

	Newmont Corporation Global Inclusion and Diversity Standard	Document No:	NEM-HUM-STA-005
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Global Inclusion and Diversity Standard

Purpose & Objectives

The purpose of this Global Inclusion and Diversity Standard (this “Standard”) is to establish a workplace environment that is inclusive and diverse, where all people have the opportunity to achieve and contribute to their full potential. Global Inclusion and Diversity is a strategic business priority for the organization that delivers improved business performance, higher employee engagement and provides access to a broader pool of talent in a workplace culture that leverages the different perspectives that result from a diverse workforce.

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. Strategy and Plans

- 1.1. A Global Inclusion and Diversity strategy will be established for the enterprise inclusive of priorities, tactics and short and long-term goals that will support the achievement of Newmont’s Global Inclusion and Diversity vision. The strategy will include multi-year goals that support the journey toward the Global Inclusion and Diversity vision and will be reviewed every three years, or more frequently if necessary. Progress toward stated goals will be reported regularly by Human Resources to the Board of Directors, Executive Leadership Team and publicly in the annual Sustainability Report, Beyond the Mine .
- 1.2. Each Newmont region, major operating site and the Corporate office will be additionally responsible for:
 - 1.2.1. Establishing a regional or operating site plan for Global Inclusion and Diversity in alignment with the enterprise strategy, and tracking their progress

2. Inclusive Workplace Culture

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- 2.1. Every Newmont leader and employee is expected to behave in a manner consistent with our Code of Conduct, Newmont’s values and our commitment to Global Inclusion and Diversity.
- 2.2. Leaders are accountable for establishing an inclusive environment within their teams through their own personal leadership and promoting and requiring inclusive behaviors on the team.

3. Talent Management Practices

- 3.1. Newmont’s talent management processes (e.g. succession planning) will seek to ensure a diverse pool of current Employees is considered for opportunities in the organization and will similarly evaluate the talent pipeline for opportunities to enhance the availability of diverse talent for consideration.
- 3.2. Newmont’s talent acquisition processes will seek to increase the diverse pool of Qualified Applicants identified and interviewed for a position in the organization.
- 3.3. Leadership development programs will be designed to include content on Global Inclusion and Diversity and where possible additional educational opportunities will be provided.

4. Employment

- 4.1. Newmont employment practices will align with applicable local procurement practices as well as the Employment Standard and the Standard of Conduct and Non-Discriminatory Treatment in Employment . This includes a commitment to supporting local employment plans in consultation with key stakeholders as per the Local Procurement and Employment Standard and ensuring that all Employment Decisions are made in an environment free from harassment and/or discrimination.

5. Third Parties: Contractors, Suppliers, Vendors, Partners, etc.

- 5.1. All reasonable efforts will be undertaken to support the participation and selection of local suppliers in the procurement process in alignment with the Local Procurement and Employment Standard, and Sustainability & External Relations practices in order to increase the partnership and opportunities for economic development within the communities we operate in.

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5.2. External benchmarking, partnerships, events and sponsorships

5.2.1. A guideline will be established to enable the prioritization of enterprise, corporate or regional/site partnerships, sponsorships and events and must always be aligned with Newmont's Corporate Giving standards and any other related standards.

5.2.2. All Global Inclusion and Diversity related partnerships, events and sponsorships must support the development of a diverse talent pipeline and demonstrate Newmont's value of Global Inclusion in alignment with the Human Capital Strategy and established Global Inclusion and Diversity Strategy.

6. Government Requirements

6.1. Newmont recognizes all aspects of Diversity including human, workplace and cultural aspects. This includes but is not limited to gender, race, nationality, ethnic social and indigenous origin, religion or belief, Disability, and sexual orientation.

6.2. Newmont will comply with all applicable laws pertaining to the definition of Diversity and the treatment of Employees.

Definitions

Disability: a physical or mental impairment (or a person being regarded as having a physical or mental impairment) that substantially limits one or more major life activities of such individual, but shall be construed only in such a way that upholds and complies with applicable national and local laws. An individual with a disability must be able to perform the essential functions of the position (with reasonable accommodations as determined by applicable law), otherwise such individual is not qualified for the position and it shall not be a violation of this Standard to make employment decisions based upon lack of qualification.

Diversity: the similarities and differences amongst people. This ranges from personality and work style, to all of the visible dimensions such as race, age, ethnicity or gender. It also means secondary influences such as religion, socioeconomics and education, to workplace dimensions of diversity such as management and union, functional level and classification or proximity/distance to headquarters. It also includes all of the attributes and affiliations that make us unique, as well as those we have in common. Diversity is a fact.

Employee – A person who is directly on the employee payroll of a Newmont entity.

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Employment Decisions: employer actions that materially affect the employment relationship such as, hiring, termination of employment, promotions, reassignment with significantly different responsibilities, corrective action procedures, compensation, benefits, and training opportunities.

Executive Leadership Team (ELT): the Chief Executive Officer (CEO) and the senior direct reports of the CEO belong to the Executive Leadership Team (ELT).

Global Inclusion: fully recognizing and valuing the uniqueness of each individual, creating a sense of belonging and establishing an environment where everyone believes they can speak freely and respectfully without fear, expecting the same from others. Inclusion enables diversity to be leveraged, ensuring that everyone works together in ways that benefit the organization and create success for all. Inclusion is a choice and an action.

Newmont: Newmont is NC and all Affiliates. NC is Newmont Corporation. A Newmont Affiliate is any entity that is majority-owned, directly or indirectly, by NC or is actively managed by any such NC majority-owned entity.

Qualified Applicant: An applicant who meets the minimum requirements of the position.

References

- Compensation Standard
- Standard of Conduct and Non-Discriminatory Treatment in Employment
- Local Employment and Procurement Standard
- Labor Relations Standard
- People Policy

Document Control

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1.0	Bill MacGowan	Policy and Standards Committee	August 11, 2014
2.0	Jennifer Cmil	Global Governance Committee	March 18, 2020