



Beyond the Mine

2018 Social and Environmental Performance Report
GRI Index

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General Disclosures

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
Organizational profile					
102-1 Name of the organization	Overview – Our Business				Yes
102-2 Activities, brands, products, and services	Overview – Our Business				Yes
102-3 Location of headquarters	Overview – Our Business				Yes
102-4 Location of operations	Overview – Our Business				Yes
102-5 Ownership and legal form	Overview – Our Business				Yes
102-6 Markets served	Overview – Our Business				Yes
102-7 Scale of the organization	Overview – Our Business People Data Appendix – Workforce Economic and Social Performance – Value Sharing – Performance 2018 10-K Report : pages 1–10				Yes
102-8 Information on employees and other workers	People Data Appendix – Workforce People Data Appendix – Employees by Type, Region, Gender and Category				Yes
102-9 Supply chain	Ethics, Integrity and Human Rights – Supply Chain Stewardship – Approach				Yes
102-10 Significant changes to the organization and its supply chain	Overview – Our Business – Significant Changes Ethics, Integrity and Human Rights – Supply Chain Stewardship – Performance				Yes
102-11 Precautionary Principle or approach	Ethics, Integrity and Human Rights – Risk Management – Approach 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.	7	Principle 2		Yes

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102-12 External initiatives	Overview – Voluntary Commitments	8	Principle 1, 2	SDG17	Yes
102-13 Membership of associations	Overview – Voluntary Commitments	8, 9		SDG17	Yes
Strategy					
102-14 Statement from senior decision-maker	Overview – Message from the Chief Executive Officer Overview – Message from the Safety and Sustainability Committee Chair	2, 10			Yes
102-15 Key impacts, risks, and opportunities	Overview – Message from the Chief Executive Officer Overview – Message from the Safety and Sustainability Committee Chair Ethics, Integrity and Human Rights – Risk Management – Performance		Principle 4		Yes
Ethics and integrity					
102-16 Values, principles, standards, and norms of behavior	Overview – Our Business Ethics, Integrity and Human Rights – Approach	1, 2, 6, 10	Principle 1, 2, 4		Yes
102-17 Mechanisms for advice and concerns about ethics	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Ethics, Integrity and Human Rights – Approach Economic and Social Performance – Social Acceptance – Approach Newmont Ethics Solutions Tool	10	Principle 1, 2, 4		Yes
Governance					
102-18 Governance structure	Overview – Our Approach to Sustainability – Sustainability Strategy To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx .		Principle 1		Yes
102-19 Delegating authority	Overview – Our Approach to Sustainability – Sustainability Strategy	10	Principle 1, 2, 4		Yes
102-20 Executive-level responsibility for economic, environmental, and social topics	Overview – Our Approach to Sustainability – Sustainability Strategy	10	Principle 1, 2, 4		Yes
102-21 Consulting stakeholders on economic, environmental, and social topics	Overview – Stakeholder Engagement	10	Principle 1, 2, 4	SDG17	Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
102-22 Composition of the highest governance body and its committees	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Corporate Governance Guidelines	10	Principle 1, 2, 4		
102-23 Chair of the highest governance body	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Corporate Governance Guidelines	10	Principle 1, 2, 4		
102-24 Nominating and selecting the highest governance body	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Corporate Governance Guidelines	10	Principle 1, 2, 4		
102-25 Conflicts of interest	Ethics, Integrity and Human Rights – Approach Corporate Governance Guidelines	10	Principle 1, 2, 4		
102-26 Role of highest governance body in setting purpose, values, and strategy	Overview – Our Approach to Sustainability – Sustainability Governance Corporate Governance Guidelines				
102-27 Collective knowledge of highest governance body	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Corporate Governance Guidelines				
102-28 Evaluating the highest governance body's performance	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Corporate Governance Guidelines				
102-29 Identifying and managing economic, environmental, and social impacts	Overview – Our Approach to Sustainability – Sustainability Strategy Overview – Our Approach to Sustainability – Sustainability Governance To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Corporate Governance Guidelines		Principle 2, 4, 6		Yes
102-30 Effectiveness of risk management processes	Overview – Our Approach to Sustainability – Sustainability Strategy Overview – Our Approach to Sustainability – Sustainability Governance		Principle 4		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
102-31 Review of economic, environmental, and social topics	Overview – Our Approach to Sustainability – Sustainability Strategy Overview – Our Approach to Sustainability – Our Priorities				Yes
102-32 Highest governance body's role in sustainability reporting	Newmont Board of Directors Safety and Sustainability Committee Charter , Specific Duties #8 and #9: page 3, Feb 2016				Yes
102-33 Communicating critical concerns	Overview – Our Approach to Sustainability – Sustainability Governance Ethics, Integrity and Human Rights – Ethical Conduct – Approach To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx .				Yes
102-34 Nature and total number of critical concerns	Ethics, Integrity and Human Rights – Ethical Conduct – Approach Ethics, Integrity and Human Rights – Ethical Conduct – Performance Ethics, Integrity and Human Rights – Ethical Conduct – Significant Human Rights Events To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . 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	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Corporate Governance Guidelines				
102-36 Process for determining remuneration	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Corporate Governance Guidelines				
102-37 Stakeholders' involvement in remuneration	To be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx .				

