



# Beyond the Mine

2015 Africa Sustainability Report





Newmont's African operations include two gold mines in Ghana – the Ahafo mine in the Brong-Ahafo region and the Akyem operation in the Eastern region near New Abirem. Most of our employees work at the Ahafo mine, which has been operating since 2006. Production began at the Akyem mine in 2013.

We recently published the results of an independent socio-economic study which traced the ripple effects of the Ahafo mine's spending in 2011. The study found that the mine's annual expenditures supported \$360 million of value added to the Ghanaian economy and 41,000 jobs, of which 1,900 were directly attributable to the Ahafo operation. The study also found that the Newmont Ahafo Development Foundation (NADeF) significantly amplified the economic effect in the mine's operating region.



## 2015 Regional Performance

805 KOZ OF GOLD PRODUCTION

1,998 EMPLOYEES and 3,130 CONTRACTORS

US\$74.20 MILLION paid in wages and benefits

US\$18.8 MILLION IN GOODS AND SERVICES purchased from local businesses and US\$373.5 MILLION from other Ghanaian suppliers

US\$464 MILLION OF VALUE added to the Ghanaian economy

US\$937 MILLION of revenue generated

US\$60.5 MILLION paid to governments

US\$6.587 MILLION invested in communities

Newmont Mining Corporation (“Newmont”) is one of the world’s leading gold and copper producers. Founded in 1921, the Company currently has approximately 32,000 employees and contractors who work at operations and advanced development projects in six countries around the world.

Newmont’s purpose is to create value and improve lives through sustainable and responsible mining. Our presence in a community can span decades, from early exploration to constructing a mine, extracting and processing minerals, and ultimately closing the mine and reclaiming the land. Throughout the mine lifecycle, we strive to serve as a catalyst for local economic development through transparent and respectful stakeholder engagement and as responsible stewards of the environment.

In 2015, Newmont was named the mining sector leader by the Dow Jones Sustainability World Index for our strong economic, environmental and social practices. This recognition reflects the deep commitment to sustainability shared by all of our employees.

## Our Values

**Safety** – We take care of our safety, health and wellness by recognizing, assessing and managing risk, and choosing safer behaviors at work and home to reach our goal of zero harm.

**Integrity** – We behave ethically and respect each other and the customs, cultures and laws wherever we operate.

**Sustainability** – We serve as a catalyst for local economic development through transparent and respectful stakeholder engagement and as responsible stewards of the environment.

**Responsibility** – We deliver on our commitments, demonstrate leadership and have the courage to speak up and challenge the status quo.

**Inclusion** – We create an inclusive environment where employees have the opportunity to contribute, develop and work together to deliver our strategy.



# SOCIAL AND ECONOMIC IMPACT

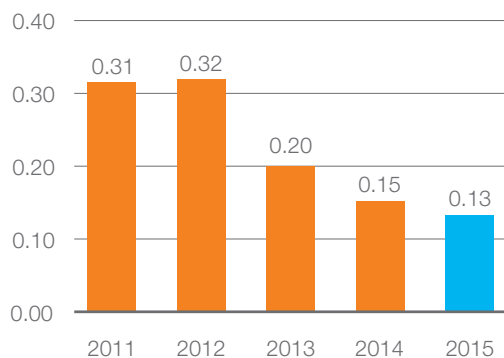
Newmont makes strong commitments to hire and train people living near our operations and to support local businesses as a way of advancing economic development and improving lives.

## Our Workplace

Our Ghana operations employ thousands of people, and we are committed to building a workplace culture where all employees can thrive, contribute and grow.

In 2015, employees (including contractors) from our local communities represented 42 percent and 46 percent of our Ahafo and Akyem workforces, respectively. Ghanaian nationals made up 43 percent of our regional leadership team. The average salary was approximately 4,000 times the local minimum wage.

## Total Recordable Injury Frequency Rate (TRIFR)\* – Africa



\* Total Recordable Injury Frequency Rate measures the total number of fatalities and injuries per 200,000 hours worked.

We have a number of programmes to help people qualify for work at our sites and then advance within the Company. Our apprenticeship programme provides skilled mechanical and electrical specialist training. Graduates are offered employment as process operators, in specialized trades and maintenance, and in a variety of other roles. Of the 520 graduates of the programme since it began in 2005, we currently employ 500. At the Akyem mine, we introduced a learnership programme to create opportunities for local community members to gain experience in mine processing and operations. Twenty people enrolled in the six-month programme in 2015.

All employees at the Ahafo and Akyem operations are represented by various unions, and we respect their right to join a union and engage in collective bargaining. This commitment to labor rights was partly the reason why the U.S. Department of State's Bureau of Economic and Business Affairs chose to honor Newmont Ghana for Corporate Excellence in Labor and Human Rights at its 2015 Awards for Corporate Excellence (ACE).



