Éléonore	Environmental event: In July 2019, approximately 120 liters were spilled during repairs to a bridge on the site access road. Measures to stop the spill were immediately put into place, however about 60 liters of diesel reached the Opinaca River. All relevant government and First Nations stakeholders were notified of the spill.
Peru	Yanacocha	Social and environmental event related to water quality: In November 2019, local communities protested conditions of increased turbidity in China Linda spring, claimed to be due to hydrogeological drilling and piezometer instrumentation installation at the China Linda lime quarry, 750 meters from the spring. Investigations are underway.

¹ GRI Standards disclosure GRI 411-1: Incidents of violations involving rights of indigenous peoples.

² Due to acquisition activities that occurred In 2019, Newmont managed two separate event reporting systems, which are expected to be integrated in the 2020–2021 timeframe. Australia and Peru sites categorize “significant” events as those classified a level 3 or greater on a risk/impact scale of 1–5; both events were categorized as level 3 events. Sites in Argentina, Canada and Mexico utilize a separate, but comparable rating scale that also identifies “significant” events as those classified as level 3 or greater on a 1–5 risk/impact scale; the Cerro Negro and Éléonore events were classified as level 3, according to the comparable rating scale. The former Goldcorp risk/impact scale was updated in April 2019 to align it with Newmont’s event reporting system where possible. Former Goldcorp site events that occurred prior to the April 18, 2019 acquisition are omitted from this data set.

Number and duration of non-technical delays 2019: Site level¹

Country	Site	Nature of non-technical delay	Duration (days)	References for additional disclosures and details
Argentina	Cerro Negro	Multiple short-duration work stoppages by union members	8.92	Argentina's Cerro Negro location experienced several short duration work stoppages in 2019, with no single event lasting more than seven consecutive days; however, the hours lost equate to approximately 52,528 hours (equivalent to 8.92 days, had these stoppages been consecutive). 2019 annual sustainability report: Our Workplace chapter, labor relations section Reference Newmont.com for additional updates
Mexico	Peñasquito	Trucking contractor and community member blockade	111	2019 annual sustainability report: Social Acceptance chapter, Community relationships section; 2019 Performance regarding key community matters and activities for Mexico Environmental chapter, Water stewardship section; Participatory monitoring and collective action updates for key activities to work with stakeholders in the community surrounding the Peñasquito operations Reference Newmont.com for additional updates

¹ SASB Metals & Mining Sustainability Accounting Standard: SASB: EM-MM-210b.2: Number and duration of non-technical delays.

ETHICS AND ANTI-CORRUPTION MEASURES

2019 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index^{1, 2}

Newmont does not operate in any of the countries designated among the 20 lowest rankings in the 2019 Transparency International Corruption Perception Index.

¹ SASB Metals & Mining Sustainability Accounting Standard: SASB EM-MM-510a: Production in countries that have the 20 lowest rankings in TICP Index.

² Transparency International's 20 lowest ranking countries (ranking #161-180) for 2019 in descending order are: Nicaragua, Cambodia, Chad, Iraq, Burundi, Congo, Turkmenistan, Haiti, Dominican Republic of Congo, Libya, Guinea Bissau, North Korea, Venezuela, Equatorial Guinea, Sudan, Afghanistan, Yemen, Syria, South Sudan, and Somalia. Source: <https://www.transparency.org/cpi2019>.

Total ethics matters addressed and substantiated: Trailing five-year data¹

	2015	2016	2017	2018	2019
Total matters addressed	246	402	352	477	534
Total substantiated cases	102	165	134	215	169

¹ 2019 figures include cases from Nevada from January 1 to June 30, 2019.

Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five-year data

	2015	2016	2017	2018	2019
Total new issues captured in Ethics Solutions Tool	273	357	410	454	541
Total cases open at beginning of the year	38	65	20	78	105
Total matters closed at year end	246	402	352	477	518
Total number matters remained open at year end	65	20	78	55	130
Total substantiated cases	102	165	134	215	169
Number of cases resulting in a recommended change of business process	25	40	30	65	51
Number of cases resulting in human resources or management actions ¹	77	125	99	142	118
Number of cases resulting in employees being counseled on their actions or behavior	N/R	N/R	49	80	54
Number of cases resulting in disciplinary action	N/R	N/R	25	38	29
Number of cases resulting in employee resigning or being terminated	N/R	N/R	25	24	25
Average number of days cases were closed	55	54	37	53	68
Total not substantiated cases	144	237	218	311	365
Total matters addressed (substantiated cases + not substantiated cases) ²	246	402	352	526	534

¹ Newmont began categorizing the outcomes of human resources or management actions in 2017; detailed categorization for 2015 and 2016 of these cases was not reported (N/R).

² Of the 534 total matters addressed in 2019, 16 were opened to track additional outcomes related to a single case. Without these additional cases, the actual number of cases relating to a single incident are 518. 2019 figures include cases from Nevada from January 1 to June 30, 2019.

Number and outcomes of substantiated ethics cases 2019: Country level^{1, 2}

Breakout of substantiated cases by outcomes							
Country	Total cases addressed	Total cases substantiated	Recommended change of business process	HR-related: Employees being counseled on their actions or behavior	HR-related: Employee disciplinary action	HR-related: Employee resignation or termination	HR-related: Recommended action has been made, but not yet taken as of 12/31/19
Ghana	68	17	6	4	6	1	0
Australia	37	16	3	9	2	2	0
U.S.	128	33	4	18	6	2	3
Canada	26	8	3	1	2	2	0
Mexico	55	26	10	3	6	5	2
Argentina	50	8	3	2	1	2	0
Suriname	78	37	10	15	3	8	1
Peru	88	23	12	2	7	2	0
Honduras	1	0	0	0	0	0	0
Guatemala	3	1	0	0	0	1	0
Total	534	169	51	54	33	25	6

¹ Figures include cases from Nevada from January 1 to June 30, 2019, and from former Goldcorp from April 18 to December 31, 2019. Variances in the data shown above and the total substantiated ethics cases are attributable to cases where an action is recommended, but not yet taken.

² The 102 human resources or management-related outcomes (counseling, discipline and resignation) include seven recommended actions that were made as of December 31, 2019, but not yet taken; therefore, these seven pending actions are not included in the table above.

Nature and total number of ethics matters opened in 2019¹



	Number	Percentage
Allegations of misconduct or inappropriate behavior	287	53%
Concerns about corruption ²	86	16%
Inquiries	102	19%
Environmental Health and Safety Regulations	14	3%
Nominations	14	3%
Other	38	7%
Total	541	100%

¹ Figures include cases from Nevada from January 1 to June 30, 2019.

² “Concerns about corruption” are defined to include the following types of matters: conflicts of interest (43 cases), improper supplier or contractor activities (38 cases), and corruption (5 cases). Newmont’s Code of Conduct and Business Integrity Policy, both available at Newmont.com, outline our approach to preventing and addressing matters related to conflicts of interest, gifts, and bribery/corruption.

Percentage of employees attending Newmont Code of Conduct and/or anti-corruption training – year over year^{1, 2}



	2018	2019
Percentage of employees attending Code of Conduct-related training	90%	93%
Percentage of employees taking online Code of Conduct training and anti-corruption training for certain job grades (employees with work-issued computer)	98%	93%

¹ GRI Standards disclosure GRI 205-2: Communication and training about anti-corruption policies and procedures.

² Newmont began tracking training in 2018; 2019 data includes cases from Nevada from January 1 to June 30, 2019.

POLICY INFLUENCE

2019 Political contributions^{1, 2}



	Political affiliation	Amount (US\$)
Nevada State Democratic Party	Democrat	\$15,000
Democratic Attorneys General Association	Democrat	\$15,000
Democratic Governors Association	Democrat	\$25,000
Friends for Steve Sisolak	Democrat	\$10,000
Elko County Republican Party	Republican	\$1,700
Total		\$66,700

¹ GRI Standards disclosure GRI 415-1: Political Contributions.

² Political contributions are only made in the U.S.; data reflects Newmont contributions, including former Nevada regional activities, from January 1 to June 30, 2019, the period in which Newmont had full operational control of the Nevada assets.

2019 Trade association dues: amount and percentage attributable to political advocacy¹



	Annual dues	Dues attributable to political advocacy	Percentage attributable to political advocacy
National Mining Association	\$562,000	\$140,500	25%
Nevada Mining Association ²	\$344,398	\$58,548	17%

¹ GRI Standards disclosure GRI 415-1: Political Contributions.

² 2019 Nevada Mining Association dues data reflects former Nevada regional activities from January 1 to June 30, 2019, the period in which Newmont had full operational control of the Nevada assets.

2019 U.S. lobbying activities¹



All 2019 reports filed by lobbyists representing Newmont before the Federal government are available from the U.S. House of Representatives, [using this link](#).

¹ Newmont only makes political contributions in the U.S. and only where appropriate and allowed by law. Newmont complies with the Lobbying Disclosure Act of 1995 (Section 5) and publishes LD-2 Disclosure Forms, which are publicly available from the U.S. Secretary of the Senate, Office of Public Records (lobbyingdisclosure.house.gov) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center (senate.gov/lobby).

ENVIRONMENT

AIR QUALITY

Air quality 2019: Site level (tonnes)^{1, 2}



	Country/site	Sulphur oxides (SO _x)	Nitrogen oxides (NO _x)	Particulate matter (PM ₁₀)	Carbon monoxide (CO)	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	Persistent organic pollutants (POPs)	Volatile organic compounds (VOCs)
Africa	Ghana	63.88	121.89	45.03	359.75	0.00	0.00	0.22	0.01	0.00	11.00
	Ahafo	7.38	13.43	34.22	18.19	0.00	0.00	0.12	0.01	0.00	0.00
	Akyem	56.50	108.46	10.81	341.56	0.00	0.00	0.10	0.00	0.00	11.00
Americas: North	U.S.	8.26	1,210.18	446.33	510.75	0.00	0.00	0.00	0.00	0.00	408.23
	CC&V	8.26	1,210.18	446.33	510.75	0.00	0.00	0.00	0.00	0.00	408.23
	Canada	11.60	1,462.00	397.10	1,242.10	N/R	N/R	N/R	N/R	N/R	N/R
	Borden	0.10	77.50	14.70	19.60	N/R	N/R	N/R	N/R	N/R	N/R
	Éléonore	7.10	157.10	164.50	216.80	N/R	N/R	N/R	N/R	N/R	N/R
	Musselwhite	2.70	142.80	16.60	130.20	N/R	N/R	N/R	N/R	N/R	N/R
	Porcupine	0.50	1,066.50	133.30	270.20	N/R	N/R	N/R	N/R	N/R	N/R
	Red Lake	1.20	18.10	68.00	605.30	N/R	N/R	N/R	N/R	N/R	N/R
	Mexico	12.70	3,190.80	5,361.20	2,418.00	N/R	N/R	N/R	N/R	N/R	N/R
	Peñasquito	12.70	3,190.80	5,361.20	2,418.00	N/R	N/R	N/R	N/R	N/R	N/R
Americas: South	Argentina	13.30	212.00	367.50	184.00	N/R	N/R	N/R	N/R	N/R	N/R
	Cerro Negro	13.30	212.00	367.50	184.00	N/R	N/R	N/R	N/R	N/R	N/R
	Suriname	2,088.09	2,216.54	80.36	0.00	0.01	0.00	0.00	0.00	0.00	0.00
	Merian	2,088.09	2,216.54	80.36	0.00	0.01	0.00	0.00	0.00	0.00	0.00
	Peru	0.36	0.48	0.55	1.17	0.22	0.20	0.03	0.00	0.00	0.00
	Yanacocha	0.36	0.48	0.55	1.17	0.22	0.20	0.03	0.00	0.00	0.00
Australia ³	Australia	4.20	4,706.43	16,008.99	2,236.06	0.39	2.90	0.47	0.08	0.00	301.25
	Boddington	2.55	2,057.43	11,371.65	1,008.12	0.00	1.21	0.35	0.08	0.00	132.47
	KCGM	0.55	739.22	3,263.59	338.95	0.38	0.75	0.06	0.01	0.00	45.41
	Tanami	1.11	1,909.79	1,373.75	888.99	0.00	0.95	0.06	0.00	0.00	123.37
Global	Total	2,202.40	13,120.33	22,707.06	6,951.83	0.62	3.10	0.73	0.09	0.00	720.48

¹ GRI Standards disclosure GRI: 305-7: NO_x, SO_x and other significant air emissions; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N₂O), (3) SO_x, (4) particulate matter (PM₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs).

² Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N₂O), (3) SO_x, (4) particulate matter (PM₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs); TR refers to trace amounts, defined as <0.0001. Figures for POPs, VOPs, mercury, arsenic, lead and selenium are not reported (N/R) for 2019 former Goldcorp sites, but will be reported in future years as reporting systems are integrated.

³ 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 calendar year basis (January 1 to December 31).

Air quality: Trailing five-year data^{1, 2}

	Units	2015	2016	2017	2018	2019
Sulphur oxides (SO _x)	thousand tonnes	34.0	0.1	1.5	1.6	2.2
Nitrogen oxides (NO _x)	thousand tonnes	7.1	5.5	6.9	6.2	13.1
Particulate matter (PM ₁₀)	thousand tonnes	19.8	17.3	16.7	16.6	22.7
Carbon monoxide (CO)	thousand tonnes	2.6	3.4	3.0	2.8	7.0
Mercury (Hg)	tonnes	2.4	0.4	0.7	0.6	0.6
Arsenic (As)	tonnes	3.9	3.4	3.0	2.8	3.1
Lead (Pb)	tonnes	0.6	0.6	0.6	0.6	0.7
Selenium (Se)	tonnes	0.1	0.1	0.1	0.1	0.1
Persistent organic pollutants (POPs)	tonnes	N/R	TR	TR	TR	TR
Volatile organic compounds (VOCs)	thousand tonnes	N/R	0.5	0.4	0.3	0.7

¹ GRI Standards disclosures GRI 305-6: Emissions of ozone-depleting substances; GRI: 305-7: NO_x, SO_x and other significant air emissions; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N₂O), (3) SO_x, (4) particulate matter (PM₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs). The 2018 SO_x figure is restated on July 15, 2020. The restatement is based on adjustments made to the Suriname site operational engine runtime hours and emissions assumptions for 2018, resulting in a higher figure for Suriname, and a higher overall figure for the 2018 SO_x emissions.

² TR refers to trace amounts, defined as <0.0001. Figures for POPs, VOPs, mercury, arsenic, lead and selenium are not reported for 2019 former Goldcorp sites, but will be reported in future years as reporting systems are integrated. 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). N/R refers to not reported; beginning in 2016, air quality reporting expanded to include POPs and VOCs.

BIODIVERSITY

Total wildlife mortalities 2019: Site level¹



	Country/site	Number mortalities
Africa	Ghana	18
	Ahafo	0
	Akyem	18
Americas: North	U.S.	6
	CC&V	6
	Canada	5
	Éléonore	1
	Musselwhite	1
	Porcupine	1
	Red Lake	2
	Mexico	11
	Peñasquito	11
Americas: South	Argentina	3
	Cerro Negro	3
	Suriname	17
	Merian	17
	Peru	3
	Yanacocha	3
Australia	Australia	108
	Boddington	53
	KCGM	30
	Tanami	25
Global	Total	171

¹ GRI Standards disclosure GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.

² The total wildlife mortalities include all mortalities that occurred at the operations. The categories identify the number of wildlife mortalities by IUCN Red List category: Critically endangered, endangered, vulnerable, least concern. Those that are omitted from the 'not specified or undefined' categories include mortalities that are not on the Red List and those that are undefined.

Number of wildlife mortalities: Trailing five years¹,³

	2015	2016	2017	2018²	2019
Total	244	129	117	609	171
Critically endangered	0	0	0	0	1
Endangered	1	0	0	0	0
Vulnerable	0	0	0	2	3
Near threatened	3	1	2	1	3
Least concern	240	128	110	84	74
Not specified or undefined	0	0	5	522	90

¹ GRI Standards disclosure GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.

² The total wildlife mortalities include all mortalities that occurred at the operations. The categories identify the number of wildlife mortalities by IUCN Red List category: Critically endangered, endangered, vulnerable, least concern. Those that are omitted from the 'not specified or undefined' categories include mortalities that are not on the Red List and/or those that are undefined.

³ We have restated the data for 2018 to update the disclosure based on the definition above. The increase in total mortalities between 2018 and 2019 is due to two incidents of fish mortalities found in a stormwater drain at our Akyem site.

Newmont’s operations in relation to key biodiversity areas 2019: Site level¹

Operation	Position relative to key biodiversity area (KBA)	Ecological sensitivity	Mitigation plan	Partners/collaborators
Yanacocha in Peru (37 km²)	Contains portions of Rio Cajamarca IBA	<p>The tropical Andes are considered a biodiversity hotspot by Conservation International, and a limited portion of the operation is located within rainforest habitat.</p> <p>Habitat for <i>Pristimantis simonsii</i> (Paramo Andes frog) (critically endangered)</p>	<p>Implemented a rescue and relocation program for the Paramo Andes frog. Under the program, individual frogs are collected, quarantined, treated and then released into proper locations</p> <p>Discussing an offset for restoring land that will satisfy the habitats of the frogs along with a local education program on the burning of vegetation that impacts the frogs’ habitat in neighboring communities</p>	<p>Cayetano Heredia University</p> <p>The National Agrarian University</p>
Boddington in Western Australia (92 km²)	Contains portions of Birdlife International “Endemic Bird Area of Southwest Australia”	Woodland and shrubland habitat for black cockatoo; <i>Calyptorhynchus latirostris</i> (endangered), <i>Calyptorhynchus baudinii</i> (endangered) and <i>Bettongia penicillata</i> (critically endangered)	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	Murdoch University
Akyem in Ghana (20 km²)	Contains portions of Ajenjua Bepo Forest Reserve (not KBA but habitat for species)	Forest reserve for IUCN red-listed tree species <i>Cola boxiana</i> (endangered) and <i>Necrosyrtes monachus</i> (critically endangered)	<p>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</p> <p>Established nurseries to raise seedlings to plant at various locations within the mine area</p>	<p>Conservation Alliance</p> <p>Forestry Research Institute of Ghana</p>
Merian in Suriname (14 km²)	Contains portions of upland and lowland ever-humid forest	Rainforest habitat for IUCN red-listed tree species <i>Virola surinamensis</i> (baboonwood) (endangered) and <i>Vouacapoua americana</i> (bruinhart) (critically endangered)	<p>Implemented an internal process for vegetation disturbance to avoid and minimize unnecessary impacts to natural habitats and the two tree species</p> <p>Supporting conservation and creating an offset to compensate for biodiversity impacts; began developing plans for the reforestation of land impacted by artisanal small-scale mining (ASM) within Merian's right of exploitation (RoE)</p>	Working to develop a partnership with global expert and/or local university to support ongoing work

¹ GRI Standards disclosure GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas; SASB Metals & Mining Sustainability Accounting Standard EM-MM-160a.1: Description of environmental management policies and practices for active sites.

CLIMATE CHANGE

Energy/electricity

Estimated direct and indirect energy consumed by source 2019: Site level (GJ)^{1, 2}



Direct non-renewable energy consumption by source										
	Country/site	Non-renewable source: Coal	Non-renewable source: Diesel	Non-renewable source: Waste oil	Non-renewable source: Gasoline	Non-renewable source: Natural gas	Non-renewable source: Propane/LPG	Non-renewable source: Heavy fuel oil	Non-renewable source: Aviation fuel	Total non-renewable direct energy consumed
Africa	Ghana	0.0	2,622,429.0	0.0	0.0	0.0	714.3	0.0	0.0	2,623,143.3
	Ahafo	0.0	1,599,275.1	0.0	0.0	0.0	713.9	0.0	0.0	1,599,989.0
	Akyem	0.0	1,023,153.9	0.0	0.0	0.0	0.4	0.0	0.0	1,023,154.4
Americas: North	U.S.	0.0	1,244,446.2	0.0	20,841.4	185,329.2	4,141.3	0.0	0.0	1,454,758.1
	Denver	0.0	0.0	0.0	0.0	12,989.1	0.0	0.0	0.0	12,989.1
	CC&V	0.0	1,244,446.2	0.0	20,841.4	172,340.1	4,141.3	0.0	0.0	1,441,769.0
	Canada	0.0	1,139,536.3	0.0	35,402.6	0.0	324,262.3	0.0	0.0	1,499,201.2
	Borden	0.0	4,801.0	0.0	86.9	0.0	0.0	0.0	0.0	4,887.9
	Éléonore	0.0	304,635.4	0.0	8,941.0	0.0	123,363.2	0.0	0.0	436,939.7
	Musselwhite	0.0	235,758.7	0.0	6,128.8	0.0	195,980.1	0.0	0.0	437,867.6
	Porcupine	0.0	509,740.6	0.0	15,615.1	0.0	1,914.4	0.0	0.0	527,270.0
	Red Lake	0.0	84,600.6	0.0	4,630.7	0.0	3,004.6	0.0	0.0	92,236.0
	Mexico	0.0	3,989,097.0	0.0	37,606.5	0.0	5,197.1	0.0	0.0	4,031,900.6
Americas: South	Peñasquito	0.0	3,989,097.0	0.0	37,606.5	0.0	5,197.1	0.0	0.0	4,031,900.6
	Argentina	0.0	310,711.5	0.0	0.0	0.0	0.0	0.0	0.0	310,711.5
	Cerro Negro	0.0	310,711.5	0.0	0.0	0.0	0.0	0.0	0.0	310,711.5
	Suriname	0.0	1,726,016.8	0.0	2,714.6	0.0	32.6	1,763,255.9	0.0	3,492,019.8
	Merian	0.0	1,726,016.8	0.0	2,714.6	0.0	32.6	1,763,255.9	0.0	3,492,019.8
	Peru	0.0	2,430,595.7	0.0	1,963.2	0.0	5.1	135,284.5	0.0	2,567,848.5
Australia	Yanacocha	0.0	2,430,595.7	0.0	1,963.2	0.0	5.1	135,284.5	0.0	2,567,848.5
	Australia	0.0	5,903,976.9	661.2	939.9	1,844,624.3	79,173.8	0.0	902.6	7,830,278.6
	Perth	0.0	15,710.4	0.0	55.4	0.3	0.0	0.0	902.6	16,668.7
	Boddington	0.0	3,052,992.7	0.0	0.0	0.0	16,299.3	0.0	0.0	3,069,291.9
	KCGM	0.0	1,834,212.6	0.0	807.4	0.0	52,742.7	0.0	0.0	1,887,762.7
Global	Tanami	0.0	1,001,061.2	661.2	77.1	1,844,624.0	10,131.7	0.0	0.0	2,856,555.2
	Total	0.0	19,366,809.4	661.2	99,468.1	2,029,953.5	413,526.6	1,898,540.4	902.6	23,809,861.6

¹ GRI Standards disclosures GRI 302-1: Energy consumption within the organization and GRI 302-2: Energy consumption outside of the organization; SASB Sustainability Accounting Standard Metals & Mining sector disclosure: SASB EM-MM-130a.1: (1) Total energy consumed.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 direct coal-sourced energy omits Nevada TS Power Plant data to align with GHG Protocol Corporate Accounting and Reporting Standard for Merger and Acquisition year reporting guidance. This data had been reported in previous years. Newmont's 2015–2019 data is restated to exclude assets divested on or before December 31, 2019; 2015–2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019.

Direct renewable energy consumption by source							
	Country/site	Renewable source: Hydropower	Renewable source: Wind	Renewable source: Solar	Renewable source: Biodiesel	Total renewable direct energy consumed	Total direct energy consumed (renewable and non-renewable)
Africa	Ghana	0.0	0.0	541.7	0.0	541.7	2,623,685.0
	Ahafo	0.0	0.0	0.0	0.0	0.0	1,599,989.0
	Akyem	0.0	0.0	541.7	0.0	541.7	1,023,696.1
Americas: North	U.S.	0.0	0.0	0.0	0.0	0.0	1,454,758.1
	Denver	0.0	0.0	0.0	0.0	0.0	12,989.1
	CC&V	0.0	0.0	0.0	0.0	0.0	1,441,769.0
	Canada	0.0	0.0	1,486.8	13,383.3	14,870.1	1,514,071.2
	Borden	0.0	0.0	0.0	197.6	197.6	5,085.5
	Éléonore	0.0	0.0	0.0	0.0	0.0	436,939.7
	Musselwhite	0.0	0.0	1,486.8	9,703.6	11,190.4	449,058.0
	Porcupine	0.0	0.0	0.0	0.0	0.0	527,270.0
	Red Lake	0.0	0.0	0.0	3,482.1	3,482.1	95,718.0
	Mexico	0.0	0.0	0.0	0.0	0.0	4,031,900.6
	Peñasquito	0.0	0.0	0.0	0.0	0.0	4,031,900.6
Americas: South	Argentina	0.0	0.0	0.0	0.0	0.0	310,711.5
	Cerro Negro	0.0	0.0	0.0	0.0	0.0	310,711.5
	Suriname	0.0	0.0	0.0	0.0	0.0	3,492,019.8
	Merian	0.0	0.0	0.0	0.0	0.0	3,492,019.8
	Peru	0.0	0.0	0.0	126,306.1	126,306.1	2,694,154.6
	Yanacocha	0.0	0.0	0.0	126,306.1	126,306.1	2,694,154.6
Australia	Australia	0.0	0.0	0.0	0.0	0.0	7,830,278.6
	Perth	0.0	0.0	0.0	0.0	0.0	16,668.7
	Boddington	0.0	0.0	0.0	0.0	0.0	3,069,291.9
	KCGM	0.0	0.0	0.0	0.0	0.0	1,887,762.7
	Tanami	0.0	0.0	0.0	0.0	0.0	2,856,555.2
Global	Total	0.0	0.0	2,028.5	139,689.4	141,717.9	23,951,579.5

¹ GRI Standards disclosures GRI 302-1: Energy consumption within the organization and GRI 302-2: Energy consumption outside of the organization; SASB Sustainability Accounting Standard Metals & Mining sector disclosure: SASB EM-MM-130a.1: (1) Total energy consumed.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 direct coal-sourced energy omits Nevada TS Power Plant data to align with GHG Protocol Corporate Accounting and Reporting Standard for Merger and Acquisition year reporting guidance. This data had been reported in previous years. Newmont's 2015–2019 data is restated to exclude assets divested on or before December 31, 2019; 2015–2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019.

Estimated direct and indirect energy consumed by source 2019: Site level (GJ) (continued)^{1, 2}

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Indirect energy by source (renewable and non-renewable)								
	Country/site	Indirect (grid-purchased) electricity from renewable sources	Indirect (grid-purchased) electricity from non-renewable sources	Heating consumption	Cooling consumption	Steam consumption	Total indirect energy consumed	Total combined direct and indirect energy
Africa	Ghana	764,639.9	1,301,954.5	0.0	0.0	0.0	2,066,594.4	4,690,279.4
	Ahafo	446,699.5	760,596.5	0.0	0.0	0.0	1,207,296.0	2,807,285.0
	Akyem	317,940.4	541,358.0	0.0	0.0	0.0	859,298.4	1,882,994.5
Americas: North	U.S.	141,559.1	331,252.8	0.0	0.0	0.0	472,811.9	1,927,570.1
	Denver	4,735.7	11,998.2	0.0	0.0	0.0	16,733.9	29,723.0
	CC&V	136,823.4	319,254.6	0.0	0.0	0.0	456,078.0	1,897,847.0
	Canada	1,556,844.6	1,274,371.8	0.0	0.0	0.0	2,831,216.4	4,345,287.6
	Borden	3,364.6	6,560.6	0.0	0.0	0.0	9,925.2	15,010.7
	Éléonore	926,710.5	45,703.5	0.0	0.0	0.0	972,414.0	1,409,353.7
	Musselwhite	126,697.0	247,040.6	0.0	0.0	0.0	373,737.6	822,795.6
	Porcupine	241,298.7	470,496.9	0.0	0.0	0.0	711,795.6	1,239,065.6
	Red Lake	258,773.6	504,570.4	0.0	0.0	0.0	763,344.0	859,062.0
	Mexico	958,960.1	2,729,347.9	0.0	0.0	0.0	3,688,308.0	7,720,208.6
Americas: South	Peñasquito	958,960.1	2,729,347.9	0.0	0.0	0.0	3,688,308.0	7,720,208.6
	Argentina	188,925.4	246,386.6	0.0	0.0	0.0	435,312.0	746,023.5
	Cerro Negro	188,925.4	246,386.6	0.0	0.0	0.0	435,312.0	746,023.5
	Suriname	0.0	0.0	0.0	0.0	0.0	0.0	3,492,019.8
	Merian	0.0	0.0	0.0	0.0	0.0	0.0	3,492,019.8
	Peru	921,004.7	614,003.1	0.0	0.0	0.0	1,535,007.8	4,229,162.4
	Yanacocha	921,004.7	614,003.1	0.0	0.0	0.0	1,535,007.8	4,229,162.4
Australia	Australia	0.0	5,101,029.8	0.0	0.0	0.0	5,101,029.8	12,931,308.4
	Perth	0.0	2,622.0	0.0	0.0	0.0	2,622.0	19,290.7
	Boddington	0.0	3,701,325.0	0.0	0.0	0.0	3,701,325.0	6,770,616.9
	KCGM	0.0	1,397,082.8	0.0	0.0	0.0	1,397,082.8	3,284,845.5
	Tanami	0.0	0.0	0.0	0.0	0.0	0.0	2,856,555.2
Global	Total	4,531,933.8	11,598,346.6	0.0	0.0	0.0	16,130,280.4	40,081,859.9

¹ GRI Standards disclosures GRI 302-1: Energy consumption within the organization and GRI 302-2: Energy consumption outside of the organization; SASB Sustainability Accounting Standard Metals & Mining sector disclosure: SASB EM-MM-130a.1: (1) Total energy consumed.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 direct coal-sourced energy omits Nevada TS Power Plant data to align with GHG Protocol Corporate Accounting and Reporting Standard for Merger and Acquisition year reporting guidance. This data had been reported in previous years. Newmont's 2015–2019 data is restated to exclude assets divested on or before December 31, 2019; 2015–2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019.