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102-38 Annual total compensation ratio	Not disclosed at regional level; the SEC requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which will be disclosed in our 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . Additional salary ratios are reported in the People Data Appendix, Salary Ratios tables				
102-39 Percentage increase in annual total compensation ratio	Not disclosed at regional level; the SEC requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which will be disclosed in the 2019 Proxy Statement, and will be comparable to the pay ratio disclosed on page 99 of the 2018 Proxy Statement . The 2019 Proxy Statement is expected to be available on Newmont's Investor Briefcase page once published.				
Stakeholder engagement					
102-40 List of stakeholder groups	Overview – Stakeholder Engagement		Principle 10	SDG17	Yes
102-41 Collective bargaining agreements	People Data Appendix – Employees by Type, Region, Gender and Category				Yes
102-42 Identifying and selecting stakeholders	Overview – Stakeholder Engagement		Principle 10		Yes
102-43 Approach to stakeholder engagement	Overview – Stakeholder Engagement		Principle 10		Yes
102-44 Key topics and concerns raised	Overview – Stakeholder Engagement		Principle 10		Yes
Reporting practice					
102-45 Entities included in the consolidated financial statements	Overview – About This Report		Principle 10		
102-46 Defining report content and topic Boundaries	Overview – About This Report Overview – Our Approach to Sustainability – Our Priorities		Principle 10		Yes
102-47 List of material topics	Overview – Our Approach to Sustainability – Our Priorities		Principle 10		Yes
102-48 Restatements of information	Overview – About This Report		Principle 10		Yes
102-49 Changes in reporting	Overview – About This Report		Principle 10		Yes
102-50 Reporting period	Overview – About This Report		Principle 10		Yes
102-51 Date of most recent report	Overview – About This Report		Principle 10		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
102-52 Reporting cycle	Overview – About This Report		Principle 10		Yes
102-53 Contact point for questions regarding the report	Overview – About This Report		Principle 10		
102-54 Claims of reporting in accordance with the GRI Standards	Overview – About This Report		Principle 10		Yes
102-55 GRI content index	GRI Index		Principle 10		Yes
102-56 External assurance	Overview – About This Report Overview – Report Assurance Bureau Veritas North America Inc. Assurance Statement <p>As a ICMM member company, Newmont is required to obtain third-party assurance for its annual sustainability report. Newmont's practice in regards to seeking external assurance for the report is to conduct a request for proposal (RFP) process every three years to evaluate and select the external assurance provider that best meets supplier and business function criteria. The RFP process follows standard supply chain practices to ensure a fair and objective selection process.</p>		Principle 10		Yes

