

Labor Relations Standard

Purpose & Objectives

The purpose of this Labor Relations Standard (this “Standard”) is to establish a global standard for labor relations practices for Newmont. Newmont strives to ensure that social and economic well-being is maintained, through direct and thoughtful engagement and communication with Employees and where applicable, their representatives. This Standard lays the foundation for a uniform labor relations process that generates successful agreements and articulates the general manner in which Newmont operates and engages with legally recognized third party Employee representatives.

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

As an international employer, Newmont recognizes and respects the inherent complexities of a management – union relationship. It is Newmont’s preference to work directly with its Employees and therefore directly engage with Employees in matters related to the employee value proposition. Newmont, however, respects Employees’ rights to freedom of association and collective bargaining. Where employees choose to be represented by a labor union or collective bargaining association, Newmont will develop and maintain a collaborative working relationship with union leaders and make good faith efforts to provide a competitive employee value proposition without disadvantaging the non-union workforce.

1. Newmont supports the rights of all Employees to operate in safe and fair working conditions. Newmont will adhere to all applicable laws and regulations to ensure safe working conditions, fair treatment in employment, and competitive compensation.
 - 1.1. Newmont will adhere to all applicable labor laws and regulations during the collective bargaining process and unionization process.
 - 1.2. Newmont recognizes Employees’ rights to freedom of association and collective bargaining, and will honor any legally authorized and properly executed collective bargaining agreement for the term of the agreement.

- 1.3. Agreements are specific to sites and/or regions, the terms of which do not transcend to other sites or regions.
- 1.4. Newmont is not a party to agreements that may exist between third party representatives or unions and the Employees they represent.
2. Each region will follow a Labor Relations Strategy framework. All Labor Relations Strategies will:
 - 2.1. Align with enterprise business realities, philosophy, goals, strategy and Newmont Values;
 - 2.2. Use a current state assessment and analysis of each region's and site's pre-bargaining culture, business performance, internal and external conditions as compared to its business goals and required future state;
 - 2.3. Adjust to the unique regional and site specific circumstances and complexities that characterize and influence the local collective bargaining process; and
 - 2.4. Support effective planning and execution through clear guidance and expectations, global standards, tools, and shared best practices.

Definitions

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

"Newmont Values" are the identified core values of Newmont as articulated by the Executive Leadership Team.

References

People Policy
Labor Relations Strategy Guideline
Human Rights Standard

Document Control

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1.0	Bill MacGowan	Policy and Standards Committee	January 26, 2015
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