

Newmont's Community Focus

Newmont is committed to creating value and improving lives through sustainable and responsible mining, particularly within the communities in which it operates.

Newmont's relationships with local communities around its projects and operations are critical to the success and sustainability of its business.

To ensure local communities benefit from Newmont's presence, the company invests in projects and initiatives that focus on local economic development, human capacity and capability, infrastructure and services, natural resource management and protection, culture and heritage.

At Newmont Boddington, key community partnerships include:

- PHCC Hotham-Williams Rivers and Tributaries' Natural Resource Management and Conservation Project
- Bibbulmun Track Foundation's Eyes on the Ground program supporting voluntary maintenance of the Track
- Boddington District High School (student enrichment programs and voluntary breakfast club)
- Boddington Early Learning Centre (improvements including safer furniture and staff development)
- Boddington Football Club (annual inclusive community event)
- Southwest and South Metro TAFE – Gnaala Karla Booja Vocation Scholarship Program
- Murdoch University Gnaala Karla Booja Scholarship Program
- Shooting Stars (Glass Jar Australia) – Gnaala Karla Booja Narrogin Hub Outreach Program.



Newmont Boddington's Community Assistance Program provides grants and in-kind support to local community groups for events, projects, and initiatives, including Boddington's Netball Club, Careers Expo, Community Markets, Community Resource Centre Outdoor Movies, Community Sports Club Projector Audio Project, Lions Rodeo, the Wandering Medieval Fayre and the Williams St John Ambulance.

Newmont Boddington helps fund vital infrastructure and community services through [taxes and royalty payments](#). Newmont Australia paid approximately \$800 million in payments to local, state, and federal governments in 2023, with Boddington contributing \$406 million through taxes and royalties.

Newmont Boddington is committed to supporting local businesses. In 2023, the mine spent \$8.4 million in contracts with 26 local businesses in the operational area of influence including the Local Government Areas (LGAs) of Boddington, Williams, Wandering and the town of Dwellingup. In total, Boddington's operations spent \$310.5 million in business contracts with 557 vendors.

More information on Newmont Australia's local procurement commitments can be found here: [Local Procurement- Newmont Corporation](#).



STRUCTURED COMMUNITY ENGAGEMENT

In addition to issue-specific engagement (such as material changes at the mine site or a new approval), Boddington has several standing representative and consultative stakeholder engagement forums including:

Community Reference Group

A cross section of the community and important local stakeholders who provide advice to the mine on its programs and local relationships.

Local Emergency Management Committee

A statutory committee of the Shire of Boddington that coordinates planning for emergency preparedness, response, and recovery. Membership includes Department of Fire and Emergency Services, State Emergency Service, local volunteer fire and St John Ambulance brigades, WA Police, Department of Health, and Department of Communities.

Local Government President and CEO Briefings

Newmont meets regularly with the leadership of local governments, particularly the Shire of Boddington given the close interaction between the mine and community.

Newmont Boddington has also held two community briefing events over the past 12 months and focused community consultation regarding post-mining land use opportunities. In 2025, Newmont Boddington will conduct the next Social Impact Assessment.

Boddington Gold Mine Environmental Management Liaison Group

This forum supports regulators to build a detailed understanding of the environmental and safety context of the mine and see up close the management of environmental challenges.

Moorditj Boodja Community Partnership Agreement Relationship Committee

Members nominated by the Gnaala Karla Booja Regional Aboriginal Corporation provide governance oversight and advice to Newmont Boddington on the collaborative implementation of the Community Partnership Agreement's Community Benefits Management Plan.

EMPLOYMENT

Boddington is a drive-in drive-out (DIDO) site, and operates 24 hours a day, 365 days of the year. Its workforce is made up of 1900 employees, with 16% female and 6% Aboriginal and Torres Strait Islander workers. Of these, approximately 25% live locally and mining accounts for approximately 50% employment in Boddington LGA.

Boddington also offers the Gnaala Work Ready (GWR) Program, a 12-week entry-level mining program preferencing Gnaala Karla Booja affiliated trainee placement that extends to the broader Noongar population. GWR focuses on long-term, sustainable employment opportunities and career pathways for Aboriginal employees. In 2023, 10 participants completed the program and were offered full-time employment with Newmont after graduating with nationally recognised training certificates. The 2024 program saw 12 participants successfully graduate, continuing the program's strong track record of developing skilled, work-ready talent.

In 2024, Newmont Boddington employed two Aboriginal Mentors. The purpose of these roles is to reduce the higher rate at which First Nations people choose to leave employment with Newmont. It has been shown at Boddington that the provision of cultural mentoring to First Nations employees and the coaching of supervisors to improve their cross-cultural communications skills has reduced cultural misunderstandings and has resulted in a downward trend in departures.

Newmont is an industry leader in value creation, supported by robust safety standards, superior execution, and technical expertise. Join us and help deliver on our purpose to create value and improve lives through sustainable and responsible mining. Current career opportunities with Newmont can be viewed at [Careers at Newmont Corporation](#).