Specific Disclosures

PRIORITY ISSUE: VALUE SHARING (VS)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Economic and Social Performance – Approach Economic and Social Performance – Value Sharing – Approach Economic and Social Performance – Value Sharing – Performance 2018 10-K Report: pages 116, 139–143	6, 10	Principle 1 Principle 2 Principle 9		Yes
GRI 201: Economic Performance 2016	Economic and Social Performance – Value Sharing – Performance <p>Newmont's economic value distributed and generated data reporting methodologies varies 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.</p> 2018 10-K Report: pages 1–2	6, 10	Principle 9		Yes
201-1 Direct economic value generated and distributed					

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Non-GRI Disclosure: VS1 Taxes and royalties, effective tax rates	Economic and Social Performance – Value Sharing – Approach Economic and Social Performance – Value Sharing – Performance 2018 10-K Report : page 47–48	6, 10	Principle 9		Yes
Non-GRI Disclosure: VS2 Local Employment	Economic and Social Performance – Local Employment and Business Opportunities Economic and Social Performance – Local Employment and Skills Development	6, 10	Principle 9		Yes

PRIORITY ISSUE: ETHICAL CONDUCT (EC)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Ethics, Integrity and Human Rights – Our Approach Ethics, Integrity and Human Rights – Ethical Conduct – Approach Ethics, Integrity and Human Rights – Ethical Conduct – Performance Ethics, Integrity and Human Rights – Ethical Conduct – Case Study Ethics, Integrity and Human Rights – Compliance and Conformance – Approach Ethics, Integrity and Human Rights – Compliance and Conformance – Performance	10	Principle 1, 6		Yes
GRI 205: Anti-corruption 2016 205-1 Operations assessed for risks related to corruption"	Ethics, Integrity and Human Rights – Ethical Conduct – Performance 2018 10-K Report : pages 18, 36–37	10	Principle 1		Yes
205-2 Communication and Training about anti-corruption policies and procedures	Ethics, Integrity and Human Rights – Ethical Conduct – Performance 2018 10-K Report : pages 18, 36–37	10	Principle 1		Yes
205-3 Confirmed incidents of corruption and actions taken	Ethics, Integrity and Human Rights – Ethical Conduct – Performance 2018 10-K Report : pages 18, 36–37				Yes
GRI 206: Anti-competitive Behavior 2016 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2018 10-K Report : page 34				Yes
GRI 415: Public Policy 2016 415-1 Political contributions	Ethics, Integrity and Human Rights – Ethical Conduct – Performance Newmont Policy Influence: 2018 Political Contributions Report Newmont Policy Influence: 2018 Trade Association Memberships Report	10	Principle 1		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 307: Environmental Compliance 2016	Ethics, Integrity and Human Rights – Compliance and Conformance – Performance		Principle 6		Yes
307-1 Non-compliance with environmental laws and regulations	Newmont had one case brought through a dispute resolution mechanism in 2018. At our Boddington, Australia location, the Department of Water and Environmental Regulation (DWER) received a complaint of a low frequency humming noise allegedly generated by drilling machinery. On November 5, 2018, the DWER Environmental Noise Branch conducted a noise level examination and analysis. DWER concluded there was no link between the low frequency humming noise experienced by the complainant and Newmont operations.				

