

Beyond the Mine

2018 Sustainability Report

Australia Region Summary



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The scope of our 2018 Beyond the Mine Australia Region Summary report is Newmont's performance during the 2018 calendar year, and does not include data and performance for Goldcorp – which combined with Newmont in April 2019.



OUR PEOPLE

Employed

4,363 staff and contractors

22.4% of our Australian workforce* are **WOMEN**

* (employees and contractors)

ABORIGINAL EMPLOYMENT

increased to **7%**

Invested

more than **\$1.2 MILLION** in employee **TRAINING** and **DEVELOPMENT**



ECONOMIC AND SOCIAL PERFORMANCE

Developed

RECONCILIATION ACTION PLAN

in partnership with the NGO
Reconciliation Australia

Contributed

\$2.1 BILLION to the
AUSTRALIAN ECONOMY via
goods, services, taxes, royalties,
wages and benefits



ENVIRONMENTAL STEWARDSHIP

Achieved

5% REDUCTION in **WATER CONSUMPTION*** across the region,
EXCEEDING THE REGION'S TARGET to reduce water consumption by 1%

* compared to 2016 base year

Completed

CONCURRENT REHABILITATION

on **42 HECTARES**

Sequestered

more than **7,229 METRIC TONNES**
of carbon dioxide

Message from the Regional Senior Vice President

Dear Stakeholder,

The Australian team has collectively worked hard to achieve outstanding sustainability development results in 2018, and I am proud to report these in the annual Beyond the Mine Australia Region Summary.

As always, safety has been at the forefront of our business decisions and behaviours. Nothing is more important than ensuring the safety of our workers every day. Although 2018 saw potentially significant incidents on our sites, we have worked to implement controls and investigations to learn from these events. These efforts shone through, with October 2018 being the safest month in our business since 2016. That said, we continue to injure people in our business, and this is not acceptable.

Newmont Australia acknowledges the Traditional Custodians of the land across Australia where our business operates. We are deeply committed to engaging communities close to our operations and employees on the journey toward mutual trust, respect and reconciliation with Aboriginal and Torres Strait Islander peoples. As such, I am proud to have launched Newmont Australia's first Innovate Reconciliation Action Plan in July 2018. In early 2019, Newmont Australia publicly supported the Uluru Statement from the Heart. We are striving toward our commitments, and I look forward to sharing our results as we progress.

Newmont Boddington Gold performed strongly, with each subsequent year since 2013 being the best production year for the site, and 2018 was no exception. This strong growth performance highlights both the quality of the asset and our people's commitment to delivering exceptional business value. Newmont Tanami Operations worked hard toward completing the Tanami Power Project, which will reduce our annual carbon emissions by 55,000 tonnes. Despite a challenging year for KCGM with the pit wall slip in May, the team has worked together to ensure the safety of people and to minimise the impact of the slip. Work has continued on defining the future growth for KCGM through the Golden Mile Growth strategy.

Regionally, our commitment to sustainable development has been reflected in numerous initiatives. Key highlights from 2018 include:

- **Health and Safety** – Excitingly, the Newmont Boddington Gold and KCGM teams each took out prizes in emergency response competitions. Throughout 2018, the Newmont Tanami Operations team worked to implement lane control and fatigue management systems in their haulage trucks.



- **People** – I am incredibly proud that Newmont had six women nominated for the Top 100 Global Inspirational Women in Mining, including Shannon Youd from KCGM. This is a true reflection of the calibre of women we have across our business and the contribution they make on a daily basis. In a demonstration of our diversity and inclusion values, the team gathered together to participate in the Perth Pride Parade for the second year in a row.
- **Sustainability and External Relations** – Newmont and the Peel-Harvey Catchment Council entered into an agreement to support enhanced environmental management in the Peel-Harvey surface water catchment.

Overall, 2018 has been a strong year for Newmont Australia although there are still improvements to be made. Looking to 2019, we will continue to yield value for our business and stakeholders. Our focus for the coming year includes improving our safety outcomes by implementing safety and risk management controls, leading the industry with our diversity and inclusion behaviours, and optimising performance to deliver superior business results.

Long-term, sustainable mining is of critical importance for business activities, stakeholders and local communities. I encourage you to read on and find out more about our sustainability performance and initiatives.

Sincerely,



Alex Bates
Regional Senior Vice President

ACKNOWLEDGEMENT

Newmont respectfully acknowledges the past and present Elders and Traditional Owners of the land on which our Australia operations and offices are located.

Our Business

Newmont Mining Corporation (“Newmont”) is a leading gold and copper producer. The Company was founded in 1921 and has been publicly traded since 1925. Headquartered in Greenwood Village, Colorado, Newmont had more than 24,000 employees and contractors with operations primarily in five countries on four continents around the world as of December 31, 2018. Newmont is the only gold company listed in the S&P 500 index. In 2007, the Company became the first gold company selected to be part of the Dow Jones Sustainability World Index. Newmont has remained on the prestigious index every year since and has been named the mining industry leader for the past four years.

Newmont Australia’s 100 per cent-owned operating assets include Newmont Boddington Gold (NBG) in Western Australia and Newmont Tanami Operations (NTO) in the Northern Territory. Kalgoorlie Consolidated Gold Mines (KCGM) in Western Australia is a joint venture (50 per cent ownership) with Barrick Australia Pacific.

Newmont Australia is also responsible for the management of two legacy mine sites: Woodcutters in the Northern Territory and Mt. Leyshon in Queensland. Our Australia regional office is located in Subiaco, Perth, Western Australia.

Our commitment to build a more successful and sustainable business is reflected in our Purpose, Mission, Vision and Values. 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 recognised and respected for exceptional economic, social and environmental performance.

Strategy

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

- Delivering superior operational execution by running our mines safely and efficiently;
- Sustaining a global portfolio of long-life assets by advancing profitable expansion and exploration on four continents; and
- Leading the gold sector in profitability and responsibility by consistently generating superior returns and demonstrating our values 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 fatality prevention, engagement and leadership
- **Operational excellence** – delivering sustainable cost and efficiency improvements, portfolio optimisation and world-class technical fundamentals
- **Growth** – improving portfolio value and risk profile by progressing promising exploration, project development and inorganic opportunities
- **People** – achieving a competitive advantage through our people by engaging employees, developing effective leaders, and building a more diverse and inclusive workplace
- **Sustainability and external relations** – managing risks to maximise opportunities and minimise threats and applying leading social and environmental practices

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 behaviours at work and home to reach our goal of zero harm.

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.

Responsibility

We deliver on our commitments, demonstrate leadership and have the courage to speak up and challenge the status quo.

Inclusion

We create an inclusive environment where employees have the opportunity to contribute, develop and work together to deliver on our strategy.

About This Report

Scope

Since 2004, we have published our annual regional sustainability report, Beyond the Mine – Australia Region Summary, which focuses on Newmont Australia's current operating sites. Data presented covers our performance for the 2018 calendar year. The previous report was published in May 2018. Where noted, references may be made to historical results.

Our global Beyond the Mine sustainability report has also reported on an annual basis since 2003, and is available at www.beyondthemine.com.

All financial figures are quoted in Australian dollars (AUD) unless otherwise noted. Some figures published in U.S. dollars (USD) in other reports have been converted to AUD using an AUD-to-USD exchange rate of 0.7481, which reflects the year-to-date average for the 2018 calendar year applied to all converted figures (some minor variances may exist based on exchange rate fluctuations). References to 'Newmont,' 'the Company,' 'we' and 'our' refer to Newmont Mining Corporation and/or our affiliates, joint ventures and subsidiaries.

Unless noted otherwise, this report covers sustainability matters related to the following significant locations of operation:

- Boddington Gold (NBG), Western Australia
- Kalgoorlie Consolidated Gold Mines (KCGM), Western Australia
- Tanami Operations (NTO), Northern Territory

In general, this report does not include data for assets divested or acquired during the year, non-managed joint ventures, exploration activities, projects and legacy sites. However, references to these sites and locations are included in the report when they are material and provide context.

Our 2018 Beyond the Mine Australia Region Sustainability Report is Newmont's performance during the 2018 calendar year, and does not include data and performance for Goldcorp – which combined with Newmont in April 2019.

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.

Significant Changes in Reporting Parameters

This report provides a summary for the Australia region. Full details are reported in Newmont's 2018 Beyond the Mine report at www.beyondthemine.com.