## Zero Harm

Our goal is zero harm – defined as a workplace free from injuries and illnesses and measured by zero fatalities. While the Company did not achieve this goal in 2015, we did reduce our worldwide total injury rate by 18 percent to among the best in the mining industry and our Akyem operation reached more than 400 days working without injury. We continually strive to improve safety training, controls and behaviors.

## Helping Build Sustainable Local Businesses

By purchasing local goods and services, we aim to create jobs and raise household incomes, improve skills and develop a more diverse local economy. Newmont procured US\$18.8 million in goods and services from local businesses near our Ghana operations in 2015 and US\$373.5 million from other Ghanaian suppliers.

We also collaborated with local business partners to contribute to the development, performance and standards of local enterprises. About 130 companies attended a workshop hosted by the Ahafo mine aimed at building business capacity and training entrepreneurs on responsible business practices.

For 2016, we have set a target to spend at least US\$16 million on purchases from local companies.

## Human Rights

Newmont believes that upholding fundamental human rights and respecting customs, cultures and values are critical aspects of good business and fundamental to sustainable development. We are a member of the Voluntary Principles on Security and Human Rights (VPSHR) and, in 2015, we served on the Government of Ghana's Implementation Steering Committee to help Ghana – the first African country to join the VPSHR – implement the Voluntary Principles. The Akyem mine also hosted international NGOs on a site visit to observe how we train security forces to protect our facilities and communities in a way that respects human rights.



# COMMUNITY RELATIONSHIPS

We value our community relationships and are committed to creating partnerships and developing programmes that deliver lasting benefits.

## Community Investment

Newmont invested approximately US\$6.6 million in community initiatives in Ghana in 2015, through contributions to the Newmont Ahafo Development Foundation (NADeF), the Newmont Akyem Development Foundation (NAKDeF), and others.

The NADeF supports development projects in the 10 communities near the Ahafo mine. The Foundation is unique in its community ownership and participation approach, with a Board of Trustees comprising four community and four Newmont representatives. In 2015, Newmont contributed approximately US\$2.3 million to NADeF, bringing our total contribution since 2006 to US\$28 million. In collaboration with host communities, NADeF recently launched a five-year project aimed at transforming the quality of education in nearby communities.

The NAKDeF, which has a similar structure to NADeF, supports development in the communities near the Akyem mine. Newmont contributed nearly US\$2.8 million to NAKDeF in 2015. The Foundation awarded more than 900 scholarships to students in the mine's 10 host communities, as well as providing grants for health and culture projects, and school and economic infrastructure improvements.

## Issues and Concerns

We consider it a priority to address community issues in a timely and effective way. Both the Ahafo and Akyem mines have clear procedures for addressing complaints and grievances. Of the 460 complaints recorded on our site registers in 2015, 96% were resolved within 30 days.

We were involved in resettling 77 households near the Ahafo mine to accommodate an expansion of the operations. To ensure that all concerns were considered, an independent firm surveyed crops, properties and land interests in the affected area beforehand, engaging community leaders, members of the multi-stakeholder Resettlement Negotiation Committee (RNC) and government officials. We negotiated with the RNC on the final resettlement packages, which included livelihood re-establishment support and the commitment to use local contractors to construct the new homes.

As part of our Vulnerable People's Programme for families near the Ahafo mine, nearly 700 households that were supported by food baskets have transitioned to harvesting their own crops and around 650 households are now self-sufficient.

# ENVIRONMENTAL STEWARDSHIP



We take our responsibility for Ghana's natural resources very seriously and adhere to the highest standards of national and international environmental practices. The Ahafo and Akyem mines operate under the ISO 14001 certified environmental management system and are certified to the International Cyanide Management Code.

## **Biodiversity**

The Akyem mine has built nurseries to raise seedlings that are planted at various locations in the mine area in partnership with local communities. The mine is also partnering with the Conservation Alliance and Forestry Research Institute of Ghana to implement critical species management programmes (CSMP) for nationally important species. The Akyem mine will be one of Newmont's four worldwide Business and Biodiversity Offsets Programme pilots.

## **Water**

Newmont is committed to creating a positive water stewardship legacy in its host communities. All sites around the world have water strategy action plans. In 2015, each site created and implemented its own water accounting framework (WAF) to help track its water use and performance. With the WAFs in place, the 2016 goal is for each site, including Ahafo and Akyem, to implement the improvement projects and achieve the targets outlined in its water strategy action plan.



Over the past two years, Newmont and Project C.U.R.E. have organized free health clinics for communities near our operations in Ghana. More than 1,200 people living near the Akyem mine received free medical treatment during a four-day medical clinic in July 2015. The health clinic the Ahafo mine organized had seen close to 1,000 patients by the end of the year.

Beyond organizing clinics, the Newmont–Project C.U.R.E. partnership has also delivered nearly US\$9 million in medical equipment to health facilities in communities near Newmont operations in Ghana, Peru, Suriname and Indonesia over the past 11 years

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