PRIORITY ISSUE: CYANIDE MANAGEMENT (CM)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Environmental Stewardship – Cyanide Management – Approach Environmental Stewardship – Cyanide Management – Performance Environmental Stewardship – Tailings, Waste and Emissions – Approach 2018 10-K Report : pages 10, 27 ICMC Directory of Signatory Companies: https://www.cyanidecode.org/signatory-companies/directory-of-signatory-companies				Yes
Non-GRI Disclosures: International Cyanide Management Code disclosures (ICMC, or “the Cyanide Code”)	Cyanide Code reporting: Data Appendix – Environmental Data Appendix – Cyanide Management Cyanide Code Compliance: ICMC Newmont Audit and Certifications: https://www.cyanidecode.org/signatory-company-categories/newmont-goldcorp-united-states				Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
PRIORITY ISSUE: ENERGY AND CLIMATE CHANGE (CC)					
GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Environmental Stewardship – Energy and Climate Change – Approach Environmental Stewardship – Energy and Climate Change – Performance Environmental Stewardship – Energy and Climate Change – Case Study Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com Carbon offsets are not used to meet our GHG intensity reduction target; Newmont does not use carbon offsets.	8, 9	Principle 1, 6, 10		Yes
GRI 201:Economic Performance 2016 201-2 Financial implications and other risks and opportunities due to climate change	Overview – Our Approach to Sustainability – Sustainability Strategy Environmental Stewardship – Energy and Climate Change – Preparing for a New Era of Climate-Related Disclosures Environmental Stewardship – Energy and Climate Change – Approach 2018 10-K Report: pages 27–28 Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 1		Yes
GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions	Environmental Stewardship – Energy and Climate Change – Performance Environmental Data Appendix – Energy and Climate Change 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. Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com Newmont uses emissions factors from the Climate Registry: General Reporting Protocol and the Australia National Greenhouse Accounts Factor. Emissions are reported based on operational control.	8, 9	Principle 6, 10		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 305: Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions"	<p>Environmental Stewardship – Energy and Climate Change – Performance</p> <p>Environmental Data Appendix – Energy and Climate Change</p> <p>Newmont's Scope 2 GHG emissions gases measure CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆.</p> <p>Newmont reports biogenic CO₂ emissions in its CDP responses.</p> <p>Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com</p> <p>Newmont uses emissions factors from the Climate Registry: General Reporting Protocol and the Australia National Greenhouse Accounts Factor. Emissions are reported based on operational control.</p>	8, 9	Principle 6, 10		Yes
GRI 305: Emissions 2016 305-3 Other indirect (Scope 3) GHG emissions	<p>Newmont publishes Scope 3 GHG emissions in its annual CDP Climate Change Questionnaire, using the Greenhouse Gas Protocol Quantis Scope 3 Estimator, which estimates 100% of Scope 3 emissions based on suppliers or value chain partners charges to Newmont.</p> <p>Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com</p>	8, 9	Principle 6, 10		Yes
GRI 305: Emissions 2016 305-4 GHG emissions intensity	<p>Environmental Stewardship – Energy and Climate Change – Performance</p> <p>Newmont's Scope 2 GHG emissions gases measure CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆. Newmont reports biogenic CO₂ emissions in its CDP responses.</p> <p>Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com</p> <p>Newmont uses emissions factors from the Climate Registry: General Reporting Protocol and the Australia National Greenhouse Accounts Factor. Emissions are reported based on operational control.</p>	8, 9	Principle 6, 9		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 302: Energy 2016 302-1 Energy consumption within the organization	Environmental Stewardship – Energy and Climate Change – Performance Environmental Data Appendix – Energy and Climate Change Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 6, 9		Yes
GRI 302: Energy 2016 302-2 Energy consumption outside of the organization	Environmental Stewardship – Energy and Climate Change – Performance Environmental Data Appendix – Energy and Climate Change Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 6, 9		Yes
GRI 302: Energy 2016 302-3 Energy intensity	Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 6, 9		Yes
GRI 302: Energy 2016 302-4 Reduction of energy consumption	Refer to the CDP Climate Change 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Climate Change 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 6, 9		Yes
PRIORITY ISSUE: WATER STEWARDSHIP (WS)					
GRI 103: Management Approach 2018	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Overview – Our Approach to Sustainability – Making an Impact on the Sustainable Development Goals Environmental Stewardship – Water – Approach Environmental Stewardship – Water – Performance 2018 10-K Report : pages 17, 114 CDP Water Security 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Water Security 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 1	SDG6	Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 303: Water and Effluents 2018 303-1 Interactions with water as a shared resource	Environmental Stewardship – Water – Approach Environmental Stewardship – Water – Performance Environmental Stewardship – Water – Case Study Environmental Data Appendix – Water CDP Water Security 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Water Security 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 6, 9	SDG6	Yes
GRI 303: Water and Effluents 2018 303-2 Management of water-discharge related impacts	Environmental Stewardship – Water – Approach Environmental Stewardship – Water – Performance CDP Water Security 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Water Security 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 8, 9		Yes
GRI 303: Water and Effluents 2018 303-3 Water withdrawal	Environmental Stewardship – Water – Performance Environmental Data Appendix – Water Water quality categories referenced in water performance and data appendix are based on the Minerals Council of Australia publication, Water Accounting Framework for the Minerals Industry, page 12, available at http://minerals.org.au/sites/default/files/WAF_UserGuide_v1.3_(Jan_2014).pdf	8, 9	Principle 8, 9		Yes
GRI 303: Water and Effluents 2018 303-4 Water discharge	Environmental Stewardship – Water – Performance Environmental Data Appendix – Water Water quality categories referenced in water performance and data appendix are based on the Minerals Council of Australia publication, Water Accounting Framework for the Minerals Industry, page 12, available at http://minerals.org.au/sites/default/files/WAF_UserGuide_v1.3_(Jan_2014).pdf	8, 9	Principle 6, 9		Yes
GRI 306: Effluents and Waste 2016 306-1 Water discharge by quality and destination	Environmental Data Appendix – Water CDP Water Security 2019 Questionnaire (covers 2018 performance), to be published fall 2019, and the CDP Water Security 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 8, 9		Yes
GRI 306: Effluents and Waste 2016 306-5 Water bodies affected by water discharges and/or runoff	No reported sites have discharges of water and/or runoff that have significantly affected water bodies or related habitat with protected or key biodiversity value.	8, 9	Principle 6, 9		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 303: Water and Effluents 2018 303-5 Water consumption	Environmental Stewardship – Water – Performance Environmental Data Appendix – Water Total water consumption from all areas with water stress is reported in our CDP Water Security 2019 Questionnaire (covers 2018 performance, to be published fall 2019), and CDP Water Security 2018 Questionnaire (covers 2017 performance), available at CDP.net and on Newmont.com	8, 9	Principle 6, 9		Yes