Estimated direct and indirect energy consumed by source (million GJ): Trailing five years¹

	2015	2016	2017	2018	2019
Direct non-renewable energy consumed by type					
Coal ²	0.00	0.00	0.00	0.00	0.00
Diesel	21.48	22.12	23.47	23.66	19.37
Waste oil	0.00	0.00	0.00	0.00	0.00
Gasoline	0.10	0.08	0.10	0.11	0.10
Natural gas	0.54	0.56	0.86	0.77	2.03
Propane/LPG	0.54	0.44	0.48	0.46	0.41
Heavy fuel oil	0.20	0.00	1.40	1.50	1.90
Aviation fuel	0.00	0.20	0.00	0.00	0.00
Total direct non-renewable energy consumed	22.85	23.40	26.31	26.50	23.81
Direct renewable energy consumed by type³					
Hydro	N/R	N/R	N/R	N/R	0.00
Wind	N/R	N/R	N/R	N/R	0.00
Solar	N/R	N/R	N/R	N/R	0.00
Biodiesel	N/R	N/R	N/R	N/R	0.14
Total direct renewable energy consumed	0.18	0.17	0.14	0.14	0.14
Total direct energy consumed – all types	23.04	23.56	26.45	26.64	23.95
Indirect energy consumed by source					
Grid electricity from renewable sources	3.73	3.76	3.88	4.94	4.53
Grid electricity from non-renewable sources	11.98	12.14	12.67	12.39	11.60
Heating	0.00	0.00	0.00	0.00	0.00
Cooling	0.00	0.00	0.00	0.00	0.00
Steam	0.00	0.00	0.00	0.00	0.00
Total indirect energy consumed	15.70	15.90	16.55	17.33	16.13
TOTAL ENERGY CONSUMED (direct, indirect)	38.74	39.46	43.00	43.97	40.08

¹ GRI Standards disclosures GRI 302-1: Energy consumption within the organization and GRI 302-2: Energy consumption outside of the organization; SASB Sustainability Accounting Standard Metals & Mining sector disclosure: SASB EM-MM-130a.1: (1) Total energy consumed.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2015–2019 direct coal-sourced energy omits Nevada TS Power Plant data to align with [GHG Protocol Corporate Accounting and Reporting Standard](#) for Merger and Acquisition year reporting guidance. This data had been reported in previous years. Newmont's 2015–2019 data is restated to exclude assets divested on or before December 31, 2019; 2015–2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019.

³ Newmont reported aggregated renewable data from former Newmont and former Goldcorp assets from 2015 to 2018; 2019 data includes the full year of Goldcorp data and omits Nevada data; in 2019 and future years, Newmont plans to report a full breakout of direct renewable energy by type.

Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed 2019: Site level^{1, 2, 3}

	Country/site	Coal	Diesel	Waste oil	Gasoline	Natural gas	Propane	Heavy fuel oil	Aviation fuel
Africa	Ghana	0.00%	99.97%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%
	Ahafo	0.00%	99.96%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%
	Akyem	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Americas: North	U.S.	0.00%	85.54%	0.00%	1.43%	12.74%	0.28%	0.00%	0.00%
	Denver	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
	CC&V	0.00%	86.31%	0.00%	1.45%	11.95%	0.29%	0.00%	0.00%
	Canada	0.00%	76.01%	0.00%	2.36%	0.00%	21.63%	0.00%	0.00%
	Borden	0.00%	98.22%	0.00%	1.78%	0.00%	0.00%	0.00%	0.00%
	Éléonore	0.00%	69.72%	0.00%	2.05%	0.00%	28.23%	0.00%	0.00%
	Musselwhite	0.00%	53.84%	0.00%	1.40%	0.00%	44.76%	0.00%	0.00%
	Porcupine	0.00%	96.68%	0.00%	2.96%	0.00%	0.36%	0.00%	0.00%
	Red Lake	0.00%	91.72%	0.00%	5.02%	0.00%	3.26%	0.00%	0.00%
	Mexico	0.00%	98.94%	0.00%	0.93%	0.00%	0.13%	0.00%	0.00%
	Peñasquito	0.00%	98.94%	0.00%	0.93%	0.00%	0.13%	0.00%	0.00%
Americas: South	Argentina	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Cerro Negro	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Suriname	0.00%	49.43%	0.00%	0.08%	0.00%	0.00%	50.49%	0.00%
	Merian	0.00%	49.43%	0.00%	0.08%	0.00%	0.00%	50.49%	0.00%
	Peru	0.00%	94.65%	0.00%	0.08%	0.00%	0.00%	5.27%	0.00%
	Yanacocha	0.00%	94.65%	0.00%	0.08%	0.00%	0.00%	5.27%	0.00%
Australia	Australia	0.00%	75.40%	0.01%	0.01%	23.56%	1.01%	0.00%	0.01%
	Perth	0.00%	94.25%	0.00%	0.33%	0.00%	0.00%	0.00%	5.42%
	Boddington	0.00%	99.47%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%
	KCGM	0.00%	97.16%	0.00%	0.04%	0.00%	2.79%	0.00%	0.00%
	Tanami	0.00%	35.04%	0.02%	0.00%	64.58%	0.35%	0.00%	0.00%
Global	Total	0.00%	81.34%	0.00%	0.42%	8.53%	1.74%	7.97%	0.00%

¹ GRI Standards disclosures: GRI 302-1: Energy consumption within the organization and GRI 302-2: Energy consumption outside of the organization; SASB Metals & Mining Sustainability Accounting Standard SASB EM-MM-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 direct coal-sourced energy omits Nevada TS Power Plant data to align with [GHG Protocol Corporate Accounting and Reporting Standard](#) for Merger and Acquisition year reporting guidance. This data had been reported in previous years. Newmont's 2015–2019 data is restated to exclude assets divested on or before December 31, 2019; 2015–2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019.

³ Newmont reported aggregated renewable data from former Newmont and former Goldcorp assets from 2015 to 2018; 2019 data includes the full year of Goldcorp data and omits Nevada data; in 2019 and future years, Newmont plans to report a full breakout of direct renewable energy by type.

Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years^{1, 2}



	2015	2016	2017	2018	2019
Coal	0%	0%	0%	0%	0%
Diesel	93%	94%	89%	89%	81%
Waste oil	1%	0%	0%	0%	0%
Gasoline	0%	0%	0%	0%	0%
Natural gas	2%	2%	3%	3%	8%
Propane/LPG	2%	2%	2%	2%	2%
Heavy fuel oil	1%	0%	5%	6%	8%
Aviation fuel	0%	1%	0%	0%	0%

¹ GRI Standards disclosures GRI 302-1: Energy consumption within the organization and GRI 302-2: Energy consumption outside of the organization; SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-130a.1: (3) percentage renewable. Energy consumed is detailed in separate tables in this section. Data table updated 10 June 2020. Original figure for 2018 Coal was erroneously reported as 29%; actual figure is 0%.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 data omits Nevada TS Power Plant data to align with GHG Protocol Corporate Accounting and Reporting Standard for Merger and Acquisition year reporting guidance. This data had been reported in previous years. Newmont's 2015–2019 data is restated to exclude assets divested on or before December 31, 2019; 2015–2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019. Percentages may not add up to 100% due to rounding.

Estimated direct electricity consumed by source 2019: Site level (GJ)^{1, 2}

	Country/site	On-site: (direct) electricity generated	On-site: Diesel (non-renewable)	On-site: Heavy fuel oil and/or waste oil (non-renewable)	On-site: Coal-fired (non-renewable)	On-site: Natural gas-fired (non-renewable)	On-site: Solar (renewable) ³	On-site: (direct) electricity sold	On-site: Total on-site (direct) electricity consumed
Africa	Ghana	2,734.8	2,193.1	0.0	0.0	0.0	541.7	0.0	2,734.8
	Ahafo	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Akyem	2,734.8	2,193.1	0.0	0.0	0.0	541.7	0.0	2,734.8
Americas: North	U.S.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Denver	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	CC&V	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Canada	1,486.8	0.0	0.0	0.0	0.0	1,486.8	0.0	1,486.8
	Borden	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Éléonore	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Musselwhite	1,486.8	0.0	0.0	0.0	0.0	1,486.8	0.0	1,486.8
	Porcupine	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Red Lake	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Mexico	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Peñasquito	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Americas: South	Argentina	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Cerro Negro	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Suriname	1,775,427.8	12,172.0	1,763,255.9	0.0	0.0	0.0	0.0	1,775,427.8
	Merian	1,775,427.8	12,172.0	1,763,255.9	0.0	0.0	0.0	0.0	1,775,427.8
	Peru	909.5	909.5	0.0	0.0	0.0	0.0	0.0	909.5
	Yanacocha	909.5	909.5	0.0	0.0	0.0	0.0	0.0	909.5
Australia	Australia	2,287,636.2	443,012.2	0.0	0.0	1,844,624.0	0.0	0.0	2,287,636.2
	Perth	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Boddington	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	KCGM	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Tanami	2,287,636.2	443,012.2	0.0	0.0	1,844,624.0	0.0	0.0	2,287,636.2
Global	Total	4,068,195.1	458,286.8	1,763,255.9	0.0	1,844,624.0	2,028.5	0.0	4,068,195.1

¹ GRI Standard disclosure 302-1: Energy consumption within the organization.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 direct coal-sourced energy omits Nevada TS Power Plant data to align with GHG Protocol Corporate Accounting and Reporting Standard for Merger and Acquisition year reporting guidance. This data had been reported in previous years; 2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019.

³ Newmont began reporting solar production 2019 forward. Newmont's Akyem mine in Ghana installed a 120-kilowatt (kW) solar plant in August 2018 and began reporting direct solar energy generated on site in the 2019 reporting year.

Estimated total electricity consumed: Trailing five years (million GJ)^{1, 2}

	2015	2016	2017	2018	2019 ³
On-site (direct) electricity generated	0.99	0.95	1.50	1.71	1.77
Diesel	0.81	0.78	0.77	0.96	0.18
Heavy fuel oil and/or waste oil	0.00	0.00	0.59	0.61	0.71
Renewable energy	0.18	0.17	0.14	0.14	0.14
Natural gas-fired	0.00	0.00	0.00	0.00	0.74
On-site (direct) electricity sold	0.00	0.00	0.00	0.00	0.00
Total on-site (direct) electricity consumed	0.99	0.95	1.50	1.71	1.77

¹ GRI Standard disclosure 302-1: Energy consumption within the organization. Table data updated 10 June 2020; original data table row for Renewable energy was erroneously labeled as Coal-fired electricity generated.

² 2019 data includes Nevada TS Power Plant data and full year data for former Goldcorp assets acquired by Newmont on April 18, 2019.

³ 2019 figures assume generator efficiency rate of 40%.

Estimated electric power sourced from renewables 2019: Site level (GJ)^{1, 2}

	Country/site	Total electric power consumed from grid and site generation	Total electric power purchased from renewable sources	Total site-generated electric power from renewable sources	% of electric power (purchased and site-generated) sourced from renewable sources
Africa	Ghana	2,069,329.20	764,639.93	541.70	37.0%
	Ahafo	1,207,296.00	446,699.52	0.00	37.0%
	Akyem	862,033.20	317,940.41	541.70	36.9%
Americas: North	U.S.	472,811.95	141,559.11	0.00	29.9%
	Denver	16,733.91	4,735.70	0.00	28.3%
	CC&V	456,078.04	136,823.41	0.00	30.0%
	Canada	2,832,703.20	1,556,844.56	1,486.80	55.0%
	Borden	9,925.20	3,364.64	0.00	33.9%
	Éléonore	972,414.00	926,710.54	0.00	95.3%
	Musselwhite	375,224.40	126,697.05	1,486.80	34.2%
	Porcupine	711,795.60	241,298.71	0.00	33.9%
	Red Lake	763,344.00	258,773.62	0.00	33.9%
	Mexico	3,688,308.00	958,960.08	0.00	26.0%
Americas: South	Peñasquito	3,688,308.00	958,960.08	0.00	26.0%
	Argentina	435,312.00	188,925.41	0.00	43.4%
	Cerro Negro	435,312.00	188,925.41	0.00	43.4%
	Suriname	1,775,427.82	0.00	0.00	0.0%
	Merian	1,775,427.82	0.00	0.00	0.0%
	Peru	1,535,917.32	921,004.69	0.00	60.0%
Australia	Yanacocha	1,535,917.32	921,004.69	0.00	60.0%
	Australia	7,388,665.99	0.00	0.00	0.0%
	Perth	2,622.00	0.00	0.00	0.0%
	Boddington	3,701,325.00	0.00	0.00	0.0%
	KCGM	1,397,082.80	0.00	0.00	0.0%
Global	Tanami	2,287,636.20	0.00	0.00	0.0%
	Total	20,198,475.49	4,531,933.77	2,028.50	22.4%

¹ GRI Standard disclosure 302-1: Energy consumption within the organization.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019.

Greenhouse gas emissions

Estimated greenhouse gas (GHG) emissions 2019: Site level (tonnes CO₂e)^{1, 2}

	Country/site	From coal ²	From diesel	From waste oil	From gasoline	From natural gas	From propane	From heavy fuel oil	From aviation fuel	From biodiesel	From quick lime production
Africa	Ghana	0.0	195,446.5	0.0	0.0	0.0	45.2	0.0	0.0	0.0	0.0
	Ahafo	0.0	119,192.1	0.0	0.0	0.0	45.2	0.0	0.0	0.0	0.0
	Akyem	0.0	76,254.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Americas: North	U.S.	0.0	92,747.1	0.0	1,453.2	10,425.7	262.0	0.0	0.0	0.0	0.0
	Denver	0.0	0.0	0.0	0.0	730.7	0.0	0.0	0.0	0.0	0.0
	CC&V	0.0	92,747.1	0.0	1,453.2	9,695.0	262.0	0.0	0.0	0.0	0.0
	Canada	0.0	84,928.3	0.0	2,468.6	0.0	20,511.1	0.0	0.0	134.1	0.0
	Borden	0.0	357.8	0.0	6.1	0.0	0.0	0.0	0.0	0.0	0.0
	Éléonore	0.0	22,704.1	0.0	623.4	0.0	7,803.3	0.0	0.0	0.0	0.0
	Musselwhite	0.0	17,570.8	0.0	427.4	0.0	12,396.7	0.0	0.0	130.9	0.0
	Porcupine	0.0	37,990.4	0.0	1,088.8	0.0	121.1	0.0	0.0	0.0	0.0
	Red Lake	0.0	6,305.2	0.0	322.9	0.0	190.1	0.0	0.0	3.2	0.0
	Mexico	0.0	297,302.6	0.0	2,622.3	0.0	328.7	0.0	0.0	0.0	0.0
Americas: South	Peñasquito	0.0	297,302.6	0.0	2,622.3	0.0	328.7	0.0	0.0	0.0	0.0
	Argentina	0.0	23,157.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Cerro Negro	0.0	23,157.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Suriname	0.0	128,638.0	0.0	189.3	0.0	2.1	137,232.1	0.0	0.0	0.0
	Merian	0.0	128,638.0	0.0	189.3	0.0	2.1	137,232.1	0.0	0.0	0.0
	Peru	0.0	181,149.4	0.0	136.9	0.0	0.3	10,529.0	0.0	3.4	20,565.9
	Yanacocha	0.0	181,149.4	0.0	136.9	0.0	0.3	10,529.0	0.0	3.4	20,565.9
Australia	Australia	0.0	416,018.7	9.2	63.6	9,505.5	4,783.7	0.0	61.2	0.0	0.0
	Perth	0.0	1,106.5	0.0	3.7	0.0	0.0	0.0	61.2	0.0	0.0
	Boddington	0.0	215,184.2	0.0	0.0	0.0	984.8	0.0	0.0	0.0	0.0
	KCGM	0.0	129,310.3	0.0	54.6	0.0	3,186.7	0.0	0.0	0.0	0.0
	Tanami	0.0	70,417.7	9.2	5.2	9,505.5	612.2	0.0	0.0	0.0	0.0
Global	Total	0.0	1,419,387.5	9.2	6,933.8	105,479.1	25,933.1	147,761.1	61.2	137.4	20,565.9

¹ GRI Standards disclosures GRI: 305-1: Direct (Scope 1) GHG emissions and GRI: 305-2: Energy indirect (Scope 2) GHG emissions; SASB Metals & Mining Sustainability Accounting Standard EM-MM-110a.1: Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (reference separate table for percentage covered under emissions-limiting regulations).

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 data omits Nevada TS Power Plant data to align with GHG Protocol Corporate Accounting and Reporting Standard for Merger and Acquisition year reporting guidance. 2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019. Greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors.

Estimated greenhouse gas (GHG) emissions 2019: Site level (tonnes CO₂e) (continued)^{1, 2}

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	Country/site	From acid rock drainage (ARD) neutralization	From sulfur hexafluoride (SF ₆)	From refrigerant R-134a	From refrigerant R-410a	Other fugitive emissions	Methane	Total direct (Scope 1) GHG emissions	Total indirect (Scope 2) emissions	Total direct and indirect (Scope 1 and 2) GHG emissions
Africa	Ghana	0.0	0.0	1,672.5	495.5	0.0	0.0	197,659.7	123,421.6	321,081.3
	Ahafo	0.0	0.0	97.2	495.5	0.0	0.0	119,829.9	72,102.4	191,932.3
	Akyem	0.0	0.0	1,575.3	0.0	0.0	0.0	77,829.7	51,319.2	129,149.0
Americas: North	U.S.	0.0	0.0	272.4	0.0	0.0	0.0	105,160.4	76,308.9	181,469.3
	Denver	0.0	0.0	0.0	0.0	0.0	0.0	730.7	2,703.0	3,433.7
	CC&V	0.0	0.0	272.4	0.0	0.0	0.0	104,429.7	73,605.9	178,035.6
	Canada	0.0	0.0	0.0	0.0	0.0	0.0	108,042.0	9,128.8	117,170.9
	Borden	0.0	0.0	0.0	0.0	0.0	0.0	363.9	46.9	410.7
	Éléonore	0.0	0.0	0.0	0.0	0.0	0.0	31,130.9	351.1	31,482.0
	Musselwhite	0.0	0.0	0.0	0.0	0.0	0.0	30,525.7	1,764.9	32,290.6
	Porcupine	0.0	0.0	0.0	0.0	0.0	0.0	39,200.3	3,361.3	42,561.5
	Red Lake	0.0	0.0	0.0	0.0	0.0	0.0	6,821.3	3,604.7	10,426.0
	Mexico	0.0	0.0	0.0	0.0	0.0	0.0	300,253.6	475,381.9	775,635.5
Americas: South	Peñasquito	0.0	0.0	0.0	0.0	0.0	0.0	300,253.6	475,381.9	775,635.5
	Argentina	0.0	0.0	0.0	0.0	0.0	0.0	23,157.0	43,325.6	66,482.6
	Cerro Negro	0.0	0.0	0.0	0.0	0.0	0.0	23,157.0	43,325.6	66,482.6
	Suriname	0.0	0.0	50.7	85.2	0.0	0.0	266,197.3	0.0	266,197.3
	Merian	0.0	0.0	50.7	85.2	0.0	0.0	266,197.3	0.0	266,197.3
	Peru	0.0	0.0	661.2	0.0	0.0	0.0	213,046.1	126,638.1	339,684.3
	Yanacocha	0.0	0.0	661.2	0.0	0.0	0.0	213,046.1	126,638.1	339,684.3
	Australia	0.0	162.7	900.9	100.2	0.0	0.0	517,153.7	969,130.9	1,486,284.6
	Perth	0.0	0.0	0.0	0.0	0.0	0.0	1,171.4	506.2	1,677.6
	Boddington	0.0	105.6	676.4	0.0	0.0	0.0	216,951.0	714,561.4	931,512.3
Australia	KCGM	0.0	31.7	31.5	0.0	0.0	0.0	132,614.8	254,063.4	386,678.2
	Tanami	0.0	25.5	193.1	100.2	0.0	0.0	166,416.5	0.0	166,416.5
	Total	0.0	162.7	3,557.8	680.9	0.0	0.0	1,730,669.8	1,823,336.0	3,554,005.8
	Global	0.0	162.7	3,557.8	680.9	0.0	0.0	1,730,669.8	1,823,336.0	3,554,005.8

¹ GRI Standards disclosures GRI: 305-1: Direct (Scope 1) GHG emissions and GRI: 305-2: Energy indirect (Scope 2) GHG emissions; SASB Metals & Mining Sustainability Accounting Standard EM-MM-110a.1: Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (reference separate table for percentage covered under emissions-limiting regulations).

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 data omits Nevada TS Power Plant data to align with GHG Protocol Corporate Accounting and Reporting Standard for Merger and Acquisition year reporting guidance. 2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019. Greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors.

Estimated greenhouse gas (GHG) emissions: Trailing five years (million tonnes CO₂e)^{1, 2}

NEM GG NV

	2015	2016	2017	2018	2019
Direct GHG emissions sources					
From coal	0.000	0.000	0.000	0.000	0.000
From diesel	1.653	1.607	1.712	1.722	1.419
From waste oil	0.000	0.000	0.000	0.000	TR
From gasoline	0.009	0.006	0.007	0.007	TR
From natural gas	0.035	0.030	0.047	0.041	0.105
From propane	0.034	0.031	0.034	0.033	TR
From heavy fuel oil	0.017	0.017	0.119	0.113	0.148
From aviation fuel	0.000	0.000	0.000	0.000	TR
From biodiesel	0.013	0.012	0.000	0.000	TR
From quick lime production	0.036	0.038	0.019	0.005	TR
From acid rock drainage (ARD) neutralization	0.000	0.000	0.000	0.000	0.000
From sulfur hexafluoride (SF ₆)	0.000	0.000	0.000	0.000	TR
From refrigerant R-134a	0.003	0.002	0.002	0.004	TR
From refrigerant R-410a	0.000	0.001	0.001	0.000	TR
Other fugitive emissions	0.002	0.002	0.001	0.000	0.000
Methane ⁴	0.000	0.000	0.000	0.000	0.000
Total direct (Scope 1) GHG emissions	1.803	1.745	1.943	1.926	1.731
Total indirect (Scope 2) emissions	1.940	1.799	1.824	1.831	1.823
Total direct and indirect (Scope 1 and 2) GHG emissions	3.743	3.544	3.767	3.758	3.554

¹ GRI Standards disclosures: GRI: 305-1: Direct (Scope 1) GHG emissions, and GRI: 305-2: Energy indirect (Scope 2) GHG emissions; SASB Metals & Mining Sustainability Accounting Standard EM-MM-110a.1: Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (reference separate table for percentage covered under emissions-limiting regulations).

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 data omits Nevada TSSP data to align with [GHG Protocol Corporate Accounting and Reporting Standard](#) for Merger and Acquisition year reporting guidance. 2015–2018 data is restated to include former Goldcorp site data for accounting and comparability purposes; 2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019. Greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors.

Estimated GHG emissions intensity: Trailing five years (million tonnes CO₂e)^{1, 2}

NEM GG NV

	2015	2016	2017	2018	2019
GHG intensity	0.50	0.53	0.55	0.56	0.56

¹ GRI Standards disclosure: GRI: 305-4: GHG emissions intensity.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 data omits Nevada TS Power Plant data to align with [GHG Protocol Corporate Accounting and Reporting Standard](#) for Merger and Acquisition year reporting guidance. 2015–2018 data is restated to include former Goldcorp site data for accounting and comparability purposes; 2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019. Greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors.

2019 Estimated gross global Scope 1 emissions, percentage of sites operating in jurisdictions with emissions-limiting regulations 2019: Site level^{1, 2}

	Site	Country/jurisdiction	Site operates in jurisdiction(s) with emissions-limiting regulations	Site-level Scope 1 GHG emissions under emissions-limiting regulations (tonnes CO ₂ e)	% of Company's total Scope 1 emissions under emissions-limiting regulations (percentage)
Africa	Ahafo	Ghana	No		
	Akyem	Ghana	No		
Americas: North	Denver	U.S.	No		
	CC&V	U.S.	No		
	Borden	Canada	Yes	363.9	0.0%
	Éléonore	Canada	Yes	31,130.9	1.8%
	Musselwhite	Canada	Yes	30,525.7	1.8%
	Porcupine	Canada	Yes	39,200.3	2.3%
	Red Lake	Canada	Yes	6,821.3	0.4%
	Peñasquito	Mexico	Yes	300,253.6	17.3%
Americas: South	Cerro Negro	Argentina	No		
	Merian	Suriname	No		
	Yanacocha	Peru	No		
Australia	Perth	Australia	Yes	1,171.4	0.1%
	Boddington	Australia	Yes	216,951.0	12.5%
	KCGM	Australia	Yes	132,614.8	7.7%
	Tanami	Australia	Yes	166,416.5	9.6%
Global	Total		10	925,449.3	53.5%

¹ SASB Metals & Mining Sustainability Accounting Standard EM-MM-110a.1: Gross global Scope 1 emissions percentage covered under emissions-limiting regulations.

² To ensure consistency and comparable reporting boundaries across energy and climate data disclosed, 2019 data omits Nevada TS Power Plant data to align with [GHG Protocol Corporate Accounting and Reporting Standard](#) for Merger and Acquisition year reporting guidance. 2015-2018 data is restated to include former Goldcorp site data for accounting and comparability purposes; 2019 data includes full year data for former Goldcorp assets acquired by Newmont on April 18, 2019. Greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors.

2019 Estimated Scope 3 GHG emissions by source^{1, 2, 3}



Source	Estimated tonnes CO ₂ e by Scope 3 emissions source
Source 1: Purchased goods and services	860,510.5
Source 2: Capital goods	404,412.7
Source 3: Fuel and energy related activities	777,735.4
Source 4: Upstream transport	2,906.4
Source 5: Waste generated in operations	6,749.0
Source 6: Business travel	8,118.0
Source 7: Employee commuting	20,400.0
Source 8: Upstream leased assets	N/A
Source 9: Downstream transport	6,392.5
Source 10: Processing of sold products	44,480.5
Source 11: Use of sold products ³	N/A
Source 12: End-of-life of sold products ³	214.1
Source 13: Downstream leased assets	N/A
Source 14: Franchises ³	N/A
Source 15: Investments ³	N/A
Total estimated Scope 3 GHG emissions	2,131,919.1

¹ GRI Standards disclosure GRI 305-3: Other indirect (Scope 3) GHG emissions. Scope 3 emissions omit 2019 Nevada-related data.

² Of these estimated Scope 3 emissions, sources 6, 10, 11 and 12 are externally assured; the remaining sources are estimated figures.

³ Scope 3 emission source numbers 8, 11, 13, 14 and 15 are not applicable (N/A) to Newmont.

CLOSURE AND RECLAMATION

Amount of land disturbed or rehabilitated 2019: Site level (ha)^{1, 2, 3}

	Country/site	Total land disturbance – closing balance reported for 2018 calendar year	Subsequent survey corrections on 2018 balance	Total disturbance at beginning of reporting period (opening balance)	New disturbance during 2019	Achieved reclamation (to agreed upon end use) during reporting period	Total disturbance not yet reclaimed to agreed upon end use at end of reporting period (closing balance)
Africa	Ghana	3,473.8	0.0	3,473.8	79.2	30.8	3,522.3
	Ahafo	2,357.4	0.0	2,357.4	64.5	27.2	2,394.7
	Akyem	1,116.4	0.0	1,116.4	14.7	3.5	1,127.6
Americas: North	U.S.	1,267.5	0.0	1,267.5	0.0	2.6	1,264.9
	CC&V	1,267.5	0.0	1,267.5	0.0	2.6	1,264.9
	Canada	3,741.0	N/R	3,741.0	57.0	N/R	3,798.0
	Éléonore	436.0	N/R	436.0	5.0	N/R	441.0
	Musselwhite	95.0	N/R	95.0	52.0	N/R	147.0
	Porcupine	2,555.0	N/R	2,555.0	0.0	N/R	2,555.0
	Red Lake	655.0	N/R	655.0	0.0	N/R	655.0
	Mexico	3,928.0	N/R	3,928.0	181.0	N/R	4,109.0
	Peñasquito	3,928.0	N/R	3,928.0	181.0	N/R	4,109.0
Americas: South	Argentina	403.0	N/R	403.0	25.0	N/R	428.0
	Cerro Negro	403.0	N/R	403.0	25.0	N/R	428.0
	Suriname	1,374.5	(479.2)	895.3	389.7	15.8	1,269.2
	Merian	1,374.5	(479.2)	895.3	389.7	15.8	1,269.2
	Peru	3,988.9	0.0	3,988.9	83.7	58.3	4,014.3
	Yanacocha	3,988.9	0.0	3,988.9	83.7	58.3	4,014.3
Australia	Australia	8,690.7	(15.3)	8,675.4	54.5	41.2	8,688.8
	Boddington	4,138.3	(15.3)	4,123.0	0.0	34.2	4,088.8
	KCGM	2,963.1	0.0	2,963.1	37.0	7.0	2,993.1
	Tanami	1,589.3	0.0	1,589.3	17.5	0.0	1,606.8
Global	Total	26,867.4	(494.5)	26,372.9	870.1	148.6	27,094.4

¹ GRI Mining and Metals Sector Supplement disclosures MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated, and MM10: Number and percentage of sites with closure plan in place.

² Fourteen of Newmont's sites, representing 100% of Newmont's active mine sites, have closure plans in place as of year end 2019.

³ Former Goldcorp sites in Argentina, Canada and Mexico data for prior year-end survey corrections and achieved reclamation are not reported (shown as 'N/R') and will be reported in future years as reporting systems are fully integrated.

Land disturbance: Trailing five-year data (thousand ha)¹

	2015	2016	2017	2018	2019 ²
Annual disturbance not yet reclaimed to agreed upon end use at year end	31.93	31.64	33.12	34.18	27.09

¹ GRI Mining and Metals Sector Supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.

2019 Mine lease area¹

	Country/site	Hectares
Africa	Ghana	62,257
	Ahafo	55,532
	Akyem	6,725
Americas: North	U.S.	2,431
	CC&V	2,431
	Canada	77,166
	Éléonore	949
	Musselwhite	65,189
	Porcupine	7,625
	Red Lake	3,403
	Mexico	88,741
Americas: South	Peñasquito	88,741
	Argentina	26,891
	Cerro Negro	26,891
	Suriname	25,916
	Merian	25,916
	Peru	121,810
	Yanacocha	121,810
Australia	Australia	47,369
	Boddington	9,642
	KCGM	33,772
	Tanami	3,955
Global	Total	452,581

¹ GRI Mining and Metals Sector Supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.

