

January 21, 2021

The Church of England Pensions Board,
Principles for Responsible Investment, and
Swedish Council on Ethics for AP Public Pension Funds

Dear Messrs. Matthews and Howchin:

This letter is in response to your request on 17 December 2020 regarding Newmont's commitment to implementing the Global Industry Standard on Tailings Management (GISTM). As of 5 August 2020, all ICMM members committed to implement the GISTM. ICMM has provided a clear indication of this commitment at the following [link](#). Newmont maintains practices to achieve the goal of zero harm to people and environment through all phases of the life cycles of our Tailings Storage Facilities (TSFs), with practices that are aligned with the ICMM's commitment to prevent catastrophic failure of tailings dams through industry-leading practices and engagement with peer companies, industry associations, governments and communities.

Newmont is committed to a five-year implementation schedule of the GISTM. This includes three years for priority facilities (5 August 2023) and an additional two years for other facilities (5 August 2025). Our priority facilities include those with Consequence Classifications of 'Extreme' or 'Very High' and our active operations. All TSFs that are not in a state of safe closure will be in conformance with the Standard by 5 August 2025. We have already made significant progress toward implementation of the GISTM in 2020, including:

- **Enhanced Governance** – The GISTM specifies new roles and accountabilities for tailings management. Key roles include the Responsible Tailings Facility Engineer (RTFE) (or Person; RTFP) appointed at a site level and the Accountable Executive at a Corporate level. Our new Tailings Management Governance Framework Guideline aligns with the GISTM and details the roles, responsibilities and accountabilities for tailings management within Newmont. RTFE/Ps were appointed for each of our active operations and relevant legacy sites in 2020. Dean Gehring, Newmont's Executive Vice President and Chief Technology Officer, was appointed as our Accountable Executive. The Corporate Tailings Management Team (CTMT) within Technical Services provides centralized support across Newmont's portfolio (including inactive and legacy operations), supported by our Sustainability & External Relations (S&ER) function.
- **Standards, Policies and Guidelines** – We are updating our internal standards, guidelines and policies to align with the GISTM. We enhanced our Sustainability and Stakeholder Engagement Policy to include an explicit commitment to implementing the GISTM and achieving the goal of zero harm to people and the environment, which has been approved by our Board of Directors. To meet the full set of requirements of the GISTM, we revised our global Tailings Storage Facility (TSF) and Heap Leach Facility (HLF) Environmental Management Standard and introduced a new Tailings Storage Facility (TSF) Technical and Operations Standard that addresses the many technical and governance aspects of tailings management. These standards are supported by several new and proposed guidance documents.

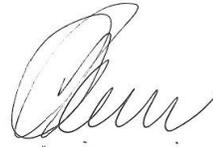
- **Education and Training** – A series of informational sessions were held in June through September that included overviews for senior management, targeted sessions for specific focus areas (e.g., human resources, legal) and detailed mandatory sessions for personnel that have a key role in tailings management at our active operations and legacy sites. The CTMT held a virtual workshop with the newly-appointed RTFE/Ps in December that included training and education around the new standards and guidelines, change management, risk management and event escalation, as well as workshops to train our Engineers of Record on the new standards, guidelines and expectations of the role in November.

Newmont has outlined our commitment to implementation of the GISTM on our Tailings Management website - [Newmont Corporation - Sustainability - Environmental Responsibility - Tailings Management](#). We will continue to disclose our progress toward implementation and provide updates to our inventory of TSFs on our website. As requested in your letter, we will share this information with the International Tailings Data Portal.

Sincerely,



Noreen Doyle
Chairman of the Board



Tom Palmer
President and Chief Executive Officer

cc:

Dean Gehring, EVP and Chief Technology Officer and Accountable Executive for Tailings Management
Steve Gottesfeld, EVP for Sustainability and External Relations