PRIORITY ISSUE: BIODIVERSITY (BI)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Materiality Matrix Environmental Stewardship – Biodiversity – Approach Environmental Stewardship – Biodiversity – Performance	8	Principle 1		Yes
GRI 304: Biodiversity 2016 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Stewardship – Biodiversity – Approach	8	Principle 6, 7		Yes
GRI 304: Biodiversity 2016 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environmental Data Appendix – Biodiversity Impacts	8	Principle 6, 7		Yes
GRI Metals and Mining Sector Supplement MM2 The number and percentage of total sites identified as requiring biodiversity management plans, and the number and percentage of those sites with a plan in place	Environmental Data Appendix – Biodiversity Impacts	8	Principle 6, 7	SDG6	Yes

PRIORITY ISSUE: EMISSIONS, EFFLUENTS AND WASTE (EW)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Environmental Stewardship – Tailings, Waste and Emissions – Approach Environmental Stewardship – Tailings, Waste and Emissions – Performance	8, 9	Principle 1		Yes
GRI 305: Emissions 2016 305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environmental Stewardship – Tailings, Waste and Emissions – Performance Environmental Data Appendix – Air Quality	8, 9	Principle 6, 10		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 306: Effluents and Waste 2016 306-2 Waste by type and disposal method	Environmental Stewardship – Tailings, Waste and Emissions – Performance Environmental Data Appendix – Waste Management	8, 9	Principle 6, 8		Yes
GRI 306: Effluents and Waste 2016 306-3 Significant spills	Environmental Data Appendix – Environmental Releases There were no significant spills in 2018.	8,9	Principle 6, 8		Yes
GRI 301: Materials 2016 301-1 Materials used by weight or volume	Environmental Data Appendix – Estimated materials usage summary, 2018 materials usage by site	8	Principle 1		Yes