CYANIDE MANAGEMENT

Estimated cyanide use: Trailing five years (thousand tonnes)¹

	2015	2016	2017	2018	2019
Cyanide use	49.2	57.8	68.6	59.1	47.3

¹ Cyanide usage data is estimated based on annual procurement data recorded in Newmont's accounting system; 2019 data includes all former Goldcorp sites.



Cyanide-related incidents 2019: Site level (no. of incidents)¹

	Country/site	Release off site requires response or remediation	Adverse effects on human health ²	Adverse effects to the environment	Required reporting under applicable regulations	Exceedances of applicable limits of Cyanide Code	Impact to biodiversity ²	Site has an ICMC certification ³
Africa	Ghana	0	0	0	0	0	0	
	Ahafo	0	0	0	0	0	0	Yes
	Akyem	0	0	0	0	0	0	Yes
Americas: North	U.S.	0	0	0	1	0	0	
	CC&V	0	0	0	1	0	0	Yes
	Canada	0	0	0	2	2	0	
	Éléonore	0	0	0	0	0	0	Yes
	Musselwhite	0	0	0	0	0	0	Yes
	Porcupine	0	0	0	1	1	0	Yes
	Red Lake	0	0	0	1	1	0	Yes
	Mexico	0	0	0	0	3	0	
	Peñasquito	0	0	0	0	3	0	Yes
Americas: South	Argentina	0	0	0	0	0	0	
	Cerro Negro	0	0	0	0	0	0	Yes
	Suriname	0	0	0	0	0	0	
	Merian	0	0	0	0	0	0	Yes
	Peru	0	0	0	0	0	0	
	Yanacocha	0	0	0	0	0	0	Yes
Australia	Australia	1	0	0	2	1	0	
	Boddington	1	0	0	2	1	0	Yes
	Tanami	0	0	0	0	0	0	Yes
Global	Total	1	0	0	5	6	0	

¹ There were no incidents of cyanide exposure resulting in hospitalization in 2019. Data omits KCGM site, which was divested in Q1 2020.

² Cyanide-related biodiversity impacts are wildlife fatalities; for a full listing of wildlife fatalities, refer to the Biodiversity wildlife mortality table.

³ International Cyanide Management Code (ICMC) certification is publicly available at: <https://www.cyanidecode.org/signatory-company-categories/newmont-corporation-united-states>.

SIGNIFICANT MATERIALS CONSUMPTION

Estimated materials usage 2019: Site level¹



	Country/site	Grinding media	Sodium cyanide (NaCN)²	Lime	Cement	Tires (by weight)	Lubricants	Hydrochloric acid (HCL)	Sulfuric acid (H₂SO₄)	Nitric acid (HNO₃)
Units of measure		thousand tonnes					thousand kiloliters			
Africa	Ghana	20.34	3.98	14.80	9.35	1.11	1.94	1.34	0.00	0.00
	Ahafo	9.97	2.02	5.74	9.35	0.70	1.39	0.68	0.00	0.00
	Akyem	10.37	1.96	9.06	0.00	0.41	0.55	0.66	0.00	0.00
Americas: North	U.S.	0.80	4.41	90.40	0.00	0.63	6.62	1.61	0.00	0.00
	CC&V	0.80	4.41	90.40	0.00	0.63	6.62	1.61	0.00	0.00
	Canada	7.05	2.63	12.71	42.18	2.63	1.53	33.27	0.07	0.23
	Éléonore	3.59	1.30	3.52	24.19	0.91	0.39	0.00	0.05	0.23
	Musselwhite	0.23	0.07	0.16	0.09	0.28	0.24	0.02	0.00	0.00
	Porcupine	2.30	0.73	3.27	8.52	1.04	0.61	0.00	0.00	0.00
	Red Lake	0.93	0.53	5.76	9.38	0.40	0.29	33.25	0.02	0.00
	Mexico	11.43	10.32	14.22	0.00	1.90	1.52	0.00	0.00	0.00
	Peñasquito	11.43	10.32	14.22	0.00	1.90	1.52	0.00	0.00	0.00
Americas: South	Argentina	2.61	1.15	1.58	8.21	0.30	0.32	0.00	0.00	0.00
	Cerro Negro	2.61	1.15	1.58	8.21	0.30	0.32	0.00	0.00	0.00
	Suriname	8.78	2.88	17.28	0.00	0.74	0.93	1.89	0.00	0.00
	Merian	8.78	2.88	17.28	0.00	0.74	0.93	1.89	0.00	0.00
	Peru	12.43	11.87	111.11	0.02	1.20	1.16	1.33	3.26	0.00
	Yanacocha	12.43	11.87	111.11	0.02	1.20	1.16	1.33	3.26	0.00
Australia³	Australia	20.74	10.02	22.96	3.36	1.83	2.36	2.10	21.13	0.00
	Boddington	19.41	9.01	21.30	0.00	1.40	2.00	1.87	19.14	0.00
	Tanami	1.33	1.01	1.66	3.36	0.43	0.36	0.23	1.99	0.00
Global	Total	84.17	47.26	285.06	63.12	10.34	16.38	41.54	24.46	0.24

¹ GRI Standards disclosure GRI 301-1: Materials used by weight or volume. Materials consumption data is estimated based on annual procurement data recorded in Newmont's accounting system, which includes former Goldcorp sites for April 18 to December 31, 2019.

² Sodium cyanide quantities vary each year due to mineral variations in our ore bodies as well as processing variables.

³ Data omits Australia KCGM site data.

Estimated materials usage: Trailing five-year data^{1, 2}

	Units	2015	2016	2017	2018	2019
Grinding media	thousand tonnes	102.70	83.20	97.90	103.10	84.17
Sodium cyanide ³	thousand tonnes	49.20	57.80	68.60	59.10	47.26
Lime	thousand tonnes	515.80	513.10	513.50	473.80	285.06
Cement	thousand tonnes	72.80	65.10	71.20	78.10	63.12
Tires (by weight)	thousand tonnes	12.20	9.20	10.00	8.10	10.34
Lubricants	thousand kL	11.10	12.50	12.10	12.30	16.38
Hydrochloric acid (HCL)	thousand kL	6.30	7.00	12.10	10.70	41.54
Sulfuric acid (H ₂ SO ₄)	thousand kL	65.40	78.00	78.70	81.40	24.46
Nitric acid (HNO ₃) ⁴	thousand kL	N/R	N/R	N/R	N/R	0.24

¹ GRI Standards disclosure GRI 301-1: Materials used by weight or volume. Materials consumption data is estimated based on annual procurement data recorded in Newmont's accounting system; 2019 data includes former Goldcorp sites for April 18 to December 31, 2019.

² 2019 data omits Australia KCGM site data; trailing 2015–2018 data reflects former Newmont sites only.

³ Sodium cyanide quantities vary each year due to mineral variations in our ore bodies as well as processing variables.

⁴ Nitric acid usage was not reported ('N/R') 2015–2018; this data will be reported from 2019 onwards on an annual basis.

SPILLS AND RELEASES

Environmental releases by number of incidents:
Trailing five years¹

	2015	2016	2017	2018	2019
Total environmental releases on site	43	81	78	50	647
Total environmental releases off site	0	0	1	0	3
Total environmental releases	43	81	79	0	650
Cyanide releases	41	77	77	2	34
Mercury releases	1	2	0	0	0
Significant hydrocarbon releases	1	1	0	0	4
Significant chemical releases	0	0	2	0	0
Other significant releases	0	1	0	0	4

¹ GRI Standards disclosure GRI 306-3: Significant spills.

Estimated environmental releases by volume:
Trailing five years¹

	2015	2016	2017	2018	2019
Cyanide releases (kL)	582	2,500	3,406	5,768	4,745
Mercury releases (kg)	0.01	1.70	0.00	0.00	0.00
Significant hydrocarbon releases (kL)	2	2	0	0	1
Significant chemical releases (kL)	0	0	0	0	0
Other significant releases (kL)	0	31	0	0	46

¹ GRI Standards disclosure GRI 306-3: Significant spills. Data is normalized using global unit of measure conversion formulas and estimated concentration calculations based on data reported in internal reporting systems.

TAILINGS MANAGEMENT

Tailings generated and disposed 2019 (metric tonnes)¹



	Country/site	Disposal method ² (former Newmont sites reported only)			Total disposed ² (former Newmont sites reported only)	Total generated (all sites)
		Surface tailings	Open pit tailings	Sub-surface tailings		
Africa	Ghana	14,827,702	0	0	14,827,702	14,827,702
	Ahafo	6,735,609	0	0	6,735,609	6,735,609
	Akyem	8,092,093	0	0	8,092,093	8,092,093
Americas: North	U.S.	1,492,650	0	0	1,492,650	1,492,650
	CC&V	1,492,650	0	0	1,492,650	1,492,650
	Canada	N/R	N/R	N/R	N/R	6,420,250
	Borden	N/R	N/R	N/R	N/R	0
	Éléonore	N/R	N/R	N/R	N/R	2,102,246
	Musselwhite	N/R	N/R	N/R	N/R	185,163
	Porcupine	N/R	N/R	N/R	N/R	3,744,511
	Red Lake	N/R	N/R	N/R	N/R	388,330
	Mexico	N/R	N/R	N/R	N/R	22,604,780
	Peñasquito	N/R	N/R	N/R	N/R	22,604,780
Americas: South	Argentina	N/R	N/R	N/R	N/R	1,253,382
	Cerro Negro	N/R	N/R	N/R	N/R	1,253,382
	Suriname	14,698,549	0	0	14,698,549	14,698,549
	Merian	14,698,549	0	0	14,698,549	14,698,549
	Peru	4,750,998	0	0	4,750,998	4,750,998
	Yanacocha	4,750,998	0	0	4,750,998	4,750,998
Australia	Australia	54,104,250	10,528	560,409	54,675,187	54,675,187
	Boddington	39,628,538	0	0	39,628,538	39,628,538
	KCGM	12,450,757	0	0	12,450,757	12,450,757
	Tanami	2,024,954	10,528	560,409	2,595,891	2,595,891
Global ²	Former Newmont	89,874,149	10,528	560,409	90,445,086	90,445,086
	Former Goldcorp	N/R	N/R	N/R	N/R	30,278,412
	All sites	N/R	N/R	N/R	N/R	120,723,498

¹ GRI Mining and Metals Sector Supplement disclosure MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard SASB EM-MM-150a.1: Total weight of tailings waste, percentage recycled.

² N/R: 2019 former Goldcorp sites (Argentina, Canada and Mexico) omit total tailings produced; in future years, as site standards and reporting systems are integrated, these sites will report more detailed data to include tailings disposals by type (surface, open pit and sub-surface disposals) in addition to total tailings disposed.

Total waste rock/tailings generated: Trailing five years
(million tonnes)¹

	2015	2016	2017	2018	2019
Total waste rock generated	340.1	335.9	346.0	299.7	320.6
Total tailings produced	135.9	96.8	110.9	112.1	120.7

¹ GRI Mining and Metals Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard SASB EM-MM-150a.1: Total weight of tailings waste, percentage recycled.

Tailings inventory and disclosures^{1, 2}

Church of England disclosures: Newmont developed a disclosure in response to the Church of England’s April 10, 2019 request for information concerning tailings dam management. This disclosure provides Newmont’s approach to tailings; communications and risk management; a description of updates to our approach following recent disasters; and an inventory of tailings dam facilities for our operating sites, joint ventures, subsidiaries, and legacy sites as of July 1, 2019. [Full disclosure available.](#)

Global Tailings Inventory: Newmont provides a full disclosure of tailings facilities, classifications, location, status, construction type and detailed, downloadable datasets, which are periodically updated and available for [download](#).

¹ GRI Mining and Metals Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard SASB EM-MM-150a.3: Number of tailings impoundments, broken down by hazard potential. Additional disclosures are available at: <https://www.newmont.com/sustainability/environmental-responsibility/tailings-management/default.aspx>.

² Church of England Pensions Board and Swedish Council on Ethics for the AP Public Pension Fund – Tailings Management Approach and Inventory Disclosure.

WATER STEWARDSHIP

2019 Water summary by site (thousand kL)^{1, 2}



	Country/site	Total water withdrawn	Total water discharged	Total water consumed (withdrawn minus total discharged)	Total water recycled	Total water used (consumed + recycled)	Percent recycled (total water recycled/total water used)	2019 Water intensity – GEO ³	2019 Water intensity (tonnes of ore processed) ³
Africa	Ghana	18,640	4,338	14,302	14,978	29,280	51.2%	13.43	0.90
	Ahafo	7,886	2,659	5,227	6,144	11,371	54.0%	8.13	0.72
	Akyem	10,754	1,679	9,076	8,834	17,910	49.3%	21.51	1.05
Americas: North	U.S.	2,875	111	2,764	48,486	51,250	95%	8.58	0.12
	CC&V	2,875	111	2,764	48,486	51,250	94.6%	8.58	0.12
	Canada	17,688	11,749	5,939	17,105	23,044	74.2%	7.21	1.15
	Éléonore	3,341	2,451	890	5,199	6,089	85.4%	2.62	0.54
	Musselwhite	2,115	2,098	17	679	696	97.6%	0.53	0.00
	Porcupine ⁴	7,779	4,590	3,189	8,539	11,728	72.8%	11.01	1.06
	Red Lake	4,453	2,610	1,843	2,688	4,531	59.3%	11.39	3.66
	Mexico	28,326	219	28,107	44,466	72,573	61.3%	34.27	1.87
	Peñasquito	28,326	219	28,107	44,466	72,573	61.3%	34.27	1.87
Americas: South	Argentina	1,027	0	1,027	2,237	3,264	68.5%	2.28	1.06
	Cerro Negro	1,027	0	1,027	2,237	3,264	68.5%	2.28	1.06
	Suriname	39,657	37,000	2,657	14,758	17,415	84.7%	5.07	0.16
	Merian	39,657	37,000	2,657	14,758	17,415	84.7%	5.07	0.16
	Peru	56,006	34,087	21,919	47,468	69,387	68.4%	41.59	0.55
	Yanacocha	56,006	34,087	21,919	47,468	69,387	68.4%	41.59	0.55
Australia	Australia	34,329	4,632	29,697	73,713	103,410	71.3%	16.45	0.55
	Boddington	21,787	0	21,787	47,730	69,517	68.7%	25.66	0.50
	KCGM	9,431	4,632	4,799	14,656	19,455	75.3%	10.52	0.70
	Tanami	3,111	0	3,111	11,327	14,438	78.5%	6.22	1.09
Global	Total	198,549	92,136	106,413	263,210	369,623	71.2%	16.79	0.63

¹ GRI Standards disclosures GRI 303-3: Water withdrawal; GRI 303-4: Water discharge, GRI 303-5: Water consumption; SASB Metals & Mining Sustainability Accounting Standard EM-MM-140a.1: Total freshwater withdrawn, consumed, percentage of each in high or extremely high baseline water stress.

² Total Newmont 2019 includes KCGM and Red Lake; excludes Nevada data January 1 to June 30, 2019.

³ Water intensity figures: GEO (gold equivalent ounces) includes total produced and co-product GEO as originally defined in the Newmont December 2019 Financial Summary results and then adjusted to match the reporting boundary of the 2019 Beyond the Mine report. Tonnes of ore processed is based on the operational statistics, publicly available at: https://s2.q4cdn.com/575378270/files/doc_financials/2019/q4/Newmont-Full-Year-and-Q4-2019-Regional-Operating-Statistics_Final.pdf. Reported Newmont-only sites in 2019 included withdrawal – 230.3ML, discharge – 125.4ML; the former Goldcorp sites used Water recycled plus water reused to estimate volume of water recycled.

⁴ Figure reflects combined water consumption for Porcupine and Borden mines. Borden operations began in October 2019.

2019 Total water withdrawal and discharge by category and site^{1, 2, 3}

	Country/site	Total water withdrawn				Total water discharged			
		Category 1	Category 2	Category 3	Total	Category 1	Category 2	Category 3	Total
Africa	Ghana	16,582	2,058	0	18,640	2,659	1,679	0	4,338
	Ahafo	6,061	1,826	0	7,886	2,659	0	0	2,659
	Akyem	10,521	233	0	10,754	0	1,679	0	1,679
Americas: North	U.S.	2,875	0	0	2,875	0	0	0	0
	CC&V	2,875	0	0	2,875	0	0	0	0
	Canada	9,165	2,677	5,846	17,688	0	4,491	7,258	11,749
	Éléonore	328	0	3,013	3,341	0	2,393	58	2,451
	Musselwhite	318	1,797	0	2,115	0	2,098	0	2,098
	Porcupine ⁴	4,678	268	2,833	7,779	0	0	4,590	4,590
	Red Lake	3,841	612	0	4,453	0	0	2,610	2,610
	Mexico	1,952	0	26,374	28,326	145	0	74	219
	Peñasquito	1,952	0	26,374	28,326	145	0	74	219
	Americas: South	916	111	0	1,027	0	0	18	18
	Argentina	916	111	0	1,027	0	0	18	18
	Cerro Negro	916	111	0	1,027	0	0	18	18
	Suriname	1,479	38,178	0	39,657	0	37,000	0	37,000
	Merian	1,479	38,178	0	39,657	0	37,000	0	37,000
	Peru	35,448	0	20,558	56,006	16,314	17,773	0	34,087
	Yanacocha	35,448	0	20,558	56,006	16,314	17,773	0	34,087
Australia	Australia	10,143	5,722	18,464	34,329	0	0	4,632	4,632
	Boddington	7,692	4,002	10,093	21,787	0	0	0	0
	KCGM	2,408	0	7,023	9,431	0	0	4,632	4,632
	Tanami	43	1,720	1,348	3,111	0	0	0	0
Global	Total	78,560	48,747	71,242	198,549	19,118	60,943	11,982	92,043

¹ GRI Standards disclosure GRI 303-3: Water withdrawal; SASB Metals & Mining Sustainability Accounting Standards EM-MM-140a.1: (1) Total fresh water withdrawn.

² Water quality categories are based on the Minerals Council of Australia definitions.

³ The 2019 figures reflect Newmont sites only. The former Goldcorp sites did not report consumption in this manner (withdrawal – discharge) or by water quality. We have also calculated the consumption based on ICMM High and Low Categories as shown within the table – 44% High (Categories 1 and 2) and 56% Low (Category 3). The Category 1, 2 and 3 consumption looks higher than 100% due to a negative number for Category 2 consumption. The negative amount is due to negative Category 2 water consumption based on the fact that the amount of water withdrawn that is considered Category 2 is larger than the amount of water discharged. The categories of water quality are estimated based on the MCA decision tree, and not all water quality parameters are measured at every point. As such, some of the information is assumed. Additionally, as operation occurs, there are changes to the water quality that may not align with the original water quality. For example, we may treat the water to a higher quality prior to discharge, or not have treatment at all.

⁴ Figure reflects water consumption for Porcupine and Borden sites. Borden operations began in October 2019.

2019 Total treated water by destination and site (thousand kL)^{1, 2}

	Country/site	Treated discharge to surface water by acid water treatment	Treated discharge by other	Treated discharge by process water treatment	Treated discharge by reverse osmosis	Treated discharge by sewage treatment	Total treated water discharge
Africa	Ghana	0	1,679	0	1,012	0	2,690
	Ahafo	0	0	0	1,012	0	1,012
	Akyem	0	1,679	0	0	0	1,679
Americas: North	U.S.	0	0	0	0	0	0
	CC&V	0	0	0	0	0	0
	Canada	0	8,527	0	0	58	8,585
	Éléonore	0	2,393	0	0	58	2,451
	Musselwhite	0	2,098	0	0	0	2,098
	Porcupine ³	0	1,426	0	0	0	1,426
	Red Lake	0	2,610	0	0	0	2,610
	Mexico	0	219	0	0	0	219
	Peñasquito	0	219	0	0	0	219
Americas: South	Argentina	0	0	0	0	0	0
	Cerro Negro	0	0	0	0	0	0
	Suriname	0	37,000	0	0	0	37,000
	Merian	0	37,000	0	0	0	37,000
	Peru	17,773	0	0	16,314	0	34,087
	Yanacocha	17,773	0	0	16,314	0	34,087
Australia	Australia	0	0	0	0	0	0
	Boddington	0	0	0	0	0	0
	KCGM	0	0	0	0	0	0
	Tanami	0	0	0	0	0	0
Global	Total	17,773	47,425	0	17,326	58	82,581

¹ GRI Standards disclosures GRI 303-2: Water discharge, and GRI 306-1: Water discharge by quality and destination.

² Former Goldcorp sites omit breakouts for type of discharge, although this will be reported in future years as reporting systems are integrated. The total 2019 discharge for former Goldcorp sites was 10,736 ML. Untreated discharge to surface water includes CC&V, Ahafo and Porcupine sites. Treated discharge to surface water includes Yanacocha and Red Lake sites. Treated discharge by other includes Merian, Musselwhite, Éléonore and Porcupine sites. Treated discharge by reverse osmosis includes Yanacocha and Ahafo sites. Treated discharge by other (groundwater reinjection and supply provided to communities) includes Akyem and Penasquito sites. Untreated to groundwater includes KCGM site as well as untreated to third parties.

³ Figure reflects water consumption for Porcupine and Borden sites. Borden operations began in October 2019.

2019 Total untreated water by destination and site (thousand kL)¹

	Country/site	Untreated discharge to external organizations for reuse	Untreated discharge to groundwater	Untreated discharge to sewers	Untreated discharge to surface water	Untreated discharge to ocean	Total untreated water discharge
Africa	Ghana	0	0	0	1,648	0	1,648
	Ahafo	0	0	0	1,648	0	1,648
	Akyem	0	0	0	0	0	0
Americas: North	U.S.	0	0	0	111	0	111
	CC&V	0	0	0	111	0	111
	Canada	0	0	0	3,164	0	3,164
	Éléonore	0	0	0	0	0	0
	Musselwhite	0	0	0	0	0	0
	Porcupine ²	0	0	0	3,164	0	3,164
	Red Lake	0	0	0	0	0	0
	Mexico	0	0	0	0	0	0
	Peñasquito	0	0	0	0	0	0
Americas: South	Argentina	0	0	0	0	0	0
	Cerro Negro	0	0	0	0	0	0
	Suriname	0	0	0	0	0	0
	Merian	0	0	0	0	0	0
	Peru	0	0	0	0	0	0
	Yanacocha	0	0	0	0	0	0
Australia	Australia	0	4,632	0	0	0	4,632
	Boddington	0	0	0	0	0	0
	KCGM	0	4,632	0	0	0	4,632
	Tanami	0	0	0	0	0	0
Global	Total	0	4,632	0	4,923	0	9,555

¹ GRI Standards disclosures GRI 303-2: Water discharge, and GRI 306-1: Water discharge by quality and destination.

² Figure reflects water consumption for Porcupine and Borden sites. Borden operations began in October 2019.

2019 Water withdrawal by site (thousand kL)¹

	Country/site	Surface water	Groundwater ²	Precipitation ³	Municipal water	Total water withdrawn
Africa	Ghana	233	3,340	15,068	0	18,640
	Ahafo	0	1,826	6,061	0	7,886
	Akyem	233	1,514	9,007	0	10,754
Americas: North	U.S.	0	0	1,289	1,586	2,875
	CC&V	0	0	1,289	1,586	2,875
	Canada	2,704	7,398	7,466	120	17,688
	Éléonore	0	3,013	328	0	3,341
	Musselwhite	450	1,347	318	0	2,115
	Porcupine ⁴	697	2,426	4,590	66	7,779
	Red Lake	1,557	612	2,230	54	4,453
	Mexico	0	26,374	1,950	2	28,326
	Peñasquito	0	26,374	1,950	2	28,326
Americas: South	Argentina	25	962	39	1	1,027
	Cerro Negro	25	962	39	1	1,027
	Suriname	0	2,823	36,834	0	39,657
	Merian	0	2,823	36,834	0	39,657
	Peru	0	20,558	35,448	0	56,006
	Yanacocha	0	20,558	35,448	0	56,006
Australia	Australia	9,170	14,002	9,194	1,962	34,329
	Boddington	9,170	4,002	8,568	46	21,787
	KCGM	0	7,023	492	1,916	9,431
	Tanami	0	2,977	134	0	3,111
Global	Total	12,132	75,458	107,288	3,671	198,549

¹ GRI Standards disclosure GRI 303-3: Water withdrawal.

² Groundwater does not include entrainment in ore.

³ Precipitation volumes include runoff that is captured from rainfall on tailings storage facilities and heap leaches for all facilities except Yanacocha, Akyem and Boddington which also include runoff that is captured from waste rock piles.

⁴ Figure reflects water consumption for Porcupine and Borden mines. Borden operations began in October 2019.

Water summary: Trailing five years (thousand kL)^{1, 2}

	2015	2016	2017	2018	2019
Total water withdrawn	503,029	201,152	217,327	230,257	198,549
Surface water	9,595	14,595	8,285	5,458	12,132
Groundwater	124,351	111,420	110,701	115,238	75,458
Precipitation	95,074	70,800	94,216	106,003	107,288
Municipal water	2,275	4,337	4,126	3,557	3,671
Ocean water used for processing	62,687	0	0	0	0
Ocean water used for cooling	209,048	0	0	0	0
Total water consumed (withdrawn minus discharged)	128,874	107,586	115,747	104,816	106,413
Total water recycled	185,742	227,960	297,379	271,699	263,210
Total water used (consumed plus recycled)	314,616	335,546	413,126	376,515	369,623
Percent recycled (water recycled divided by water used)	59%	68%	72%	72%	71%

¹ GRI Standards disclosures GRI 303-3: Water withdrawals; GRI 303-4: Water discharge, and GRI 303-5: Water consumption; SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed.

² 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.

2019 Total water discharge by destination: Trailing five years (thousand kL)¹

	2015	2016	2017	2018	2019
Untreated discharge to external organizations for reuse	557	0	0	43	0
Untreated discharge to groundwater	1,815	0	4,194	2,962	4,632
Untreated discharge to sewers	0	0	0	0	0
Untreated discharge to surface water	83,924	18,017	30,575	23,568	4,923
Untreated discharge to ocean	209,048	0	0	0	0
Total untreated water discharge	295,344	18,017	34,769	26,573	9,555
Treated discharge to surface water by acid water treatment	29,809	25,542	23,465	13,843	17,773
Treated discharge by other	38,882	35,858	27,795	60,247	47,425
Treated discharge by process water treatment		0	0	0	0
Treated discharge by reverse osmosis	10,120	14,149	15,551	24,778	17,326
Treated discharge by sewage treatment	0	0	0	0	58
Total treated discharge of water	78,811	75,549	66,811	98,868	82,581

¹ GRI Standards disclosures GRI 303-2: Water discharge; GRI 306-1: Water discharge by quality and destination.

2019 Consumptive water quality (mL)^{1, 2}

NEM GG NV

	Total	As % of total
Category 1	59,442	56%
Category 2	-12,196	(11)%
Category 3	59,260	56%

¹ GRI Standards disclosure GRI 303-5: Water consumption.

² Water quality categories are based on the Minerals Council of Australia definitions.

2019 Water balance^{1, 2}

NEM GG NV

	Megaliters (ML)
Total water withdrawn ³	198,549
Surface water withdrawn	12,132
Groundwater withdrawn	75,458
Precipitation water withdrawn	107,288
Third-party (municipal) water withdrawn ²	3,671
Water recycled/reused ⁴	263,210
Water consumed ⁵	106,413
Total water discharged ⁶	92,136
Surface water discharged	87,695
Groundwater discharged	4,441

¹ Disclosure follows Mining Canada Association (MCA) Water Accounting Framework and site-wide water balance reporting.

² Water withdrawal, recycled/reused, consumed and discharge figures for 2019 include all former Goldcorp sites (Peñasquito, Red Lake, Porcupine, Éléonore, Musselwhite and Cerro Negro) and omit Nevada operations.

³ Water withdrawn is defined as water that is received, extracted or managed by an operation; designated by type – surface water, groundwater, third party (municipal) or sea water.

⁴ Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

⁵ Water consumed is defined as water that is no longer available for use. The water consumed data in this table reflects the GRI definition for water consumption (withdrawal minus consumption); ICMM definition for water consumption is defined as evaporation plus entrainment (tailings/waste) plus other losses for operational use. Under the ICMM definition, our water consumption is 177,390 megaliters.

⁶ Water discharged is defined as water removed from the operation and returned to the environment; discharged water includes treated and untreated water as well as water that is provided to third parties.

Water consumed, recycled and percentage recycled:
Trailing five years (thousand kL)^{1, 2}

	2015	2016	2017	2018	2019
Water consumed ³	128,874	107,585	115,747	104,816	106,413
Water recycled/reused ⁴	185,742	227,960	297,379	271,699	263,210
Percent recycled/reused ⁴	59%	68%	72%	72%	71%

¹ GRI Standards disclosure GRI 303-5: Water consumption.

² The 2019 data includes former Goldcorp sites (Cerro Negro, Éléonore, Musselwhite, Peñasquito, Porcupine and Red Lake) and omits Nevada operations. 2015–2018 data has not been adjusted to reflect the 2019 asset portfolio; when adjusting 2018 data to reflect the performance of our current operating portfolio (i.e., including former Goldcorp sites and excluding Nevada site data), water consumed was reduced by 12,979 ML, water recycled increased by 13,970 ML, and the percent recycled increased from 68 percent to 71 percent.

³ Water consumption is defined by GRI as water withdrawn minus water discharged. The ICMM definition for water consumption is water evaporated plus water entrained plus other water losses. For 2019, the total consumption based on this definition is 177,390 ML.

⁴ Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

Water intensity: Trailing five years^{1, 2}

	2015	2016	2017	2018	2019
kL/gold equivalent ounce (GEO)	19.0	19.0	18.6	17.3	16.8
kL/tonnes ore processed	N/R	N/R	N/R	N/R	0.63
kL/billions revenues	N/R	N/R	N/R	N/R	0.12

¹ GRI Standards disclosure GRI 303-5: Water consumption

² 2019 water intensity data includes former Goldcorp sites' full 2019 figures (rather than post-acquisition figures only) to provide greater year-over-year comparability. In addition to gold equivalent ounces, the methodology used to estimate comparable intensity-based revenues figures for pre-acquisition Goldcorp sites from January 1 to April 17, 2019 includes adjustments to align former Goldcorp revenues with U.S. GAAP. Newmont began reporting multiple intensity-based denominators (GEO, ore processes and revenues) in 2019; prior years are not reported (N/R), but may be updated in future disclosures.

