

# Modern Slavery Statement

MAY 2020

## Background

---

Modern slavery is the term used to describe human trafficking, slavery and slavery-like practices such as servitude, forced labor and debt bondage. The International Labor Organization (“ILO”) estimates that illicit profits from modern slavery reached \$150 billion in 2014, and there are approximately 40 million victims a year<sup>1</sup>.

In 2018, Newmont published its first statement on our actions to address modern slavery. We remain committed to open and transparent reporting on the challenges we face in this area. This statement reflects our commitment to respecting Human Rights and highlights key actions we are taking to address risks in our own operations and our supply chain, including risks associated with modern slavery.

<sup>1</sup><https://www.ilo.org/global/topics/forced-labour/lang-en/index.htm>




## STRUCTURE, BUSINESS AND SUPPLY CHAIN

Newmont is the world's leading gold company and a producer of copper, silver, zinc and lead. As of December 31, 2019, we had approximately 16,600 employees and 15,000 contractors with significant operations in North America, South America, Australia and Africa. The countries where we operate vary significantly in terms of potential risks associated with modern slavery (as shown in the table below). Despite a country's risk ranking, we recognize that modern slavery risks may exist in any jurisdiction. For that reason, our approach to supplier risk management is global. A summary of our assets and modern slavery risks identified by the Global Slavery Index is below.

Asset (100% Owned)	Country	Prevalence Index Rank* <sup>1</sup>
Ahafo	Ghana	71
Akyem	Ghana	71
Peñasquito	Mexico	114
Cerro Negro	Argentina	157
Cripple Creek & Victor (CC&V)	USA	158
Boddington	Australia	163
Tanami	Australia	163
Éléonore	Canada	166
Musselwhite	Canada	166
Porcupine	Canada	166
<b>Asset (50% or more)</b>		
Yanacocha (51.35%)	Peru	118
Merian (75%)	Suriname	125
<b>Asset (under 50%)</b>		
Pueblo Viejo (40%)	Dominican Republic	87
Nevada Gold Mines (38.5%)	USA	158

\* Out of 167 countries. The lower the number the more prevalent the risk



The mining industry has complex, global supply chains. Our supply chain activities cover the full life cycle of the mine from exploration through to post-closure and include: the procurement of goods (for example equipment and bulk commodities); operational and technical services (for example transportation and logistics); and administrative and support activities. Each year, Newmont procures goods and services from thousands of suppliers worldwide, including many local suppliers based near our projects and operations.

We believe the following categories of goods and services to be potentially 'high risk':

- **Some process maintenance services** (including painting and sandblasting)
- **Specific bulk commodities** (including lime, sand and gravel and cement)
- **Transport and logistics** (including ocean freight and warehouse operations services)
- **Technical engineering and construction services** (including reclamation activities)
- **Administrative and support activities** (including cleaning, repairs, accommodation and security)

## POLICIES AND GOVERNANCE

We do not tolerate any form of slavery, human trafficking, or compulsory, forced or child labor. Our **Code of Conduct** ("Code") defines the expectations of behavior for Newmont employees and business partners, including suppliers working with us or on our behalf. The Code explicitly refers to the fundamental human rights of the people where we operate and those with whom we work.

Our **Sustainability and Stakeholder Engagement** policy outlines our commitment to the UN Guiding Principles on Business and Human Rights ('Guiding Principles'). This commitment is further elaborated in our **Human Rights standard**, which reflects the minimum requirements to which all sites must adhere. In line with this standard, human rights clauses are included in our contracts with suppliers. These clauses recognize Newmont's commitment consistent with the Universal Declaration of Human Rights, which includes labor rights. Our contracts also include requirements for suppliers to report any human rights issues in their supply chain of which they become aware.

