

Social Baseline & Impact Assessment Standard

Purpose & Objectives

This Global Standard sets the minimum requirements for collecting information to determine social baseline conditions, potential effects of Newmont's activities and to provide an informed analysis for the development and implementation of successful short and long-term mitigation and development plans. Newmont strives to improve our understanding of both the positive and negative impacts that our activities have on host communities, and to work with impacted communities and groups to mitigate or optimize these impacts in a strategic manner.

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. Baseline Studies

- 1.1.1. Relevant socio-economic, anthropologic, geo-political and health baseline information will be collected in the exploration phase and updated at least every five years throughout the Site lifecycle. Updated social baseline data shall be collected one year prior to closure to enable effective monitoring of post-closure impacts.
- 1.1.2. Baseline data shall be collected to inform the social impact assessment (SIA) inclusive of a review of existing information and/or the collection of new information through desktop reviews, household surveys, field studies, and/or stakeholder interviews.
- 1.1.3. Comprehensive social baseline studies shall be conducted relative to the anticipated level of Site activity and potential impacts within the area of influence.
- 1.1.4. Baseline data will be stored in a secured electronic format and reviewed and updated every five years or as social or Site context changes, whichever is more frequent.
- 1.1.5. Data collection methodologies shall include both qualitative and quantitative data and be conducted in a culturally appropriate manner in collaboration with local partners. Household and community surveys shall be undertaken only with the consent of people from which information is being collected.

1.2. Impact Assessments

- 1.2.1. Social impact assessments shall be conducted prior to initiation of the site alternatives analysis and updated every five years or more frequently as needed. Additionally, sites shall ensure that SIAs are updated three years prior to closure.
- 1.2.2. As part of the planning, design and implementation, a socialization process shall be prepared for the direct social area of influence to address the scope, possible impacts, and related impact mitigation to be conducted.
- 1.2.3. Impacts shall be scoped and evaluated in the context of the Site lifecycle and area of impact, to the extent that the lifecycle and area of impact can be anticipated and defined.

- 1.2.4. Potential impacts identified in the SIA shall be registered in the Site risk management system and updated during management system quarterly reviews.
- 1.2.5. Special attention will be paid to identify and address the needs of vulnerable and/or marginalized community members who may be disproportionately affected by Site activities.
- 1.2.6. For properties acquired by Newmont, a review against this standard will be conducted to determine whether an updated baseline study and/or social impact assessment is warranted, and if necessary, be completed within 12 months of acquisition.

2. Implementation & Management

- 2.1. The social impact assessment (excluding appendices) and the executive summary shall be prepared in both English and the host country official language. Additionally, a culturally appropriate and independently verified interpretation of the environmental and social impact assessment shall be prepared and communicated to affected stakeholders. Sites shall utilize qualified, independent, subject matter experts with experience in impact assessment in the mining industry.
- 2.2. External stakeholders, inclusive of affected communities, shall be consulted throughout the baseline and assessment process and given the opportunity to validate collected data. Participation shall be designed to ensure that the process is inclusive, accessible, free of external manipulation, and undertaken in a timely and culturally appropriate manner.
- 2.3. Stakeholders shall be provided with opportunities to express their views on potential Site risks, impacts, and mitigation measures. Stakeholder concerns shall be documented and addressed during the assessment process and within the assessment reports in an open and transparent manner.
- 2.4. Site management must ensure that affected stakeholders are given the opportunity to provide input and reach agreement on mitigation activities in a transparent and culturally appropriate manner.
- 2.5. SIAs shall include an analysis of technically and financially feasible alternatives to the identified source of impact, and the rationale for selecting a single preferred alternative.
- 2.6. Final assessment reports shall be made publicly available and available to local communities in a culturally appropriate manner.
- 2.7. Sites will develop, resource and execute a Social Management Plan, approved by senior management, to address SIA findings which aim to minimize negative impacts and optimize positive impacts from Newmont's and its contractors' activities.

3. Performance Monitoring

- 3.1 Sites will validate and routinely update SIA data using environmental and social monitoring systems and ongoing stakeholder engagement. SIAs will be updated no less than every five years and three years prior to closure.
- 3.2 Sites shall establish monitoring and evaluation of the Social Management plan on a regular basis to ensure senior management approval of and progress against stated objectives, fulfillment of requirements and execution of corrective actions.

Terms

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

- Baseline
- Impact
- Mitigation
- Senior management
- Qualitative/Quantitative
- Social Impact Assessment (SIA)
- Socio-economic
- Stakeholder

References

- Conflict-Sensitive Business Practice: Guidance for Extractive Industries, International Alert, March 2005.
- Social Impact Assessment Guidance, Rio Tinto, June 2011.
- Addressing the Social Dimensions of Private Sector Projects. IFC Good Practice Note, December 2003, No. 3.
- IFC Performance Standard 1 and Guideline: Impact Assessment, Jan 2012.
- Socio-Economic Assessment Toolbox (SEAT), Anglo-American.
- Social Risk Analysis Guidance Note, Rio Tinto, January 2011.
- Community Development Toolkit, ESMAP, ICMM and World Bank, 2005.
- Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets, IFC, 2007.
- Community Health Baseline and Impact Assessment Guidelines

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 Larner	Global Governance Committee	01/14/2020