Water-related risk by site

Site	Climate conditions	Water sources ¹	Risk: Water stress ²	Risk: Water quality	Risk: Excess water	Risk: Watershed challenges ³
Ahafo	Humid	SW, GW		X	X	X
Akyem	Humid	GW		X	X	X
Boddington ²	Semi-arid	SW, GW				
KCGM	Arid	GW, MW	X			
Tanami	Arid	GW	X			
CC&V	Moderate precipitation	MW	X			
Éléonore	Low to moderate precipitation	GW			X	
Musselwhite	Moderate precipitation	SW, GW		X		
Peñasquito	Arid	GW	X			X
Porcupine	Moderate precipitation	GW, MW		X		X
Red Lake	Moderate precipitation	SW, GW, MW			X	
Cerro Negro	Arid	GW	X			X
Merian	Moderate precipitation	GW		X	X	X
Yanacocha	Moderate precipitation with a distinct dry season	GW		X	X	

¹ Water sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW).

² Water stress is considered the baseline water stress as defined by the World Business Council for Sustainable Development (WBCSD) Water tool and/or the World Resources Institute (WRI) Aqueduct tool. The tools do not incorporate factors such as interannual variability in their assessments of water stress. For example, interannual variability for parts of Australia, South America and North America can also increase the risk of water stress; Boddington can have years of baseline water stress or excess water in wet years that may not be reflected in the WBCSD/WRI water stress assessments.

³ A 2018–2019 collaborative initiative between Newmont and WRI evaluated watershed stewardship challenges to identify watersheds where Newmont operates that have minimal or no multi-stakeholder watershed-level collaboration and/or governance in place.

WASTE

2019 Estimated site-level waste rock generated by type (metric tonnes)¹



	Country/site	Acid generating/ metal leaching	Non-acid generating/ non-metal leaching	Total waste rock generated
Africa	Ghana	0	50,224,411	50,224,411
	Ahafo	0	29,502,667	29,502,667
	Akyem	0	20,721,744	20,721,744
Americas: North	U.S.	18,024,597	0	18,024,597
	CC&V	18,024,597	0	18,024,597
	Canada	880,995	7,964,141	8,845,136
	Éléonore	880,995	0	880,995
	Musselwhite	0	743,470	743,470
	Porcupine	0	6,670,936	6,670,936
	Red Lake	0	549,735	549,735
	Mexico	0	93,740,405	93,740,405
	Peñasquito	0	93,740,405	93,740,405
Americas: South	Argentina	0	352,081	352,081
	Cerro Negro	0	352,081	352,081
	Suriname	0	32,780,479	32,780,479
	Merian	0	32,780,479	32,780,479
	Peru	27,343,370	6,239,244	33,582,614
	Yanacocha	27,343,370	6,239,244	33,582,614
Australia	Australia	30,109,277	46,799,388	76,908,665
	Boddington	29,813,000	23,495,000	53,308,000
	KCGM	288,134	22,515,041	22,803,175
	Tanami	8,143	789,347	797,490
Global	Total	76,358,239	238,100,149	320,579,589

¹ GRI Standards disclosure GRI 306-2: Waste by type and disposal method; SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-150a.2: Total weight of mineral processing waste.

2019 Estimated site-level mercury waste by site and type (metric tonnes)¹

	Country/site	Elemental mercury	Mercuric chloride ²	Mercury-tainted carbon ²	Mercury-contaminated sludge ²	Other mercury-related waste ²	Total
Africa	Ghana	0.00	0.00	0.00	0.00	0.20	0.20
	Ahafo	0.00	0.00	0.00	0.00	0.20	0.20
	Akyem	0.00	0.00	0.00	0.00	0.00	0.00
Americas: North	U.S.	0.00	0.00	2.87	0.00	0.04	2.91
	CC&V	0.00	0.00	2.87	0.00	0.04	2.91
	Canada	0.00	N/R	N/R	N/R	N/R	N/R
	Borden	0.00	N/R	N/R	N/R	N/R	N/R
	Éléonore	0.00	N/R	N/R	N/R	N/R	N/R
	Musselwhite	0.00	N/R	N/R	N/R	N/R	N/R
	Porcupine	0.00	N/R	N/R	N/R	N/R	N/R
	Red Lake	0.00	N/R	N/R	N/R	N/R	N/R
	Mexico	0.00	N/R	N/R	N/R	N/R	N/R
	Peñasquito	0.00	N/R	N/R	N/R	N/R	N/R
Americas: South	Argentina	0.00	N/R	N/R	N/R	N/R	N/R
	Cerro Negro	0.00	N/R	N/R	N/R	N/R	N/R
	Suriname	0.00	0.00	1.27	0.00	0.01	1.28
	Merian	0.00	0.00	1.27	0.00	0.01	1.28
	Peru	2.43	0.00	0.00	0.00	0.00	2.43
	Yanacocha	2.43	0.00	0.00	0.00	0.00	2.43
Australia	Australia	0.01	0.00	0.00	0.40	0.35	0.76
	Boddington	0.00	0.00	0.00	0.00	0.00	0.00
	KCGM	0.01	0.00	0.00	0.40	0.35	0.76
	Tanami	0.00	0.00	0.00	0.00	0.00	0.00
Global	Total	2.44	0.00	4.14	0.40	0.60	7.58

¹ GRI Standards disclosure GRI 306-2: Waste by type and disposal method; SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-150a.2: Total weight of mineral processing waste. Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is reported as mineral processing waste for purposes of aligning to SASB reporting standards for EM-MM-150a.2. Data table corrected 10 June 2020; original unit of measure was erroneously stated as million metric tonnes; figures in this table are metric tonnes.

² Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is disposed of according to laws and regulations; this data is considered mineral processing waste for reporting purposes. Former Goldcorp sites omit data for mercuric chloride, mercury-tainted carbon, mercury-contaminated sludge, and other mercury-related wastes, shown as N/R (not reported); these data will be reported in future years as reporting systems and standards are fully integrated.

2019 Estimated site-level hazardous waste by site and disposal method (metric tonnes)¹

	Country/site	Reused	Recycled	Composted	Recovered, including energy recovery	Incinerated (mass burn)	Deep well injection	Landfill	On-site storage	Other	Total hazardous waste disposed
Africa	Ghana	0.00	643.78	17.68	8.81	32.90	0.00	8.72	0.00	0.21	712.09
	Ahafo	0.00	394.32	17.68	8.81	8.71	0.00	0.00	0.00	0.21	429.74
	Akyem	0.00	249.46	0.00	0.00	24.18	0.00	8.72	0.00	0.00	282.36
Americas: North	U.S.	0.00	0.00	0.00	0.00	0.51	0.00	66.26	0.00	0.00	66.77
	CC&V	0.00	0.00	0.00	0.00	0.51	0.00	66.26	0.00	0.00	66.77
	Canada	81.27	832.57	0.00	0.00	109.45	0.00	0.00	0.00	522.97	1,546.26
	Borden	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Éléonore	0.00	192.93	0.00	0.00	0.00	0.00	0.00	0.00	383.51	576.44
	Musselwhite	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	123.54	123.54
	Porcupine	0.00	554.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	554.09
	Red Lake	81.27	85.55	0.00	0.00	109.45	0.00	0.00	0.00	15.92	292.19
	Mexico	721.94	24.25	0.00	0.00	0.00	0.00	196.43	0.00	2,774.82	3,717.44
	Peñasquito	721.94	24.25	0.00	0.00	0.00	0.00	196.43	0.00	2,774.82	3,717.44
Americas: South	Argentina	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,079.65	2,079.65
	Cerro Negro	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,079.65	2,079.65
	Suriname	0.00	591.76	0.00	0.00	470.03	0.00	0.00	83.28	0.00	1,145.07
	Merian	0.00	591.76	0.00	0.00	470.03	0.00	0.00	83.28	0.00	1,145.07
	Peru	0.00	11.91	0.00	0.00	0.00	0.00	1,016.20	549.00	0.00	1,577.11
	Yanacocha	0.00	11.91	0.00	0.00	0.00	0.00	1,016.20	549.00	0.00	1,577.11
Australia	Australia	1,243.77	2,133.03	36.95	0.00	31.89	0.00	346.55	16,286.24	1,195.84	21,274.27
	Boddington	1,243.77	1,146.56	36.95	0.00	0.57	0.00	346.55	15,865.50	1,187.60	19,827.50
	KCGM	0.00	691.27	0.00	0.00	0.00	0.00	0.00	394.50	8.24	1,094.01
	Tanami	0.00	295.20	0.00	0.00	31.32	0.00	0.00	26.24	0.00	352.76
Global	Total	2,046.98	4,237.30	54.63	8.81	644.78	0.00	1,634.16	16,918.52	6,573.49	32,118.67

¹ GRI Standards disclosure GRI 306-2: Waste by type and disposal method.

2019 Estimated site-level non-hazardous waste by site and disposal method (metric tonnes)¹

	Country/site	Reused	Recycled ²	Composted	Recovered, including energy recovery	Incinerated (mass burn)	Deep well injection	Landfill	On-site storage	Other	Total non-hazardous waste disposed
Africa	Ghana	60	2,588	12	0	0	0	581	259	0	3,500
	Ahafo	23	20	12	0	0	0	516	259	0	830
	Akyem	37	2,568	0	0	0	0	65	0	0	2,670
Americas: North	U.S.	142	1,595	0	0	0	0	409	402	0	2,548
	CC&V	142	1,595	0	0	0	0	409	402	0	2,548
	Canada	0	4,702	69	0	0	0	2,366	0	0	7,137
	Éléonore	0	2,530	69	0	0	0	1,118	0	0	3,717
	Musselwhite	0	323	0	0	0	0	0	0	0	323
	Porcupine	0	981	0	0	0	0	740	0	0	1,721
	Red Lake	0	868	0	0	0	0	509	0	0	1,377
	Mexico	0	11,049	393	0	0	0	109	0	0	11,551
	Peñasquito	0	11,049	393	0	0	0	109	0	0	11,551
Americas: South	Argentina	0	0	0	0	0	0	2,009	13	0	2,022
	Cerro Negro	0	0	0	0	0	0	2,009	13	0	2,022
	Suriname	0	1,415	0	0	3	0	3,827	0	0	5,246
	Merian	0	1,415	0	0	3	0	3,827	0	0	5,246
	Peru	0	5,161	609	0	0	0	584	802	0	7,156
	Yanacocha	0	5,161	609	0	0	0	584	802	0	7,156
Australia	Australia	0	12,229	0	0	4,793	0	7,232	3,139	0	27,394
	Boddington	0	4,874	0	0	767	0	1,345	1,686	0	8,673
	KCGM	0	31	0	0	0	0	1,144	1,453	0	2,629
	Tanami	0	7,324	0	0	4,026	0	4,742	0	0	16,092
Global	Total	201	38,738	1,084	0	4,796	0	17,119	4,616	0	66,553

¹ GRI Standards disclosure GRI 306-2: Waste by type and disposal method.

² The estimated 2019 recycled data for the Ahafo site is based on 2018 recycling figures.

Estimated waste generated by type: Trailing five years^{1, 2}

	2015	2016	2017	2018	2019
Total waste rock generated (million tonnes)	340.1	335.9	346.0	299.7	320.6
Total tailings generated (million tonnes)	135.9	96.8	110.9	112.1	120.7
Total hazardous waste generated (thousand tonnes)	40.0	12.0	12.2	18.4	32.1
Total non-hazardous waste generated (thousand tonnes)	46.0	34.8	38.1	66.9	66.6
Elemental mercury (Hg)	12.5	19.0	26.6	26.9	7.6

¹ GRI Standards disclosure GRI 306-2: Waste by type and disposal method; GRI Mining and Metals Sector Supplement disclosure MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard disclosures EM-MM-150a.1: Total weight of tailings waste, and EM-MM-150a.2: Total weight of mineral processing waste.

² For a 2019 site-level breakout of tailings, reference the 2019 Site-level tailings by type data table in the Tailings Management section of the Performance Data tables.

HEALTH AND SAFETY

EMERGENCY PREPAREDNESS

Rapid Response performance data 2019: Site level¹



	Country/site ²	No. of emergency response simulations and trainings ³	No. of Rapid Response team members at this location
Africa	Ghana	3	128
	Accra	1	32
	Ahafo	1	59
	Akyem	1	37
Americas: North	U.S.	2	125
	CC&V	1	35
	Denver	0	65
	Miami	1	25
	Canada	5	205
	Éléonore	1	31
	Musselwhite	1	47
	Porcupine	1	36
	Red Lake	1	34
	Vancouver	1	57
	Mexico	1	49
	Peñasquito	1	49
Americas: South	Argentina	1	45
	Cerro Negro	1	45
	Suriname	0	32
	Merian	0	32
	Peru	1	36
Australia	Yanacocha	1	36
	Australia	4	190
	Boddington	1	52
	KCGM	1	37
	Perth	1	35
Other	Tanami	1	66
	Legacy/Exploration	4	118
Global	Total	21	928

HEALTH AND SAFETY

Employee-only safety rates: Trailing five-year data^{1, 2}

	LTIFR	TRIFR	OIFR
2015	0.22	0.35	0.00
2016	0.2	0.44	0.02
2017	0.3	0.49	0.06
2018	0.24	0.36	0.08
2019	0.27	0.41	0.07

¹ GRI Standards disclosures GRI 403-9: Work-related injuries; GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.

² 2019 data includes former Nevada assets from January 1 to June 30, 2019 and includes all office, metallurgy laboratory, 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.

¹ Newmont crisis management KPI: NEM Crisis Management. Activities related to the COVID-19 pandemic occurred in 2020 and are not reflected in the 2019 figures above. In future years, Newmont plans to report according to the SASB Metals & Mining Sustainability Accounting Standard EM-MM-320.a: Average hours of emergency response training for full-time and contract employees.

² Non-mine sites are: Accra, Africa regional headquarters; Denver, Colorado (U.S.) corporate headquarters and metallurgy lab; Perth, Australia regional headquarters; Miami, South America regional office; Vancouver, North America regional office.

³ Of the 21 emergency preparedness trainings and/or simulations held in 2019, two were specific to tailings facility failures; these took place in Ghana's Accra regional office and Akyem mine site.

Employee-only safety data 2019: Site level^{1, 2}

Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	5,166,671	0	1	3	2	0.12	0.23	2	0.08
Accra – regional office	236,622	0	0	0	0	0.00	0.00	0	0.00
Ahafo	2,604,006	0	1	3	0	0.08	0.31	1	0.08
Akyem	1,835,490	0	0	0	2	0.22	0.22	1	0.11
Exploration	451,224	0	0	0	0	0.00	0.00	0	0.00
Ahafo North project	39,329	0	0	0	0	0.00	0.00	0	0.00
Australia	5,364,789	0	9	4	9	0.67	0.82	8	0.30
Perth – regional office	341,435	0	0	0	0	0.00	0.00	0	0.00
Boddington	2,183,325	0	3	2	2	0.46	0.64	2	0.18
KCGM	1,445,932	0	3	1	3	0.83	0.97	0	0.00
Tanami	1,336,045	0	3	1	4	1.05	1.20	6	0.90
Exploration	51,057	0	0	0	0	0.00	0.00	0	0.00
Projects	2,208	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	4,787	0	0	0	0	0.00	0.00	0	0.00
U.S.	6,428,118	0	4	5	5	0.28	0.44	1	0.03
Denver – headquarters	931,320	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	0	0	0	0	0	0.00	0.00	0	0.00
CC&V	1,254,637	0	0	0	0	0.00	0.00	1	0.16
Nevada mining complex	4,119,479	0	4	5	5	0.44	0.68	0	0.00
Miami – regional office	99,960	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	22,722	0	0	0	0	0.00	0.00	0	0.00
Canada	4,182,653	0	1	6	3	0.19	0.48	0	0.00
Vancouver – regional office	443,192	0	0	0	0	0.00	0.00	0	0.00
Éléonore	1,001,622	0	1	1	1	0.40	0.60	0	0.00
Musselwhite	668,112	0	0	1	0	0.00	0.30	0	0.00
Porcupine	951,671	0	0	4	2	0.42	1.26	0	0.00
Red Lake	1,118,056	0	0	0	0	0.00	0.00	0	0.00
Guatamala	116,354	0	0	0	1	1.72	1.72	0	0.00
Legacy sites	116,354	0	0	0	1	1.72	1.72	0	0.00
Mexico	3,684,475	0	2	1	3	0.27	0.33	0	0.00
Peñasquito	3,684,475	0	2	1	3	0.27	0.33	0	0.00
Legacy sites	0	0	0	0	0	0.00	0.00	0	0.00
Argentina	2,401,449	0	0	2	1	0.08	0.25	0	0.00
Cerro Negro	2,401,449	0	0	2	1	0.08	0.25	0	0.00
Suriname	3,072,712	0	3	0	0	0.20	0.20	0	0.00
Merian	3,072,712	0	3	0	0	0.20	0.20	0	0.00
Peru	2,584,746	0	0	2	0	0.00	0.15	0	0.00
Yanacocha	2,359,789	0	0	2	0	0.00	0.17	0	0.00
Projects	224,957	0	0	0	0	0.00	0.00	0	0.00
North America	308,893	0	0	0	0	0.00	0.00	0	0.00
Exploration	308,893	0	0	0	0	0.00	0.00	0	0.00
South America	313,648	0	1	0	1	1.28	1.28	0	0.00
Exploration	313,648	0	1	0	1	1.28	1.28	0	0.00
Total	33,624,508	0	21	23	25	0.27	0.41	11	0.07

¹ GRI Standards disclosures GRI 403-9: Work-related injuries; GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.

² 2019 data includes former Nevada assets from January 1 to June 30, 2019 and includes all office, metallurgy laboratory, 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.

Contractor-only safety rates: Trailing five-year data^{1, 2}

	LTIFR	TRIFR	OIFR
2015	0.13	0.37	0.01
2016	0.13	0.34	0.00
2017	0.17	0.43	0.01
2018	0.27	0.44	0.11
2019	0.18	0.41	0.06

¹ GRI Standards disclosures GRI 403-9: Work-related injuries; GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.

² 2019 data includes former Nevada assets from January 1 to June 30, 2019 and includes all office, metallurgy laboratory, 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.

Contractor safety data 2019: Site level^{1, 2}

Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	11,689,439	0	3	8	1	0.07	0.21	5	0.09
Accra – regional office	187,150	0	0	0	0	0.00	0.00	0	0.00
Ahafo	8,568,631	0	2	8	1	0.07	0.26	5	0.12
Akyem	2,044,487	0	0	0	0	0.00	0.00	0	0.00
Exploration	785,235	0	1	0	0	0.25	0.25	0	0.00
Ahafo North project	103,936	0	0	0	0	0.00	0.00	0	0.00
Australia	5,462,643	0	14	10	4	0.66	1.03	7	0.26
Perth – regional office	42,014	0	0	0	0	0.00	0.00	0	0.00
Boddington	2,168,507	0	2	3	2	0.37	0.65	1	0.09
KCGM	1,610,170	0	6	4	1	0.87	1.37	0	0.00
Tanami	1,437,224	0	5	3	1	0.83	1.25	5	0.70
Exploration	43,374	0	0	0	0	0.00	0.00	0	0.00
Projects	137,384	0	1	0	0	1.46	1.46	1	1.46
Legacy sites	23,970	0	0	0	0	0.00	0.00	0	0.00
U.S.	1,654,152	0	2	2	2	0.48	0.73	0	0.00
Denver – headquarters	711,900	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	0	0	0	0	0	0.00	0.00	0	0.00
CC&V	129,591	0	1	0	0	1.54	1.54	0	0.00
Nevada mining complex	689,395	0	1	2	2	0.87	1.45	0	0.00
Miami – regional office	0	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	123,266	0	0	0	0	0.00	0.00	0	0.00
Canada	2,403,338	0	0	10	0	0.00	0.83	0	0.00
Vancouver – regional office	37,367	0	0	0	0	0.00	0.00	0	0.00
Éléonore	878,219	0	0	7	0	0.00	1.59	0	0.00
Musselwhite	464,034	0	0	1	0	0.00	0.43	0	0.00
Porcupine	749,477	0	0	2	0	0.00	0.53	0	0.00
Red Lake	274,241	0	0	0	0	0.00	0.00	0	0.00
Guatamala	780,667	0	1	0	1	0.51	0.51	0	0.00
Legacy sites	780,667	0	1	0	1	0.51	0.51	0	0.00
Mexico	4,567,329	0	0	6	4	0.18	0.44	0	0.00
Peñasquito	4,564,447	0	0	6	4	0.18	0.44	0	0.00
Legacy sites	2,882	0	0	0	0	0.00	0.00	0	0.00
Argentina	1,340,114	0	0	3	0	0.00	0.45	0	0.00
Cerro Negro	1,340,114	0	0	3	0	0.00	0.45	0	0.00
Suriname	1,452,867	0	2	0	0	0.28	0.28	0	0.00
Merian	1,452,867	0	2	0	0	0.28	0.28	0	0.00
Peru	11,145,086	0	0	6	3	0.05	0.16	0	0.00
Yanacocha	7,420,377	0	0	5	2	0.05	0.19	0	0.00
Projects	3,724,709	0	0	1	1	0.05	0.11	0	0.00
North America	699,994	0	0	3	0	0.00	0.86	0	0.00
Exploration	699,994	0	0	3	0	0.00	0.86	0	0.00
South America	719,137	0	0	0	0	0.00	0.00	0	0.00
Exploration	719,137	0	0	0	0	0.00	0.00	0	0.00
Total	41,914,766	0	22	48	15	0.18	0.41	12	0.06

¹ GRI Standards disclosures GRI 403-9: Work-related injuries; GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.

² 2019 data includes former Nevada assets from January 1 to June 30, 2019 and includes all office, metallurgy laboratory, 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.

Combined safety rates: Trailing five-year data^{1, 2, 3}

	LTIFR	TRIFR	OIFR
2015	0.17	0.36	0.00
2016	0.16	0.39	0.01
2017	0.23	0.46	0.03
2018	0.26	0.40	0.10
2019	0.22	0.41	0.06

¹ GRI Standards disclosures GRI 403-9: Work-related injuries; GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.

² 2019 data includes former Nevada assets from January 1 to June 30, 2019 and includes all office, metallurgy laboratory, 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.

³ Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

Workforce injury frequency rate (per 200,000 hours worked)
2019: Trailing five-year data^{1, 2}

	2015	2016	2017	2018	2019
Total Recordable Injury Frequency Rate (TRIFR) ³	0.36	0.39	0.46	0.40	0.41
Lost Time Injury Frequency Rate (LTIFR) ³	0.17	0.16	0.23	0.26	0.22
Permanently Disabling Injury (PDI) ⁴	0.005	0.003	0.000	0.000	0.003

¹ GRI Standards disclosures GRI 403-9: Work-related injuries; GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.

² 2019 data includes former Nevada assets from January 1 to June 30, 2019 and includes all office, metallurgy laboratory, 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.

³ Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

⁴ As part of the updated reporting requirements that went into effect on January 1, 2018, our Serious Injury Frequency Rate (SIFR) classification has changed to Permanently Disabling Injury/Illness (PDI).

Combined safety rates 2019: Site level^{1, 2}

Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	16,856,110	0	4	11	3	0.08	0.21	7	0.08
Accra – regional office	423,772	0	0	0	0	0.00	0.00	0	0.00
Ahafo	11,172,637	0	3	11	1	0.07	0.27	6	0.11
Akyem	3,879,977	0	0	0	2	0.10	0.10	1	0.05
Exploration	1,236,459	0	1	0	0	0.16	0.16	0	0.00
Ahafo North project	143,265	0	0	0	0	0.00	0.00	0	0.00
Australia	10,827,432	0	23	14	13	0.66	0.92	16	0.30
Perth – regional office	383,449	0	0	0	0	0.00	0.00	0	0.00
Boddington	4,351,832	0	5	5	4	0.41	0.64	3	0.14
KCGM	3,056,102	0	9	5	4	0.85	1.18	0	0.00
Tanami	2,773,269	0	8	4	5	0.94	1.23	12	0.87
Exploration	94,431	0	0	0	0	0.00	0.00	0	0.00
Projects	139,592	0	1	0	0	1.43	1.43	1	1.43
Legacy sites	28,757	0	0	0	0	0.00	0.00	0	0.00
U.S.	8,082,270	0	6	7	7	0.32	0.49	1	0.02
Denver headquarters	1,643,220	0	0	0	0	0.00	0.00	0	0.00
Denver metallurgy lab	0	0	0	0	0	0.00	0.00	0	0.00
CC&V	1,384,228	0	1	0	0	0.14	0.14	1	0.14
Nevada mining complex	4,808,874	0	5	7	7	0.50	0.79	0	0.00
Miami – regional office	99,960	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	145,988	0	0	0	0	0.00	0.00	0	0.00
Canada	6,585,991	0	1	16	3	0.12	0.61	0	0.00
Vancouver – regional office	480,559	0	0	0	0	0.00	0.00	0	0.00
Éléonore	1,879,841	0	1	8	1	0.21	1.06	0	0.00
Musselwhite	1,132,146	0	0	2	0	0.00	0.35	0	0.00
Porcupine	1,701,148	0	0	6	2	0.24	0.94	0	0.00
Red Lake	1,392,297	0	0	0	0	0.00	0.00	0	0.00
Guatamala	897,021	0	1	0	2	0.67	0.67	0	0.00
Legacy sites	897,021	0	1	0	2	0.67	0.67	0	0.00
Mexico	8,251,804	0	2	7	7	0.22	0.39	0	0.00
Peñasquito	8,248,922	0	2	7	7	0.22	0.39	0	0.00
Legacy sites	2,882	0	0	0	0	0.00	0.00	0	0.00
Argentina	3,741,563	0	0	5	1	0.05	0.32	0	0.00
Cerro Negro	3,741,563	0	0	5	1	0.05	0.32	0	0.00
Suriname	4,525,579	0	5	0	0	0.22	0.22	0	0.00
Merian	4,525,579	0	5	0	0	0.22	0.22	0	0.00
Peru	13,729,832	0	0	8	3	0.04	0.16	0	0.00
Yanacocha	9,780,166	0	0	7	2	0.04	0.18	0	0.00
Projects	3,949,666	0	0	1	1	0.05	0.10	0	0.00
North America	1,008,887	0	0	3	0	0.00	0.59	0	0.00
Exploration	1,008,887	0	0	3	0	0.00	0.59	0	0.00
South America	1,032,785	0	1	0	1	0.39	0.39	0	0.00
Exploration	1,032,785	0	1	0	1	0.39	0.39	0	0.00
Total	75,539,274	0	43	71	40	0.22	0.41	24	0.06

¹ GRI Standards disclosures 403-9: Work-related injuries; GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.

² 2019 data includes former Nevada assets from January 1 to June 30, 2019 and includes all office, metallurgy laboratory, 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.

Safety trainings 2019: Site level^{1, 2}

Country/site	General safety training			Topic-specific safety training ³		
	No. of trainings	Duration (hours)	No. of people trained	No. of trainings	Duration (hours)	No. of people trained
Africa	236	539	624	1,655	4,707	10,749
Accra – regional office	9	0	9	30	16	109
Ahafo	131	322	481	1,081	3,007	6,886
Akyem	96	217	134	544	1,684	3,754
Australia	27	8	200	696	4	2,246
Perth – regional office	7	8	32	4	0	4
Boddington	19	0	167	677	4	2,226
KCGM				2	0	2
Tanami	1	0	1	13	0	14
U.S.	48	916	632	20	118	23
Denver headquarters	20	567	76	6	72	8
Denver metallurgy lab	11	166	20	2	2	2
CC&V	13	133	531	4	44	5
Nevada mining complex	2	30	3	6	0	6
Miami – regional office	2	20	2	2	0	2
Mexico	0	0	0	1	0	1
Peñasquito				1	0	1
Argentina	0	0	0	1	0	1
Cerro Negro				1	0	1
Suriname	0	0	0	2	2	2
Merian				2	2	2
Peru	0	0	0	0	0	0
Yanacocha						
Total	312	1,483	1,458	2,375	4,831	13,022

¹ GRI Standards disclosure GRI: 403-5 Worker training on occupational health and safety; SASB Metals & Mining Sustainability Accounting Standard EM-MM-320a.1: (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees. Reference Emergency Preparedness data tables for relevant training and simulation data for 2019.

² Canada sites are omitted from this table and will be included in future reporting years; data includes former Nevada assets from January 1 to June 30, 2019. Note that emergency response training data is omitted from this SASB disclosure; please reference Emergency Preparedness data table for the number of emergency response trainings and simulations and number of Rapid Response global team members in 2019.

³ Topic-specific safety training differs from general safety culture and awareness trainings; topics covered in 2019 include specific safety focus areas that include fatality risk management, fatigue prevention, hazardous situation trainings, materials handling, and hand injury prevention trainings.

SOCIAL

ARTISANAL AND SMALL-SCALE MINING

Artisanal and small-scale mining (ASM) activity 2019:
Site level activities¹



	Country/site	Sites where ASM activity occurred in 2019 ²
Africa	Ghana	
	Ahafo	Yes
	Akyem	No
Americas: North	U.S.	
	CC&V	No
	Canada	
	Éléonore	No
	Musselwhite	No
	Porcupine	No
	Red Lake	No
	Mexico	
	Peñasquito	No
Americas: South	Argentina	
	Cerro Negro	No
	Suriname	
	Merian	Yes
	Peru	
	Yanacocha	Yes
Australia	Australia	
	Boddington	No
	KCGM	No
	Tanami	No

¹ GRI Standards disclosure: GRI Mining and Metals Sector Supplement MM8: Number and percentage of company operating sites where ASM takes place on or adjacent to the site; the associated risks and actions taken to mitigate these risks.

² Reference the Artisanal and small-scale mining section of the 2019 Beyond the Mine annual sustainability report for a detailed discussion of Newmont's ASM risks and mitigation actions, along with Newmont's global ASM strategy and implementation of our strategic objectives in the above locations where ASM activities take place on or near our operations.