Additional Information

More information about Newmont is available on our website: www.newmontgoldcorp.com. For details on our financial performance and governance structure, please refer to our 2018 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 on any other aspect of our sustainability performance. Please send general comments to feedback@newmontgoldcorp.com. For a full list of contacts at Newmont, please visit Contact Us on our website, www.newmontgoldcorp.com.



SAFETY – CASE STUDY

LEARNING FROM OUR MISTAKES TO ENSURE WE DON'T MAKE THEM AGAIN

After the catastrophic accident on April 7, 2018, at our Ahafo Mill Expansion (AME) project in Ghana that took the lives of six colleagues, we recognised the need to have open and honest conversations with personnel across the globe on why the accident happened.

Following an in-depth investigation into the root causes, sites and office locations across our business held sessions on the accident's critical learnings. More than 9,500 employees and contractors participated in the sessions, which encouraged everyone to speak up, ask questions and provide feedback.

A site on our global intranet provided a centralised location for information about the accident and materials to help facilitate safety discussions and focus on lessons learned and preventive actions to avoid future occurrences. The site includes a video from Alwyn Pretorius, our Regional Vice President for Africa, who discusses the causes and the following three critical lessons learned:

Learning 1 – Always identify, establish and enforce barricades and exclusion zones where there is a risk of personnel being struck by falling objects.

- The area beneath the formwork (a temporary mould where concrete is poured) was not defined as an exclusion zone during the concrete pour and personnel entered the area to conduct work, which exposed them to the risk of being struck by falling objects.
- Recommendations from personnel include a more consistent application or understanding of the requirements for barricading and exclusion zones.

Learning 2 – Where we rely on temporary structures in high-risk work activities, these must be designed and verified as effective at all stages of the work.

- The function and criticality of the formwork in this high-risk activity were not broadly appreciated or factored into the design and monitoring of the formwork and controls.

- The need to better understand the requirements for certification and inspection of temporary structures was a frequent comment from personnel.

Learning 3 – When a task does not go as expected or changes occur, take time to establish what has changed and why. Assess the risk and seek additional expertise, applying controls if needed, before recommencing the work.

- The formwork began to leak concrete and personnel entered the structure to conduct repairs. The pouring of concrete continued during the repairs, possibly contributing to the eventual failure of the formwork structure.
- A key theme was a need to speak up and better recognise when a situation changes, resulting in unfamiliar or unsafe work.

Among the outcomes from the critical learnings sessions:

- Each site identified priority actions and developed plans to address the actions and their effectiveness;
- We began to develop global standards for barricading and exclusion zones to support regional standard operating procedures; and
- We identified additional critical controls associated with our top fatality risks that must be in place every time a task involving the risk is undertaken.

Based on positive feedback from participants, we formalised our lessons-learned process and will apply it to the fatal accident in November at our Pete Bajo operation in Nevada.

Our People (continued)

Health and Safety

Effectively managing the safety and occupational 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 at the end of the day.

In recent years, the primary focus of our safety strategy has been on eliminating fatalities in the workplace. Launched in 2016, our Fatality Risk Management system provides the rigour and discipline around understanding our top risks and effectively managing them through robust controls and systems.

Performance

While no fatalities occurred in our Australia region in 2018, an accident in Ghana at our Ahafo Mill Expansion project in April resulted in six fatalities. We lost a colleague at our Pete Bajo underground operation in Nevada in November.

These tragic accidents highlight the need to re-double our efforts around integrating our Fatality Risk Management system across our business. Efforts in 2018 included:

- **Verifying the effectiveness of critical controls** – We conducted 5,453 field-based critical control verifications during the year, with 20 per cent found to be non-effective. Overall, the most non-effective critical controls were “struck by falling object,” “vehicle/pedestrian interaction” (in surface mines) and “fall from height.” All deficiencies were addressed prior to resuming work.
- **Investigating near misses** – There were 18 significant potential events (SPEs) in 2018, a decrease of 10 per cent compared to 2017. All events were investigated with findings and lessons learned shared across the organisation.
- **Completing audits** – We completed independent audits against our fatality risk standards at all operating sites. Major non-conformance with the standards was the highest related to control of light vehicles in mining areas, ensuring energy sources are isolated, and documentation of critical electrical safety information.
- **Improving processes** – A cross-functional team reviewed all the fatality risk standards to identify gaps and opportunities for improvement. We also engaged with some of our heavy equipment suppliers on design modifications to reduce risks.
- **Implementing the next phase of our Fatality Risk Management program** – Engaging frontline leaders in integrating critical controls into work activities, such as risk assessments, pre-start meetings, shift handovers and pre-operational checks on vehicles, is the focus for the next phase, commencing in 2019.

Our Total Recordable Injury Frequency Rate (TRIFR) increased compared to 2017. To address our safety performance, we focused on effective pre-task hazard assessments and lesson-sharing processes that help prevent re-occurrence of significant events.

In 2018, the region's Occupational Illness Frequency Rate (OIFR) increased to 0.21 from 0.17 in 2017, with 82 per cent of recordable illnesses musculoskeletal related.

All three mine sites in Australia met their target to reduce workplace exposures associated with acute and chronic illnesses for their top three similar exposure groups (SEG) by 50 per cent. Enhanced engineering controls – such as improved ventilation and the substitution of less harmful materials – made these reductions effective and sustainable.

Other notable efforts to make Newmont a safer and healthier place to work include:

- We commenced the deployment of the Connected Worker system, which improves our ability to identify who we have on site at any particular time, and confirm their credentials, training and certifications. At Boddington, we implemented the latest Wi-Fi technology in the surface mine and process plant, which will enable technologies that improve safety, such as autonomous drilling. The mine also continued to trial a remotely piloted aircraft (RPA) strategy that includes Newmont's first permanent full-time RPA specialist responsible for using drone technology in ways that mitigate some of our top risks such as falls from height and vehicle/pedestrian interactions. The Tanami operation began testing MineStar, a suite of technologies for mobile underground that offers better location data to track people and equipment, and multiple-zone detection capabilities.
- As part of our broader fatigue management and wellbeing approach, we expanded the use of fatigue detection technology beyond our haul truck fleet, installing the technology on six buses used to transport employees at our Tanami operation.
- Our Tanami operation worked to reduce the road risk profile of haul trucks by implementing several controls on the front line. These include:

- Improving the design of haulage trucks and trailers by shortening trailer configurations that reduce sway;
- Widening the haul road on sweeping bends allowing for greater separation distances;
- Installing mobile lane deviation warning devices to avoid unintended lane departure – these devices were installed on all haulage trucks with one of our suppliers, and we will install the devices on all buses used to transport passengers to the Dead Bullock Soak site at Tanami; and
- Fitting trucks with the “seeing machines” fatigue management system to help detect and prevent driver fatigue in real time. The system will also be fitted to buses used on site.
- We developed a global occupational health and wellness strategy to ensure we have the foundational components and relevant programs needed for each site to manage its key health risks. Areas of focus for 2019 include approving the strategic framework and revising and refreshing the supporting systems. Implementation of the strategy is expected over the next three to five years.

2018 NEWMONT AUSTRALIA HEALTH AND SAFETY PERFORMANCE

Fatalities	0
Frequency rate (per 200,000 hours worked)	
Total Recordable Injury Frequency Rate (TRIFR)*	0.97
Lost Time Injury Frequency Rate (LTIFR)*^	0.63
Occupational Illness Frequency Rate (OIFR)**	0.21

* Includes KCGM rate reported at 100 per cent.

^ LTIFR = Lost Days Injuries + Restricted Work Injuries per 200,000 exposure hours.

Our OIFR metric includes illnesses related to airborne agents, infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.



OUR WORKPLACE – CASE STUDY

MEASURING THE PROGRESS OF OUR INCLUSION AND DIVERSITY JOURNEY

Since we introduced our global inclusion and diversity strategy in 2013, we have significantly increased our understanding of what is required to create a workplace where everyone is treated with respect and contributes to the Company's success.