Our **People policy** prohibits engaging in or condoning, any form of child, forced or compulsory labor at any of our sites. We also have a Supplier Code of Conduct, which has a clause on human rights and labor issues outlining our zero tolerance for discrimination, harassment, workplace violence, bullying or child and forced labor within our supplier's own or their affiliates' operations or the operations of other companies within their own or their affiliates' supply chains. It also includes requirements about the

timely payments of salaries and benefits to employees, subcontractors and sub-suppliers and the need to address complaints or grievances expeditiously.

Our **Stakeholder Relationship Management standard** includes requirements for all sites to have complaint and grievance mechanisms in line with the Guiding Principles.

We have a global cross-functional human rights working group consisting of representatives from legal, business integrity & compliance, supply chain, human resources, health, safety and security, risk and communications. The working group provides oversight and expertise on a range of human rights issues, including modern slavery. Our regions are also required to have cross-functional human rights working groups.

Through contract terms, MOUs, standard operating procedures and supplier trainings, we make our suppliers and business partners aware of our human rights commitments including commitments to the Voluntary Principles on Security and Human Rights, the requirements in our Indigenous Peoples, Cultural Resource Management and Water Management Standards. We reinforce these commitments with governments, joint venture partners, (even where we are not the operator) and minority interests and use our leverage when possible.

Internally, we monitor compliance with our environmental and social standards through audits and externally we have developed a human rights audit process for suppliers.

## OUR APPROACH

### Supplier Risk Management Program

The approach we take to human rights due diligence across our operations is based on the Guiding Principles. Our Supplier Risk Management program ("SRM Program") aligns to the Guiding Principles and roll out began in 2018. This program has a number of controls in place that will help mitigate risks across the supplier 'life cycle' as shown below.

## Supplier Human Rights Due Diligence Aligned To UN Guiding Principles

### Communication

- Ongoing with suppliers
- Internal reporting on systemic issues
- External reporting in sustainability report

### Performance Management and Measuring Effectiveness

- Site risk assessments
- Supplier audits
- KPIs against supplier management plans



### Supplier Pre-qualification

- Criteria on labor issues and modern slavery risks

### Risk Assessments On Scope Of Work

- Modern slavery issues considered when assessing risks from scope work

### Prevention and Mitigation

- Supplier management plans based on risk assessment

### Remedy

- Site level grievance mechanisms
- Integrity Help Line

- Prequalification

- Planning and Scoping

- Contract Sourcing and Executing

- Mobilization

- Supplier Management

- Close Out

## RISK ASSESSMENTS AND MANAGEMENT

### Identification Of Country Risks

One of the many risk management tools we use is our Country Risk program, which identifies countries that are important to our business and ranks them based on their economic, political, social, environmental, infrastructure and security risks. Included in this tool are risks related to human rights. The Modern Slavery related human rights included in our assessments incorporate: rights around labor issues, personal integrity and security of person, freedom of expression, freedom of association and minority rights.

### Integrating Human Rights Into Risk Assessments

In addition to the contract terms for suppliers, our Human Rights standard requires sites to integrate human rights into their existing processes. They must identify human rights issues on an ongoing basis through: engagement with external stakeholders, ongoing risk and impact assessments, events; and complaints and grievance mechanisms. Some sites have also chosen to undertake standalone Human Rights Impact Assessments ("HRIAs"), which include supply chain issues in their scope. To date, we have conducted standalone human rights assessments in Ghana, Peru, Suriname and, when it was operating, a former Goldcorp mine in Guatemala.

### Remedy

Any concerns, including those around modern slavery, can be raised through our site-level complaints and grievance mechanisms or our [Integrity Help Line](#) (online or by phone), which is a confidential channel for workers and external stakeholders.

We require that our suppliers remedy complaints or grievances expeditiously (see Supplier Code of Conduct). Where they do not have their own mechanism, they may direct complainants to our local mechanisms or the Integrity Help Line. We prohibit any form of retaliation against anyone raising a human rights issue or concern and expect those we work with to do the same. We reinforce our anti-retaliation provision of the Code of Conduct when employees present questions or complaints of violations of our Code of Conduct. Similarly, we prohibit retaliation against any other stakeholder for raising human rights related complaints and concerns. Our Integrity Help Line supports this by enabling the reporting of anonymous complaints or concerns through a third party.



