



PURPOSE AND OBJECTIVES

This Policy reflects Newmont's commitment to protect the health, safety and security of our employees, business partners and visitors. It requires the implementation of Global Integrated Management Standards (IMS), based on the principles of quality systems, Fatality Risk Standards that address key fatal risk areas for mining and mining-related activities, Occupational Health and Wellbeing Standards that minimize various risks to the health of employees, business partners and visitors, and Security Management Standards that protect people, assets, and enhance the organization's reputation. This Policy reflects Newmont's intent to deliver on measurable objectives and targets that will drive the continuous improvements necessary to pursue a fatality, injury and illness free culture. More specific information on the basic commitments included in this Policy can be found in the Standards listed below.

SCOPE

The scope of this Policy is global. It applies to all directors, officers, employees and any third party workers of Newmont Corporation ("NC") or any entity that is controlled or managed by NC (together with NC, "Newmont"). In addition, where explicitly stated in an applicable contract, it may apply to Newmont's third party workers, vendors 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

We are committed to being an organization that is fatality, injury and illness free via:

- **People Focus** to improve Health, Safety and Security (HSS) performance. This includes a focus on physical and mental health, an investment in leadership capability and emphasis on Newmont's values, Safety, Sustainability, Integrity, Inclusion and Responsibility and the impact that they have on HSS performance.
- **Consistency** of leading practices and systems across all operations, projects, exploration sites and offices. This includes a focus on fundamental tools and processes (Pre-start meetings, pre-task hazard assessments, security and human rights risk assessments and Fatality Risk Management); Active sharing of leading practices recognised and rewarded by CEO Safety Award and standardization to reduce risk exposure and support of rapid replication using Yammer as an enabler.
- **A Balanced** approach to Health, Safety and Security to ensure we focus on actual and potential severity.

1. We are committed to the prevention of fatalities and serious injuries. We have established Fatal Risk Standards to address key fatal risks to employees, business partners and visitors. The Fatal Risk Standards provide a common framework for the systematic and structured



identification, assessment, and management of fatal risks including business wide reviews of lessons learned from fatal and significant potential events. We strive to integrate risk management into all aspects of Newmont's activities, including exploration, project development, mine operations, mine expansions, acquisitions, divestments, and closures.

2. We are committed to occupational health and hygiene. We have established Occupational Health and Wellbeing Standards to minimize health risks to employees, business partners, and visitors. These Standards employ the principles of anticipation, recognition, evaluation, and control to manage a variety of occupational health hazards, such as exposure to dust and fumes, chemicals, noise, vibration, ergonomics and to address communicable and non-communicable diseases. In addition, we provide regular monitoring and medical surveillance to ensure that employees, business partners, and visitors don't experience adverse health effects.
3. We promote wellbeing and healthy lifestyles. We encourage healthy lifestyles through education on nutrition and exercise, "fit-for-duty" and physical therapy programs, and by providing access to on-site healthcare clinics staffed with health professionals. We also have a holistic approach towards wellbeing, considering not only raising awareness but ensuring a comprehensive and consistent fatigue risk management approach together with programs that promote overall better health of our employees and business partners.
4. We are committed to a fit for purpose security program. We will work alongside key communities and strategic stakeholders to deliver a fit for purpose programs which will protect our people, assets, and enhance Newmont's reputation by focusing on six principles: performance, value for money, people, community focused, partnerships and evidence based
5. We are committed to safety leadership. We expect our leaders to be highly visible and engaged and to achieve this we provide safety leadership training and coaching for leaders to support a culture of no fatality, injury or illness.

REFERENCES

1. Integrated Management System Standards
 - a. Leadership and Management Review Standard – NEM-IMS-STA-001
 - b. Risk Management Standard – NEM-IMS-STA-002
 - c. Legal Requirements and Voluntary Commitments Standard – NEM-IMS-STA-003
 - d. Planning Standard – NEM-IMS-STA-004
 - e. Competency and Awareness Standard – NEM-IMS-STA-006
 - f. Management of Change Standard – NEM-IMS-STA-013
 - g. Communications Standard – NEM-IMS-STA-005
 - h. Event Reporting and Investigation Standard – NEM-IMS-STA-009
 - i. Emergency Management Standard – NEM-IMS-STA-010



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- j. Monitoring and Measurement Standard – NEM-IMS-STA-007
- k. Interactions, Inspections and Audits Standard – NEM-IMS-STA-008
- l. Action Management Standard – NEM-IMS-STA-011
- m. Operational Control Standard – NEM-IMS-STA-015
- 2. Fatality Risk Standards
 - a. Confined Spaces – NEM-HEA-STA-002
 - b. Cranes and Lifting – NEM-HEA-STA-004
 - c. Electrical Safety – NEM-HEA-STA-007
 - d. Hazardous Materials Management Standard – NEM-HEA-STA-010
 - e. Isolation – NEM-HEA-STA-001
 - f. Management of Stored Energy – NEM-HEA-STA-006
 - g. Vehicles and Driving – NEM-HEA-STA-003
 - h. Working at Heights – NEM-HEA-STA-005
- 3. HS&S Standards and Procedures
 - a. Aviation Operations Standard – NEM-HEA-STA-008
 - b. Explosives Management Standard – NEM-HEA-STA-206
 - c. Barricading and Exclusion Zones Standard – NEM-SAF-SOP-285
 - d. Lightning Management – NEM-SAF-SOP-105
 - e. SPE Sharing and Learning Lessons – NEM-SAF-SOP-247
 - f. Occupational Illness and Injury Reporting Procedure – NEM-HEA-PRO-201
 - g. Refuge Chamber Technical Specifications – NEM-SAF-SOP-112
 - h. Fatality Risk Management Standard – NEM-HEA-STA-009
- 4. HS&S Health and Hygiene Standards
 - a. Occupational Health and Wellness Standard – NEM-HEA-STA-301
- 5. Security Standard
 - a. Security Performance Standard – NEM-SEC-STA-001
- 6. Legal Standard
 - a. Information Management Standard – NEM-LEG-STA-014
- 7. Supply Chain Standard
 - a. Supplier Management Standard – NEM-GSM-STA-003
- 8. Technical Services Standards
 - a. Surface Ground Control Standard – Open Pit – NEM-TES-STA-003
 - b. Underground Ground Control Standard – NEM-TES-STA-004
- 9. Exploration Standard
 - a. Exploration Drilling Standard – NEM-EXP-STA-002
- 10. Treasury Standard
 - a. Senior Executive Travel Standard – NEM-TRE-STA-012



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1.0	Chris Robison	Board of Directors	April 23, 2014
2.0	Rob Atkinson	Safety and Sustainability Committee	February 11, 2021