Specific learnings and observations include:

- A commitment from the Board of Directors and executive leaders is essential to operationalise efforts.
- There must be an equal focus on diversity (increasing representation in certain groups) and inclusion (ensuring diversity thrives through support from teams, peers and others) to teach inclusive practices to majority groups and improve retention among minority groups.
- Data is crucial for analysing historical trends, identifying root causes, forecasting, tracking progress and validating hypotheses.
- Our employee-led and executive leadership-sponsored business resource groups (BRGs), which we have at each operation, are tremendous assets in creating an even more inclusive workplace.
- Removing basic symbols of exclusion – such as offering women's uniforms and ensuring rooms for women who are nursing are available at mine sites – is critical.

These learnings are reflected in our refreshed global inclusion and diversity strategy, which details our journey toward 2030 across four key areas:

- **Inclusive leadership** – embedding our value of inclusion and the importance of diversity in our culture;
- **Disrupt people systems** – improving diversity through initiatives across the entire employee lifecycle;
- **Leverage accelerators** – dedicating resources and actions to accelerate progress (e.g., new projects and operations that provide opportunities to consider the employee mix); and
- **Metrics** – expanding diversity metrics, introducing inclusion metrics and continuing to hold senior leaders accountable.

This refreshed strategy leverages the long-term nature of our commitment to the Paradigm for Parity framework, which aims to create a more inclusive workplace and one where women and men have equal opportunities. A critical component of the strategy focuses on improving our inclusion metrics in addition to the existing diverse representation metrics around gender, nationals and local/indigenous employees. In 2018, we identified five metrics of inclusion that provide a more balanced measure of both an inclusive workplace and a diverse workforce:

1. Global engagement survey – We will continue to measure employees' views of Newmont's commitment to our value of inclusion and the business implications of this measure.
2. Symbols of exclusion – In 2018, we identified and began to address several basic symbols of exclusion across the business. Going forward, we will continue to identify and eliminate any additional symbols of exclusion within Newmont and engage with the mining industry to do the same.
3. Education – We want to measure not only the participation in, but also the impact of, inclusive leadership, unconscious bias and other training efforts.
4. BRGs – Along with evaluating the number and diversity of our BRGs, we want to measure their impact on participants and the business.
5. People systems – We aim to measure the impact of ongoing "disruption" trials in 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.

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.

Our Workplace

Our people are a distinct competitive advantage, and we are committed to attracting and retaining top talent by providing a workplace that offers a range of experiences and growth opportunities, is respectful and inclusive, and protects worker rights.

Performance

At the end of 2018, Newmont's workforce in Australia comprised 2,824 employees and 1,539 contractors. The biggest change in workforce numbers was at our KCGM joint venture, where a pit wall failure suspended operations in a portion of the mine and curtailed production, requiring a reorganisation that impacted jobs.

Inclusion and Diversity

During the year, we refreshed our global inclusion and diversity strategy, developing a strategic framework and roadmap that details the programs and actions we will undertake. Work that began in 2018 will continue into 2019 across the following three strategic pillars:

- **Demonstrating inclusive leadership** – Our regional leadership team participated in an inclusive leadership workshop that focused on building skills for engaging diverse talent and understanding Newmont's inclusion and diversity approach. Building on work started in 2018, we will continue to identify and eliminate symbols

of exclusion such as uniform designs and personal protective equipment. The Women in Newmont leadership program – designed with the core purpose of encouraging and developing women at Newmont in their leadership capability – also continued during 2018.

- **Disrupting people systems** – To improve talent management systems, we will audit our systems for unconscious biases. We also plan to continue with more inclusive job postings (through the use of Textio writing technology) and practices to ensure we have diverse hiring slates.
- **Leveraging accelerators** – Our employee-led and executive leadership-sponsored business resource groups (BRGs) are vital to our strategy by creating a sense of belonging and partnering with the business in various ways to deliver our strategy. We have at least one BRG at each mine site, and launched a second BRG in the Perth regional office focused on supporting LGBTQI efforts, and supporting employees within the LGBTQI community through ally training. In 2019, our focus is on continuing to empower, sponsor and resource all our BRGs.

Female employee representation in the Australia region dropped to 20.8 per cent, slightly down from 21.3 per cent at the end of 2017. Improving female representation across the business will be a continued focus in 2019.



Our People (continued)

Aboriginal and Torres Strait Islander Employment

We continued implementing our comprehensive plan that focuses on recruiting, retention, and communication and engagement to increase Aboriginal and Torres Strait Islander participation opportunities across the region's sites.

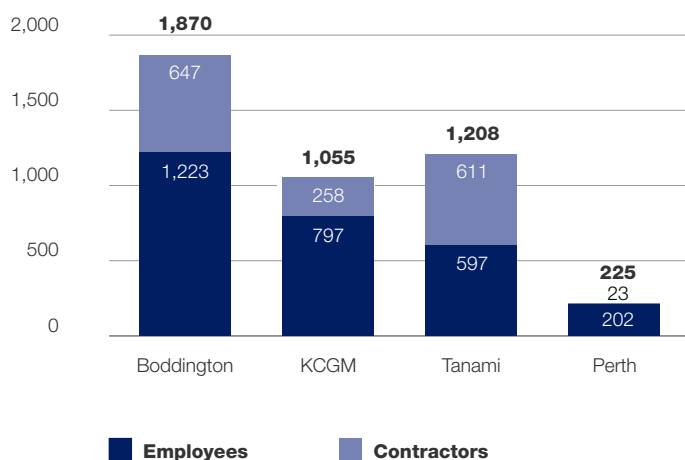
At the end of 2018, direct Aboriginal employment at Boddington, KCGM and Tanami totalled 108, 30 and 106 employees, respectively. The change in the number of indigenous employees reflects a decision taken during 2018 to shift the focus from casual employment to more meaningful full-time and permanent employment.

Our overall Aboriginal and Torres Strait Islander employment across the region increased to 7 per cent in 2018, from 6.7 per cent in 2017.

Activities during the year to support our employment goals and commitments included:

- We acknowledged events of significance, including NAIDOC (National Aboriginal and Islander Day of Observance Committee) Week to celebrate aboriginal history, culture and achievements.
- Our Boddington operation commenced implementation of an Aboriginal employee mentoring program that develops the skills necessary to support Aboriginal employees in the workplace and assist with retention.
- Newmont's Reconciliation Action Plan (RAP) was endorsed by the NGO, Reconciliation Australia. This 'Innovate' RAP is for the period July 2018 to July 2020, and includes commitments to building respectful relationships while providing employment, training and other opportunities to Aboriginal and Torres Strait Islander peoples.
- At Tanami, a team, which included representatives from various departments, BRG members and business partners, visited Darwin and Alice Springs as part of a recruitment effort to promote the operation and Newmont's support for inclusion and diversity and to gain interest in employment opportunities. The effort resulted in nine full-time new hires.
- We continued our partnership with the CareerTrackers Indigenous Internship Program, supporting three university students with paid internships. In addition to creating lasting employment opportunities, CareerTrackers provides interns and their sponsoring organisations with year-round support to prepare students for success at university, and in their chosen professions and their communities.
- At Boddington, we entered into two five-year agreements with the South Metropolitan and South Regional Technical and Further Education (TAFE) institutions to provide four indigenous pre-apprenticeship scholarship opportunities, and we sponsored a number of programs at the Boddington District High School to support the school's vision to foster a contextual learning culture.

2018 NEWMONT AUSTRALIA WORKFORCE



Total includes three employees in Charter Towers, Australia, and two employees in Indonesia.

NUMBER OF ABORIGINAL AND TORRES STRAIT ISLANDER PERSONNEL

Site	2015	2016	2017	2018
Boddington	74	89	93	108
KCGM	28	35	53	30
Tanami	89	94	104	106
Perth	1	1	2	0
TOTAL	192	219	252	244



VALUE SHARING – CASE STUDY

EXPANDING OPPORTUNITIES FOR ABORIGINAL PEOPLE THROUGH RECONCILIATION

In 2006, the NGO Reconciliation Australia launched the Reconciliation Action Plan (RAP) program – a framework for organisations to support reconciliation between Aboriginal and Torres Strait Islander people and other Australians.

Since then, more than 1,000 businesses, governmental agencies and nonprofit organisations across the country have formally committed to the RAP program and its goal of turning good intentions into positive actions that eliminate prejudice, build trust, and develop greater pride in Aboriginal and Torres Strait Islander cultures.

In 2018, Reconciliation Australia endorsed Newmont's inaugural Innovate RAP, which provides Newmont with the key steps to establish its own unique approach to reconciliation within the Company's sphere of influence.

