



REPORT FRAMEWORKS

GRI Content Index

As a founding member of the International Council on Mining and Metals (ICMM), Newmont commits to uphold the ICMM’s 10 Principles for Sustainable Development and to report in accordance with the GRI framework, which is recognized as the international standard for sustainability reporting and used by thousands of companies worldwide.

We developed this report in accordance with the GRI Standards Core option, which focuses on the key risks and opportunities significant to our business and stakeholders. This report also includes indicators from the GRI Mining and Metals Sector disclosures.

The content in this report is also mapped to the five United Nations Sustainable Development Goals (SDGs) that we established as our “priority goals” due to their alignment with our business and our ability to have an impact on outcomes in these areas.

We engaged Apex Companies, LLC (formerly Bureau Veritas North America Inc.) to independently assure our report for inclusivity, completeness, responsiveness and accuracy on material and significant sustainability matters.

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont’s Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102: General Disclosures 2016				
Organizational Profile				
102-1 Name of the organization	Our Business , p. 24			
102-2 Activities, brands, products, and services	Our Business , p. 24 Supply Chain , pp. 48–52 2020 10-K report – Item 1. Business, pp. 5–7			
102-3 Location of headquarters	Our Business , p. 24			
102-4 Location of operations	Our Business , p. 24			
102-5 Ownership and legal form	Our Business , p. 24 2020 10-K report – Item 1. Business, p. 5			
102-6 Markets served	Our Business , p. 24			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-7 Scale of the organization	Our Business , p. 24 2020 10-K report – Item 1. Business, pp. 5–6			
102-8 Information on employees and other workers	Performance Data – Total workforce: Trailing five years , p. 190 Performance Data – Employees by region: Trailing five years , p. 190 Performance Data – Contractors by region: Trailing five years , p. 190 Performance Data – Employee gender breakout: Country level , p. 191			
102-9 Supply chain	Our Response to COVID-19 , p. 15 Value Sharing – 2021 Public Targets – 2021 Local/Indigenous procurement targets by site , p. 120 Targets – Human rights and the supply chain , pg. 21 Supply Chain , pp. 48–52 Human Rights , pp. 83–84 Value Sharing , pp. 116–119 Performance Data – Human rights new supplier screening: Country level , p. 177 Performance Data – Spending on local suppliers: Region level , p. 187			
102-10 Significant changes to the organization and its supply chain	Significant Changes in 2020 , p. 26 2020 10-K report – 2020 Results and Highlights, pp. 2–4			
102-11 Precautionary Principle or approach	Our Business , p. 24 Newmont submits to the United Nations Global Compact (UNGC) an annual Communication on Progress, affirming our commitment to operate according to the UNGC's 10 universal principles, including Principle No. 7, which states, "Businesses should support a precautionary approach to environmental challenges." The precautionary approach — which is the process for investigating, addressing and mitigating how our actions may threaten the environment — is embedded in our risk management process as well as our purpose, vision and values.	Principle 2		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-12 External initiatives	Supporting the Sustainable Development Goals , p. 35 Voluntary Commitments and Disclosures , pp. 37-39 Supply Chain – Responsible Sourcing , pp. 50-52 Health, Safety and Security , pp. 70-72 Social Acceptance , pp. 75-79 Human Rights , pp. 86-90 Environmental Management and Controls , pp. 93-94 Tailings Management , p. 103 Water Stewardship , pp. 108-113 Value Sharing , pp. 116-123	Principle 1, 2	SDG 17	Yes
102-13 Membership of associations	Voluntary Commitments and Disclosures , p. 37-39 Performance Data – Policy Influence – Largest individual contributions and main topics , p. 131		SDG 17	Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Strategy				
102-14 Statement from senior decision-maker	Letter from Tom Palmer, President and Chief Executive Officer , pp. 4-5 Letter from Jane Nelson, Safety and Sustainability Committee Chair , pp. 6-7 Thought-leadership interview: Climate Change , pp. 95-96			Yes
102-15 Key impacts, risks, and opportunities	Letter from Tom Palmer, President and Chief Executive Officer , pp. 4-5 Our Response to COVID-19 , pp. 12-18 Our Approach to Sustainability – Our Sustainability Strategy , pp. 27-29 Our Approach to Sustainability – Materiality , pp. 29-30 Our Approach to Sustainability – Stakeholder Engagement , pp. 32-34 Sustainability Compliance , pp. 40-41 Workforce Development and Culture , pp. 44-47 Supply Chain – Supplier Risk , pp. 48-49 Business Integrity and Compliance , pp. 58-61 Risk Management , pp. 62-65 Health, Safety and Security , pp. 67-72 Social Acceptance , pp. 73-79 Human Rights , pp. 82-90 Environmental Management and Controls , pp. 92-94 Energy and Climate Change , pp. 97-98 Tailings Management , pp. 99-104 Water Stewardship , pp. 105-113 Value Sharing , pp. 115-123 2020 10-K report – Item 1A. Risk Factors, pp. 13-33 CDP Climate Response 2020 CDP Water Risk Response 2020	Principle 4		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Ethics and integrity				
102-16 Values, principles, standards, and norms of behavior	Our Business , p. 25 Business Integrity and Compliance , pp. 58–61	Principle 1, 2, 4		Yes
102-17 Mechanisms for advice and concerns about ethics	Workforce Development and Culture , p. 47 Business Integrity and Compliance , pp. 58–61 Social Acceptance , pp. 73–75 Human Rights , pp. 82–86	Principle 1, 2, 4		Yes
Governance				
102-18 Governance structure	Corporate Governance , pp. 54–57 2021 Proxy Statement – Committees of the Board of Directors and Attendance, pp. 28–31	Principle 1		Yes
102-19 Delegating authority	Corporate Governance , pp. 54–57 2021 Proxy Statement – Board Leadership and Independent Chair, p. 33	Principle 1, 2, 4		Yes
102-20 Executive-level responsibility for economic, environmental, and social topics	Corporate Governance , pp. 54–57 2021 Proxy Statement – Committees of the Board of Directors and Attendance, p. 28 Newmont Board of Directors Safety and Sustainability Committee Charter	Principle 1, 2, 4		Yes
102-21 Consulting stakeholders on economic, environmental, and social topics	Our Approach to Sustainability – Materiality , pp. 29–30 Our Approach to Sustainability – Stakeholder Engagement , pp. 32–34	Principle 1, 2, 4	SDG 17	Yes
102-22 Composition of the highest governance body and its committees	2021 Proxy Statement – Director Nominee Overview, pp. 18-25, Committees of the Board of Directors and Attendance, pp. 28–31 Board and Committee Governance documents on Newmont.com	Principle 1, 2, 4		
102-23 Chair of the highest governance body	2021 Proxy Statement – Board Leadership and Independent Chair, p. 33	Principle 1, 2, 4		
102-24 Nominating and selecting the highest governance body	2021 Proxy Statement – Process for Selecting New Directors, p. 36	Principle 1, 2, 4		



