

GLOBAL INCLUSION AND DIVERSITY

PURPOSE & OBJECTIVES

The purpose of this Global Inclusion and Diversity Standard (this “Standard”) is to establish a workplace environment that is diverse and inclusive, where all people have the opportunity to achieve and contribute to their full potential. Global Inclusion and Diversity is a strategic business priority for the organization that delivers improved business performance, higher employee engagement and provides access to a broader pool of talent by leveraging the different perspectives that result from a diverse workforce.

SCOPE

The scope of this Standard is global. It applies to all Newmont Employees, prospective Employees, officers and directors. Newmont will also make this Standard known to all contractors, vendors, union leadership and other third parties engaged in work on behalf of Newmont or those organizations partnered with Newmont.

CONTENT**1. Strategy and Plans**

- 1.1 A Global Inclusion and Diversity strategy will be established for the enterprise inclusive of priorities, tactics and short and long-term goals that will support the achievement of Newmont’s Global Inclusion and Diversity vision. The strategy will include multi-year goals that support the journey toward the Global Inclusion and Diversity vision and will be reviewed every three years, or more frequently if necessary. Progress toward stated goals will be reported regularly by Human Resources to the Board of Directors, Executive Leadership Team and publicly in the annual Beyond the Mine report.
- 1.2. Each Newmont region, major operating site and the Corporate office will be additionally responsible for:
 - 1.2.1 Establishing a regional or operating site plan for Global Inclusion and Diversity in alignment with the enterprise strategy, that defines diversity and sets annual goals related to Global Inclusion and Diversity.
 - 1.2.2 Measuring and evaluating efforts related to Global Inclusion and Diversity to ensure impact and effectiveness.

2. Talent Management Practices

- 2.1 Newmont’s talent acquisition processes will seek to increase the diverse pool of Qualified Applicants identified and interviewed for a position in the organization. Talent acquisition processes will be regularly evaluated at each key stage of the process to identify potential opportunities to enhance the pipeline or advancement of candidates between stages.
- 2.2 Newmont’s talent management processes (e.g. succession planning) will also seek to ensure a diverse pool of current Employees is considered for opportunities in the organization and will similarly evaluate the talent pipeline for opportunities to enhance the availability of diverse talent for consideration.

- 2.3 Newmont's leadership development framework will include cultural competence as a required attribute of all Employees. All multi-day leadership development courses will be designed to include content on Global Inclusion and Diversity.

3. Employment

- 3.1 Newmont employment practices will align with applicable local procurement practices as well as the Employment Standard and the Standard of Conduct and Non-Discriminatory Treatment in Employment . This includes a commitment to supporting local employment plans in consultation with key stakeholders as per the Local Procurement and Employment Standard and ensuring that all Employment Decisions are made in an environment free from harassment and/or discrimination.
- 3.2 Interview teams will be Culturally Competent and diverse.

4. Third Parties: Contractors, Suppliers, Vendors, etc.

- 4.1 All reasonable efforts will be undertaken to support the participation and selection of local suppliers in the procurement process. This will be conducted in alignment with the Local Procurement and Employment Standard, and Sustainability & External Relations practices in order to increase the partnership and opportunities for economic development in the communities we operate in.

5. Workplace Environment

- 5.1 Every Newmont leader and Employee is expected to behave in a manner consistent with our Code of Conduct, Newmont's values and our commitment to Global Inclusion and Diversity. Leaders are accountable for establishing an inclusive environment within their teams through their own personal leadership and promoting and requiring inclusive behaviors on the team.

6. Government Requirements

- 6.1 Newmont recognizes all aspects of diversity including human, workplace and cultural aspects. This includes but is not limited to gender, race, nationality, ethnic social and indigenous origin, religion or belief, disability, and sexual orientation.
- 6.2 Newmont will comply with all applicable laws pertaining to the definition of diversity and the treatment of Employees.