While we have a rich history of positive engagement with Aboriginal and Torres Strait Islander communities at our operations in Western Australia and the Tanami region in the Northern Territory, and at legacy and exploration sites across several states, our RAP formalises our extensive commitments in a verified and accountable way. Through our RAP, we capture and communicate our existing work, and identify new actions to strengthen relationships, grow opportunities and enhance respect with Aboriginal and Torres Strait Islander peoples.

Our publicly available RAP includes 15 commitments, and details the actions, deliverables, responsibilities and timeframe over the next two years for addressing each commitment.

These include improving and increasing Aboriginal and Torres Strait Islander employment outcomes and supplier diversity within our organisation. Actions in 2018 to address this commitment include the development of an employment and retention strategy as well as a procurement strategy. Existing efforts and programs helped inform these strategies.

One such program is the Granites-Kurra 10-Year Plan (the Plan). Newmont and the Central Land Council – which represents the Warlpiri people (Yapa) – collaborated on this long-range plan to collectively strengthen the Yapa's governance, education and employment opportunities. The plan also details how Newmont and the Yapa will interact and work together to achieve the plan's objectives. Since finalizing the plan in 2016, we have developed training and employment pathways and supported a new vocational training centre in Yuendumu, the closest aboriginal community to our Tanami mine.



VALUE SHARING – CASE STUDY (CONTINUED)

The Warlpiri Education & Training Trust (WETT) Advisory Committee is an aboriginal organisation that strives to improve education and training outcomes for the Yapa people of the Tanami desert. WETT uses mining royalties from Newmont Tanami Operations for sustainable education, training and employment benefits. Priorities of the WETT regional program include: early childhood, country visit and elder support, school support, and the youth and media program. Supporting WETT is a key mechanism for achieving the education commitments set out in the Plan.

In November 2018, WETT won the top prize at the Indigenous Governance Awards for its lifelong learning, bilingual and bicultural education programs. The awards are held by Reconciliation Australia to celebrate success and promote effective indigenous governance across Australia.

In 2018, we engaged the University of Queensland Centre for Social Responsibility in Mining (CSR(M)) to support the establishment of the Plan's foundations including: administration, implementation framework, governance structure, action planning, outcome monitoring and community engagement. This work has informed priority actions for 2019.

Significant progress on the implementation of specific plan actions in 2018 included:

- Engaging the Bilingual Resource Development Unit at Yuendumu school to translate the plan into Warlpiri and to establish it as a bilingual resource accessible to the community;
- Initiating planning for the development of a cross-cultural awareness training program, which delivers upon both legal and voluntary aspects of the Plan, and also includes Traditional Owner contractual capability and enterprise development aspects;
- Initiating the recruitment for an internal Yapa Crew program supervisor, reviewing the Yapa Crew contract, and conducting a crew member focus group to ensure Yapa involvement in the process;

- Engaging with schools and local aboriginal arts centres and progressing strategic partnership and enterprise development scoping to support plan commitments;
- Holding Australian Regional Leadership Team and Site Leadership Team cultural immersion activities at the Yartula Yartula (Traditional Owner family outstation) and the Milpirri festival in the local community of Lajamanu with significant Warlpiri (Yapa) involvement and support;
- Presenting plan updates to the Warlpiri Education and Training Trust Advisory Committee meetings; and
- Conducting a community employment roadshow during the annual Yuendumu Sports Carnival weekend.

Other actions in 2018 in support of our RAP commitments include:

- Understand the available career opportunities and pathways, and engage with Aboriginal and Torres Strait Islander staff to share this information and identify further opportunities;
- Review recruiting procedures and policies to ensure there are no barriers;
- Increase awareness of job opportunities in advertisements and in Aboriginal and Torres Strait Islander media; and
- Increase the number and value of commercial relationships with Aboriginal and Torres Strait Islander owned businesses for each site and office.

In 2019, we will engage relevant stakeholders and experts to review our strategies. Specific activities include updating our procurement processes to prioritise the procurement of goods and services from Aboriginal and Torres Strait Islander businesses, and increasing awareness throughout the organisation of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.

Value Sharing

Aligning our business goals with the long-term interests of our stakeholders and the broader society is essential to our future success. Our business can play an important role in catalysing economic development and social wellbeing through job creation, buying local goods and services, community investments, and paying taxes and royalties. We can contribute to the United Nations Sustainable Development Goals by being a leader in the areas where we can have the greatest impact.

We are also 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.

Performance

Taxes and Royalties

In 2018, Newmont's direct economic contributions within Australia totalled \$2.1 billion. Payments to governments comprised \$79 million in government royalties and \$198 million in taxes (including employer taxes, current year's accrued income and mining taxes, property taxes and sales/production taxes). Newmont's effective tax rate in Australia was 29 per cent. For a more detailed discussion of tax expenses, refer to page 66 of Newmont's 2018 Form 10-K report.

While the mining industry continued to actively participate in the public debate on proposed gold royalty increases in Western Australia, government expectations continue for increased contributions from Newmont and the mining industry overall. Through economic impact reports – which measure the economic benefits our operations generate for host countries and communities at the regional and national levels – and engagement, we will continue to demonstrate our significant contribution to the government and the national and local economies and how a royalty rate or tax increase would impact these contributions.

We continued to collaborate with government, civil society and industry stakeholders to improve revenue transparency. We engaged with 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 – regarding our support in Australia. Through our membership in the Minerals Council of Australia, we participated in the Australia EITI Secretariat's review of compliance and implementation of the current EITI Standard. The review, which is expected to be finalised in 2019, is evaluating the country's existing disclosures and unique characteristics – such as its federated structure and large number of mining companies – and identifying gaps and barriers. In addition, Newmont has adopted the Australian Government's voluntary Board of Taxation's Transparency Code and published our first Tax Transparency Report for the year ended December 31, 2017.

Local employment 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. These plans also reflect national, regional and local initiatives, such as the Reconciliation Action Plan featured in the case study.

Along with our site-based employment targets for Aboriginal and Torres Strait Islander peoples, we set a regionally based local procurement target to reflect the number of shared contracts among the sites. We have ongoing engagement with local stakeholders regarding job and procurement opportunities and our recruiting and procurement procedures help ensure alignment with expectations and commitments.

In 2018, our Boddington and Tanami operations spent \$478 million with local suppliers, exceeding our target of \$214 million, largely as a result of continuing to refine the definitions and classification of local suppliers. For 2019, our regional local procurement target is \$365 million and reflects work to understand and identify opportunities within the context of the 2019 regional business plans. KCGM is not included in our local procurement target due to data collection system and classification differences.

Community investments

We invested in monetary and in-kind support during 2019, largely toward programs to support education, promote tourism and celebrate local Aboriginal and Torres Strait Islander cultures. Highlights included:

- **Advanced the Sustainability Development Goals:** Efforts continued to progress long-term partnerships and strategic initiatives focused on outcomes and alignment to SDG-6 (water and sanitation) and SDG-17 (partnerships for the goals). Commenced in 2017, the five-year partnership between our Boddington operation and the Peel Harvey Catchment Council (PHCC) seeks to deliver improved natural resource management and conservation to the Hotham and Williams River Catchment through a multifaceted approach. In 2018, work progressed to provide funding and educational support for local landowners with the goal of improving agricultural practices, and plans were developed to commence a River Health Assessment (RHA) and subsequent River Action Plan (RAP) of the Hotham and Williams Rivers and tributaries. In 2019 these RAPs will involve the assessment of the river foreshore in six locations across the catchment that have been identified as having significant community value. During the year, we also engaged community members and employees via training, planting days and other field activities. The Boddington-PHCC partnership was featured in the Mineral Council of Australia's *Sustainability Goals in Action (2018)*, a report that illustrates how Australian mining companies are supporting the SDGs.

Economic and Social Performance (continued)

- **Supported cultural programs:** Our 2018 site recycling efforts at Boddington were used to continue our five-year premier sponsorship of the internationally renowned Bibbulmun Track. The partnership with the Bibbulmun Track Foundation allows for track maintenance, development of geo-tourism interpretation and signage and application of aboriginal cultural information. The Bibbulmun Track partnership has also allowed for Newmont employees to “own” and maintain a section of the track as a component of our community assistance days.
- **Promoted tourism:** Boddington extended a partnership with a tourism agency to include the Perth Mint in mine site tours. The “Mine to Mint” tour was launched to boost local tourism and promote an improved understanding of mining.