COMMUNITY DEVELOPMENT

Community development leading practices 2019: Site level¹



	Country/site	Site coordinates with other agencies for social and community development programs	Site has procedures for identifying and protecting subsistence-related resources of local communities ²	Site engaged in community infrastructure development in 2019 ³
Africa	Ghana			
	Ahafo	Yes	Yes	Yes
	Akyem	Yes	Yes	No
Americas: North ⁴	U.S.			
	CC&V	Yes	Yes	No
	Mexico			
	Peñasquito	Yes	Yes	No
Americas: South	Argentina			
	Cerro Negro	No	No	No
	Suriname			
	Merian	Yes	Yes	No
	Peru			
	Yanacocha	Yes	Yes	No
Australia	Australia			
	Boddington	Yes	Yes	No
	KCGM	Yes	Yes	No
	Tanami	Yes	Yes	Yes

¹ GRI Standards disclosure GRI 413-1: Operations with local community engagement, impact assessments and development programs.

² Subsistence-related resources include water, plants and wildlife.

³ Community infrastructure projects are defined as non-core business projects that have no direct business benefit to Newmont.

⁴ Canada sites are not reported (N/R) in this year's report; these will be included in future reporting years.

COMMUNITY IMPACTS

Actual and/or potential community impacts and mitigation responses by site¹



	Country/site	Impact #1	Sample(s) of management response to mitigate impact #1	Impact #2	Sample(s) of management response to mitigate impact #2	Impact #3	Sample(s) of management response to mitigate impact #3
Africa	Ghana						
	Ahafo	Reduction in local employment opportunities following the completion of the construction phase of the Ahafo Mill Expansion and Subika Underground projects	<ul style="list-style-type: none">Engage regularly with stakeholders to discuss local employment concernsSupport alternative livelihood opportunities such as the Local Economic Diversification Support (LEDS) projectEngage local contractors and suppliers to identify indirect employment opportunities	Loss of livelihoods related to physical and economic displacement due to the Awonsu and Apensu pit expansion projects and the Subika East waste dump expansion	<ul style="list-style-type: none">Conducted independent study to identify households affected by projectsDeveloped a resettlement action plan (RAP) and/or livelihood action plan (LAP) to address the impacts of resettlementFormed committee led by community leaders to approve plans for resettlement, payment of adequate compensation and/or establishment of alternative livelihood support	Population influx due to mining activities resulting in increased pressure on social amenities and social disruptions (e.g., illegal mining, increase in crimes, gender imbalance, alcoholism) within the communities	<ul style="list-style-type: none">Directly, indirectly and through the Ahafo Development Foundation (NADeF), invest in social infrastructure and services (education, health, water and sanitation)Implement Artisanal and Small-Scale Mining (ASM) strategy to address illegal mining incursions
	Akyem	Complaints of building cracks attributed to blasting activities at the mine	<ul style="list-style-type: none">Formed a joint Company-Community-District Assembly committee for engagement and resolution planningCategorized complaint as tier 3 to involve legal resolution mechanisms, and agreed to a third-party (regulatory) assessment of cracks for adjudication at the direction of a court of law	Deprivation of land-based livelihoods	<ul style="list-style-type: none">Conduct ongoing and regular stakeholder engagementUndertook socio-economic assessment, with vulnerability component, to identify individual farmer livelihood needsImplemented livelihood intervention plan	Damage to farms (flooding) due to exploration activities	<ul style="list-style-type: none">Provide complaints and grievance process for community members to lodge complaints on flooding of farmsProvide fair and equitable compensation to those with affected farms
Americas: North	U.S.						
	CC&V	Complaints associated with the mine's blasting activities	<ul style="list-style-type: none">Blasting vibration grievance resolution program includes third-party facilitation of claims	Complaints related to noise generated by mining activities (e.g., backup alarms)	<ul style="list-style-type: none">Provide general complaints and grievance mechanism for community members to lodge concerns	Local business development issue related to access to public parking near offices in the towns of Cripple Creek and Victor	<ul style="list-style-type: none">Provide general complaints and grievance mechanism for community members to lodge concerns

	Country/site	Impact #1	Sample(s) of management response to mitigate impact #1	Impact #2	Sample(s) of management response to mitigate impact #2	Impact #3	Sample(s) of management response to mitigate impact #3
Americas: South	Suriname						
	Merian	Complaints related to contractors driving at the junction of Mora Kondre and Kraboe Olo	<ul style="list-style-type: none">Ongoing communications with Newmont's Health and Safety and Supply Chain departments, the relevant contractors using this road, and the complainants	Local supplier concerns regarding procurement of seeds and plants for which the suppliers invested time and materials to complete preparation work	<ul style="list-style-type: none">Ongoing communication between Newmont's Environmental, Supply Chain and Accounts Payable departments and the local suppliersContinued discussions between Newmont and the suppliers on the unit price of the plants	Excessive dust and speeding causing contaminated water and nuisance in communities along the transport route	<ul style="list-style-type: none">Purchased a bigger truck for road wetting, which will be used until a more long-term solution has been implemented
	Peru						
	Yanacocha	Complaints from the Canal Tual users claiming the water catchment area has been reduced due to mining activities	<ul style="list-style-type: none">Formed a task force led by the Cajamarca Water Authority, the canal users and Yanacocha (2017)Developed the Water Availability Study and Water Use Plan for the Quebrada Pampa Larga Hydrographic Unit (2018)Installed a roundtable for dialogue and negotiations with Canal Tual users to determine the volume of water affected, and the environmental and social mitigation measures needed (2019)	Complaints from Canal Azufre Ventanillas users claiming decreased water and the disappearance of water sources due to Yanacocha's operations (Chaquicocha, Carachugo)	<ul style="list-style-type: none">Formed a task force led by the Management of Environment and Natural Resources (RENAMA) of the Regional Government of Cajamarca, the Cajamarca Water Authority (ALA/ANA), the canal committee, Azufre river basin users and YanacochaProposed the Azufre river sub-basin, a water reservoir, as a water management alternativeSigned an inter-institutional agreement in July 2019 for the preparation of the technical profile of the project for a reservoir on the Azufre river (process underway)	Complaints regarding turbidity in the El Chorro spring water that supplies the drinking water system (SAP) of the Totorococho farmhouse and claims that the turbidity was caused by drilling related to the China Linda quarry hydrogeological study	<ul style="list-style-type: none">Established a commission that includes the Office of Social Management of the Ministry of Energy and Mines-Cajamarca, the Sub-Prefecture of Bambamarca, water users and YanacochaReached agreement to recognize the social discomfort of 80 SAP users, improve and extend the SAP, and prepare both a technical study for the biodigester project and a technical profile for the improvement of a 4 kilometer road

	Country/site	Impact #1	Sample(s) of management response to mitigate impact #1	Impact #2	Sample(s) of management response to mitigate impact #2	Impact #3	Sample(s) of management response to mitigate impact #3
Australia	Australia						
	Boddington	Local employment	Locally advertise positions and encourage suppliers/business partners to recruit local people through criteria in tenders, employment pathways specific to local indigenous people and the availability of scholarships through tertiary institutions	A negative perception that the operation is maintaining its mining camp accommodations and encouraging drive-in, drive-out (DIDO) workers rather than supporting local economic growth through hiring from the local community	<ul style="list-style-type: none"> Engage in ongoing dialogue with the communities on Newmont's policies supporting local residency by workers Facilitate opportunities for greater interaction between the camp workforce and the community 	Traffic concerns related to the vehicle and truck movements through Boddington and the surrounding area	<ul style="list-style-type: none"> Serve as a member of the Industry Road Safety Alliance South West Implement curfews for transporting copper concentrate to reduce trucking during sensitive times of the day (e.g., end of school day)
	Tanami	Indigenous participation specific to employment and procurement	<ul style="list-style-type: none"> Revised indigenous recruitment and training procedures Included a discrete indigenous people engagement domain in a revised and extended stakeholder engagement management plan (SEMP) Developed an Indigenous Employment Pathways (IEP) steering committee and annual action plan 	Delay in extension, renewal and recommencement of Yapa Crew (primary employment pathway/ program for Priority Warlpiri and AOI communities)	<ul style="list-style-type: none"> Recruited internal central Australian language group (CALG) Yapa Crew supervisor Completed program delivery model options analysis 	Lack of coordinated and collaborative engagement with indigenous rangers on land management programs	<ul style="list-style-type: none"> Co-funding regional biodiversity monitoring program (RBM) to conduct independent data reviews in collaboration with the Central Land Council (CLC) Engaged the University of Queensland Centre for Social Responsibility in Mining (CSRMI) on a scoping study related to indigenous groups' land rehabilitation and mine closure Participated in and contributed to RBM stakeholders planning workshop, and committed to expanding the partnership and supporting an independent-facilitated workshop in 2020 Provided input on a consulting scoping project (to be conducted by Social Ventures Australia, which was engaged by the CLC) to identify and analyze market opportunities for expanding the ranger program's fee-for-service work

¹ GRI Standards disclosure 413-2: Operations with significant actual and potential impacts on local communities. Actual and potential impacts are based on social impact assessments performed for each site; Australia omits KCGM site, which was divested in the first quarter of 2020; former Goldcorp sites will be included in future reporting years.

COMPLAINTS AND GRIEVANCES

Complaints and grievances due in 2019: Site level¹



	No. received	% resolved within 30 days
Ahafo (Ghana)	140	100%
Yanacocha (Peru)	146	100%
Akyem (Ghana)	83	100%
KCGM (Australia)	22	100%
Merian (Suriname)	12	100%
Boddington (Australia)	5	100%
CC&V (U.S.)	4	100%
Perth – Subiaco (Australia)	1	100%
Total	413	100%

¹ Data omits former Goldcorp sites, which used a separate, but comparable tier classification in 2019. Former Goldcorp sites will be integrated into the Newmont tier classification and reported in our 2020 report.

Complaints and grievances by category 2019: Site level^{1, 2}



	No. received ³	% of total by category
Noise, vibration and air quality/dust	257	27.1%
Business partners (contractors)	184	19.4%
Compensation practices	155	16.4%
Other (miscellaneous)	91	9.6%
Land access	46	4.9%
Consultation and access to information	36	3.8%
Blast events	28	3.0%
Employment	28	3.0%
Infrastructure improvement	25	2.6%
Local business development	19	2.0%
Property damage	18	1.9%
Community investment	16	1.7%
Livelihoods/living conditions and wellbeing	10	1.1%
Workforce behavior	7	0.7%
Resettlement	6	0.6%
Environment	4	0.4%
Media request or attention	4	0.4%
Accounts payable	2	0.2%
Procurement practices	2	0.2%
Training	2	0.2%
Transport	2	0.2%
Government payments or financial regulations	2	0.2%
Community events	1	0.1%
Health and safety	1	0.1%
Industry engagement	1	0.1%
Small-scale mining	1	0.1%
Total	948	100.0%

¹ GRI Standards disclosure GRI 102-44: Stakeholder key topics and concerns raised.

² Data reflects the combined reasons for complaints and grievances for Newmont and former Goldcorp sites.

³ A single complaint or grievance may have multiple categories; the total number of actual complaints and grievances reported in 2019 were 895; the data table shows the 948 categories associated with the 895 actual complaints and grievances.

HUMAN RIGHTS

Allegations and outcomes

Human rights allegations by country, category and outcome 2019: Site level¹



	Category	Outcome (substantiated or unsubstantiated)
Argentina	Misconduct or inappropriate behavior	Substantiated – employee terminated
Argentina	Misconduct or inappropriate behavior	Unsubstantiated
Argentina	Misconduct or inappropriate behavior	Unsubstantiated
Argentina	Misconduct or inappropriate behavior	Unsubstantiated
Argentina	Misconduct or inappropriate behavior	Unsubstantiated
Canada	Misconduct or inappropriate behavior	Substantiated – employee disciplined
Ghana	Misconduct or inappropriate behavior	Unsubstantiated
Peru	Misconduct or inappropriate behavior	Unsubstantiated
Peru	Misconduct or inappropriate behavior	Unsubstantiated
Suriname	Misconduct or inappropriate behavior	Unsubstantiated
Suriname	Misconduct or inappropriate behavior	Unsubstantiated
Suriname	Misconduct or inappropriate behavior	Unsubstantiated
Suriname	Misconduct or inappropriate behavior	In process
Suriname	Environmental, health or safety ²	In process
U.S. – CC&V	Misconduct or inappropriate behavior	Substantiated – employee counseled
U.S. – Corporate	Misconduct or inappropriate behavior	Substantiated – employee disciplined
U.S. – Nevada	Misconduct or inappropriate behavior	Substantiated – employee counseled
U.S. – Nevada	Misconduct or inappropriate behavior	Unsubstantiated
U.S. – Nevada	Misconduct or inappropriate behavior	Unsubstantiated

¹ In 2019, our Ethics Solutions Tool recorded five substantiated and 12 unsubstantiated cases that were internally classified as human rights-related. Another two cases were under review as of December 31, 2019 and are noted as “in process.”

² This in-process review relates to an allegation deemed as a non-criminal act.

Human rights allegations by country, category and outcome 2019: Site level¹

	Misconduct or inappropriate behavior	Environmental, health or safety ²	Unsubstantiated	Substantiated	In process as of Dec. 31, 2019
Argentina	5	0	4	1	0
Canada	1	0	0	1	0
Ghana	1	0	1	0	0
Peru	2	0	2	0	0
Suriname	4	1	3	0	2
U.S.	5	0	2	3	0
Total	18	1	12	5	2

¹ In 2019, our Ethics Solutions Tool recorded five substantiated and 12 unsubstantiated cases that were internally classified as human rights-related. Another two cases were under review at the end of 2019 and are noted as “in process.”

² This in-process review relates to an allegation deemed as a non-criminal act.

Assessments and/or reviews

Human rights assessments or reviews conducted 2017–2019: Site level^{1, 2}



	Country/site	Human rights assessment or review occurring 2017–2019	Assessment summary and context
Africa	Ghana		
	Ahafo	2019	Human Rights Baseline and Impact Assessment Study for the proposed Ahafo North project
	Akyem	2019	Newmont risk assessment process that incorporates human rights impact assessments on an ongoing basis
	Ghana – all locations	2019	Human Rights Supplier Risk Assessments/Audits
Americas: North	U.S.		
	CC&V	2019	Newmont risk assessment process that incorporates human rights impact assessments on an ongoing basis
	Canada		
	Éléonore	2019	Former Goldcorp site compliance with Newmont Human Rights standards and assessment processes is underway
	Musselwhite	2019	Former Goldcorp site compliance with Newmont Human Rights standards and assessment processes is underway
	Porcupine	2019	Former Goldcorp site compliance with Newmont Human Rights standards and assessment processes is underway
	Guatemala		
	Marlin	2017	Marlin Mine Closure: A Review of Goldcorp Commitments to the 2010 Human Rights Assessment
	Mexico		
	Peñasquito	2019	Former Goldcorp site compliance with Newmont Human Rights standards and assessment processes is underway
Americas: South	Argentina		
	Cerro Negro	2019	Former Goldcorp site compliance with Newmont Human Rights standards and assessment processes is underway
	Suriname		
	Merian	2019	Merian's cross-functional Human Rights Working Group refined the site's human rights action plan and undertook an assessment to determine the most salient human rights risks for the region
	Merian	2017	Human Rights Impact Assessment
	Sabajo	2018	Human rights integrated into the public Environmental and Social Impact Assessment
	Peru		
	Peru – all locations	2019	Human Rights Supplier Risk Assessments/Audits
	Peru	2018	Human Rights Risk Assessment of new security system
	Yanacocha	2017	Human Rights Impact Assessment
Australia	Australia		
	Boddington	2019	Newmont risk assessment process that incorporates human rights impact assessments on an ongoing basis
	Tanami	2019	Newmont risk assessment process that incorporates human rights impact assessments on an ongoing basis
Global	Percentage coverage:	100%	

¹ GRI Standards disclosure GRI 412-1: Operations that have been subject to human rights reviews or impact assessments. Data table restated July 15, 2020 with updated detail regarding former Goldcorp sites and removal of Red Lake and KCGM sites, which were divested in the first quarter of 2020.

² All former Newmont sites conduct human rights assessments on an ongoing basis as part of Newmont's established risk assessment process; in addition to ongoing risk assessments that include human rights aspects, standalone and/or integrated assessments specific to human rights issues occurred in Ghana, Guatemala, Suriname and Peru, assessments for each country are summarized in the table above. Former Goldcorp sites are addressing gaps to become fully compliant with Newmont's standards (including on human rights assessments).

Supplier screening and training

Human rights new supplier screening 2019: Country level^{1, 2}

		New supplier human rights screenings			Screened 'at-risk' suppliers receiving human rights training		
	Country	No. of new suppliers	No. of new suppliers screened for human rights risks	% of new suppliers screened for human rights risks	No. of suppliers identified through the pre-qualification process as having potential human rights risks ²	No. of identified potential risk suppliers receiving human rights training	% of identified potential risk suppliers receiving human rights training
Africa	Ghana	105	95	90%	29	11	38%
Americas: North	U.S.	207	139	67%	52	0	0%
Americas: South	Peru	218	76	35%	39	26	67%
Australia	Australia	217	148	68%	57	0	0%
Global	Total	747	458	61%	177	37	21%

¹ GRI 412-1: Operations that have been subject to human rights reviews or impact assessments.

² We pre-screened all new suppliers in Australia, Ghana and Peru against human rights criteria, and suppliers identified as having potential human rights risks were provided human rights training. Australia region data includes projects and exploration; U.S. includes corporate headquarters and metallurgy lab (Colorado) and Miami regional office. Sites that are not within the scope of the supplier risk assessment program (SRiM) are: U.S. CC&V; Canada sites; Mexico, Argentina and Suriname. Outside of the SRiM process, 14 Suriname suppliers received in-person human rights training in 2019.

Security personnel training

Security personnel trained in human rights policies or procedures 2019: Site level^{1, 2}



		Session details		Total number of participants in security training				Percentage of Newmont security personnel trained
	Location	No. of sessions conducted	Total duration of all sessions (hours)	No. of employees trained	No. of private security contractors trained	No. of public security/law enforcement personnel trained	Other external stakeholders trained	
Africa	Accra	3	12	110	0	0	16	80%
	Ahafo	1	2	318	60	20	0	100%
	Akyem	13	17	499	147	6	0	100%
Americas: North ³	Marlin	N/R	69	4	76	18	0	100%
	Peñasquito	N/R	60	1,686	570	100	0	100%
Americas: South	Cerro Negro	2	2	19	44	50	0	100%
	Merian	10	30	22	135	51	0	92%
	Yanacocha ⁴	2,223	14,742	8	662	594	0	100%

¹ GRI Standards disclosure GRI 410-1: Security personnel trained in human rights policies or procedures.

² Security training did not take place in 2019 in Canada, U.S. and Australia; these data are omitted from the table.

³ North America's Marlin and Peñasquito sites will track the number of sessions conducted in future reporting years; 2019 data is not reported (N/R). The CC&V site located in Colorado, U.S., did not conduct security training in 2019.

⁴ Figures for 2019 Yanacocha security training sessions and hours are significantly higher than other sites due to increased number of training sessions with private security contractors and public security/law enforcement personnel.

Workforce training

Human rights workforce trainings conducted 2019: Site level¹



	Country/site	Human rights training courses delivered in 2019	Total combined course length (hours)	Internal or external trainer(s) delivered course(s)	No. of employee trainees	No. of contractor trainees	Total no. of workforce trainees
Africa	Ghana						
	Ahafo	Yes	2,436	Internal	424	185	609
	Akyem	Yes	5,168	Internal	584	708	1,292
Americas: South	Suriname						
	Merian	Yes	1,404	Internal	43	191	248
	Peru						
	Yanacocha	Yes	58	Internal	17	43	60
Australia	Australia						
	Tanami	Yes	2,460	External	246	0	246

¹ GRI Standards disclosure 412-2: Employee training on human rights policies or procedures. In 2019, former Goldcorp sites in Argentina and Canada delivered human rights training courses, and the Australia Boddington site also delivered training courses; detailed breakout data for these courses, such as course length, attendees and so on, is unavailable at time of printing. In future reporting years, as reporting systems are fully integrated, all sites will track detailed training statistics, which will allow Newmont to include the total percentage of employees trained and meet the full disclosure requirements for GRI 412-2.

INDIGENOUS PEOPLES

Indigenous lands, agreements, significant events 2019: Site level^{1, 2, 4}



Site	Indigenous/aboriginal/First Nations group
Boddington (Australia)	Gnaala Karla Booja
Tanami (Australia) ³	Warlpiri
KCGM (Australia)	Ninga Mia
Coffee (Canada)	Tr'ondëk Hwëch'in Selkirk First Nation White River First Nation First Nation of Na-cho Nyak Dun
Éléonore (Canada)	Cree Nation of Wemindj Grand Council of the Crees (Eeyou Iscthee)/Cree Nation Government
Musselwhite (Canada)	Mishkeegogamang First Nation North Caribou Lake First Nation Cat Lake First Nation Wunnumin Lake First Nation Kingfisher Lake First Nation Windigo First Nation Council Shibogama First Nation Council
Porcupine - Chapleau (Canada)	Chapleau Cree First Nation Brunswick House First Nation Chapleau Ojibwe First Nation Michipicoten First Nation
Porcupine - Timmins (Canada)	Mattagami First Nation Matachewan First Nation Flying Post First Nation Wahgoshing First Nation Metis Nation of Ontario
Red Lake (Canada)	Lac Seul First Nation Wabauskang First Nation
Galore Creek project (Canada)	Tahltan First Nation
Norte Abierto project (Chile)	Colla
Merian (Suriname)	Pamaka Maroon Tribe of the Marowijne River
Merian/Sabajo project (Suriname)	Kawina Maroon Tribe
Midnite mine legacy site (U.S.)	Spokane Tribe of Indians

¹ GRI Standards disclosure Mining and Metals Sector Supplement MM5: Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with indigenous peoples' communities, and GRI 411-1: Rights of indigenous peoples. SASB Metals & Mining sector disclosure EM-MM-210a.3: Security, human rights, and rights of indigenous peoples.

² Canada has adopted the UN Declaration of the Rights of Indigenous Peoples legislation.

³ Significant event defined as Level 3 or greater in Newmont's event management system. In 2019, there was one significant event related to indigenous peoples: In September 2019, a dozer operator erroneously cleared pathways and tracks in rehabilitated and restricted work areas contrary to stipulations in mine management plan, sacred site clearance certificate, and internal site disturbance plan. Corrective actions were completed February 2020; formal apology to be made at Traditional Owner Liaison Committee meeting July 2020 (COVID-19 restrictions permitting).

⁴ The reporting boundary for this disclosure covers all indigenous/aboriginal/First Nations groups near our operations (active, legacy, and exploration) and sites in 2019 (beyond land agreements and events). Reference pages 64–67 of our 2019 annual sustainability report for a detailed discussion of stakeholder engagement with all groups, including those with which Newmont has formal agreements in place (GRI MM5).

LAND OR RESOURCE USE DISPUTES

Significant disputes related to land or resource use 2019: Site level^{1, 2}

	Country/site	Number of significant land use disputes in 2019	Number of disputes addressed through complaints and grievances resolution process	If applicable, summary of significant disputes, actions taken, and outcomes
Africa	Ghana			
	Ahafo	0	N/A	N/A
	Akyem	0	N/A	N/A
Americas: North	U.S.			
	CC&V	0	N/A	N/A
	Canada			
	Éléonore	0	N/A	N/A
	Musselwhite	0	N/A	N/A
	Porcupine	0	N/A	N/A
	Red Lake	0	N/A	N/A
	Mexico			
	Peñasquito	1	1	Reference the Social Acceptance and Water Stewardship sections of the 2019 Beyond the Mine report for details on the dispute and resolution process between the Peñasquito operation and surrounding communities.
Americas: South	Argentina			
	Cerro Negro	0	N/A	N/A
	Suriname			
	Merian	0	N/A	N/A
	Peru			
	Yanacocha	0	N/A	N/A
Australia	Australia			
	Boddington	0	N/A	N/A
	KCGM		N/A	N/A
	Tanami	0	N/A	N/A
Global	Total	1	1	

¹ GRI Mining and Metals Sector Supplement disclosures MM6: Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples; and GRI 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. Supports SASB Metals & Mining Sustainability Accounting Standard EM-MM-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests.

² Significant impacts are those that have had an impact on our ability to operate commensurate with a level 3+ event in the Newmont Risk Matrix. Land disputes may be associated with current, planned or proposed future site operations.

RESETTLEMENT AND/OR RELOCATION ACTIVITY

Resettlement and/or relocation activity 2019: Site level^{1, 2}



	Country/site	Resettlement and/or relocation activity occurred in 2019	No. of households resettled and/or relocated
Africa	Ghana		
	Ahafo	Yes	29
	Akyem	No	N/A
Americas: North	U.S.		
	CC&V	No	N/A
	Canada		
	Éléonore	No	N/A
	Musselwhite	No	N/A
	Porcupine	No	N/A
	Red Lake	No	N/A
	Mexico		
	Peñasquito	No	N/A
Americas: South	Argentina		
	Cerro Negro	No	N/A
	Suriname		
	Merian	No	N/A
	Peru		
	Yanacocha	No	N/A
Australia	Australia		
	Boddington	No	N/A
	KCGM	No	N/A
	Tanami	No	N/A
Global	Total	1	29

¹ GRI Mining and Metals Sector Supplement disclosure MM9: Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process.

² Reference the Resettlement and Land Use section of the 2019 Beyond the Mine report for a detailed discussion of the Ahafo resettlement activities with the nearby Dokyikrom community. Twenty-five households were given relocation under the Subika East Waste Dump Expansion (SEWDE) project, which was a directive from the Minister of Lands and Natural Resources. The resettlement houses are under construction and will be handed over to the households in 2020. Three households were also relocated due to the Awonsu Oxide Pit development; one household was resettled due to the tailings storage facility toe drain project.

SOCIAL IMPACT ASSESSMENT AND ENGAGEMENT

Social impact assessment and engagement practices 2019: Site level^{1, 2}



	Country/site	Social Impact Assessment (SIA) is conducted at this site; date of last SIA	Site's stakeholder engagement plans are based on stakeholder mapping	Site engages with broad-based local community consultation committees that include vulnerable groups	Site has formal local community grievance process
Africa	Ghana				
	Ahafo	2019	Yes	Yes	Yes
	Akyem	2015	Yes	Yes	Yes
Americas: North	U.S.				
	CC&V	2017	Yes	Yes	Yes
Americas: South	Suriname				
	Merian	2020	Yes	Yes	Yes
	Peru				
	Yanacocha	2014	Yes	Yes	Yes
Australia	Australia				
	Boddington	2020	Yes	Yes	Yes
	KCGM	2016	Yes	Yes	Yes
	Tanami	2019	Yes	Yes	Yes

¹ GRI Standards disclosure GRI 413-1: Operations with local community engagement, impact assessments and development programs. GRI 413-1 is partially disclosed for the 2019 reporting year due to integration activities; this will be fully disclosed, included percentage totals, for the 2020 reporting year.

² Former Goldcorp sites (Canada, Mexico and Argentina) will be included in future reporting years.

VALUE SHARING

COMMUNITY INVESTMENTS

Community investments 2019: Site level (millions)¹

NEM GG NV

	Country/site ²	Community development expenditures ³	Donations ³	Total
Africa	Ghana	\$6.50	\$0.13	\$6.63
	Ahafo	\$4.20	\$0.09	\$4.29
	Akyem	\$2.30	\$0.04	\$2.34
Americas: North	U.S.	\$0.55	\$0.00	\$0.55
	CC&V	\$0.55	\$0.00	\$0.55
	Canada	\$0.43	\$2.25	\$2.68
	Éléonore	\$0.17	\$0.03	\$0.20
	Musselwhite	\$0.00	\$0.10	\$0.10
	Porcupine	\$0.23	\$0.33	\$0.56
	Red Lake	\$0.03	\$0.07	\$0.11
	Vancouver	\$0.00	\$1.71	\$1.71
	Mexico	\$1.55	\$0.37	\$1.92
	Peñasquito	\$1.55	\$0.37	\$1.92
Americas: South	Argentina	\$5.32	\$0.00	\$5.32
	Cerro Negro	\$5.32	\$0.00	\$5.32
	Suriname	\$0.46	\$0.13	\$0.60
	Merian	\$0.46	\$0.13	\$0.60
	Peru	\$4.16	\$0.45	\$4.61
Australia	Yanacocha	\$4.16	\$0.45	\$4.61
	Australia	\$0.90	\$0.12	\$1.02
	Boddington	\$0.21	\$0.04	\$0.25
	KCGM	\$0.18	\$0.00	\$0.18
Global	Tanami	\$0.51	\$0.08	\$0.59
	Total	\$19.87	\$3.46	\$23.33

¹ GRI Standards disclosure GRI 201-1: Direct Economic Value Generated and Distributed (this table shows GRI 201-1-iii only); full disclosures are detailed in the Economic Value Generated and Economic Value Distributed tables. Differences in community investments totals shown in this table and totals shown in the Economic Value Distributed data table are due to decimal place rounding.

² Australia includes Perth regional office and excludes the KCGM site; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters.

³ Community development expenditures reported by sites reflect direct expenditures on programs and partnerships that support local community development programs and partnerships. Expenditures omit outside grant funding received from partner agencies; overhead expenses such as community relations, year-end reporting costs, salaries and administrative costs; monetary value of in-kind donations and volunteerism; and expenditures related to mitigation including exploration and land use payments. Donations data reflects direct monetary investments and the book value of in-kind donations.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

Economic value distributed 2019: Country level (millions)^{1, 2}



Country	Operating costs ³	Employee wages and benefits	Capital spend ⁴	Payments to providers of capital ⁵	Payments to governments ⁶	Community investments ⁷	Total
Argentina	\$86.7	\$56.5	\$55.0	\$0.4	\$63.4	\$5.3	\$267.3
Australia	\$858.9	\$291.6	\$246.0	\$12.5	\$211.0	\$1.0	\$1,620.5
Canada	\$463.7	\$242.7	\$212.6	\$9.3	\$(29.8)	\$2.7	\$901.2
Ghana	\$493.1	\$120.1	\$246.1	\$3.6	\$236.8	\$6.6	\$1,106.4
Mexico	\$262.1	\$182.5	\$128.1	\$16.8	\$141.1	\$1.9	\$732.5
Peru	\$371.6	\$77.6	\$185.3	\$2.1	\$34.6	\$4.6	\$675.9
Suriname	\$215.7	\$61.8	\$56.6	\$0.0	\$55.0	\$0.6	\$389.6
U.S. ⁸	\$329.8	\$282.6	\$67.0	\$1,622.9	\$20.0	\$0.6	\$2,322.9
Total	\$3,081.6	\$1,315.4	\$1,196.7	\$1,667.6	\$732.2	\$23.3	\$8,016.3

¹ GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed.