## TRAINING

Our Human Rights standard requires that all sites conduct human rights training. A robust training was developed in 2014 to support the implementation of the Human Rights standard. The training includes details around the ILO Conventions and scenarios around child labor and the use of forced labor by a supplier. Some regions undergo standalone in-person human rights training and others have incorporated it into their existing training programs, for example on the Voluntary Principles on Security and Human Rights. In 2018, we initiated an online training program for suppliers. The training highlights red flags around freedom of association and collective bargaining including: direct interference with workers attempting to exercise their legal rights, intimidation and discrimination and improper influence. It also includes effective practice, promoting supplier policies to respect workers' rights to freedom of association and collective bargaining and commitments to monitor whether workers are aware of their rights and have no fear of penalty or consequences for engaging in union or other worker organization activities.

An updated online employee training was also released, which includes information on modern slavery and some examples on how to identify it. Since its initial release in 2018, the training has been taken approximately 3,500 times.

## TRACKING EFFECTIVENES

Since the roll out of our Supplier Risk Management program, the pre-qualification process for suppliers has been effective in identifying potential risks in our supply chain. This has resulted in follow up with a number of suppliers, deemed higher risk from a human rights perspective, to encourage engagement with the online training program. We have run pilot audit programs in Peru and Ghana with Verite — an independent nonprofit civil society organization working to address labor rights issues in supply chains. This includes identifying remedies to issues that benefit workers and companies alike. The audits were effective in identifying a need for suppliers to improve protections for workers including the need for stronger policies that explicitly reference international human rights standards, hiring from local communities, providing adequate rest, paying wages on time, and providing adequate provisions to employees. Additional recommended actions for the company involved analyzing supplier costs and the ability to fulfill contracts, especially in terms of placing a stronger emphasis on labor rights when engaging with suppliers.

We also track performance through our complaints and grievance mechanisms that capture issues related to suppliers. At one of our operations, in 2019, approximately 70% of complaints and grievances related to suppliers' behavior. Some examples concerned labor issues, while the most common was late payments to sub-contractors. In these instances, we work with the suppliers to resolve issues within their workforce. We have a public target to resolve 100 percent of tier 1 complaints within 30 days. In 2019, all sites met our target.



## LESSONS LEARNED

Several lessons relevant to human rights related risks have emerged from the roll out of our Supplier Risk Management program. First, we have realized that human rights risks can exist in any jurisdiction that we operate in, regardless of how strong the rule of law or legislative frameworks are in that country. Second, we have learned that we cannot rely entirely on an automated system (such as our pre-qualification system) to provide an accurate assessment of risk. While the automated system gives some indication of the risk of certain suppliers it may flag too many low risk suppliers or not enough high-risk suppliers. We have learned it is necessary to review the automated data with our regional teams who have an awareness of the supplier, their current controls and the type of goods or services they provide. While this takes more time, it provides a more accurate assessment and identification of risk.

## COLLABORATION AND LEARNING FROM OTHERS

Recognizing the value of collaborating with our peers to learn from others and internalize best practices, we are members of several industry groups and multi-stakeholder initiatives. As members of the International Council on Mining and Metals (ICMM), we participate in discussions on human rights. Through the Business for Social Responsibility's human rights working group we have learned valuable lessons from a variety of other sectors on modern slavery.

## FUTURE ACTIVITIES

### **Future activities include:**

- Review of our pre-qualification process to ensure it accurately flags suppliers for training that present the highest risks from a human rights perspective
- Ongoing roll out of our training program
- Roll out of our supplier human rights audit program
- Continued remediation of substantiated complaints through our site-level complaints and grievance mechanisms and global

[Integrity Help Line](#)



6363 South Fiddler's Green Circle  
Suite 800  
Greenwood Village, CO 80111  
P 303.863.7414  
F 303.837.5837  
[newmont.com](http://newmont.com)