Aboriginal and Torres Strait Islander Peoples

Along with developing our Reconciliation Action Plan (RAP) in partnership with the NGO Reconciliation Australia (discussed in the case study), we presented the Granites-Kurra 10-year plan to the Minerals Council of Australia and Chamber of Minerals and Energy forum on Meaningful Engagement with Aboriginal groups and took part in the RESOLVE FPIC Solutions Dialogue to improve global understanding and practical implementation of free, prior and informed consent (FPIC) of indigenous peoples. The plan – a collaboration between our Tanami operation and the Central Land Council to support the long-term success of the Warlpiri people – includes an integrated approach to collectively strengthen the Warlpiri people’s governance, education and employment opportunities. The success of the plan has helped Newmont obtain consent from the Kiwirrkurra people in Western Australia to access their land for exploration.

Other notable activities during the year in our regions include:

- **Participation in cultural events:** Among the notable activities during the year:
 - The Boddington senior leadership team (SLT) participated in a cultural immersion day. Accompanied by local Elders and Traditional Owners, the SLT was taken on a tour of historical and culturally significant places around Boddington, Wandering and Crossman. Highlights included visiting a ceremonial initiation site, uncovering the Dreamtime story associated with Castle Rock, and listening to stories from a local Boddington Noongar man who was held at the Wandering Mission as a child.
 - In line with the Granites-Kurra 10-year plan, the Australia regional leadership team participated in a cultural immersion experience near Tanami where they stayed overnight with Traditional Owners, sharing stories and culture. Newmont also continued its support for the Tracks Dance-Milpiri Festival in 2018. Milpiri is the Warlpiri word for the clouds that bring thunder, lightning and rain at the start of the wet

season, creating new life that sustains community. The collaborative creative process developed throughout the year is focused upon particular Warlpiri theme cycles and results in a single whole community performance. The process is embedded within the education program and enables the maintenance and transference of knowledge to bring together Warlpiri and non-aboriginal cultures.

- Members of Tanami’s site leadership team, the sustainability and external relations function, and the Yapa crew participated in the festival held in the community of Lajamanu (375 kilometres north of Tanami). The group was hosted by the Lajamanu School and participated in activities including a presentation of the Banners website project by the Tracks Dance Festival founders and community members; a presentation from community members at the art centre; and a community performance.
- **Central Land Council Community Development Agreement:** In 2018, our Tanami operation reviewed, extended and renegotiated the strategic community investment agreement with the Central Land Council to extend support for the community development program an additional three years. The agreement extension supports collaborative contributions to community development across the Tanami region and sustained improvements in health, education, training, employment and other life outcomes for Warlpiri people.
- **Continued mentoring program:** At our Boddington operation, both indigenous and non-indigenous employees attended a five-day accredited indigenous mentoring training program, focusing on how to mentor indigenous workers for retention, use of communication skills to build relationships, and how to work with diverse peoples. These employees are now mentors for indigenous employees throughout the site. Boddington signed an agreement with the South Metropolitan and South Regional technical and further education institutions to support the establishment, work placement and administration of four pre-apprenticeships annually; scholarship recipients complete qualifications aligned to Boddington apprenticeship streams.
- **Increased employment opportunities:** The KCGM operation participated in the Goldfields Aboriginal Economic Development Round Table to discuss a collaborative approach to aboriginal economic development. KCGM is also working closely with the Aboriginal Workforce Development Centre to increase employment opportunities for local Aboriginal people.
- **Partnered on aboriginal education opportunities:** Our Boddington and KCGM operations continued to partner with the Australian Indigenous Mentoring Experience (AIME), a mentoring program that helps indigenous high school students graduate and continue their educational journey. The partnership has supported 264 students

since it began at Boddington in 2014. In 2018, consulting firm KPMG completed an impact-evaluation study that compared program data for 2017 against 2016 census data for a similar indigenous cohort. The study found that among program participants, 28 per cent gained employment, 27 per cent pursued vocational education and 27 per cent continued studies at a university, compared to the census data where only 14 per cent gained employment, 22 per cent pursued vocational

education and 6 per cent continued at a university. Boddington also continued its support of the Kalyagool Kadadjiny scholarships at Murdoch and Edith Cowan Universities, where Aboriginal or Torres Strait Islander students studying a mining-related discipline are offered scholarships. In 2018, we focused on better linking the scholarship recipients to vacation work and the Newmont graduate program. This work will continue into 2019.

2018 AUSTRALIA ESTIMATED ECONOMIC VALUE SUMMARY (millions AUD)¹

	2018 Economic value distributed						2018 Economic value generated	2018 Payments to government		
	Operating costs ²	Employee wages and benefits	Capital spend ³	Payments to providers of capital ⁴	Payments to governments	Total economic value distributed	Revenues	Government royalties	Taxes ⁵	Total payments to government
All sites	\$1,195.0	\$413.8	\$243.1	\$4.1	\$277.2	\$2,133.4	\$2,912.4	\$79.0	\$198.2	\$277.2

1 Amounts are on a consolidated basis as described in our 2018 10-K.

2 Operating costs comprise costs applicable to sales, exploration, advanced projects, research and development, and general and administrative expenses on an accrued basis and cash paid for reclamation in 2018. Operating costs omit employee wages and benefits (included in the employee wages and benefits column); payments to governments for employer, property and sales taxes (included in the payments to governments column); indirect costs; and byproduct sales (which are recognised as credits to costs applicable to sales in our 2018 10-K).

3 Capital spend is presented on an accrued basis and includes non-cash adjustments. Capital spend excludes \$196 incurred during 2018 for the construction of the Tanami Power Plant, accounted for as a build-to-suit financing obligation in our 2018 10-K report.

4 Payments to providers of capital includes interest expense, net of capitalised interest and dividends paid to common stockholders.

5 Taxes include employer taxes, current year's accrued income and mining taxes.

2018 ESTIMATED COMMUNITY INVESTMENTS BY SITE

	Community development program expenditures (AUD)	Community development in-kind donations (AUD)	Volunteer hours in support of local community development (in hours)
Australia	\$1,598,753	\$23,084	18,061
Boddington	\$397,006	\$13,501	4,294
KCGM	\$201,521	\$9,583	13,496
Perth	\$184,931	Not tracked	271
Tanami	\$815,296	Not tracked	Not tracked

Note: Estimated community development expenditures 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. Some sites do not track volunteer hours.



WATER – CASE STUDY

WORKING COLLECTIVELY TO PROTECT WATER

Water stewardship is defined as using water in ways that are socially equitable, environmentally sustainable and economically beneficial.

This approach recognises 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. It also means that our support for best practice water management must extend beyond the physical boundary of any operation or project and consider interactions within catchments (i.e., the area where water flows are collected).

In 2018, we updated our global water strategy to further mature our approach and move our focus toward water stewardship. This includes developing a greater understanding of the watersheds surrounding our current operations, the projected demands for each, and the stakeholders whose interests coincide with or differ from ours.

The partnership between Newmont Boddington Gold (NBG) and the Peel-Harvey Catchment Council (PHCC) is an example of a collaborative effort to develop positive social and environmental solutions to shared water challenges.

In 2017, NBG and PHCC entered into a five-year community investment agreement known as the Hotham-Williams Rivers and Tributaries Natural Resource Management and Conservation Project (the Project). The Project supports the management of the Peel-Harvey water catchment.

PHCC is a non-profit community-based natural resource management organisation that works to protect and restore the Peel-Harvey catchment. The PHCC works directly with industry, the Australian

Government and local landholders to manage lands and waterways within the catchment area. The work of the PHCC has a focus on sustainable natural resource management, covering issues such as river and wetland restoration, biodiversity protection, sustainable agriculture and building community capacity.

The Project aims to build community capacity, increase activities focused on biosecurity, and deliver accredited skill development training, all of which integrate with community-based catchment restoration activities. Additionally, the Project includes the following key elements:

- Collaboration with Traditional Owners, Noongar elders and community members to incorporate traditional ecological knowledge into environmental management planning;
- Development of a Hotham-Rivers study, which will integrate aboriginal ecological, seasonal and scientific knowledge of the catchment area. In addition, a River Action Plan and River Health Study will guide restoration works and identify research gaps;
- A landowner grants program designed to encourage and support sustainable agricultural practices across the catchment area;

- Support for a landcare officer to oversee activities in the Hotham-Williams catchment; and
- Restoration projects such as invasive weed control and community/industry collaboration in vegetation planting days.

