

Biodiversity Management Standard

Purpose & Objectives

This Global Standard sets the minimum requirements for the management of biodiversity at Newmont owned, operated and/or managed operations and lands with the goal of ensuring a consistent approach to biodiversity conservation and sustainable stewardship of resources.

Sites shall identify, assess, and comply with applicable laws, regulations, permits, licenses, external standards and other applicable or relevant and appropriate requirements.

Scope

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

Content

1. Planning & Design

1.1. Sites will develop understanding of the legal and social context by:

- a) Identifying the local, regional, national, and international legal, environmental, economic and regulatory provisions and plans relating to biodiversity and incorporate relevant provisions into mine planning and design.
- b) Engaging key stakeholders, including regulators, non-governmental organizations, indigenous and local communities in biodiversity planning and decision-making.
- c) Identifying historic, current and potential future land-uses, where known, and develop an understanding of the community interaction and benefits from biodiversity in the area of interest.

1.2. Sites will identify biological features at the species, habitat, ecosystem and landscape levels by:

- a) Conducting an Initial Biodiversity Desktop Assessment or equivalent, prior to initial disturbance, which leverages existing literature and data to examine the area’s biodiversity significance. Identify and map actual and potential project overlap with areas important for biodiversity.
- b) Utilizing field surveys and risk assessments of potential and actual impacts to biodiversity to inform future biodiversity assessment and planning.
- c) Establishing a Biodiversity Baseline - Inventory or equivalent that provides appropriately detailed documentation of pre-project biodiversity conditions based on field surveys and consultation with stakeholders. The baseline should assess the presence of listed, threatened and/or critical species, habitats, invasive species, etc. that may require special avoidance and / or management.
- d) Using aforementioned reports and analyses to identify key biodiversity values that will be the focus of biodiversity impact assessment, management, and mitigation efforts.

- 1.3. Sites will identify and quantify the potential direct, indirect, and cumulative impacts of site activities and infrastructure on biodiversity and ecosystem services in an environmental and social impact assessment (ESIA), or equivalent, with particular attention to key biodiversity values.
- 1.4. Sites will establish Site-specific biodiversity objectives in consultation with stakeholders and in accordance with the following table:

Type of Project	Requirement
Exploration	Refer to the Exploration S&ER Guidebook.
New Projects and Expansions	No net loss of key biodiversity values as a result of mine-related activities or a net gain, when possible, within 10 years post mine closure.
Operational Sites	No additional loss of key biodiversity values as a result of mine-related activities by the time of mine closure.
Legacy Sites	Seek to enhance the long-term health and resiliency of species and ecosystems in affected areas and/or managed areas in accordance with regional conservation goals and long-term land use plans.

- 1.5. Sites with key biodiversity values will develop a Biodiversity Action Plan (BAP) or equivalent to achieve the Site-specific biodiversity objectives that will:
 - a) Seek to avoid and/or minimize impacts to key biodiversity values. Where avoidance and/or minimization are not sufficient, Sites may seek to develop mitigating biodiversity offsets, rehabilitation and/or restoration actions to achieve conservation outcomes.
 - b) Use credible and transparent accounting methods to quantify impacts and mitigation measures.
 - c) Drive engagement with stakeholders to identify appropriate offsets and develop strategic local partnerships that will contribute to improved sustainable long-term biodiversity and land management.
 - d) Integrate long term goals and measureable targets as part of the completion criteria developed for the mine closure plan.

2. Implementation & Management

- 2.1. Sites will implement the BAP or equivalent and maintain associated records throughout the life of the project.
- 2.2. Sites will integrate biodiversity management objectives into the Site Management System and into planning and budgeting for operations, reclamation and closure, and long-term land management.
- 2.3. Sites will regularly review and revise the BAP or equivalent to ensure that biodiversity management is responsive to changing Site conditions.

3. Performance Monitoring

- 3.1. Sites will monitor key biodiversity values throughout the life of the project to evaluate changes resulting from both internal and external factors and to demonstrate progress towards meeting Site-specific objectives.
- 3.2. Sites will develop and implement corrective action plans where unacceptable impacts are recognized and/or Site-specific objectives are not being met.
- 3.3. Sites will communicate quantitative and qualitative performance data no less than annually to relevant stakeholders.

Terms

Refer to the S&ER Policies & Standards glossary for definitions.

- Baseline
- Biodiversity
- Biodiversity Action Plan (BAP)
- Biodiversity Offset
- Closure and Reclamation Plan
- Conservation
- Cumulative Impact
- Direct Impact
- Ecosystem services
- Environmental & Social Impact Assessment (ESIA)
- Indirect impact
- Key Biodiversity Values
- Management System (MS)
- Net gain
- No net loss
- Residual Impact

References

- International Finance Corporation (IFC) Performance Standard 6, January 2012
- Good Practice Guidance for Mining and Biodiversity, ICMM 2006
- Independent Report on Biodiversity Offsets, IUCN January 2013
- Exploration ESR Guidebook, June 2011
- S&ER Policies and Standards Glossary

Document Control

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1.0	Scott Miller	Policies & Standards Committee	03/21/2014
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