



Sustainability & Stakeholder Engagement Policy

This Policy reflects Newmont's commitment to sustainable development. It requires all employees and contractors to comply with social, environmental, and political laws and regulations, as well as Newmont Standards. This Policy also establishes Newmont's commitment to transparently communicate with stakeholders, and to respect all cultures. This Policy addresses the key social and environmental risks that the business faces and outlines our commitments in these areas.

Environmental Stewardship

We commit to avoid, minimize, mitigate, and/or remediate our impacts on the environment and proactively manage risks. We use fact- and science-based methodologies and leading best practices to demonstrate our environmental stewardship. Our guiding principles commit us to operate our facilities at all times in compliance with applicable laws and regulations and Newmont Standards; adhere to and update environmental standards that are protective of both human health and the environment at the facilities we build and operate; and develop closure and reclamation plans during the design phase, and implement those plans during operations to provide for long-term environmental stability and suitable post-mining beneficial land uses.

We seek to maintain overall ecosystem health and resiliency in the areas where we operate, as local communities and our operations both rely on healthy and functioning ecosystems. To that end, we are committed to integrating biodiversity and ecosystem services considerations into our business with the goal of achieving no net loss of biodiversity in our areas of influence. We believe that we can deliver sustainable conservation outcomes by utilizing the latest science and best practices for biodiversity management and by working in partnership with governments, civil society, and communities.

We do not use mercury to mine or extract gold. However, mercury is naturally present in ore at several of our operations. These mercury compounds (liquid or gaseous) are recovered in order to prevent the release of mercury into the environment. We require the use of Maximum Achievable Control Technology to capture point-source mercury air emissions. The collected mercury is permanently retired from circulation, not sold or given away. Permanent retirement means legal disposal using environmentally safe practices or placement in long-term, safe storage as defined in the US Mercury Export Ban Act.

We require all of our gold processing facilities that use cyanide to be certified to the International Cyanide Management Code (the Code), thereby demonstrating our commitment to safely and responsibly managing cyanide. The Code is comprised of nine principles intended to improve the lifecycle management of cyanide, reduce exposure of workers and surrounding communities from harmful levels of cyanide, minimize impacts to the environment, and enhance response actions to cyanide releases.

We are committed to more efficiently managing our global energy consumption to reduce our carbon footprint while exploring and developing renewable energy and low-carbon fuel-switching opportunities. We transparently report our independently verified energy use and greenhouse gas emissions. We manage climate change-related risk through adaptation to present and future-predicted physical impacts of climate change.

We are committed to improving our operational water management and engaging proactively with stakeholders in regional water challenges and solutions. We value water as a precious resource and seek to create a water stewardship legacy within our host countries and communities. We are implementing a Global Water Strategy to ensure proactive and long-term management of water-related challenges, including access to supply, management of extreme climatic events, evolving regulations, and balancing mine water use with agricultural, social, cultural, and ecological water uses.

We are committed to managing our mining residuals in a manner that is protective of the environment and human health throughout the mining lifecycle. Our aim is to manage mining residuals from a cradle-to-grave perspective by using principles of minimization, characterization, recycling and reuse, innovation, and implementation of best practices.

Communities, Stakeholders, and External Engagement

We engage with local communities to build productive and healthy relationships and contribute to creating shared value. We seek to establish and maintain transparent relationships built on mutual respect and trust with communities affected by our operations. Our guiding principles commit us to: build relationships that are founded on a commitment to each other's success; act with humility and a willingness to listen, and be committed to resolving differences and conflicts in a constructive and transparent manner; and seek mutually beneficial outcomes in our decision making such that we contribute to sustainable development.

We respect the dignity, wellbeing and human rights of employees and the communities in which we live, as well as others affected by our operations. Our actions and philosophies with regard to human rights are guided by the Organization for Economic Co-operation and Development (OECD) Guidelines and reflect the United Nations' (UN) Guiding Principles on Business and Human Rights due diligence processes. We are committed to implementing the Voluntary Principles on Security and Human Rights, and to understand and respect the cultural heritage, rights, and norms of local communities through proactive engagement and training of personnel.

We are committed to ensuring that our sites are free from weapons. No weapons of any kind will be brought onto Newmont property unless they are required by police or military in the execution of their lawful duties; by contractors where required by legislation to retain permits to operate; or in special circumstances by exception.

We ensure that the rights and needs of landowners and local communities are assessed and addressed prior to any activities involving land acquisition and resettlement. Land acquisition is conducted in compliance with applicable laws, regulations, and international best practice as defined by the International Finance Corporation (IFC) Performance Standards for resettlement, compensation, and/or livelihood restoration activities.

We work to obtain free, prior, and informed consent of indigenous peoples as reflected in the International Council on Mining and Metals (ICMM) Position Statement.

We are committed to generating resources, sharing knowledge, building capacity, and contributing to meaningful partnerships to enhance positive development outcomes in the communities where we operate. Local community economic development opportunities, employment, supply chain participation, and timely/fair payment of financial obligations are expectations accompanying the granting of access to mineral resources. We seek to meet reasonable expectations to create value for shareholders, employees, local communities, governments, and our business partners.

We are committed to working with governments, municipalities, non-governmental organizations, multi-lateral organizations, local communities, the academic community, and our employees in a manner that is transparent and allows us to share ideas, plans, and opportunities to create shared value while resolving disagreements and misunderstandings in good faith. We actively support the Extractive Industry Transparency Initiative (EITI) in the countries where we operate.

We will work with appropriate government, community, and other stakeholders in situations where ASM or related activities are taking place in our operating areas in violation of legal, safety, health, and environment standards and property protection norms. We will do this with respect for human rights in accordance with our public commitments, and with an aim to respect livelihoods and promote improved conditions for legal and registered small-scale mining activities.

We engage with governments and other stakeholders on a variety of issues, including worker health and safety, environmental protection, trade, economic development, infrastructure, transparency, rule of law, and other areas of public policy that contribute to our success. This engagement is in strict accordance with all applicable laws, EITI, and Newmont's Code of Conduct and Standards on integrity and ethical conduct. We do not contribute to political campaigns outside the US.

Responsible Value Chain

We are committed to responsible mineral stewardship practices. We recognize our responsibility to understand the physical and chemical characteristics and value stream impacts of the products we produce, and we contribute to their sound management. Through industry associations such as the World Gold Council (WGC) and ICMM, we support research of our products, their uses, and value streams to better understand potential positive and negative impacts on human health and the environment, and to identify mitigation measures. We agree to external verification that our products have been recovered or sourced in a manner that does not cause or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law. Our mining methods and approach are consistent with our commitments through the WGC and our Conflict-Free Gold Standard. We encourage, or require where practical, our business partners and applicable supply chain stakeholders to adopt similar objectives.

Legacy

We are committed to a positive legacy for future generations. Through proactive engagement and partnerships with governments, communities, and other stakeholders, we seek to create a common vision of future land uses and sustainable economic development opportunities, while also developing safe and stable landforms demonstrating water stewardship, and restoring ecological values.

A handwritten signature in black ink, reading "Gary J. Goldberg". The signature is fluid and cursive, with the first name "Gary" and last name "Goldberg" clearly legible.

Gary J. Goldberg
President and Chief Executive Officer