The Project aligns with the United Nations Sustainable Development Goals (SDG). These 17 global goals are aimed at achieving progress across three dimensions of sustainable development: economic prosperity, social inclusion and sustainable development. The Newmont and PHCC partnership aligns with SDG-6 (clean water and sanitation, ensuring availability and sustainable management of water and sanitation for all) and SDG-12 (responsible consumption and production).

Managing the availability and responsible consumption of water resources is of critical importance for the communities of the Peel-Harvey Catchment. Within the Hotham-Williams Rivers system, issues include soil acidity and dry land salinity, and only 7 per cent of waterways are in good or near-pristine condition¹. Through the partnership between NBG and PHCC, the Project will enable the mobilisation of industry, community and science resources to support long-term river health across the catchment – an investment toward securing a stable, healthy and sustainable water supply long into the future.

¹ <https://peel-harvey.org.au/about-us/our-catchment/>

WHAT IS THE PEEL-HARVEY CATCHMENT?

The Peel-Harvey Catchment is a 1.17 million hectare area covering the surface water catchment of the Peel-Harvey estuarine system, situated in the southwest of Western Australia. The Hotham-Williams Rivers area is in the upper portion of the Peel-Harvey Catchment, making up almost half of the entire catchment area.

NBG is located approximately in the centre of the Peel-Harvey Catchment, and 16 kilometres from the closest town of Boddington. NBG is licensed to extract and store up to 15 gigalitres of water per annum from the Hotham River, subject to water flow limits and results of ongoing monitoring of the river system and surrounding riparian vegetation.

Environmental Stewardship (continued)

Water

We are committed to providing greater transparency and accountability regarding our water use, deepening stakeholder engagement and collaboration, and applying a catchment-based approach. This includes increasing our understanding of the watersheds surrounding our operations, the current and future demand for each, and the stakeholders whose interests coincide with or differ from Newmont's. The ultimate goal is to secure access to water in a socially, economically and environmentally responsible way.

Our regional water strategy drives our approach to continuously improve how we manage water and respect the shared use of water in the catchments and river basins in which we operate. Every site has a water charter and life-of-mine water management plan with an integrated watershed approach that aims to secure a supply for operations while protecting and enhancing water for other uses.

Performance

The Australia region reduced its water consumption by 5 per cent compared to the 2016 base year, exceeding both the 2018 and 2019 public target of 1 per cent. We will continue to track our performance and identify opportunities to further reduce our water consumption.

An important area of work during the year was advancing our global water strategy and progressing our approach from water management to water stewardship. Notable activities at our operations to address stakeholder concerns and improve our overall water management approach include:

- Our Boddington operation evaluated requirements for long-term water access, including permitting activities for proposed storage.
- As part of our partnership agreement with the Peel-Harvey Catchment Council (PHCC) to enhance conservation and cultural resource management in the Hotham-Williams catchment around the mine, we commenced planning for the development of a River Action Plan to support restoration efforts for the Hotham and Williams Rivers and tributaries. The plan will include aboriginal cultural perspectives, and it details the research needed to establish a baseline of river health.

2018 AUSTRALIA WATER PERFORMANCE BY SITE (000 kL)

Site	Water withdrawn	Total water discharged	Total water consumed	Total water reused	Total water recycled	Total water used
Boddington	17,827	0	17,827	37,730	10,643	66,200
KCGM*	9,790	2,832	6,958	4,530	6,196	17,684
Tanami	2,558	0	2,558	2,321	28	4,907
TOTAL	30,175	2,832	27,343	44,581	16,867	88,791

Total water reused and total water recycled data is reported in accordance with the Minerals Council of Australia (MCA) Water Accounting Framework (WAF) definitions.

* KCGM's total water discharged includes water reinjected into the paleochannel.

Energy and Climate Change

Continuing to improve the efficiency of our operations, reduce energy use and associated costs, and lower our greenhouse gas (GHG) emissions are top sustainability priorities for the business. Extreme weather events, which impacted a number of Newmont's operations in recent years, are a growing risk and demonstrate the need to assess and build resiliency to a changing climate.

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 fulfil our commitments. Our near-term focus is on progressing three key components of the strategy, namely:

- Develop long-term emission reduction approach to improve efficiencies, reduce energy and emissions, and result in measurable cost savings;
- Develop climate adaptation guidance and plans to address impacts to our business, including the potential to affect operations, supply chain, health and availability of our workforce, and supply of water and power; and
- Implement an internal “shadow” cost of carbon to quantify future carbon pricing-related risks associated with the energy and equipment investment decisions we make today.

Performance

Total energy consumption in Australia increased by 3 per cent compared to 2017. Our primary energy source was diesel, followed by grid electricity and propane used for operations. The increases in energy are primarily associated with increases in production at the Tanami operation, which experienced a 16 per cent increase in energy consumption.

Overall GHG emissions at our Australia operating sites increased by less than one per cent in 2018.

We began construction on the Tanami Power project, which includes a 450-kilometre natural gas pipeline and two power stations. The project provides a consolidated energy solution via reliable, gas-fuelled power generation. Switching from diesel fuel to natural gas is expected to reduce carbon emissions by approximately 20 per cent once operational in 2019. The project team worked to get input and approval from the Traditional Owners of the land on which the project resides.

Our forestation projects in Australia create natural carbon sinks that capture and store atmospheric carbon dioxide. Our newest forestry project – the Saddleback Plantation – was approved and registered under Australia's Emissions Reduction Fund. Over the next four years, pine trees will be planted on uncultivated land, and we are considering expanding the project to include additional acres. Newmont has two other carbon sequestration projects in Australia, and all three projects are managed by CO2 Australia on Newmont's behalf. During the year, the three projects sequestered an estimated 7,229 metric tonnes of carbon dioxide – equal to 7,220 Australian Carbon Credit Units – bringing the total amount sequestered since 2012, when Newmont joined the program, to 40,823 metric tonnes.

During the year, we began working with the U.S. National Center for Atmospheric Research (NCAR), and our Global Energy and Climate Team, which includes representatives from the Australia region, held a workshop with NCAR experts to identify near- and long-term climate-related risks by site and develop resiliency strategies. 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.

TOTAL ENERGY CONSUMPTION (DIRECT AND INDIRECT) (000 GJ)

Site	2014	2015	2016	2017	2018
Boddington	6,711	6,431	6,549	6,409	6,581
KCGM	4,150	4,264	4,711	4,571	4,403
Tanami	2,108	2,278	2,452	2,536	2,940
TOTAL	12,969	12,973	13,712	13,516	13,924

GREENHOUSE GAS EMISSIONS INTENSITY – EMISSIONS PER GOLD EQUIVALENT OUNCE PRODUCED (kg CO₂-e/oz)

Site	2014	2015	2016	2017	2018
Boddington	1,365	978	974	981	1,047
KCGM	670	641	625	654	734
Tanami	435	364	371	422	408

Note: Scope 1 and 2 GHG emissions are calculated using emission factors from the Australia National Greenhouse Accounts. Newmont's global GHG emissions data reported in the Beyond the Mine global report are calculated using the Climate Registry emissions factors and may differ. We do not track and report Scope 3 emissions.

GREENHOUSE GAS EMISSIONS FROM DIRECT AND INDIRECT ENERGY (tonnes CO₂-e)

Site	2014	2015	2016	2017	2018
Boddington	965,367	961,328	946,368	916,976	917,987
KCGM	440,685	461,905	477,500	480,227	466,981
Tanami	149,914	158,530	170,162	176,790	202,159
TOTAL	1,555,966	1,581,763	1,594,030	1,573,993	1,587,127

Note: Scope 1 and 2 GHG emissions are calculated using emission factors from the Australia National Greenhouse Accounts. Newmont's global GHG emissions data reported in the Beyond the Mine global report are calculated using the Climate Registry emissions factors and may differ. We do not track and report Scope 3 emissions.



