

CONDUCT AND NON-DISCRIMINATORY TREATMENT IN EMPLOYMENT

PURPOSE & OBJECTIVES

The purpose of this Standard is to establish a baseline global standard for non-discriminatory treatment in employment and professional and respectful workplace conduct throughout the employment process.

SCOPE

The scope of this Standard is global. It applies to all directors, officers and employees of Newmont Mining Corporation ("NMC") or any entity that is controlled or managed by NMC (together with NMC, "Newmont"). In addition, where explicitly stated in an applicable contract, it may apply to Newmont's contingent workers, vendors, contractors, and other types of business partners. It is applicable to all sites and in all phases of the mine life cycle including exploration, design, construction, operation and closure.

CONTENT

1. Non-Discriminatory Treatment

Newmont shall not make Employment Decisions on the basis of personal characteristics (such as gender, race, nationality, ethnic, social and indigenous origin, religion or belief, Disability, age, or sexual orientation) unrelated to requirements of the job, with the exception of:

- 1.1 Targets mandated by law;
- 1.2 Targets developed through local agreements for the employment of local residents, indigenous peoples, or individuals who have been historically disadvantaged; and,
- 1.3 Newmont targets for the employment of local residents, indigenous peoples, or individuals who have been historically disadvantaged that are expressed in publicly accessible documents with explicit goals and justification for such targets.

2. Professional Workplace Behavior Expectations

Newmont Employees, contractors, vendors and parties engaged on Newmont's behalf shall adhere to Newmont's Code of Conduct, applicable policies, standards and procedures, applicable laws and regulations, and applicable rules including internal work regulations by demonstrating respectful, appropriate and professional workplace behaviors while engaging in Newmont business on or off Newmont premises. Breaching workplace behavior expectations will result in corrective action, up to and including termination of employment, which will comply with applicable law and any applicable labor agreements.

Newmont shall take appropriate corrective action up to and including termination of employment if Employees engage in harassment, workplace violence, or bullying.

CONDUCT AND NON-DISCRIMINATORY TREATMENT IN EMPLOYMENT**2.1 Harassment**

Newmont is committed to providing a work environment free of Sexual Harassment or other harassment and/or discrimination based on gender, race, nationality, ethnic, social and indigenous origin, religion or belief, Disability, age, sexual orientation. Even harassing conduct that does not rise to the level of unlawful harassment or is not prohibited by law in a particular jurisdiction may violate Newmont's standards and be grounds for corrective action up to and including termination of employment in compliance with applicable law and labor agreements. Newmont will not tolerate Harassment based upon any of the categories stated above or any additional legally protected category in any form of conduct, speech, written notes, photos, cartoons or electronic messages.

2.2 Work Place Violence

It is a goal to provide a workplace in which Employees, contractors, vendors and others are free from violence. Newmont prohibits any acts or threats of physical violence while conducting Newmont business, while on Newmont property, or while interacting with any Newmont Employees, vendors or contractors.

2.2.1 Examples of conduct that may constitute threats or acts of violence include but are not limited to:

- Threats or acts of physical or aggressive contact directed towards another individual or his or her family, friends, associates or property;
- the intentional destruction, defacing of, or threat of the defacing or destruction of Newmont property or another employee's property;
- harassing or threatening phone calls or electronic message;
- stalking;
- veiled threats of physical harm or similar intimidation; or,
- any conduct resulting in an arrest or conviction under any criminal law relating to violence or threats of violence.

2.3 Bullying

It is a goal to have a workplace in which Employees, contractors, vendors and others are free from Bullying. Newmont prohibits any acts or threats (including, but not limited to, actions in a cyber format) of Bullying while conducting Newmont business, while on Newmont property, or while interacting with any Newmont Employees, vendors or contractors.

2.3.1 Examples of conduct that can constitute Bullying include but are not limited to:

- Aggressive or intimidating acts that are generally non-physical but can still create significant psychological or physical harm, including psychological harassment or violence, such as verbal abuse;
- acts intending to threaten, humiliate or intimidate; and,
- sabotage.

2.4 It is not considered harassment or Bullying by supervisors and other members of management to enforce job performance requirements and standards of conduct.

CONDUCT AND NON-DISCRIMINATORY TREATMENT IN EMPLOYMENT**3. Legal Compliance**

Newmont shall comply with all applicable law and the operating region may promulgate a regional standard based upon applicable law or expectations exceeding legal requirements in countries where national and or local law provides for non-discrimination in employment, anti-harassment, and freedom from Bullying and violence in the workplace. In cases where, national or local laws are silent on non-discrimination in employment, anti-harassment, Bullying and violence in the workplace, Newmont shall follow this Standard. In circumstances where national law or local law is inconsistent with this Standard, Newmont shall carry out its operations consistent with the intent of this Standard to the extent possible without contravening applicable laws.

4. Complaints and Investigation

Newmont provides multiple methods for Employees, contractors, vendors and parties engaged on Newmont's behalf to submit complaints concerning failure to uphold this Standard, the Code of Conduct, or any other Newmont policies, standards, or procedures, including, but not limited to, communication with managers, human resources, regional Ethics Advocates and the Ethics Solutions Tool. Complaints of such nature will be subject to prompt and appropriate investigation and no individual will be retaliated against for reporting a Good Faith complaint.