² Amounts are on a consolidated basis as described in our 2019 10-K; however, to ensure comparable reporting boundaries across financial data disclosed in this report (economic value generated, distributed and community investments data tables), the U.S. figures omit Nevada data. Amounts may not recalculate due to rounding.

³ Operating costs are comprised of costs applicable to sales of \$4,050 (excluding Nevada of \$1,145), exploration of \$220 (excluding Nevada of \$45), advanced projects, research and development of \$132 (excluding Nevada of \$18), and general and administrative expenses of \$302 (excluding Nevada of \$11) on an accrued basis and cash paid for reclamation in 2019 of \$115 (excluding Nevada of \$9)). Operating costs omit employee wages and benefits of \$1,315 (excluding Nevada of \$263) included in the employee wages and benefits column; \$320 (excluding Nevada of \$31) in payments to governments for employer and property taxes included in the payments to governments column; \$167 (excluding Nevada of \$9) in indirect costs; and \$65 (excluding Nevada of \$29) in byproduct sales, which are recognized as credits to costs applicable to sales in our 2019 10-K.

⁴ Capital spend is presented on an accrued basis and excludes Nevada spend of \$257.

⁵ Payments to providers of capital includes interest expense, net of capitalized interest of \$300 (excluding Nevada of \$1), dividends paid to common stockholders of \$889, and repurchases of common stock of \$479.

⁶ Taxes include current year cash payments for income and mining taxes, and accrued employer, property, sales and production taxes. In addition, taxes include export duties paid in Argentina and duties paid in Africa. The U.S. payments to governments figure omits \$70.9 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled \$90.7.

⁷ Community investments data includes direct monetary investments and the book value of in-kind donations. Australia includes Perth regional office and excludes the KCGM site; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters. Differences in community investments column totals shown in this table and totals shown in the Community Investments table are due to decimal place rounding.

Economic value generated 2019: Country level (millions)^{1, 2}



Country	Amount
Argentina	\$546.2
Australia	\$2,192.1
Canada	\$881.8
Ghana	\$1,466.8
Mexico	\$691.1
Peru	\$738.6
Suriname	\$734.2
U.S.	\$448.5
Total	\$7,699.3

¹ GRI Standards disclosure 201-1: Direct economic value generated and distributed.

² Amounts are on a consolidated basis as described in our 2019 10-K; to ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. Economic value generated includes sales of \$7,634 (excluding Nevada of \$2,106), as well as byproduct sales of \$65 (excluding Nevada of \$29), which are recognized as credits to costs applicable to sales in our 2019 10-K.

SUPPLY CHAIN

Number of suppliers 2019¹



Number of suppliers in 2019	8,585
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¹ GRI Standards disclosure GRI 102-09: Number of suppliers. Figure includes Nevada spending from January 1 to June 30.

Spending on local suppliers 2019: Region level (millions) ^{1, 2}



	Total spent on all suppliers	Total spent with local suppliers	% spent with local suppliers	Total spent with national suppliers	% spent with national suppliers	Total spent with local and national suppliers	% spent with local and national suppliers
Africa	\$849.9	\$25.3	3.0%	\$688.3	81.0%	\$713.5	84.0%
Australia	\$1,143.1	\$429.1	37.5%	\$648.9	56.8%	\$1,078.1	94.3%
North America	\$745.6	\$247.4	33.2%	\$467.8	62.7%	\$715.2	95.9%
South America	\$939.8	\$351.5	37.4%	\$498.0	53.0%	\$849.4	90.4%
Total	\$3,678.5	\$1,053.2	28.6%	\$2,303.0	62.6%	\$3,356.2	91.2%

¹ GRI Standards disclosure GRI 204-1: Proportion of spending on local suppliers.

² North America local supplier spending figures include Nevada spending from January 1 to June 30 and exclude the Colorado, U.S., corporate office; Australia local supplier spending figures exclude the KCGM joint venture operation.

TAX TRANSPARENCY

Payments to governments 2019: Country level (millions)^{1, 2}

NEM GG NV

Country	Government royalties	Taxes	Payments to governments
Argentina	\$23.4	\$40.1	\$63.4
Australia	\$58.6	\$152.4	\$211.0
Canada	\$0.0	\$(29.8)	\$(29.8)
Ghana	\$75.4	\$161.4	\$236.8
Mexico	\$2.4	\$138.7	\$141.1
Peru	\$0.0	\$34.6	\$34.6
Suriname	\$43.8	\$11.2	\$55.0
U.S. ³	\$0.0	\$20.0	\$20.0
Total	\$203.5	\$528.7	\$732.2

¹ GRI Standards disclosure GRI 207-4: Country-by-country tax reporting.

² Taxes include current year cash payments for income and mining taxes, accrued employer, property, sales and production taxes. In addition, taxes include export duties paid in Argentina and duties paid in Africa. Amounts may not recalculate due to rounding.

³ To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. The U.S. payments to governments figure omits \$70.9 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled \$90.7.

Effective tax rates 2019: Country level (percentage)^{1, 2}

NEM GG NV

Country	Rate
Argentina	(94)%
Australia	38%
Canada	(103)%
Ghana	34%
Mexico	11%
Peru	129%
Suriname	26%
U.S. ³	14%
Other foreign	11%
Consolidated	23%

¹ GRI Standards disclosure GRI 207-4: Country-by-country tax reporting.

² The effective tax rate is driven by a number of factors and can fluctuate from year to year. For a more detailed discussion of tax expenses, refer to page 65 of Newmont's 2019 Form 10-K report.

³ The U.S. effective tax rate includes CC&V, corporate headquarters (Colorado), Nevada, and other U.S.

WORKFORCE

WORKFORCE DEMOGRAPHICS

Total workforce: Trailing five years^{1, 2}

	2015	2016	2017	2018	2019
Employees	13,027	10,804	12,569	12,442	16,636
Contractors	13,749	9,312	12,111	11,765	15,026
Total	26,776	20,116	24,680	24,207	31,662

¹ GRI Standards disclosure GRI 102-08: Information on employees and other workers.

² Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

Employees by region: Trailing five years^{1, 2}

	2015	2016	2017	2018	2019
Africa	1,998	1,954	1,953	2,043	2,192
Australia ³	5,380	2,683	2,895	2,824	2,874
Americas: North ⁴	3,743	4,438	4,838	4,762	7,260
Americas: South ⁵	1,906	1,729	2,883	2,813	4,310
Total	13,027	10,804	12,569	12,442	16,636

¹ GRI Standards disclosure GRI 102-08: Information on employees and other workers.

² Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

³ Australia region was once the Asia Pacific region and included the Waihi operation in New Zealand, which was divested in 2015, and the Batu Hijau operation in Indonesia, which was divested in 2016. Table includes Batu Hijau operation in 2015. Employees associated with reclamation in Indonesia are included in Australia employee count in 2017, 2018 and 2019 and total two employees in 2019.

⁴ Two employees located in France and seven employees located in Barbados are reported under the North America Region for consolidated reporting purposes.

⁵ Forty-two employees in Miami, U.S., are located in South America for consolidated reporting purposes.

Contractors by region: Trailing five years^{1, 2}

	2015	2016	2017	2018	2019
Africa	3,130	2,022	3,261	3,469	3,448
Australia ³	4,871	2,038	1,541	1,539	1,706
Americas: North ⁴	1,422	1,556	2,237	1,580	4,699
Americas: South ⁵	4,326	3,696	5,072	5,177	5,173
Total	13,749	9,312	12,111	11,765	15,026

¹ GRI Standards disclosure GRI 102-08: Information on employees and other workers.

² Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

³ Australia region was once the Asia Pacific region and included the Waihi operation in New Zealand, which was divested in 2015, and the Batu Hijau operation in Indonesia, which was divested in 2016. Table includes Batu Hijau operation in 2015. Employees associated with reclamation in Indonesia are included in Australia employee count in 2017, 2018 and 2019 and total two employees in 2019.

⁴ Four contractors in Haiti and one contractor in Honduras are located in North America for consolidated reporting purposes.

⁵ Two contractors in Miami, U.S., are located in South America for consolidated reporting purposes.

COMPENSATION AND EQUAL REMUNERATION

Ratio of average female salary to average male salary 2019: Employee category¹

NEM GG NV

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/male average salary
Senior leadership	37	\$291,604	139	\$288,190	1.0
People managers	320	\$87,094	1,964	\$79,445	1.1
Individual contributors	1,082	\$57,146	3,003	\$66,443	0.9
Operators and maintainers	984	\$37,102	9,107	\$33,739	1.1

¹ GRI Standards disclosure 405-2: Ratio of basic salary and remuneration of women to men.

Ratio of average female salary to average male salary 2019: Country level^{1, 2, 3}

NEM GG NV

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/male average salary
Argentina	132	\$28,054	1,314	\$26,592	1.1
Australia	642	\$75,353	2,230	\$92,930	0.8
Canada	469	\$68,047	2,692	\$71,741	0.9
Ghana	265	\$22,695	1,912	\$24,181	0.9
Peru	128	\$46,235	1,331	\$39,998	1.2
Suriname	209	\$14,759	1,113	\$16,648	0.9
U.S.	250	\$124,419	841	\$118,594	1.0
Mexico	301	\$20,163	2,697	\$17,039	1.2

¹ GRI Standards disclosure 405-2: Ratio of basic salary and remuneration of women to men.

² Countries with fewer than 10 employees by gender are excluded for privacy purposes.

³ Table represents average of all salaries, regardless of level of position. For an additional compensation comparison disclosure, please see page 44 of our 2020 Proxy Statement.

DIVERSITY AND INCLUSION

Employee gender breakout 2019: Number by country¹



	Female	Male	Total
Argentina	132	1,314	1,446
Australia	642	2,230	2,872
Canada	469	2,692	3,161
Ethiopia	3	12	15
French Guiana	2	32	34
Ghana	265	1,912	2,177
Guatemala	13	30	43
Other ²	9	9	18
Peru	128	1,331	1,459
Suriname	209	1,113	1,322
U.S.	250	841	1,091
Mexico	301	2,697	2,998
Total	2,423	14,213	16,636

¹ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

² 'Other' category accounts for countries with fewer than 10 employees.

Employee gender breakout 2019: Number by employee category¹



	Female	Male	Total
Senior leadership	37	139	176
People managers	320	1,964	2,284
Individual contributors	1,082	3,003	4,085
Operators and maintainers	984	9,107	10,091
Total	2,423	14,213	16,636

¹ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Female representation 2019: Percentage by employee category^{1, 2}



	2015	2016	2017	2018	2019
Board of Directors	30.0%	30.0%	41.7%	41.7%	40.0%
Executive leadership team	33.0%	33.3%	33.3%	25.0%	44.4%
Senior leadership	15.0%	16.3%	17.4%	19.5%	21.0%
People managers	9.0%	12.2%	13.6%	14.6%	14.0%
Individual contributors	23.0%	25.3%	25.0%	24.7%	26.5%
Operators and maintainers	8.0%	11.8%	11.5%	12.5%	9.8%
Total employees	11.0%	14.8%	15.4%	15.7%	14.6%

¹ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

² Beginning in 2016, we began reporting female representation to the tenth of a percent to better track our progress against our targets. Female representation includes all employees. Public targets discussed elsewhere in this report do not include fixed term positions such as internships and those with a contract that ends on a specific date.

Employee age distribution 2019: Number and percentage by age range and category¹



	Age under 30: No. of employees	Age under 30: % of employees	Age 30-50: No. of employees	Age 30-50: % of employees	Age over 50: No. of employees	Age over 50: % of employees	Total number of employees all categories ²	Total % by category all ages
Senior leadership	0	0.0%	93	0.6%	83	0.5%	176	1.1%
People managers	61	0.4%	1,685	10.1%	531	3.2%	2,277	13.7%
Individual contributors	724	4.4%	2,734	16.5%	624	3.8%	4,082	24.6%
Operators and maintainers	1,855	11.2%	6,401	38.5%	1,814	10.9%	10,070	60.6%
Total	2,640	15.9%	10,913	65.7%	3,052	18.4%	16,605	100.0%

¹ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

² Total number of employees all categories excludes 31 employees where age is not available.

LABOR-MANAGEMENT RELATIONS

Percentage of workforce represented by union or workplace agreement: Trailing five years^{1, 2}



	2015	2016	2017	2018	2019
Argentina	N/A	N/A	N/A	N/A	87.8%
Australia	12.0%	41.0%	38.5%	24.3%	24.0%
Canada	N/A	N/A	N/A	N/A	6.6%
Ethiopia	0.0%	0.0%	0.0%	0.0%	0.0%
French Guiana	0.0%	0.0%	0.0%	0.0%	0.0%
Ghana ³	100.0%	100.0%	100.0%	97.7%	85.3%
Guatemala	N/A	N/A	N/A	N/A	0.0%
Mexico	N/A	N/A	N/A	N/A	70.6%
Other ⁴	0.0%	0.0%	0.0%	0.0%	0.0%
Peru	28.0%	28.0%	29.0%	34.0%	35.9%
Suriname	N/A	N/A	0.0%	45.4%	42.4%
U.S. ⁵	40.0%	35.0%	32.3%	31.0%	0.0%
Total	49.0%	51.0%	51.0%	42.0%	43.4%

¹ GRI Standards disclosure GRI 102-41: Collective bargaining agreements.

² Country data marked as 'N/A' (not applicable) represent year(s) when Newmont did not have workforce in that country during a given year.

³ Workplace agreement in Ghana represents Junior and Senior staff members only.

⁴ 'Other' accounts for countries with fewer than 10 employees.

⁵ Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

Minimum notice periods regarding operational changes 2019: By country^{1, 2}



	Site	Notification period
Ghana – Collective bargaining agreements (CBAs) only	Ahafo and Akyem	Seven days for communicating operational changes and three months for communicating a reduction in workforce
Australia – CBAs only	Boddington	Four weeks
	KCGM	Between 24 hours and several weeks, depending on the change
Mexico – CBAs only	Peñasquito	Four weeks
Global – all workforce not covered by CBAs	All employees, all sites	Newmont’s general workforce notification practices are governed by the Global Management of Change Standard and supporting guidelines, which require a minimum of two weeks’ notice to personnel for changes that have site-wide, regional and/or global impacts. In many cases, notification times related to 2019 integration activities were significantly longer.

¹ GRI Standards disclosure GRI 402-1: Minimum notice periods regarding operational changes.

² 2020 COVID-19 workforce notifications are omitted from this 2019 data table. Ongoing work force updates and notifications specific to COVID-19 impacts are available at Newmont.com.

Strikes and lockouts exceeding one week’s duration 2019: By country^{1, 2}



Newmont did not experience any strikes or lockouts exceeding one week’s duration in 2019.

¹ GRI Standards Mining and Metals Sector Supplement MM4: Number of strikes and lockouts exceeding one week’s duration by country.

² Argentina’s Cerro Negro location experienced several short duration work stoppages in 2019, with no single event lasting more than seven consecutive days; however, the hours lost equate to approximately 52,528 hours (equivalent to 8.92 days, had these stoppages been consecutive). Reference Our Workplace chapter, labor relations section and/or Newmont.com for additional details and updates.

TALENT ATTRACTION AND RETENTION

Employee turnover 2019: By region¹



	Employee initiated	Company initiated	Total
Africa	0.9%	2.1%	3.0%
Australia	9.3%	3.2%	12.5%
Americas: North ²	5.0%	6.5%	11.5%
Americas: South ³	2.0%	4.3%	6.3%

¹ GRI Standards disclosure 401-1: New employee hires and employee turnover.

² Employees located in France and Barbados are reported under the North America region for consolidated reporting purposes.

³ Employees in Miami, U.S., the South America regional headquarters location in 2019, are counted as South America region employees for consolidated reporting purposes.

Employee turnover 2019: By age group^{1, 2}



Age	Total turnover	Turnover rate
<30	254	10.9%
30 to 50	913	8.4%
51+	383	12.0%

¹ GRI Standards disclosure 401-1: New employee hires and employee turnover.

² 2019 data omits two withdrawn employees whose birth dates are not available.

Employee turnover: Trailing five years^{1, 2}



	Employee initiated	Company initiated
2019	4.6%	4.9%
2018	6.6%	4.4%
2017	6.3%	3.7%
2016	5.0%	4.4%
2015	3.2%	5.0%

¹ GRI Standards disclosure 401-1: New employee hires and employee turnover.

² Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

Employee turnover by gender and initiation: Trailing five years ¹					
	2015	2016	2017	2018	2019
Males					
Company initiated	537	399	362	399	627
Employee initiated	340	417	563	585	581
Total number of males	877	816	925	984	1,208
Company-initiated rate	5.0%	4.0%	3.8%	4.1%	4.5%
Employee-initiated rate	3.0%	5.0%	5.9%	6.0%	4.1%
Total rate for males	8.0%	9.0%	9.7%	10.1%	8.6%
Females					
Company initiated	104	62	53	104	172
Employee initiated	72	108	140	169	172
Total number of females	176	170	193	273	344
Company-initiated rate	8.0%	4.0%	3.3%	6.0%	7.4%
Employee-initiated rate	5.0%	8.0%	8.8%	9.8%	7.4%
Total rate for females	13.0%	12.0%	12.1%	15.9%	14.7%

¹ GRI Standards disclosure 401-1: New employee hires and employee turnover. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

New hires 2019: By region, gender and age group ¹		NEM	GG	NV
	Total new hires	Percent of enterprise population		
By region				
Africa	678			4.5%
Australia	523			3.5%
North America ²	587			3.9%
South America ³	318			2.1%
Total new hires	2,106			14.0%
By gender				
Female	605			4.0%
Male	1,501			10.0%
Total new hires	2,106			14.0%
New hires by age group ⁴				
<30	1,036			6.9%
30 to 50	877			5.8%
51+	192			1.3%
Total new hires ⁴	2,105			14.0%

¹ GRI Standards disclosure GRI 401-1: New employee hires and employee turnover.

² North America region includes employees in Barbados and France for consolidated reporting purposes.

³ South America region includes employees in Miami, U.S., for consolidated reporting purposes.

⁴ Total by age group excludes one new hire whose birth date is not available.

TRAINING AND PROFESSIONAL DEVELOPMENT

Percentage of employees who are performance review eligible 2019: By gender and employee category¹



	Number of female employees	Number of females who are performance review eligible	% females who are performance review eligible	Number of male employees	Number of males who are performance review eligible	% males who are performance review eligible
Senior leadership	37	37	100%	139	139	100%
People managers	320	291	91%	1,964	1,834	93%
Individual contributors	1,082	947	88%	3,003	2,723	91%
Operators and maintainers	984	465	47%	9,107	4,437	49%
Total	2,423	1,740	72%	14,213	9,133	64%

¹ GRI Standards disclosure 404-3: Percentage of employees receiving regular performance and career development reviews; GRI disclosure modified for 2019 integration year – refer to GRI Content Index for full details.

Training and development investment spending and hours: Trailing five years^{1, 2}

	2015	2016	2017	2018	2019
Total (\$ million)	\$10.00	\$7.90	\$7.90	\$8.00	\$8.90
Total (hours)	869,225	671,242	828,126	808,780	736,807

¹ GRI Standards disclosure 404-1: Average hours of training per year per employee.

² The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

Average hours of training per year, per employee by employee category: Trailing five years^{1, 2}

	2015	2016	2017	2018	2019
Senior leadership	22	20	14	23	5
People managers	81	83	68	85	31
Business support	34	67	66	70	36
Operators and maintainers	74	57	62	60	51

¹ GRI Standards disclosure 404-1: Average hours of training per year per employee.

² The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

Average hours of training per employee 2019: By employee category and gender^{1, 2}



	Female	Male
Senior leadership	8	4
People managers	15	34
Business support	36	35
Operators and maintainers	55	51

¹ GRI Standards disclosure 404-1: Average hours of training per year per employee.

² The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

Report Frameworks

GRI CONTENT 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 thousands of companies worldwide.

We developed this report in accordance with the [GRI Standards](#) Core option, which focuses 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.

The content in this report is also mapped to the [Sustainability Accounting Standards Board \(SASB\) Metals & Mining industry standard](#) (version 2018-10), along with The Climate-related Financial Disclosures (TCFD); and to **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.

We engaged Apex Companies, LLC (formerly the HSE division of Bureau Veritas North America, Inc.) to independently assure our report for inclusivity, completeness, responsiveness and accuracy on material and significant sustainability matters. Apex externally assured certain GRI Standards and ICMM disclosures as noted in the index. Reference the [Apex Independent Assurance Statement](#) for additional details regarding the independent assurance scope of work.

UN GUIDING PRINCIPLES REPORTING FRAMEWORK INDEX

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.

GRI Content Index

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102 – GENERAL STANDARD DISCLOSURES 2016						
ORGANIZATIONAL PROFILE						
102-1 Name of the organization	SASB EM-MM-000.A: Production of (1) metal ores and (2) finished metal products		Our Business , p. 9			
102-2 Activities, brands, products, and services	SASB EM-MM-000.A: Production of (1) metal ores and (2) finished metal products		Our Business , p. 9 2019 10-K report – Item 1. Business , pp. 6–8			
102-3 Location of headquarters			Our Business , p. 9 2019 10-K report – 2019 Results and Highlights , p. 3			
102-4 Location of operations			Our Business , p. 9			
102-5 Ownership and legal form			Our Business , p. 9 2019 10-K report – 2019 Results and Highlights , p. 3			
102-6 Markets served			Our Business , p. 9			
102-7 Scale of the organization			Our Business , p. 9 2019 10-K report – Item 1. Business , pp. 6–8			
102-8 Information on employees and other workers	SASB EM-MM-000.B: Total number of employees, percentage of contractors		Our Workplace , pp. 12–13 Performance Against 2019 Sustainability Targets – Inclusion and Diversity and Local Employment targets , p. 7 Performance Data – Total workforce: Trailing five years, Employees by region: Trailing five years, Contractor by region: Trailing five years , p. 176 Performance Data – Employee gender breakout 2019: Number by country, Employee gender breakout 2019: Number by employee category, Female representation 2019: Percentage by employee category , p. 178 Performance Data – Employee age distribution 2019: Number and percentage by age range and category , p. 179			
102-9 Supply chain			Performance Against Sustainability 2019 Targets – Local Procurement and Human Rights and the Supply Chain , pp. 7–8 Our Supply Chain , pp. 14–15 Human Rights – 2019 Performance – Human Rights and Our Supply Chain , p. 63 Value Sharing – 2019 Performance – Local Procurement and Capacity Building , p. 100 Performance Data – Human rights new supplier screening and training , p. 165 Performance Data – Spending on local suppliers by region 2019: Site level (millions) , p. 174			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-10 Significant changes to the organization and its supply chain			Our Business – Significant Changes in 2019 , p. 11 2019 10-K report – 2019 Results and Highlights , p. 3 2019 10-K report – Item 1. Business , p. 6			
102-11 Precautionary Principle or approach			Our Business – Purpose, Mission, Visions, Values, Business Strategy , p. 10 Note: 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." 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.	Principle 2		Yes
102-12 External initiatives			Our Approach to Sustainability – Supporting the Sustainable Development Goals , p. 22 Our Approach to Sustainability – Voluntary Commitments and Disclosures , pp. 24–26 Human Rights – Engagement with Indigenous Groups Near Our Operations and Sites , pp. 64–67 Value Sharing – Approach – Economic Impacts , p. 92 Value Sharing – 2019 Performance – Revenue Transparency , p. 96 Value Sharing – 2019 Performance – Investing in Sustainable Development , p. 97 Value Sharing – 2019 Performance – Local Employment and Skills Development , pp. 98–99	Principle 1, 2	SDG 17	Yes
102-13 Membership of associations			Our Approach to Sustainability – Voluntary Commitments and Disclosures , pp. 24–26 Performance Data – 2019 Trade association dues: amount and percentage attributable to political advocacy , p. 109		SDG 17	Yes

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
STRATEGY						
102-14 Statement from senior decision-maker			Letter from Tom Palmer, President and Chief Executive Officer , pp. 3-4 Letter from Jane Nelson, Safety and Sustainability Committee Chair , pp. 5-6			Yes
102-15 Key impacts, risks, and opportunities		TCFD-Strategy (TCFD-S): a) Climate-related risks and opportunities the organization has identified over the short, medium and long term	Letter from Tom Palmer, President and Chief Executive Officer , pp. 3-4 Our Supply Chain – Supplier Risk , p. 14 Our Approach to Sustainability – Our Sustainability Strategy – Strategic Imperatives , p. 16 Our Approach to Sustainability – Our Sustainability Strategy – Technology and Innovation , p. 17 Our Approach to Sustainability – Materiality , pp. 17-18 Our Approach to Sustainability – Stakeholder Engagement , pp. 19-21 Risk Management – Approach – Country Risk , p. 41 Risk Management – 2019 Performance – Sustainability Risks, Country Risk Trends, Crisis Management, Cyber Risks , pp. 42-44 Safety and Health – Approach – Preventing Fatalities – Fatality Risk Management governance , p. 47 Safety and Health – Approach – Workplace Health and Hygiene Risks , p. 48 Safety and Health – 2019 Performance – Fatality Risk Review, Injuries, Safety Culture Reviews, Fatigue Management , pp. 49-51 Social Acceptance – Approach – Risk and impact management , p. 53 Human Rights – Approach – Human Rights Risks in the Supply Chain , p. 59 Human Rights – 2019 Performance – Human Rights and Our Supply Chain , p. 63 Environment – Our Approach – Cyanide management, Biodiversity, Air emissions, Waste management , p. 71 Water Stewardship – 2019 Performance – Toward Water Stewardship – Water risks and management, Water-related risk by site , pp. 76-77 Energy and Climate Change – Approach – Risk Management , pp. 86-87 Closure and Reclamation – Approach , pp. 89-90 2019 10-K report – Item 1A. Risk Factors , pp. 12-35 CDP (formerly Carbon Disclosure Project) Climate and Water questionnaire responses, Risks and Opportunities sections, available at CDP.net and also on the Newmont website .	Principle 4		Yes

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ETHICS AND INTEGRITY						
102-16 Values, principles, standards, and norms of behavior			Our Business – Purpose, Mission, Vision, Values, Business Strategy , p. 10 Governance – Our Approach , p. 32 Ethics and Compliance – Approach , p. 37	Principle 1, 2, 4		Yes
102-17 Mechanisms for advice and concerns about ethics			Ethics and Compliance – 2019 Performance , pp. 38–40	Principle 1, 2, 4		Yes
GOVERNANCE						
102-18 Governance structure		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues	Governance – Our Approach , p. 32 Corporate Governance – Approach, Board of Directors, Sustainability Governance , pp. 33–35 Corporate Governance – 2019 Performance , pp. 35–36 2020 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28–30 Newmont Board of Directors Safety and Sustainability Committee Charter , Oct. 2019, pp. 1–3	Principle 1		Yes
102-19 Delegating authority		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues	Corporate Governance – Board of Directors, Sustainability Governance , pp. 33–35 Newmont Board of Directors Safety and Sustainability Committee Charter , Oct. 2019, pp. 1–3 2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32–33	Principle 1, 2, 4		Yes
102-20 Executive-level responsibility for economic, environmental, and social topics		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues TCFD-G: b) Role of management in assessing and managing climate-related issues	Corporate Governance – Approach, Board of Directors, Sustainability Governance , pp. 33–35 Energy and Climate Change – Approach , pp. 85–87 Newmont Board of Directors Safety and Sustainability Committee Charter , Oct. 2019, pp. 1–3 2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32–33	Principle 1, 2, 4		Yes
102-21 Consulting stakeholders on economic, environmental, and social topics			Our Approach to Sustainability – Materiality , pp. 17–18 Our Approach to Sustainability – Stakeholder Engagement , pp. 19–21	Principle 1, 2, 4	SDG 17	Yes
102-22 Composition of the highest governance body and its committees			2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32–33 2020 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28–30 Newmont Board of Directors Safety and Sustainability Committee Charter , Oct. 2019, pp. 1–3	Principle 1, 2, 4		

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-23 Chair of the highest governance body			2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32-33	Principle 1, 2, 4		
102-24 Nominating and selecting the highest governance body			2020 Proxy Statement – Process for Selecting New Directors, Retirement Age and Board Refreshment , pp. 36-38	Principle 1, 2, 4		
102-25 Conflicts of interest			Corporate Governance Guidelines – Duties of Board Members – 3. Conflicts of Interest , p. 6 Code of Ethics for Senior Financial Officers 2020 Proxy Statement – Compensation Consultant , p. 39	Principle 1, 2, 4		
102-26 Role of highest governance body in setting purpose, values, and strategy		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues	Corporate Governance – Board of Directors , p. 33 2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32-33			
102-27 Collective knowledge of highest governance body		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues	2020 Proxy Statement – Director Nominee Overview , pp. 18-25			
102-28 Evaluating the highest governance body's performance			2020 Proxy Statement – Board, Committee and Director Assessment , pp. 35-36			
102-29 Identifying and managing economic, environmental, and social impacts		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks	Corporate Governance – Sustainability Governance , pp. 33-35 Risk Management – Approach , pp. 41-42 2020 Proxy Statement – Safety and Sustainability Committee , p. 30 2020 Proxy Statement – Board Oversight of Risk Management , p. 34	Principle 2, 4, 6		Yes
102-30 Effectiveness of risk management processes		TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks	Risk Management – Approach , pp. 41-42 Risk Management – 2019 Performance , pp. 42-44 2019 10-K report – Item 1A. Risk Factors , pp. 12-35	Principle 4		Yes