TAILINGS, WASTE AND EMISSIONS – CASE STUDY

PREVENTING TAILINGS DAM FAILURES

In 2015, Newmont began using a risk management analysis method – called bow-tie analysis – to increase our focus on those controls that are most effective at preventing or mitigating the consequences of some of our most significant risks. In 2018, we applied this method to improve the management of our tailings storage facilities (TSFs).

As members of ICM, we participated in the organisation's working group that conducted a bow-tie risk analysis to better understand the extent and effectiveness of the critical controls required to manage high or extreme consequence events such as a tailings dam failure. This analysis was then applied to Newmont's facilities.

Because this approach requires active commitments from those directly involved with managing the risk, a cross-functional team, led by process superintendents and engineers at our operating sites, was engaged to identify the following four top critical controls that must be applied at all sites:

1. Monitoring instrumentation (e.g., piezometers, inclinometers and settlement points) against established threshold or trigger levels
2. Monitoring reclaim pond levels or elevations against the operational criteria and freeboard (i.e., the distance between the top of the water level surface and the lowest point of the crest of the dam) requirements

3. Completing an independent geotechnical review and resolving action items
4. Evaluating change management triggers (i.e., design, construction or operational changes)

Through a “red/yellow/green” reporting structure, sites track if the critical control is in place and effective. If a site reports a control being at a yellow or red level, a guidance document details specific actions that must be taken. Reports are updated monthly and reported to the executive leadership team on a quarterly basis.

The establishment of critical controls for our TSFs has already resulted in greater consistency, a better understanding of data, better behaviours and improvements. For example, several sites identified non-effective critical controls related to instrumentation. As a result, sites took actions to increase instrumentation reliability and operability, develop threshold and trigger levels, and increase operator knowledge for reading instrumentation outputs related to thresholds. Many sites also recalibrated or replaced monitoring instruments. All sites now have updated instrumentation – which is read on a regular basis – that dynamically evaluates performance and provides early warning of potential risks.

Tailings, Waste and Emissions

Mining activities – extracting, processing and refining – generate air emissions and waste including tailings. 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). We also recognise the potential catastrophic consequences should one of our tailings or other impoundments fail, and we are committed to continuous improvement and the safe management of those facilities and structures.

These engineered facilities are designed to withstand extreme weather or seismic events. In addition to daily performance monitoring and inspections conducted by on-site staff, qualified independent senior geotechnical engineers inspect every TSF at least once a year. As part of a broader effort to improve our tailings stewardship and strengthen governance related to managing the risks associated with TSFs, we established independent technical review boards (ITRB) at our TSFs deemed to be a high priority, which include Boddington and KCGM in Australia. Each ITRB member is a respected global tailings and hydrology expert who has more than 30 years of experience and a key regional perspective. ITRB reviews are conducted annually, and final reports are added to our Integrated Management System (IMS) where site and regional teams track actions.

Each operation is also required to:

- Manage waste rock and ore stockpiles in a manner that promotes beneficial post-mining land use and reduces closure and reclamation liabilities;
- Minimise the risk to surface and groundwater quality from acid rock drainage (ARD), which is generated when certain minerals are exposed to air and water;
- Minimise the use of hazardous materials – including cyanide and hydrocarbons – and the quantity of hazardous waste generated; and
- Manage our material air emissions, which are sulphur and nitrogen oxides (SO_x and NO_x), particulate matter (PM) and mercury.

Performance

Our Australia operations generated 63.4 million tonnes of waste rock and 54.8 million tonnes of tailings in 2018. Our operations also generated approximately 18,373 tonnes of non-hazardous waste and 10,611 tonnes of hazardous waste.

The amount of non-mineral hazardous and non-hazardous waste generated can vary due to activities such as maintenance requirements (volume of oils and lubricants), construction activities (quantity of packaging materials and

scrap) and storage (space for metals recycling). During the year, we recycled a number of materials, including approximately 3,200 tonnes of scrap steel, 1,100 tonnes of waste oil and grease, 1,000 tonnes of vehicle tires, and small amounts of cardboard, wood pallets and copper wire.

Our air emissions reflect the inherent variations in ore composition as we mine from one part of the ore body to another. In 2018, we produced 0.386 tonnes of mercury emissions across our Australia operations. Compared to 2017, total mercury emissions increased 35 per cent and our total sulphur dioxide (SO_x) emissions increased 10.5 per cent.

Strengthening our tailings governance framework, which minimises the risk of catastrophic tailings dam failures, was a significant area of work during the year. Among the key activities to achieve this milestone:

- We completed gap assessments against our updated Tailings Storage and Heap Leach Management Standard and developed action plans to address areas of non-conformance. More information about this work is included in the featured case study.
- The ITRBs at Boddington and KCGM conducted site visits and completed reviews. All facilities were found to be stable and in compliance with Newmont's and other international standards. The reports found that Newmont applies best practices and employs proper governance to reduce risks and liabilities. They also highlighted that the TSF critical controls support continuous improvement and that the process is driving desired behaviors across the organization.
- In early 2019, we updated our publicly available tailings fact sheet to disclose additional details about how we manage tailings and to publish a full inventory of our tailings facilities.

We are also sponsoring a three-year program with the University of Western Australia to develop a better methodology to interpret tailings storage performance. The research, which is focused on our Boddington and KCGM operations, included testing of lab materials in 2018. Larger-scale testing and a pilot are planned for 2019.

**Read our TAILINGS
FACT SHEET on
newmontgoldcorp.com
to learn more.**

Environmental Stewardship (continued)

AIR EMISSIONS

	Units	2014/15FY	2015/16FY	2016/17FY	2017/18FY
SO _x (SO ₂)	thousand tonnes	33.1	5.4	0.0	0.0
NO _x (NO ₂)	thousand tonnes	4.9	5.0	5.1	4.8
PM ₁₀	thousand tonnes	19.6	16.9	15.9	15.7
Carbon monoxide (CO)	thousand tonnes	2.2	2.2	2.1	2.1
Mercury (Hg)	tonnes	1.3	0.2	0.3	0.4
Arsenic (As)	tonnes	4.0	3.2	2.9	2.6
Lead (Pb)	tonnes	1.0	0.5	0.5	0.5
Selenium (Se) ¹	tonnes	TR	0.1	0.1	0.0
Persistent organic pollutants (POPs) ²	tonnes	TR	0.0	0.0	0.0
Volatile organic compounds (VOCs)	tonnes	270.0	272.4	281.1	284.8

Note: Australian sites operated by Newmont report air emissions on a fiscal year basis (1 July to 30 June) while Kalgoorlie Consolidated Gold Mines (KCGM) reports its air emissions on a calendar year basis (1 January to 31 December).

TR = Trace, which is <0.0001

1 Selenium reflects Boddington emissions only.

2 POP emissions reflect KCGM only.

Biodiversity

Biological diversity – or biodiversity – sustains and stabilises ecosystems, while declines in biodiversity threaten the environment, livelihoods and societies. Mining's impact on natural habitats and ecosystems, expanding regulations, and growing stakeholder expectations require that we take a proactive approach to managing our biodiversity risks.

Our goal is no net loss of key biodiversity values (KBVs) in our areas of influence. All operating sites must conduct biodiversity risk assessments, engage stakeholders on biodiversity issues and mitigation plans, and identify KBVs. New projects or expansions at existing sites must also conduct biodiversity and ecosystem impact assessments. Sites with KBVs specific to the area must develop biodiversity action plans (BAPs) that satisfy the Mitigation Hierarchy, which is a widely accepted approach for biodiversity conservation. Currently, Boddington is the only site in Australia with KBVs specific to the area.

Performance

Partnerships with universities and research organisations – as well as NGOs, governments, communities and other businesses – are key to improving our biodiversity performance and aligning with the UN Sustainable Development Goal to strengthen global partnerships (SDG-17).

One of our newest partnerships is with the International Union for Conservation of Nature (IUCN) – a United Nations-sponsored organisation made up of more than 1,400 governmental and non-governmental organisations. We are applying IUCN's protocol for independent verification of biodiversity gains and working with an external organisation to develop meaningful metrics that measure our progress. In 2018, we conducted a biodiversity review of biodiversity projects in Nevada, and in 2019, IUCN will conduct a review of Boddington's biodiversity restoration of the Jarrah forest and offset and apply the *IUCN Review Protocol for Biodiversity Net Gain*, a step-by-step guide to measure progress on achieving better biodiversity outcomes.

