

## **Cultural Resources Management Standard**

### **Purpose & Objectives**

This Global Standard sets the minimum requirements for the identification, protection and management of cultural resources within Newmont's areas of influence so as to protect cultural resources and prevent unauthorized or undesired disturbance by Newmont employees and contractors.

### **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 identify and comply with relevant local, national, international legal and/or voluntary requirements (to which Newmont is signatory) relative to cultural resources.
- 1.2 Sites will conduct a cultural resources survey informed by data collected through social baseline studies and impact assessments including ethnographic, archeological and anthropological aspects of the site's social and physical context. For newly acquired properties, an assessment will be conducted to determine whether a survey is warranted and if so be completed within 12 months of acquisition.
- 1.3 Cultural resources surveys shall be conducted by qualified external experts in collaboration with local stakeholders/cultural heritage custodians and guided by local cultural norms and traditional knowledge.
- 1.4 The cultural resources survey will identify sites of cultural or heritage significance, and accurately determine a Site's level of risk exposure in relation to access or disturbance to sites of cultural significance.
- 1.5 Sites will use the results of the cultural resources survey and social impact assessment to develop a Cultural Resources Management Plan (CRMP) or equivalent appropriate to the level of cultural heritage risks prior to any access or disturbance. The CRMP shall be signed off by the site senior management.
- 1.6 As part of planning, design and implementation, a socialization process shall be prepared for the direct social area of influence to address the scope, possible impacts, and mitigations of the work to be conducted.

## **2. Implementation & Management**

- 2.1 Sites will develop and maintain a mechanism for storing survey findings, either with Newmont or a local institution, to ensure security of the data and respect for cultural protocols related to confidentiality and use of the information.
- 2.2 Sites will develop and maintain a system to record authorizations for access and disturbance within identified cultural or heritage areas in accordance with document and records management procedures.
- 2.3 Proactive engagement shall be conducted with relevant communities throughout the development and implementation of the CRMP processes, procedures and programs. Decisions regarding cultural heritage site disturbance and/or management shall be made according to host country regulations and in consultation with relevant stakeholders.
- 2.4 Unauthorized cultural or heritage site disturbances and/or breach of protocols shall be documented within the Site incident management system, including investigation and close out of corrective actions.
- 2.5 Sites will ensure personnel involved in ground disturbance activities comply and work in accordance with the CRMP.
- 2.6 Cultural awareness information shall be incorporated into Site training including new hire inductions and annual refreshers.
- 2.7 Sites will update the CRMP to account for new information collected through updating of baseline information and impact assessments, or as additional land access is required and surveyed.
- 2.8 Sites shall assign clear responsibilities and accountabilities for cultural resources risk assessment, mitigation and management, as set out in the CRMP.

## **3. Performance Monitoring**

- 3.1 Sites will monitor performance against the CRMP no less than annually and ensure that findings and corrective actions are addressed and closed out.
- 3.2 The CRMP shall be reviewed in collaboration with relevant stakeholders to verify suitability and performance of the plan at a frequency agreed with affected stakeholders.

## **Terms**

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

- Area of Influence
- Consultation Cultural heritage guardian
- Cultural norms
- Cultural Resources
- Traditional knowledge
- Cultural site
- Heritage site
- Local Cultural Institution
- Proactive engagement
- Stakeholders

### References

- Akwé: Kon Guidelines. Secretariat of the Convention on Biological Diversity, 2004

### Document control

VERSION	AUTHOR	APPROVER	APPROVAL DATE
1.0	Matt King	Policies & Standards Committee	03/21/2014
2.0	Allison Coppel	Policies & Standards Committee	01/25/2018
3.0	Claire Lerner	Global Governance Committee	01/14/2020