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-31 Review of economic, environmental, and social topics		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks	Our Approach to Sustainability – Materiality , pp. 17-18 Corporate Governance – Sustainability Governance , pp. 33-35 Newmont Board of Directors Safety and Sustainability Committee Charter , Oct. 2019, pp. 1-3			
102-32 Highest governance body's role in sustainability reporting		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues	Our Approach to Sustainability – Materiality , pp. 17-18 Newmont Board of Directors Safety and Sustainability Committee Charter , Oct. 2019, pp. 1-3			
102-33 Communicating critical concerns			Corporate Governance – Sustainability Governance , p. 35 Ethics and Compliance – Approach , p. 37 Ethics and Compliance – 2019 Performance , pp. 38-40 Social Acceptance – 2019 Performance , pp. 55-56			
102-34 Nature and total number of critical concerns			Ethics and Compliance – 2019 Performance – Ethics Investigations , pp. 39-40 Social Acceptance – 2019 Performance – Community Relationships , pp. 55-57 Human Rights – 2019 Performance – Human rights issues recorded, investigated and substantiated in 2019 , p. 62 Performance Data – Ethics and Anti-Corruption Measures , pp. 108-109 Performance Data – Complaints and Grievances , p. 161 Performance Data – Human Rights – Allegations and Outcomes , pp. 162-163 Performance Data – Land or Resource Disputes , p. 169 Note: We do not publicly disclose all critical 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.			Yes
102-35 Remuneration policies			2020 Proxy Statement – Practices and Policies Related to Equity Compensation , pp. 72-74 Newmont Corporate Governance Guidelines			
102-36 Process for determining remuneration			2020 Proxy Statement – Executive Compensation Program Overview , pp. 53-56 Newmont Corporate Governance Guidelines			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-37 Stakeholders' involvement in remuneration			2020 Proxy Statement – 2019 Stockholder Engagement , p. 49			
102-38 Annual total compensation ratio			Note: Not disclosed at regional level; the U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont 2020 Proxy Statement , p. 95 Additional salary ratios are reported in the Performance Data – Workforce , p. 177			
102-39 Percentage increase in annual total compensation ratio			Note: Not disclosed at regional level; the U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont 2020 Proxy Statement , p. 95 Additional salary ratios are reported in the Performance Data – Workforce , p. 177			
STAKEHOLDER ENGAGEMENT						
102-40 List of stakeholder groups			Our Approach to Sustainability – Stakeholder Engagement , pp. 19–21 Human Rights – 2019 Performance – Indigenous Peoples , pp. 64–68	Principle 10	SDG 17	Yes
102-41 Collective bargaining agreements			Our Workplace – Labor Relations , p. 13 Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five years , p. 179 2019 10-K report – Risks Related to Our Business , p. 18			
102-42 Identifying and selecting stakeholders			Our Approach to Sustainability – Stakeholder Engagement , p. 19			
102-43 Approach to stakeholder engagement			Our Approach to Sustainability – Stakeholder Engagement , pp. 19–21 Social Acceptance – Approach , pp. 53–54	Principle 10		Yes
102-44 Key topics and concerns raised			Our Approach to Sustainability – Stakeholder Engagement , pp. 19–21 Social Acceptance – 2019 Performance – Reasons for complaints and grievances by category 2019: Site level , p. 56 Social Acceptance – 2019 Performance – Key community matters and activities , pp. 56–57 Human Rights – 2019 Performance – Significant Human Rights Events , p. 62 Performance Data – Complaints and Grievances , p. 161 Performance Data – Actual and/or potential community impacts and mitigation responses by site , pp. 158–161 Performance Data – Significant disputes related to land or resource use 2019: Site level , p. 169	Principle 10		Yes

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
REPORTING PRACTICE						
102-45 Entities included in the consolidated financial statements			About This Report – Scope , p. 27 2019 10-K report – Item 7. Management Discussion and Analysis of Consolidated Financial Condition and Results of Operations , pp. 60–61	Principle 10		
102-46 Defining report content and topic Boundaries			Our Approach to Sustainability – Materiality , pp. 17–18 About This Report – Boundaries , pp. 27–29	Principle 10		Yes
102-47 List of material topics			Our Approach to Sustainability – Materiality – 2019 Materiality Matrix , p. 18	Principle 10		Yes
102-48 Restatements of information			About This Report – Restatements , p. 29 Performance Data – Introduction , p. 102	Principle 10		Yes
102-49 Changes in reporting			About This Report – Significant Changes in Reporting Parameters , p. 29	Principle 10		Yes
102-50 Reporting period			About This Report – Scope , p. 27	Principle 10		Yes
102-51 Date of most recent report			About This Report – Scope , p. 27	Principle 10		Yes
102-52 Reporting cycle			About This Report – Scope , p. 27	Principle 10		Yes
102-53 Contact point for questions regarding the report			About This Report – Contact Information , p. 29	Principle 10		
102-54 Claims of reporting in accordance with the GRI Standards			About This Report – Boundaries , p. 27	Principle 10		Yes
102-55 GRI content index			This table is Newmont's 2019 GRI Standards Content Index. Note: Content Index is also available as a separate downloadable file, available at newmont.com	Principle 10		Yes
102-56 External assurance			About This Report – Scope , p. 27 About This Report – Boundaries , pp. 27–29 About This Report – Report Assurance , p. 30 Apex Companies, LLC (Apex) Independent Assurance Statement			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GOVERNANCE: CORPORATE GOVERNANCE						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17–18 About this Report – Boundaries , pp. 27–29			
103-2 The management approach and its components			Corporate Governance – Approach , p. 33 Corporate Governance – Board of Directors , p. 33 Corporate Governance – Sustainability Governance , pp. 33–35 2020 Proxy Statement – Corporate Governance , pp. 31–42 Newmont Corporate Governance Guidelines			
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance – Audits and Internal Controls; Evaluating Our Performance , p. 35 2020 Proxy Statement – Corporate Governance , p. 31–42			
DISCLOSURES AND PERFORMANCE DATA						
102-18 Governance structure			Governance – Our Approach , p. 32 Corporate Governance – Board of Directors , p. 33 Corporate Governance – Sustainability Governance , pp. 33–35 Corporate Governance – 2019 Performance , pp. 35–36 2020 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28–30 Note: All Board bylaws, guidelines, charts and related governance documents are available at Newmont.com			Yes
102-19 Delegating authority			Corporate Governance – Board of Directors , p. 33 Corporate Governance – Sustainability Governance , pp. 33–35 2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32–33			Yes
102-20 Executive-level responsibility for economic, environmental, and social topics			Corporate Governance – Board of Directors; Sustainability Governance , pp. 33–35 Energy and Climate Change – Approach , pp. 85–87 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1–3 2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32–33			Yes
102-22 Composition of the highest governance body and its committees			2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32–33 2020 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28–30 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1–3			
102-23 Chair of the highest governance body			2020 Proxy Statement – Board Leadership and Independent Chair , pp. 32–33			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-27 Collective knowledge of highest governance body			2020 Proxy Statement – Director Nominee Overview , pp. 18–25			
102-28 Evaluating the highest governing body's performance			2020 Proxy Statement – Board, Committee and Director Assessment , pp. 35–36			
102-35 Remuneration policies			2020 Proxy Statement – Practices and Policies Related to Equity Compensation , pp. 72–74 Newmont Corporate Governance Guidelines, available at Newmont.com			
102-36 Process for determining remuneration			2020 Proxy Statement – Executive Compensation Program Overview , pp. 53–57 Newmont Corporate Governance Guidelines, available at Newmont.com			
102-37 Stakeholders' involvement in remuneration			2020 Proxy Statement – 2019 Stockholder Engagement , p. 49 Newmont Corporate Governance Guidelines, available at Newmont.com			
GOVERNANCE: ETHICS AND COMPLIANCE						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17–18 About This Report – Boundaries , pp. 27–29			
103-2 The management approach and its components			Ethics and Compliance – Approach , p. 37 See also Newmont.com for Newmont Business Integrity policy Performance Data – Ethics and Anti-corruption Measures – Total ethics matters addressed and substantiated: Trailing five-year data , p. 106 Performance Data – Ethics and Anti-corruption Measures– Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five-year data , p. 107 Performance Data – Ethics and Anti-corruption Measures – Number and outcomes of substantiated ethics cases 2019: Country level , p. 108 Performance Data – Ethics and Anti-corruption Measures – Nature and total number of ethics matters opened in 2019 , p. 109			
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance , pp. 33–35			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
DISCLOSURES AND PERFORMANCE DATA						
102-16 Values, principles, standards, and norms of behavior			Our Business – Purpose, Mission, Vision, Values, Business Strategy , p. 10 Governance – Our Approach , p. 32 Ethics and Compliance – Approach , p. 37			Yes
102-17 Mechanisms for advice and concerns about ethics			Ethics and Compliance – Approach , p. 37 Ethics and Compliance – 2019 Performance , pp. 38–40			Yes
102-25 Conflicts of interest			2020 Proxy Statement – Compensation Consultant , p. 39			
102-33 Communicating critical concerns			Corporate Governance – Sustainability Governance , p. 35 Ethics and Compliance – Approach , p. 37 Ethics and Compliance – 2019 Performance , pp. 38–40 Social Acceptance – 2019 Performance , pp. 55–56			
102-34 Nature and total number of critical concerns			Ethics and Compliance – 2019 Performance – Ethics Investigations , pp. 39–40 Social Acceptance – 2019 Performance – Community Relationships , pp. 55–57 Human Rights – 2019 Performance – Human rights issues recorded, investigated and substantiated in 2019 , p. 62 Performance Data – Ethics and Anti-Corruption Measures , pp. 106–109 Performance Data – Complaints and Grievances , p. 161 Performance Data – Human Rights – Allegations and Outcomes , pp. 162–163 Performance Data – Land or Resource Use Disputes , p. 169 Note: We do not publicly disclose all critical 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.			Yes
205-1 Operations assessed for risks related to corruption			Ethics and Compliance – Approach – Anti-Corruption; Engagement and Training , p. 37 2019 10-K report – Item 1. Business – Environmental Matters , p. 9 2019 10-K report – Item 1. Business – Risks Related to Our Business , pp. 16–17	Principle 1		Yes
205-2 Communication and training about anti-corruption policies and procedures			Ethics and Compliance – 2019 Performance – Anti-corruption , p. 38 Ethics and Compliance – 2019 Performance – Engagement and Training , p. 39 Performance Data – Ethics and Anti-corruption Measures – Percentage of employees attending Newmont Code of Conduct and/or anti-corruption training – year over year , p. 109			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
205-3 Confirmed incidents of corruption and actions taken			Ethics and Compliance – 2019 Performance – Ethics Investigations , pp. 39–40 Performance Data – Ethics and Anti-corruption Measures – Nature and total number of ethics matters opened in 2019 , p. 109 2019 10-K report – Note 32. Commitments and Contingencies – Other Legal Matters , pp. 172–175			
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			2019 10-K report – Note 32. Commitments and Contingencies – Other Legal Matters , pp. 172–175			
307-1 Non-compliance with environmental laws and regulations			Performance Data – Business Ethics and Transparency – Fines paid for non-compliance with environmental, social or economic laws and regulations 2019: Site level , p. 104 Performance Data – Business Ethics and Transparency – Sanctions imposed for non-compliance with environmental or social laws and regulations 2019: Site level , p. 105	Principle 6		
415-1 Political contributions			Ethics and Compliance – 2019 Performance – Political Engagement , p. 38 Performance Data – Business Ethics and Transparency – 2019 Political Contributions; 2019 Trade association dues: amount and percentage attributable to political advocacy , p. 109 For related information about policy influence and lobbying activities, please reference Performance Data – 2019 U.S. lobbying activities , p. 109 See also Newmont Political Contributions and Trade Associations disclosures , available at Newmont.com	Principle 1		Yes
417-1 Requirements for product and service information and labeling			Our Supply Chain – Responsible Sourcing , p. 15 Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; 2013–2020 reports are available here	Principle 8		Yes
417-2 Incidents of non-compliance concerning product and service information and labeling			Our Supply Chain – Responsible Sourcing , p. 15 Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; 2013–2020 reports are available here	Principle 8		Yes
419-1 Non-compliance with laws and regulations in the social and economic area.			Performance Data – Business Ethics and Transparency – Fines paid for non-compliance with environmental, social or economic laws and regulations 2019: Site level , p. 104 Performance Data – Business Ethics and Transparency – Sanctions imposed for non-compliance with environmental or social laws and regulations 2019: Site level , p. 105			
	SASB EM-MM-510a.1: Description of the management system for prevention of corruption and bribery throughout the value chain		Our Supply Chain – Supplier Risk , p. 14 Newmont Supplier Code of Conduct See also Newmont.com for Newmont Business Integrity Policy and Newmont Code of Conduct			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GOVERNANCE: RISK MANAGEMENT						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components			Risk Management – Approach , pp. 41-42 Risk Management – 2019 Performance – Systems and Services , p. 44 (note that topic-specific risks and management approaches are discussed throughout the report)	Principle 4		Yes
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance – Audits and Internal Controls , p. 35 Corporate Governance – Sustainability Governance – Evaluating Our Performance , p. 35 Corporate Governance – Sustainability Governance – Sustainability Assessments and Audits , p. 36 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 – Specific Duties , pp. 2-3			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-15 Description of key impacts, risks, and opportunities (2.2.1-2.2.12)			Letter from Tom Palmer, President and Chief Executive Officer , pp. 3-4 Our Supply Chain – Supplier Risk , p. 14 Our Approach to Sustainability – Our Sustainability Strategy – Strategic Imperatives , p. 16 Our Approach to Sustainability – Our Sustainability Strategy – Technology and Innovation , p. 17 Our Approach to Sustainability – Materiality , pp. 17-18 Our Approach to Sustainability – Stakeholder Engagement , pp. 19-21 Risk Management – Approach – Country Risk , p. 41 Risk Management – 2019 Performance – Sustainability Risks, Country Risk Trends, Crisis Management, Cyber Risks , pp. 42-44 Safety and Health – Approach – Preventing Fatalities – Fatality Risk Management governance , p. 47 Safety and Health – Approach – Workplace Health and Hygiene Risks , p. 48 Safety and Health – 2019 Performance – Fatality Risk Review, Injuries, Safety Culture Reviews, Fatigue Management , pp. 49-50 Social Acceptance – Approach – Risk and impact management , p. 53 Human Rights – Approach – Human Rights Risks in the Supply Chain , p. 59 Human Rights – 2019 Performance – Human Rights and Our Supply Chain , p. 63 Environment – Our Approach – Cyanide management, Biodiversity, Air emissions, Waste management , p. 71 Water Stewardship – Toward Water Stewardship – Water risks and management, Water-related risk by site , pp. 76-77 Energy and Climate Change – Approach – Risk Management , pp. 86-87 Closure and Reclamation – Approach , pp. 89-90 2019 10-K report – Item 1A. Risk Factors , pp. 12-35 CDP (formerly Carbon Disclosure Project) Climate and Water questionnaire responses, Risks and Opportunities sections , available at CDP.net and also on the Newmont website			Yes
102-30 Effectiveness of risk management processes			Risk Management – Approach , pp. 41-42 Risk Management – 2019 Performance , pp. 42-44 2019 10-K report – Item 1A. Risk Factors , pp. 12-35			Yes
			Newmont-specific Emergency Preparedness KPIs are reported in the Performance Data – Rapid Response performance data table , p. 149			Yes

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: SAFETY AND HEALTH						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components			Social Acceptance – Approach , pp. 53-54 Newmont Board of Directors Safety and Sustainability Committee Charter , Oct. 2019, pp. 1-3 Performance Against 2019 Sustainability Targets – Community Commitments and Complaints and Grievances , pp. 7-8 Social Acceptance – 2019 Performance – Community Relationships , p. 55 Social Acceptance – Reasons for complaints and grievances by category 2019: Site level , p. 56 Performance Data – Significant environmental and/or social events 2019: Site level , p.105 Performance Data – Tier 1 complaints or grievances recorded on site registers 2019: Site level , p. 161 Performance Data – Complaints and grievances by category 2019: Site level , p. 161	Principle 1, 5	SDG-5	Yes
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance – 2019 Performance – Audits and Internal Controls, Evaluating Our Performance , p. 35 Corporate Governance – 2019 Performance – Sustainability Assessments and Audits , p. 36 Newmont Board of Directors Safety and Sustainability Committee Charter , Oct. 2019, Specific Duties, pp. 2-3			
DISCLOSURES AND PERFORMANCE DATA						
403-1 Occupational health and safety management system			Corporate Governance – Sustainability Governance – Audits and Internal Controls , p. 35	Principle 4, 5		Yes
403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	SASB EM-MM-320a.1: (1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees		Safety and Health – 2019 Performance – Injuries – Five-year workforce injury frequency rate; 2019 TRIFR among ICMM member companies , p. 50 Safety and Health – 2019 Performance – Occupational Health and Hygiene – Five-year occupational illness frequency rate (OIFR) , p. 51 Performance Data – Employee-only safety rates: Trailing five-year data , p. 149 Performance Data – Employee-only safety data 2019: Site level , p. 150 Performance Data – Contractor-only safety rates: Trailing five-year data , p. 151 Performance Data – Combined safety rates: Trailing five-year data , p. 153 Performance Data – Combined safety rates 2019: Site level , p. 154	Principle 4, 5	SDG-5	Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance)

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
403-4 Worker participation, consultation, and communication on occupational health and safety			Safety and Health – Approach – Engagement and Training , p. 48 Safety and Health – 2019 Performance – Fatality Risk Review , p. 49 Safety and Health – 2019 Performance – Safety Culture Reviews , p. 50	Principle 4, 5		Yes
403-5 Worker training on occupational health and safety	SASB EM-MM-320a.1: (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees		Performance Data – Safety trainings 2019: Site level , p. 155	Principle 5		Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance)
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			Performance Data – Safety trainings 2019: Site level , p. 155	Principle 5	SDG-5	
403-9 Work-related injuries			Performance Data – Employee-only safety rates: Trailing five-year data , p. 149 Performance Data – Employee-only safety data 2019: Site level , p. 150 Performance Data – Contractor-only safety rates: Trailing five-year data , p. 151 Performance Data – Combined safety data 2019: Site level , p. 152 Performance Data – Combined safety rates: Trailing five-year data , p. 153 Performance Data – Workforce injury frequency rate (per 200,000 hours worked) 2019: Trailing five-year data , p. 153	Principle 5		Yes

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: SOCIAL ACCEPTANCE						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components			Social Acceptance – Approach , pp. 53-54 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1-3 Performance Against 2019 Sustainability Targets – Community Commitments and Complaints and Grievances , pp. 7-8 Social Acceptance – 2019 Performance – Community Relationships , p. 55 Social Acceptance – 2019 Performance – Reasons for complaints and grievances by category 2019: Site level , p. 56 Performance Data – Significant environmental and/or social events 2019: Site level , p. 105 Performance Data – Tier 1 complaints or grievances recorded on site registers 2019: Site level; Complaints and grievances by category 2019: Site level , p. 161	Principle 1, 2, 9		Yes
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance , p. 35 Corporate Governance – 2019 Performance – Sustainability Assessments and Audits , p. 36 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 – Specific Duties , pp. 2-3			
DISCLOSURES AND PERFORMANCE DATA						
413-1 Operations with local community engagement, impact assessments and development programs			Performance Data – Community development leading practices 2019: Site level , p. 157 GRI 413-1 is partially disclosed for the 2019 reporting year due to integration activities; this will be fully disclosed for the 2020 reporting year.	Principle 2, 3, 4, 10		Yes
413-2 Operations with significant actual and potential negative impacts on local communities			Performance Data – Actual and/or potential community impacts and mitigation responses by site , pp. 158-160			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
MM6 Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	SASB EM-MM-210b.2: Number and duration (# of days) of non-technical production delays		Social Acceptance – 2019 Performance – Community Relationships – Key community matters and activities – Mexico, p. 57 Social Acceptance – 2019 Performance – Resettlement and Land Use, pp. 57-58 Water Stewardship – 2019 Performance – Participatory Monitoring and Collective Action – updates for key activities to work with stakeholders in the community surrounding the Peñasquito operations, p. 78 Performance Data – Significant environmental and/or social events 2019: Site level, p. 105 Performance Data – Number and duration of non-technical delays 2019: Site level, p. 106 Performance Data – Significant disputes related to land or resource use 2019: Site level, p. 169	Principle 2, 3, 4, 9		Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance)
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	SASB EM-MM-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests		Social Acceptance – 2019 Performance – Resettlement and Land Use, p. 57 Performance Data – Number and duration of non-technical delays 2019: Site level, p. 106 Performance Data – Significant disputes related to land or resource use 2019: Site level, p. 169	Principle 2, 3, 4, 9		Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance)
MM8 Number and percentage of company operating sites where ASM takes place on or adjacent to the site; the associated risks and actions taken to mitigate these risks			Social Acceptance – 2019 Performance – Artisanal and Small-Scale Mining Livelihoods, p. 58 Performance Data – Artisanal and small-scale mining (ASM) activity 2019: Site level activities, p. 156 2019 10-K report – Item 1A. Risk Factors, p. 24	Principle 1, 5, 9	SDG-3, 6, 8	Yes
MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process			Social Acceptance – 2019 Performance – Resettlement and Land Use, pp. 57-58 Performance Data – Resettlement and/or relocation activity 2019: Site level, p. 170	Principle 5, 9		Yes
Newmont priority SDG-3: Good Health and Wellbeing Safety and Health – Approach – Community and Public Health, p. 48 Safety and Health – Approach – Workplace Health and Hygiene Risks, p. 48 Safety and Health – 2019 Performance – Community Health and COVID-19 Response, p. 52					SDG-3	

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: HUMAN RIGHTS						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components			Human Rights – Approach , pp. 59-60 Newmont Guide to Respecting Human Rights Performance Against 2019 Sustainability Targets , p. 8 Human Rights – 2019 Performance – Human Rights and Our Supply Chain, 2020 Human rights and the supply chain target , pp. 63-64 Performance Data – Human rights allegations by country, category and outcome 2019: Site level , pp. 162-163	Principle 1, 2		Yes
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance , p. 35 Corporate Governance – 2019 Performance – Sustainability Assessments and Audits , p. 36 Human Rights – Approach – Performance Measurement , p. 60 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 – Specific Duties , pp. 2-3			
DISCLOSURES AND PERFORMANCE DATA						
410-1 Security personnel trained in human rights policies or procedures	SASB EM-MM-210a.2: Security, human rights and rights of indigenous peoples		Human Rights – 2019 Performance – Security Program , p. 68 Human Rights – 2019 Performance – Training – 2019 Security personnel trained in human rights policies or procedures , p. 69 Performance Data – Security personnel trained in human rights policies or procedures 2019: Site level , p. 166	Principle 1, 2		Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance)
411-1 Incidents of violations involving rights of indigenous peoples			Performance Data – Indigenous lands, agreements, significant events 2019: Site level , p. 168	Principle 1, 3		Yes
412-1 Operations that have been subject to human rights reviews or impact assessments			Human Rights – 2019 Performance – Assessments and Regional Highlights , p. 63 Performance Data – Human rights assessments or reviews conducted 2017-2019: Site level , p. 164 Performance Data – Human rights new supplier screening 2019: Country level , p. 165	Principle 1, 2		Yes

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
412-2 Employee training on human rights policies or procedures			Human Rights – Approach – Engagement and Training , p. 60 Performance Data – Human rights workforce trainings conducted 2019: Site level , p. 167	Principle 1, 2		Yes
MM5 Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with indigenous peoples' communities	SASB EM-MM-210a.3: Security, Human Rights, and Rights of Indigenous Peoples		Human Rights – 2019 Performance – Indigenous Peoples , pp. 64-68 Performance Data – Indigenous lands, agreements, significant events 2019: Site level , p. 168	Principle 3		Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance)
ENVIRONMENT: WATER STEWARDSHIP						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components		TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues TCFD-G: b) Role of management in assessing and managing climate-related issues TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks	Water Stewardship – Approach , p. 72 Newmont Guide to Water 2019 10-K report – Item 1. Business – Environmental Matters , p. 9 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business , pp. 15-16, 21 2019 10-K report – Item 1A. Risks Related to Our Industry , pp. 25-26 2019 CDP Water Security response: W4. Risks and Opportunities, W6. Governance, W7. Business Strategy: W8. Targets sections; available at CDP.net and also on the Newmont website	Principle 1	SDG-6	Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance , p. 35 Corporate Governance – 2019 Performance – Sustainability Assessments and Audits , p. 36 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1-3 2019 CDP Water Security response: W6. Governance, W9. Linkages and Tradeoffs sections; available at CDP.net and also on the Newmont website			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
DISCLOSURES AND PERFORMANCE DATA						
303-1 Interactions with water as a shared resource		TCFD-R: b) Processes for managing climate-related risks	Water Stewardship – 2019 Performance – Toward Water Stewardship , pp. 76–78 Water Stewardship – 2019 Performance – Participatory Monitoring and Collective Action , p. 78 Performance Data – Water-related risk by site , p. 143 Newmont Guide to Water CDP Water Security 2019 response: W2. Business Impacts, W4. Risks and Opportunities, W9. Linkages and Tradeoffs sections; available at CDP.net and also on the Newmont website	Principle 6, 9	SDG-6	Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)
303-2 Management of water discharge-related impacts			Newmont Guide to Water Performance Data – 2019 Total treated water by destination and site (thousand kL) , p. 138 Performance Data – 2019 Total untreated water by destination and site (thousand kL) , p. 139	Principle 8, 9		Yes
303-3 Water withdrawal	SASB EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed (partial disclosure; will be fully disclosed in future reporting years)		Performance Data – 2019 Water summary by site (thousand kL) , p.136 Performance Data – 2019 Total water withdrawal and discharge by category and site , p.137 Performance Data – 2019 Water withdrawal by site (thousand kL) , p.140 Performance Data – Water summary (thousand kL): Trailing five years , p.141 CDP Water Security 2019 response: W5. Facility-Level Water Accounting, available at CDP.net and also on the Newmont website	Principle 8, 9		Yes, GRI indicator only (SASB alignment check excluded from scope of 2019 report assurance)
303-4 Water discharge			Performance Data – 2019 Water summary by site (thousand kL) , p. 136 Performance Data – 2019 Total water withdrawal and discharge by category and site , p. 137 Performance Data – 2019 Total treated water by destination and site (thousand kL) , p. 138 Performance Data – 2019 Total untreated water by destination and site (thousand kL) , p. 139 Performance Data – 2019 Total water discharge by destination: Trailing five years (thousand kL) , p. 141 Performance Data – Water summary: Trailing five years (thousand kL) , p. 141 CDP Water Security 2019 response: W5. Facility-Level Water Accounting, available at CDP.net and also on the Newmont website	Principle 6, 9		Yes, GRI indicator only (SASB alignment check excluded from scope of 2019 report assurance)

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
303-5 Water consumption	SASB EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed (partial disclosure; will be fully disclosed in future reporting years)		Performance Data – 2019 Consumptive water quality (mL) , p.142 Performance Data – Water summary: Trailing five years (thousand kL) , p.141 Performance Data – Water consumed, recycled and percentage recycled: Trailing five years (thousand kL) , p.142 Performance Data – Water intensity: Trailing five years , p.142 CDP Water Security 2019 response: W5. Facility-Level Water Accounting, available at CDP.net and also on the Newmont website	Principle 6, 9		Yes, GRI indicator only (SASB alignment check excluded from scope of 2019 report assurance)
306-1 Water discharge by quality and destination			Performance Data – 2019 Total treated water by destination and site (thousand kL) , p.138 Performance Data – 2019 Total untreated water by destination and site (thousand kL) , p.139 Performance Data – 2019 Total water discharge by destination: Trailing five years (thousand kL) , p. 141 CDP Water Security 2019 response: W2. Business Impacts, W3. Procedures, W5. Facility-Level Water Accounting; available at CDP.net and also on the Newmont website	Principle 8, 9		Yes
306-5 Water bodies affected by water discharges and/or runoff			CDP Water Security 2019 response: W2. Business Impacts, W3. Procedures, W5. Facility-Level Water Accounting; available at CDP.net and also on the Newmont website	Principle 6, 9		Yes
			Performance Against 2019 Sustainability Targets , p. 8 Water Stewardship – 2019 Performance – Water Performance Trends , pp. 74–76 CDP Water Security 2019 response, all sections, available at CDP.net and also on the Newmont website	Principle 1	SDG-6	Yes
			Newmont priority SDG-6: Clean Water and Sanitation Water Stewardship – 2019 Performance – Toward Water Stewardship , pp. 76–78 Water Stewardship – 2019 Performance – Participatory Monitoring and Collective Action , p. 78		SDG-6	

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: TAILINGS MANAGEMENT						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components			Tailings Management – Approach , pp. 79-80 Tailings Management – Performance , pp. 81-84 Tailings KPI: Emergency response trainings and/or scenario simulation exercises related to tailings facilities – Performance Data – Rapid Response performance data 2019: Site level , p. 149 Note: Of the 21 emergency preparedness trainings and/or simulations held in 2019, two were specific to tailings facility failures; these took place in Ghana's Accra regional office and Akyem mine site. Newmont tailings microsite and as a downloadable fact sheet Church of England Pensions Board and Swedish Council on Ethics for the AP Public Pension Fund – Tailings Management Approach and Inventory Disclosure Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1-3 2019 10-K report – Item 1. Business – Environmental Matters , p. 9 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business , p. 13 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry , p. 26 CDP Water Security 2019 response: W3. Procedures, available at CDP.net and also on the Newmont website	Principle 6		Yes
103-3 Evaluation of the management approach			Tailings Management – Approach – Governance – Review and assurance , p. 80 Tailings Management – Performance – Independent Technical Review Boards (ITRBs), Emergency Management and Response , p. 83 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1-3			
DISCLOSURES AND PERFORMANCE DATA						
MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	SASB EM-MM-150a.1: Total weight of tailings waste, percentage recycled SASB EM-MM-150a.3: Number of tailings impoundments, broken down by MSHA hazard potential		Tailings Management – Performance – Total waste rock and tailings generated , p. 83 Performance Data – Tailings generated and disposed 2019 (metric tonnes) , p. 134 Performance Data – Total waste rock/tailings generated: Trailing five years (million tonnes) , p. 135 Performance Data – Tailings inventory and disclosures , p. 135 Church of England Pensions Board and Swedish Council on Ethics for the AP Public Pension Fund – Tailings Management Approach and Inventory Disclosure	Principle 8, 8		Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance)