At our Boddington operation, we finalised a Nature Conservation Covenant with the Western Australian Department of Biodiversity Conservation and Attractions as part of an approved offsets program. The covenant is a voluntary, legally binding document that has provisions restricting activities that might threaten the land's conservation values. Planned activities in 2019 include installation of a number of nesting hollows, control of weeds, rehabilitation of an old borrow pit and employing a fire regime for the future.

The site also continued to support the Murdoch University-led Black Cockatoo Ecology Project to further understand the endangered black cockatoos species found in the southern corner of Western Australia. This groundbreaking

study uses state-of-the-art satellite and GPS technology to generate both behavioural and landscape-scale movement data about the threatened bird species. The work will inform decisions regarding the management and recovery of the

species. Highlights for 2018 were the release of six tagged Forest Red-tailed Black Cockatoo into a Newmont offset area currently under restoration, and the release of the 500th rehabilitated endangered Black Cockatoo into the wild.

NEWMONT AUSTRALIA'S OPERATIONS IN RELATION TO KEY BIODIVERSITY AREAS

Operation and size of site (square kilometres)	Position relative to key biodiversity area (KBA)	Ecological sensitivity	Mitigation plan	Partners/ collaborators
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

Note: Key biodiversity areas are sites of global significance as identified by national conservation organisations using global criteria. For a full list of KBAs in relation to all of Newmont's operations, please visit www.beyondthemine.com.

Cyanide Management

Cyanidation – the process of using a dilute sodium cyanide solution to separate gold from ore – is the most effective, economical and safest metallurgical technique to recover gold currently available. All our gold processing facilities that use cyanide must 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 that safeguard workers, communities and the environment. The Cyanide Code requires sites conduct independent third-party audits and recertification every three years.

Performance

In 2018, our Australia operations used 18,172 tonnes of sodium cyanide, with relatively no change from the amount used in 2017.

During the year, our Boddington operation was recertified in full compliance with the Cyanide Code. We will conduct a recertification audit at Tanami in Australia in 2019. Updated information on certifications is available on the Code website (www.cyanidecode.org).

We rate cyanide-related incidents on a severity scale of 1 to 5, and consider levels 1 and 2 events to be relatively minor and levels 3 to 5 events to be more significant. In 2018, there were no level 3 or higher cyanide-related events at any of our Australian operations, and no cyanide events were reported to external agencies.

Activities in 2018 to improve the effectiveness of our cyanide management approach included:

- A Newmont representative was elected to chair the International Cyanide Management Institute's (ICMI) Industry Advisory Group (IAG), which serves as a forum for signatories to improve the validity and strength of the Cyanide Code and communicate these efforts. In 2018, the IAG formed a working group that identified the critical controls necessary to protect workers from a catastrophic cyanide spill or other fatal exposure to cyanide. A set of verifications for each critical control was developed and the controls were piloted at a number of mining operations. In 2019, we plan to implement the critical controls at all our sites.
- The ICMI finalised revisions to the Cyanide Code to include the use of dyes in all sodium cyanide reagents to aid in leak detection. Newmont is committed to operating in full compliance with the new requirements, which will go into effect in 2019.

TOTAL SODIUM CYANIDE CONSUMPTION (tonnes)

Site	2015	2016	2017	2018
Boddington	8,455	8,280	8,785	8,923
KCGM	5,998	6,360	8,325	8,509
Tanami	876	832	794	740
TOTAL	15,329	15,472	17,904	18,172

Environmental Stewardship (continued)

Closure and Rehabilitation

Closure and reclamation of a mining property is a multifaceted process with risks that are equally complex. 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.

All sites must develop and maintain a closure and post-closure strategy that encompasses risk assessments, stakeholder engagement plans, closure and reclamation plans, and concurrent reclamation plans that are integrated into the annual mine planning process.

Performance

Our Australia operations completed concurrent rehabilitation on 42 hectares, which exceeded the total area planned for rehabilitation in 2018. Operational sites met their planned concurrent closure and rehabilitation activities for 2018, with Boddington and KCGM exceeding their respective reclamation area goals and Tanami meeting its goal to develop and execute a reclamation action plan.

Much of the focus in 2018 was on maturing our mine closure and reclamation approach through the development of a new integrated mine lifecycle closure planning strategy. The strategy reflects input from key functions, regions and sites. We began implementing the strategy in the second half of the year. Key activities supporting the new strategy include aligning our closure cost estimating process with the broader business planning review so leaders can better integrate closure estimates into their budgets. The Australia region also completed a gap assessment against the updated strategy.

Highlights of our performance include:

- At the Woodcutter's legacy mine site in Australia, we planted wetland vegetation in the borrow pit and continued work to advance our goal of handing over the land to the Traditional Owners. In 2019 we will be undertaking substantial earthworks, including extension of a man-made wetland for native flora and fauna and comprehensive consultation with Traditional Owners to integrate their conservation objectives and traditional knowledge into the wetland design.
- At the Boddington operation the rehabilitation work focused on areas identified as no longer required for the operation that were cleared as part of the 2016 waste rock dump expansion area.

LAND DISTURBANCE AND REHABILITATION IN 2018 (ha)

	Boddington	KCGM	Tanami	TOTAL
New disturbance during reporting period	2	40	15	57
Total reclamation in progress (cumulative)	251	369	445	1,065
Achieved reclamation (to agreed upon end use) during reporting period	31	11	0	42
Total disturbance not yet reclaimed to agreed upon end use at end of reporting period	4,092	2,963	1,589	8,645
Mine lease area	9,642	34,307	3,955	47,904



Targets

Measuring and reporting on our progress are key elements of our sustainability framework and demonstrate our commitment to transparency and improving our ability to manage key areas of social and environmental performance.

The following table summarises our performance against the targets we set for 2018, and provides an update on our progress against our 2020 greenhouse gas emissions intensity target.

Target	2018 Regional performance
Safety	
Zero fatalities	We have had no work-related fatalities at our operations in Australia since November 2009. We continue to further integrate our Fatality Risk Management system throughout our operations due to events where the outcomes could have been much more significant.
Lower Total Recordable Injury Frequency Rate (TRIFR)	Our 2018 TRIFR increased from 0.61 in 2017 to 0.97. To address our safety performance, we focused on effective pre-task hazard assessments and lesson-sharing processes that help prevent re-occurrence of significant events.
Our People	
Increase representation of women in the workforce	Globally, female representation increased to 15.0 per cent, up from 14.7 per cent in 2017. In Australia, 20.8 per cent of our employees are women.
Achieve local employment target <i>* Australia's targets for 2018 were updated during the year.</i>	At the end of 2018, direct Aboriginal employment at Boddington, KCGM and Tanami totalled 108, 30 and 106 employees, respectively. Boddington and Tanami exceeded their targets while KCGM missed its target.
Economic and Social Performance	
All regions achieve spend target with local/local-local suppliers	In Australia, we spent \$478 million with local businesses, exceeding our target of \$214 million.
Complete commitments captured in register on or before due dates	We performed well against our public target to complete 95 per cent of community commitments by the due date; however, one commitment – the construction of a fence at our Boddington operation in Australia – was delayed due to a required environmental and cultural survey. The project was completed during the year.
Close 100 per cent 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 three sites in Australia resolved 100 per cent of their tier 1 complaints within 30 days. With blasting events at KCGM one of the top concerns from the local community, we partnered with KPMG to implement a stakeholder trust model, developed by the research organisation CSIRO, to more effectively address impacts and issues with blasting.
Environmental Stewardship	
All sites (100 per cent) complete their action plan for the year and the Australia region reduces its water consumption by 1 per cent compared to the 2016 base year	The Australia region reduced its water consumption by 5 per cent compared to the 2016 base year, exceeding both the 2018 and 2019 public targets of 1 per cent.
Reduce GHG emissions intensity (tonnes of carbon dioxide per gold ounce equivalent) 16.5 per cent by 2020, based on the 2013 baseline	At the end of the year, we had reduced our GHG emissions intensity across our global portfolio by 11.7 per cent compared to the 2013 base year. In Australia, we increased our overall GHG emissions by 3 per cent; accordingly, our GHG intensity increased by 3.3 per cent.
Achieve 90 per cent of planned rehabilitation activities across Newmont	We completed all our planned rehabilitation activities, completing concurrent rehabilitation on 42 hectares.

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