PRIORITY ISSUE: TALENT ATTRACTION AND RETENTION (TA)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Our People – Our Workplace – Approach Our People – Our Workplace – Performance	3, 6	Principle 1		Yes
GRI 401: Employment 2016 401-1 New employee hires and employee turnover	People Data Appendix – Hiring – 2018 New Hires	3, 6	Principle 3		Yes
GRI 401: Employment 2016 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Workforce – Performance – Benefits by major operations	3, 6	Principle 3		Yes
GRI 404: Training and Education 2016 404-2 Programs for upgrading employee skills and transition assistance programs	Our People – Our Workplace – Approach Our People – Our Workplace – Performance		Principle 3, 5		Yes
GRI 404: Training and Education 2016 404-3 Percentage of employees receiving regular performance and career development reviews	People Data Appendix – Hiring				Yes
GRI 201: Economic Performance 201-3 Defined benefit plan obligations and other retirement plans	Our Workforce – Performance – Benefits by major operations 2018 10-K Report : pages 139–143				Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
PRIORITY ISSUE: LABOR-MANAGEMENT RELATIONS (LR)					
GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Materiality Matrix Our People – Our Workplace – Approach Our People – Our Workplace – Performance Regarding grievance mechanisms, we use 14 specific categories and one “Other” category for the types of complaints that are relevant to our stakeholders. Rather than a single, broad “Labor” category, we have compensation, workforce behavior and employment categories, which we believe are more meaningful in understanding and addressing stakeholder concerns.	3, 6	Principle 1	SDG8	Yes
GRI 407: Freedom of Association and Collective Bargaining 2016 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2018 10-K Report : pages 19, 142 None of our operations reported violations of – or have been identified as a significant risk of violating – the right to exercise freedom of association and collective bargaining.	1, 2, 3	Principle 1, 3		Yes
PRIORITY ISSUE: SAFETY AND HEALTH (SH)					
GRI 103: Management Approach 2018	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Our People – Health – Approach Our People – Health – Performance Our People – Safety – Approach Our People – Safety – Performance Newmont Board of Directors Safety and Sustainability Committee Charter, Specific Duties #8 and #9: page 3, Feb 2016 Newmont.com Health and Safety (Prevention, Safety Leadership, Health), available at: https://www.newmont.com/sustainability/health-and-safety/default.aspx	1	Principle 1, 5		Yes
GRI 403: Occupational Health and Safety 2018 403-1 Occupational health and safety management system	Our People – Safety – Approach Our People – Safety – Performance Newmont.com Health and Safety (Prevention, Safety Leadership, Health), available at: https://www.newmont.com/sustainability/health-and-safety/default.aspx		Principle 4, 5		Yes
GRI 403: Occupational Health and Safety 2018 403-2 Types of injury and rates of injury, occupational diseases, lost days and number of work-related fatalities	Our People – Health – Approach Our People – Health – Performance Our People – Safety – Approach Our People – Safety – Performance Newmont.com Health and Safety (Prevention, Safety Leadership, Health), available at: https://www.newmont.com/sustainability/health-and-safety/default.aspx		Principle 4, 5		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 403: Occupational Health and Safety 2018 403-4 Worker participation, consultation, and communication on occupational health and safety	Our People – Health – Performance Newmont.com Health and Safety (Prevention, Safety Leadership, Health), available at: https://www.newmont.com/sustainability/health-and-safety/default.aspx While Newmont does not have formal joint management-worker committees related to safety, we believe our approach to creating a culture of zero harm in the workplace addresses this disclosure.		Principle 4, 5		Yes
GRI 403: Occupational Health and Safety 2018 403-5 Worker training on occupational health and safety	Our People – Safety – Approach		Principle 5		Yes
GRI 403: Occupational Health and Safety 2018 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our People – Health – Approach Our People – Health – Performance Our People – Safety – Approach Our People – Safety – Performance Newmont.com Health and Safety (Prevention, Safety Leadership, Health), available at: https://www.newmont.com/sustainability/health-and-safety/default.aspx		Principle 5		Yes
GRI 403: Occupational Health and Safety 2018 403-9 Work-related injuries	Our People – Safety – Approach Our People – Safety – Performance		Principle 5		Yes