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: ENERGY AND CLIMATE CHANGE						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components		TCFD-Governance (TCFD-G): a) role of the board of the organization in overseeing climate-related issues TCFD-G: b) Role of management in assessing and managing climate-related issues TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks	Energy and Climate Change – Approach , pp. 85-87 Performance Against 2019 Sustainability Targets , p. 9 2019 10-K report – Item 1. Business – Environmental Matters , p. 9 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business , pp. 15-16, 21 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry , pp. 25-26 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1-3 CDP (formerly Carbon Disclosure Project) Climate and Water questionnaire responses, Risks and Opportunities sections, available at CDP.net and also on the Newmont website Note: Carbon offsets are not used to meet our GHG intensity reduction target; Newmont does not use carbon offsets.			Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)
103-3 Evaluation of the management approach			Corporate Governance – Approach – Audits and Internal Controls, Evaluating Our Performance , p. 35 Corporate Governance – 2019 Performance – Sustainability Assessments and Audits , p. 36 Energy and Climate Change – Approach – Risk Management , pp. 86-87 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1-3			
		TCFD-Strategy (TCFD-S): a) Climate-related risks and opportunities the organization has identified over the short, medium and long term	Energy and Climate Change – Approach – Strategy , pp. 85-86 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business , pp. 15-16, 21 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry , pp. 25-26 CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the Newmont website			
		TCFD-S: b) Impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	Energy and Climate Change – Approach – Risk Management , pp. 86-87 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business , pp. 15-16, 21 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry , pp. 25-26 CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the Newmont website			

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GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
		TCFD-S: c) Resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario	Energy and Climate Change – Approach – Risk Management , pp. 86–87 Energy and Climate Change – Approach – Metrics and Targets – Update on progress on aligning with the Science Based Target Initiative, p. 87 CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the Newmont website			
		TCFD-Risk (TCFD-R): a) Processes for identifying climate-related risks TCFD-R: b) Processes for managing climate-related risks TCFD-R: c) How processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Energy and Climate Change – Approach – Risk Management , pp. 86–87 CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the Newmont website			
DISCLOSURES AND PERFORMANCE DATA						
GRI 201-2 Financial implications and other risks and opportunities due to climate change		TCFD-Strategy (TCFD-S): a) Climate-related risks and opportunities the organization has identified over the short, medium and long term	2019 10-K report – Item 1. Business – Environmental Matters , p. 9 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business , p. 22 2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry , pp. 27–28 CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the Newmont website	Principle 1		

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
302-1 Energy consumption within the organization	SASB EM-MM-130a.1: (1) Total energy consumed; (3) percentage renewable	TCFD-Metrics & Targets (TCFD-M): a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes	Energy and Climate Change – Performance – Increasing Energy Efficiency , p. 88 Performance Data – Estimated direct and indirect energy consumed by source 2019: Site level (GJ) , p. 114 Performance Data – Estimated direct and indirect energy consumed by source (million GJ): Trailing five years , p. 117 Performance Data – Estimated direct electricity consumed by source 2019: Site level (GJ) , p. 120 Performance Data – Estimated total electricity consumed: Trailing five years (million GJ) , p. 121 Performance Data – Estimated electric power sourced from renewables 2019: Site level (GJ) , p. 122 Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed 2019: Site level , p. 118 Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years , p. 119 CDP 2019 Climate Response: C8. Energy section, available at CDP.net and also on the Newmont website	Principle 6, 10		Yes, GRI indicator only (SASB and TCFD excluded from scope of 2019 report assurance)
302-2 Energy consumption outside of the organization	SASB EM-MM-130a.1: (1) Total energy consumed; (3) percentage renewable	TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes	Energy and Climate Change – Performance – Increasing Energy Efficiency , p. 88 Performance Data – Estimated direct and indirect energy consumed by source 2019: Site level (GJ) , pp. 114-116 Performance Data – Estimated direct and indirect energy consumed by source (million GJ): Trailing five years , p. 117 Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed 2019: Site level , p. 118 Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years , p. 119 CDP 2019 Climate Response: C8. Energy section, available at CDP.net and also on the Newmont website	Principle 6, 10		Yes, GRI indicator only (SASB and TCFD excluded from scope of 2019 report assurance)
302-3 Energy intensity		TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes	Energy and Climate Change – Performance – Increasing Energy Efficiency , p. 88 CDP 2019 Climate Response: C8. Energy section, available at CDP.net and also on the Newmont website	Principle 6, 10		Yes, GRI indicator only (TCFD alignment check excluded from scope of 2019 report assurance)

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
302-4 Reduction of energy consumption		TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes	Energy and Climate Change – Performance – Increasing Energy Efficiency , p. 88 Performance Data – Estimated direct and indirect energy consumed by source (million GJ): Trailing five years , p.117 Performance Data – Estimated total electricity consumed: Trailing five years (million GJ) , p.121 Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years , p.119 CDP 2019 Climate Response: C8. Energy section, available at CDP.net and also on the Newmont website	Principle 6, 10		Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)
305-1 Direct (Scope 1) GHG emissions		TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks	Energy and Climate Change – Approach – Metrics and Targets – Update on progress on aligning with the Science Based Target Initiative, p. 87 Performance Data – Estimated greenhouse gas (GHG) emissions 2019: Site level (tonnes CO₂e) , pp.123–124 Performance Data – Estimated greenhouse gas (GHG) emissions: Trailing five years (million tonnes CO₂e) , p.125 CDP 2019 Climate Response: C4. Targets and Performance, C6. Emissions Data, C7. Emissions Breakdown, C9. Additional Metrics sections; available at CDP.net and also on the Newmont website Notes: Newmont's Scope 1 GHG emissions gases measure CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, and SF ₆ ; Newmont reports biogenic CO ₂ emissions in its CDP responses; greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors. Emissions are reported based on operational control.	Principle 6, 10		Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)
305-2 Energy indirect (Scope 2) GHG emissions		TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks	Energy and Climate Change – Approach – Metrics and Targets , p. 87 Performance Data – Estimated greenhouse gas (GHG) emissions 2019: Site level (tonnes CO₂e) , p.123 Estimated greenhouse gas (GHG) emissions: Trailing five years (million tonnes CO₂e) , p.125 CDP 2019 Climate Response: C4. Targets and Performance, C6. Emissions Data, C7. Emissions Breakdown, C9. Additional Metrics sections; available at CDP.net and also on the Newmont website Note: Newmont's Scope 1 GHG emissions gases measure CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, and SF ₆ ; Newmont reports biogenic CO ₂ emissions in its CDP responses; greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors. Emissions are reported based on operational control.	Principle 6, 10		Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
305-3 Other indirect (Scope 3) GHG emissions		TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks	Performance Data – 2019 Estimated Scope 3 GHG emissions by source , p. 127 CDP 2019 Climate Response: C9. Additional Metrics section, available at CDP.net and also on the Newmont website	Principle 6, 10		Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)
305-4 GHG emissions intensity		TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks TCFD-M: c) Targets used by the organization to manage climate-related risks and opportunities and performance against targets	Energy and Climate Change – Approach – Metrics and Targets , p. 87 Energy and Climate Change – Performance – Progress Toward 2020 Target , p. 87 Energy and Climate Change – Performance – Total GHG emissions (Scope 1 and 2) , p. 88 Performance Data – Estimated GHG emissions intensity: Trailing five years (million tonnes CO₂e) , p. 125 CDP 2019 Climate Response: C6. Emissions Data, C7. Emissions Breakdown sections, available at CDP.net and also on the Newmont website	Principle 6, 10		Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)
GRI 305-5: Reduction of GHG emissions		TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks	Energy and Climate Change – Performance – Progress Toward 2020 Target , p. 87 Energy and Climate Change – Performance – Total GHG emissions (Scope 1 and 2) , p. 88 Performance Data – Estimated greenhouse gas (GHG) emissions: Trailing five years (million tonnes CO₂e) , p. 125 Performance Data – Estimated GHG emissions intensity: Trailing five years (million tonnes CO₂e) , p. 125 CDP 2019 Climate Response: C6. Emissions Data, C7. Emissions Breakdown sections, available at CDP.net and also on the Newmont website			Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)
	SASB EM-MM-110a.1: Gross global Scope 1 emissions percentage covered under emissions-limiting regulations		Performance Data – 2019 Estimated gross global Scope 1 emissions, percentage of sites operating in jurisdictions with emissions-limiting regulations 2019: Site level , p. 126 CDP 2019 Climate Response: C2. Risks and Opportunities, C6. Emissions Data, C7. Emissions Breakdown sections; available at CDP.net and also on the Newmont website			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
		TCFD-M: c) Targets used by the organization to manage climate-related risks and opportunities and performance against targets	Performance Against 2019 Sustainability Targets , p. 8 Energy and Climate Change – Approach – Metrics and Targets , p. 87 Energy and Climate Change – Performance – Progress Towards 2020 Target , pp. 87-88 CDP 2019 Climate Response: C2. Risks and Opportunities, C6. Emissions Data, C7. Emissions Breakdown sections; available at CDP.net and also on the Newmont website			
ENVIRONMENT: CLOSURE AND RECLAMATION						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components			Performance Against 2019 Sustainability Targets , p. 8 Risk Management – Approach , p. 41 Closure and Reclamation – Approach , pp. 89-90 Closure and Reclamation – Performance – Maturing Our Closure Strategy, 2020 Closure and Reclamation Target , p. 90 2019 10-K report – Newmont closure and remediation costs and risks , pp. 9, 17, 29-30, 76, 129	Principle 1, 2, 6, 9, 10		Yes
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance , pp. 33-35 Corporate Governance – 2019 Performance – Sustainability Assessments and Audits , p. 36 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1-3			
DISCLOSURES AND PERFORMANCE DATA						
MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated			Closure and Reclamation – Performance , p. 90 Performance Data – Amount of land disturbed or rehabilitated 2019: Site level (ha) , p. 128 Performance Data – Land disturbance: Trailing five-year data (thousand ha) , p. 129 Performance Data – 2019 Mine lease area , p. 129	Principle 6, 7	SDG-3, 6	Yes
MM10 Number and percentage of sites with closure plan in place			Performance Data – Amount of land disturbed or rehabilitated 2019: Site level (ha) , p. 128	Principle 1, 2, 6, 9, 10		Yes

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ECONOMIC: VALUE SHARING						
MANAGEMENT APPROACH						
103-1 Explanation of the material topic and its Boundary			Our Approach to Sustainability – Materiality , pp. 17-18 About This Report – Boundaries , pp. 27-29			
103-2 The management approach and its components			Value Sharing – Approach – Performance Management , p. 93 Value Sharing – 2019 Performance – Revenue Transparency , p. 96 Performance Against 2019 Sustainability Targets – Local Employment; Local Procurement , p. 7 Value Sharing – 2019 Performance – Local Employment and Skills Development , pp. 98-99 Value Sharing – 2019 Performance – Local Procurement and Capacity Building – 2020 Local procurement target , p. 100 Value Sharing – 2019 Performance – Economic Contributions – 2019 Effective tax rates , p. 95 Performance Data – Effective tax rates 2019: Country level (percentage) , p. 175 Newmont Tax Strategy 2019 10-K report – Item 1A. Risk Factors , pp. 12-35 2019 10-K report – Item 2. Properties , pp. 35-43 (tax rates and risks) Newmont 2019 Extractive Sector Transparency Measures Act (ESTMA) report, available at Newmont.com on or around June 2020	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
103-3 Evaluation of the management approach			Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance , pp. 33-35 Corporate Governance – 2019 Performance – Sustainability Assessments and Audits , p. 36 Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 , pp. 1-3 Newmont Audit Committee Charter			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
DISCLOSURES AND PERFORMANCE DATA						
201-1 Direct economic value generated and distributed			Value Sharing – 2019 Performance – Economic Contributions , pp. 94–96 Value Sharing – 2019 Performance – Community Investments , pp. 96–97 Performance Data – Community investments 2019: Site level (millions) , p. 172 Performance Data – Economic value distributed 2019: Country level (millions) , p. 173 Performance Data – Economic value generated 2019: Country level (millions) , p. 173 Performance Data – Payments to governments 2019: Country level (millions) , p. 175 Note: Newmont's economic value distributed and generated data reporting methodologies vary slightly from GRI disclosure guidance in order to provide greater accuracy, comparability and transparency for the data presented. All figures and assumptions are noted in data table footnotes; the overall disclosure aligns with the intent of the GRI 201-1 indicator.	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
203-1 Infrastructure investments and services supported			Water Stewardship – 2019 Performance – Toward Water Stewardship , pp. 76–78 Value Sharing – 2019 Performance – Investing in Sustainable Development , p. 97 Note: Newmont updated its approach and internal controls for collecting, verifying and confirming infrastructure investments; specific projects are informally disclosed throughout the report; a detailed accounting and summary data table of all infrastructure projects and beneficiaries that fully aligns with the GRI 203-1 disclosure standard will be included in future reporting years.			
203-2 Significant indirect economic impacts			Value Sharing – 2019 Performance – Investing in Sustainable Development , p. 97 Value Sharing – 2019 Performance – Local Employment and Skills Development , pp. 98–99 Value Sharing – 2019 Performance – Local Procurement and Capacity Building , pp. 100–101 Economic Impact 2019 reports for selected sites/regions, available at Newmont.com in late summer 2020			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
204-1 Proportion of spending on local suppliers			Value Sharing – 2019 Performance – Local Procurement and Capacity Building , pp. 100-101 Performance Data – Spending on local suppliers 2019: Region level (millions) , p. 174	Principle 2, 9, 10		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
207-1 2019: Approach to tax			Value Sharing – Approach – Taxes and Royalties , p. 92 Value Sharing – 2019 Performance – Revenue Transparency , p. 96 Newmont Tax Strategy 2019 10-K report , pp. 25, 35-43			
207-2 2019: Tax governance, control, and risk management			Value Sharing – Approach – Taxes and Royalties , p. 92 Value Sharing – 2019 Performance – Revenue Transparency , p. 96 2019 10-K report , p. 25 Newmont Tax Strategy Newmont Audit Committee Charter			
207-4 2019: Tax Standard – Country-by-country reporting			Value Sharing – 2019 Performance – Economic Contributions – 2019 Economic value generated, 2019 Payments to governments , pp. 94-95 Performance Data – Payments to governments 2019: Country level (millions) , p. 175 2019 10-K report – Item 2. Properties – Operating Statistics , p. 44 Newmont 2019 Extractive Sector Transparency Measures Act (ESTMA) report, available at Newmont.com on or around June 2020	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
			Newmont priority SDG-8: Decent Work and Economic Growth: Value Sharing – Approach – Local Employment and Business Opportunities , pp. 92–93 Value Sharing –2019 Performance – Economic Contributions , pp. 94–96 Value Sharing –2019 Performance – Community Investments , pp. 96–97 Economic Impact 2019 reports for selected sites/regions, available at Newmont.com in late summer 2020		SDG-8	
BUSINESS ETHICS AND TRANSPARENCY: PERFORMANCE DATA SECTION						
COMPLIANCE AND SIGNIFICANT EVENTS						
307-1 Non-compliance with environmental laws and regulations; 419-1 Non-compliance with laws and regulations in the social and economic area			Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations 2019: Site level , p. 104 Sanctions imposed for non-compliance with environmental or social laws and regulations 2019: Site level , p. 105 2019 10-K report – Item 4. Mine Safety Disclosures, p. 57, and Item 15. Exhibits, Financial Statement Schedules, Exhibit 95 for additional information regarding certain MSHA orders and citations issued during the year ended December 31, 2019; incorporated by reference into the annual report, available at Newmont.com .	Principle 6		
	SASB EM-MM-210b.2: Number and duration of non-technical work stoppages		Performance Data – Number and duration of non-technical delays 2019: Site level , p. 106			
			Newmont-specific KPI Performance Data – Significant environmental and/or social events 2019: Site level , p. 105			
ETHICS AND ANTI-CORRUPTION						
	SASB EM-MM-510a: Production in countries that have the 20 lowest rankings in TICP Index		Performance Data – 2019 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index , p. 106			
			Newmont-specific Ethics KPIs Performance Data – Total ethics matters addressed and substantiated: Trailing five-year data , p. 106 Performance Data – Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five-year data , p. 107 Performance Data – Number and outcomes of substantiated ethics cases 2019: Country level , p. 108 Performance Data – Nature and total number of ethics matters opened in 2019 , p. 109			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
POLICY INFLUENCE						
GRI Standards disclosure GRI 415-1: Political contributions			Performance Data – 2019 Political contributions (U.S. dollars), p. 109 Performance Data – 2019 Trade association dues: amount and percentage attributable to political advocacy, p. 109 Performance Data – 2019 U.S. lobbying activities, p. 109			Yes
ENVIRONMENT: PERFORMANCE DATA SECTION						
AIR QUALITY						
305-7 NO _x , SO _x and other significant air emissions	SASB EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (P _b), and (7) volatile organic compounds (VOCs)		Performance Data – Air quality 2019: Site level (tonnes), p. 110 Performance Data – Air quality: Trailing five-year data, p. 111	Principle 6, 10		
BIODIVERSITY						
GRI 304-1: Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	SASB EM-MM-160a.1: Description of environmental management policies and practices for active sites		Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36 Environment – Our Approach, p. 71 Performance Data – Newmont's operations in relation to key biodiversity areas 2019: Site level, p. 113 Note: In addition to above references, GRI disclosures for GRI 304-1ii – Subsurface and underground land that may be owned, leased or managed by the organization, and GRI 304-1iv – Type of operation (office, manufacturing or production, or extractive) are available at Newmont.com	Principle 6, 7		
GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations			Performance Data – Total wildlife mortalities 2019: Site level, p. 112 Performance Data – Number of wildlife mortalities: Trailing five years, p. 112	Principle 6, 7		
GRI MM2: Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place			Performance Data – Newmont's operations in relation to key biodiversity areas 2019: Site level, p. 113	Principle 6, 7	SDG-6	

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
CYANIDE MANAGEMENT						
GRI Standards disclosure 306-: Significant spills			Performance Data – Environmental releases by number of incidents: Trailing five years , p. 133 Performance Data – Estimated environmental releases by volume: Trailing five years , p. 133			
			Newmont-specific Cyanide KPIs and International Cyanide Management Code disclosures (ICMC, or “the Cyanide Code”) – Performance Data – Estimated cyanide use: Trailing five years (thousand tonnes) , p. 130 Performance Data – Cyanide-related incidents 2019: Site level (no. of incidents) – discloses outcomes and impacts by category; exceedances of Code limits; sites with ICMC certification, p. 130			
MATERIALS CONSUMPTION						
301-1 Materials used by weight or volume			Performance Data – Estimated materials usage 2019: Site level , p. 131 Performance Data – Estimated materials usage: Trailing five-year data , p. 132	Principle 1		
SPILLS AND RELEASES						
306-3 Significant spills			Performance Data – Environmental releases by number of incidents: Trailing five years , p. 133 Performance Data – Estimated environmental releases by volume: Trailing five years , p. 133	Principle 6, 8		
WASTE MANAGEMENT						
306-2 Waste by type and disposal method	SASB EM-MM-150a.2: Total weight of mineral processing waste		Performance Data – 2019 Estimated site-level waste rock generated by type (metric tonnes) , p. 144 Performance Data – 2019 Estimated site-level mercury waste by site and type (million metric tonnes) , p. 145 Performance Data – 2019 Estimated site-level hazardous waste by site and disposal method (metric tonnes) , p. 146 Performance Data – 2019 Estimated site-level non-hazardous waste by site and disposal method (metric tones) , p. 147 Performance Data – Estimated waste generated by type: Trailing five years , p. 148 Note: Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is reported as mineral processing waste for purposes of aligning to SASB reporting standards for EM-MM-150a.2.	Principle 6, 8		
MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	SASB EM-MM-150a.1: Total weight of tailings waste SASB EM-MM-150a.2: Total weight of mineral processing waste		Tailings Management – Approach , pp. 79–80 Performance Data – Estimated waste generated by type: Trailing five years , p. 148 Note: The percentage recycled of tailings and mineral processing waste is omitted from data tables, which provide the total weight and weight recycled in tonnes. Percentages can be calculated based on existing data; future reports will include percentage calculations within the data tables.			

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
WORKFORCE: PERFORMANCE DATA SECTION						
WORKFORCE DEMOGRAPHICS						
102-08 Information on employees and other workers			Performance Data – Total workforce: Trailing five years , p. 176 Performance Data – Employees by region: Trailing five years , p. 176 Performance Data – Contractors by region: Trailing five years , p. 176 Performance Data – Employee gender breakout 2019: Number by country , p. 181			
COMPENSATION AND EQUAL REMUNERATION						
405-2 Ratio of basic salary and remuneration of women to men			Performance Data – Ratio of average female salary to average male salary 2019: Employee category , p. 177 Performance Data – Ratio of average female salary to average male salary 2019: Country level , p. 177	Principle 3		
102-35, 102-36, 102-37, 102-38, 102-39			For disclosures GRI102-35-39, reference the General Standard Disclosures section of this GRI Content Index (above).			
INCLUSION AND DIVERSITY						
405-1 Diversity of governance bodies and employees			Performance Data – Employee gender breakout 2019: Number by country , p. 178 Performance Data – Employee gender breakout 2019: Number by employee category , p. 178 Performance Data – Female representation 2019: Percentage by employee category , p. 178 Performance Data – Employee age distribution 2019: Number and percentage by age range and category , p. 179 2020 Proxy Statement , p. 18 Note: Newmont reports diversity measures for employees by category and gender, but does not publicly disclose minority or vulnerable group categories below the Board of Director level.	Principle 3	SDG-5	
LABOR-MANAGEMENT RELATIONS						
102-41 Collective bargaining agreements			Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five years , p. 179			
407-1 Operations in which the right to freedom of association and collective bargaining may be at risk			2019 10-K report , p. 18 Note: 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.	Principle 1, 3		

GRI Standards Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with The Climate-related Financial Disclosures (TCFD) guidelines	Response	ICMM 10 Principles for Sustainable Development	Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
402-1 Minimum notice periods regarding operational changes			<p>Performance Data – Minimum notice periods regarding operational changes 2019: By country, p. 180</p> <p>Note: Data table covers workforce population covered by Collective Bargaining Agreements (CBAs), alongside those not covered under CBAs. Newmont's general workforce notification practices are governed by the Global Management of Change Standard and supporting guidelines, which require a minimum of two weeks' notice to personnel for changes that have site-wide, regional and/or global impacts. In many cases, notification times related to 2019 integration activities were significantly longer. Please note that 2020 COVID-19 workforce notifications are omitted from this 2019 data table. Ongoing workforce updates and notifications specific to COVID-19 impacts are available at Newmont.com.</p>			
MM4 Number of strikes and lockouts exceeding one week's duration by country			<p>Performance Data – Strikes and lockouts exceeding one week's duration 2019: By country, p. 180</p>			
TALENT ATTRACTION AND RETENTION						
401-1 New employee hires and employee turnover			<p>Performance Data – New hires 2019: By country, gender and age group, p. 181</p> <p>Performance Data – Employee turnover 2019: By age group, p. 180</p> <p>Performance Data – Employee turnover by gender and initiation: Trailing five years, p. 181</p>	Principle 3		
TRAINING AND PROFESSIONAL DEVELOPMENT						
404-3 Percentage of employees receiving regular performance and career development reviews (modified disclosure for 2019 only)			<p>Performance Data – Percentage of employees who are performance review eligible 2019: By gender and employee category, p. 182</p> <p>Note: Modified disclosure – Newmont's 2019 performance evaluation process was modified to accommodate the 2019 integration and joint venture activities, separate human resources tracking systems and the timing of the Goldcorp acquisition and Nevada JV actions. Newmont has reported the number and percentage of employees who are eligible for performance reviews in 2019. Newmont plans to disclose the percentage of employees receiving regular performance and career development reviews in its 2020 annual sustainability report, as it has in reports prior to the 2019 report.</p>			
404-1 Average hours of training per year per employee			<p>Performance Data – Training and development investment spending and hours: Trailing five years, p. 182</p> <p>Performance Data – Average hours of training per year, per employee by employee category: Trailing five years, p. 182</p> <p>Performance Data – Average hours of training per employee 2019: By employee category and gender, p. 182</p>			

UN Guiding Principles Reporting Framework Index

Section of the framework		Where addressed (page, document, link)
A. GOVERNANCE OF RESPECT FOR HUMAN RIGHTS		
POLICY COMMITMENT		
A1	What does company say publicly about its commitment?	Code of Conduct Supplier Code of Conduct Sustainability & Stakeholder Engagement Policy Human Rights Standard Human Rights: Approach , pp. 59–60 Respecting Human Rights: Our Approach Modern Slavery Statement
A1.1	How was it developed?	Human Rights Standard Human Rights: Approach , pp. 59–60 Respecting Human Rights: Our Approach
A1.2	Whose human rights does the public commitment address?	Human Rights Standard Human Rights: Approach , pp. 59–60 Respecting Human Rights: Our Approach
A1.3	How is the public commitment disseminated?	Newmont website Annual Sustainability report
EMBEDDING RESPECT		
A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	Newmont website UN Guiding Principles Reporting Framework – Early Adopter Human Rights: Approach, 2019 Performance , pp. 59–69 Ethics and Compliance: Approach , p. 37 Modern Slavery Statement
A2.1	How is day-to-day responsibility for human rights performance organized within the company and why?	Human Rights: Approach , pp. 59–60 Respecting Human Rights: Our Approach
A2.2	What kinds of human rights issues are discussed by senior management and the Board, and why?	Human Rights: Approach , pp. 59–60 Respecting Human Rights: Our Approach

Section of the framework		Where addressed (page, document, link)
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 Human Rights: 2019 Performance , pp. 60–69 Our Supply Chain , pp. 14–15
A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?	Our Supply Chain , pp. 14–15 Supplier Code of Conduct Human Rights: Approach, 2019 Performance , pp. 59–69 Modern Slavery Statement
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: 2019 Performance , pp. 60–69 Our Workplace , pp. 12–13 Safety and Health: 2019 Performance , pp. 49–52
B. DEFINING THE FOCUS OF REPORTING		
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: 2019 Performance , pp. 60–69 Our Approach to Sustainability: Materiality , pp. 17–18
B2	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	Respecting Human Rights: Our Approach
B3	Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Report on all geographies
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.	Ethics and Compliance: 2019 Performance , pp. 38–40 Human Rights: 2019 Performance , pp. 60–69

Section of the framework		Where addressed (page, document, link)
C. MANAGEMENT OF SALIENT ISSUES		
SPECIFIC POLICIES		
C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Code of Conduct Health and Safety Policy Sustainability and Stakeholder Engagement Policy Fatality Risk Management standards Emergency Preparedness and Response Standard Tailings and Heap Leach Management Standard Water Management Standard Local Procurement and Employment Standard Risk Management: Crisis Management , p. 42 Voluntary Principles on Security and Human Rights International Cyanide Management Code Our Approach to Sustainability: Framework , p. 16 Respecting Human Rights: Our Approach
C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	Ethics and Compliance: Approach , p. 37 Respecting Human Rights: Our Approach
STAKEHOLDER ENGAGEMENT		
C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	Respecting Human Rights: Our Approach
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?	Respecting Human Rights: Our Approach
C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	Our Approach to Sustainability: Stakeholder Engagement , pp. 19–21 Respecting Human Rights: Our Approach

Section of the framework		Where addressed (page, document, link)
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?	Our Workplace , pp. 12–13 Ethics and Compliance: Approach , 2019 Performance, pp. 37–40 Safety and Health: Approach , 2019 Performance, pp. 47–52 Social Acceptance: Approach , 2019 Performance, pp. 53–58 Human Rights: 2019 Performance , pp. 59–69 Water Stewardship: Approach , 2019 Performance, pp. 72–78 Value Sharing: Approach , 2019 Performance, pp. 92–101
ASSESSING IMPACTS		
C3	How does the company identify any changes in the nature of each salient human rights issue over time?	Human Rights: Approach , 2019 Performance, pp. 59–69
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: 2019 Performance , pp. 60–69 Safety and Health: 2019 Performance , pp. 49–52 Social Acceptance: 2019 Performance , pp. 55–58 Water Stewardship: 2019 Performance , pp. 73–78
C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	Ethics and Compliance: 2019 Performance , pp. 38–40 Social Acceptance: 2019 Performance , pp. 55–58 Human Rights: 2019 Performance , pp. 60–69
INTEGRATING FINDINGS AND TAKING ACTION		
C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	Our Approach to Sustainability: Materiality , pp. 17–18 Human Rights: 2019 Performance , pp. 60–69
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?	Human Rights: Approach , pp. 59–60 Respecting Human Rights: Our 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 , pp. 16–26 Respecting Human Rights: Our Approach

Section of the framework		Where addressed (page, document, link)
C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	Safety and Health: Approach, 2019 Performance , pp. 47–52 Social Acceptance: Approach, 2019 Performance , pp. 53–58 Human Rights: Approach, 2019 Performance , pp. 59–69 Water Stewardship: Approach, 2019 Performance , pp 72–78 Tailings Management: Approach, 2019 Performance , pp 79–84 Respecting Human Rights: Our Approach
TRACKING PERFORMANCE		
C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	Human Rights: 2019 Performance , pp. 60–69 Safety and Health: 2019 Performance , pp. 49–52 Water Stewardship: 2019 Performance , pp. 73–78 Tailings Management: 2019 Performance , pp. 81–84 Modern Slavery Statement
C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	Safety and Health: 2019 Performance , pp. 49–52 Social Acceptance: 2019 Performance , pp. 55–58 Human Rights: 2019 Performance , pp. 60–69 Water Stewardship: 2019 Performance , pp. 73–78 Tailings Management: 2019 Performance , pp. 81–84
REMEDIATION		
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?	Social Acceptance: Approach , pp. 53–54 Integrity Helpline Modern Slavery Statement
C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	Social Acceptance: Approach , pp. 53–54 Respecting Human Rights: Our Approach Integrity Helpline
C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	Social Acceptance: Approach , pp. 53–54 Respecting Human Rights: Our Approach Integrity Helpline
C6.3	How does the company process complaints and assess the effectiveness of outcomes?	Social Acceptance: Approach , pp. 53–54 Respecting Human Rights: Our Approach

Section of the framework		Where addressed (page, document, link)
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 lesson has the company learned?	Our Workplace , pp. 12–13 Social Acceptance: 2019 Performance , pp. 55–58 Human Rights: 2019 Performance , pp. 60–69
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?	Social Acceptance: 2019 Performance , pp. 55–58 Human Rights: 2019 Performance , pp. 60–69



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