PRIORITY ISSUE: INCLUSION AND DIVERSITY (ID)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Our People – Our Workplace – Performance – Global Inclusion and Diversity Overview – Our Business – Strategy	1, 2, 6	Principle 1	SDG5	Yes
GRI 405: Diversity and Equal Opportunity 2016 405-1 Diversity of governance bodies and employees	Our People – Our Workplace – Performance – Global Inclusion and Diversity People Data Appendix – Employees, by Type, Region, Gender and Category Board of Directors diversity disclosures based on gender, nationality, age, tenure, and ethnicity will be reported in 2019 Proxy Statement, available from our Investor Relations SEC Filings page at https://www.newmont.com/investor-relations/financial-reports/sec-filings/default.aspx . For 2018 diversity disclosures, refer to the 2018 Proxy (covering 2017 year), pages 3 and 8. 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.	6	Principle 3		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 405: Diversity and Equal Opportunity 2016 405-2 Ratio of basic salary and remuneration of women to men	People Data Appendix – Employees, by Type, Region, Gender and Category	6	Principle 3		Yes

PRIORITY ISSUE: HUMAN RIGHTS (HR)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Ethics, Integrity and Human Rights – Human Rights – Approach Ethics, Integrity and Human Rights – Human Rights – Performance Ethics, Integrity and Human Rights – Human Rights – Case Study	1, 2	Principle 1, 2		Yes
GRI 412: Human Rights Assessment 2016 412-1 Operations that have been subject to human rights reviews or impact assessments	Ethics, Integrity and Human Rights – Human Rights – Approach Ethics, Integrity and Human Rights – Human Rights – Performance Ethics, Integrity and Human Rights – Human Rights – Case Study	3, 10	Principle 1, 2		Yes
GRI 412: Human Rights Assessment 2016 412-2 Employee training on human rights policies or procedures	Ethics, Integrity and Human Rights – Human Rights – Performance	3, 10	Principle 1, 2		Yes
GRI 410: Security Practices 2016 410-1 Security personnel trained in human rights policies or procedures	Ethics, Integrity and Human Rights – Human Rights – Performance	1, 2	Principle 1, 3		Yes

PRIORITY ISSUE: SOCIAL ACCEPTANCE (SA)

GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Economic and Social Performance – Social Acceptance – Approach Economic and Social Performance – Social Acceptance – Performance		Principle 1, 2, 9		Yes
GRI 413: Local Communities 2016 413-1 Operations with local community engagement, impact assessments, and development programs	Economic and Social Performance – Social Acceptance – Performance		Principle 2, 3, 4, 9		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
GRI 413: Local Communities 2016 MM6 Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Economic and Social Performance – Social Acceptance – Performance Disputes related to land use: Ethics, Integrity and Human Rights – Human Rights – Significant Human Rights Events 2018 10-K Report : pages 23, 168 Chaupe Family Land Dispute Newmont did not experience significant disputes relating to customary rights of local communities and indigenous peoples in 2018.		Principle 2, 3, 4, 9		Yes
GRI Mining and Metals Sector Supplement 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	Economic and Social Performance – Social Acceptance – Community Relationships Economic and Social Performance – Social Acceptance – Performance Economic and Social Performance – Social Acceptance – Performance – Community Relationships		Principle 2, 3, 4, 9		Yes
GRI Mining and Metals Sector Supplement MM8 Artisanal and Small Scale Mining Number and percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Economic and Social Performance – Social Acceptance – Approach Economic and Social Performance – Social Acceptance – Performance Newmont sites where ASM takes place on/adjacent to are located in Ghana (Afoho and Akyem), South America (Suriname, Yanacocha) and US (CC&V). 2018 10-K Report : page 24		Principle 1, 5, 9	SDG3, SDG6, SDG8	Yes
GRI Mining and Metals Sector Supplement MM9 Resettlement Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Economic and Social Performance – Social Acceptance – Performance	1, 2	Principle 5, 9		Yes
GRI Metals and Mining Sector Supplement MM5 Indigenous Rights Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	Economic and Social Performance – Social Acceptance – Performance	1, 2	Principle 3		Yes
GRI 411: Rights of Indigenous Peoples 2016 411-1 Incidents of violations involving rights of indigenous peoples	Economic and Social Performance – Social Acceptance – Approach Economic and Social Performance – Social Acceptance – Performance No identified incidents of violations involving the rights of indigenous peoples occurred during the reporting period.	1, 2	Principle 1, 3		Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
PRIORITY ISSUE: SUPPLY CHAIN STEWARDSHIP (SC)					
GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Ethics, Integrity and Human Rights – Supply Chain Stewardship – Approach Ethics, Integrity and Human Rights – Supply Chain Stewardship – Performance		Principle 1, 2		Yes
GRI 414: Supplier Social Assessment 414-1 New suppliers that were screened using social criteria	Ethics, Integrity and Human Rights – Supply Chain Stewardship – Performance				Yes
GRI 204: Procurement Practices 2016 204-1 Proportion of spending on local suppliers	Economic and Social Performance – Local Employment and Business Opportunities		Principle 2, 9, 10		Yes
GRI 417: Marketing and Labeling 2016 417-1 Requirements for product and service information and labeling	Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard. Newmont 2018 Conflict-Free Gold Report		Principle 8		Yes
GRI 417: Marketing and Labeling 2016 417-2 Incidents of non-compliance concerning product and service information and labeling	No 2017 incidents of non-compliance with the World Gold Council's Conflict-Free Gold Standard; Newmont's 2019 Conflict-Free Gold Report (covering 2018) will be published summer of 2019.				Yes
PRIORITY ISSUE: CLOSURE AND RECLAMATION (CM)					
GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Materiality Matrix Environmental Stewardship – Closure and Reclamation – Approach Environmental Stewardship – Closure and Reclamation – Performance 2018 10-K Report : page 27	8	Principle 1, 2, 6, 9, 10		Yes
GRI Metals and Mining Sector Supplement MM10 Number and percentage of operations with closure plans	Environmental Stewardship – Closure and Reclamation – Approach	8	Principle 1, 2, 6, 9, 10		Yes
GRI Metals and Mining Sector Supplement MM1 Amount of land disturbed or rehabilitated	Environmental Data Appendix – Closure and Reclamation	8	Principle 6, 7	SDG3, SDG6	Yes

Disclosure	Response, Page number(s) and/or URL(s)	UNGC Principles Reference	ICMM Principles Reference	Prioritized SDGs	External Assurance
PRIORITY ISSUE: TAILINGS MANAGEMENT (TM)					
GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Environmental Stewardship – Tailings, Waste and Emissions – Approach Environmental Stewardship – Tailings, Waste and Emissions – Case Study 2018 10-K Report: page 29 Newmont Tailings Fact Sheet , Feb 2019		Principle 6		Yes
GRI Metals and Mining Sector Supplement	Environmental Stewardship – Tailings, Waste and Emissions – Performance Environmental Data Appendix – Waste Management	8, 9	Principle 6, 8		Yes
MM3 Total amount of overburden, rock, tailings and sludges and their associated risks					
PRIORITY ISSUE: INFORMATION TECHNOLOGY (IT)					
GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Ethics, Integrity and Human Rights – Risk Management – Approach 2018 10-K Report: page 21				Yes
Non-GRI Disclosure: Key performance indicators	Newmont's cyber-security performance measures are business confidential and not disclosed.				Yes
PRIORITY ISSUE: RISK AND CRISIS MANAGEMENT (RM)					
GRI 103: Management Approach 2016	Overview – Our Approach to Sustainability – Public Targets Overview – Our Approach to Sustainability – Materiality Matrix Refer to GRI Standard Disclosure 102-30 Ethics, Integrity and Human Rights – Risk Management – Approach Ethics, Integrity and Human Rights – Risk Management – Case Study		Principle 4		Yes
Non-GRI Disclosure: Key performance indicators	Key performance indicators for this priority issue are addressed in various sections of the report, respective to specific risks (human rights, climate risk, etc.).				Yes