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-25 Conflicts of interest	Newmont Code of Conduct Business Integrity Policy 2021 Proxy Statement – Compensation Consultant, p. 39 Corporate Governance Guidelines – 3. Conflicts of interest, p. 6	Principle 1, 2, 4		
102-26 Role of highest governance body in setting purpose, values, and strategy	Corporate Governance , pp. 54–57			
102-27 Collective knowledge of highest governance body	2021 Proxy Statement – Director Nominee Overview, pp. 18–25			
102-28 Evaluating the highest governance body's performance	2021 Proxy Statement – Board, Committee and Director Assessment, p. 35			
102-29 Identifying and managing economic, environmental, and social impacts	Corporate Governance , pp. 54–57 Risk Management , pp. 62–63 2021 Proxy Statement – Board Committees, p. 28, and Board Oversight of Risk Management, p. 34	Principle 2, 4, 6		Yes
102-30 Effectiveness of risk management processes	Risk Management , p. 65 2020 10-K report – Item 1A. Risk Factors, pp. 13–33	Principle 4		Yes
102-31 Review of economic, environmental, and social topics	Our Approach to Sustainability – Materiality , pp. 29–30 Corporate Governance , pp. 54–57 Newmont Board of Directors Safety and Sustainability Committee Charter			
102-32 Highest governance body's role in sustainability reporting	Our Approach to Sustainability – Materiality , pp. 29–30 Newmont Board of Directors Safety and Sustainability Committee Charter			
102-33 Communicating critical concerns	Workforce Development and Culture , pp. 44–47 Business Integrity and Compliance , pp. 58–61 Social Acceptance , pp. 73–75 Human Rights , pp. 82–85			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-34 Nature and total number of critical concerns	<p>Workforce Development and Culture, p. 47</p> <p>Business Integrity and Compliance, pp. 59–60</p> <p>Social Acceptance, pp. 76–79</p> <p>Human Rights, p. 86</p> <p>Performance Data – Ethics and Anti-Corruption, pp. 127–130</p> <p>Performance Data – Complaints and Grievances, p. 175</p> <p>Performance Data – Significant disputes related to land or resource use: Site level, p. 181</p> <p>Note: We do not publicly disclose all critical information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged.</p>			Yes
102-35 Remuneration policies	<p>2021 Proxy Statement – Compensation Discussion and Analysis, pp. 44–70</p>			
102-36 Process for determining remuneration	<p>2021 Proxy Statement – Compensation Discussion and Analysis, pp. 52–56</p>			
102-37 Stakeholders' involvement in remuneration	<p>2021 Proxy Statement – Compensation Discussion and Analysis, pp. 44–70</p> <p>Corporate Governance Guidelines</p>			
102-38 Annual total compensation ratio	<p>Performance Data – Ratio of average female salary to average male salary: Employee category, p. 191</p> <p>Performance Data – Ratio of average female to average male salary: Country level, p. 191</p> <p>Note: Female to male salary data is not disclosed at the regional level; the U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont 2021 Proxy Statement, p. 90</p>			
102-39 Percentage increase in annual total compensation ratio	<p>U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont 2021 Proxy Statement, p. 90</p>			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Stakeholder Engagement				
102-40 List of stakeholder groups	Our Response to COVID-19 , pp. 12-18 Our Approach to Sustainability – Stakeholder Engagement , pp. 32-34 Social Acceptance , pp. 73-79 Human Rights , pp. 82-90	Principle 10	SDG 17	Yes
102-41 Collective bargaining agreements	Workforce Development and Culture , pp. 45-47 Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five years , p. 193 2020 10-K report – Item 1. Business, p. 8			
102-42 Identifying and selecting stakeholders	Our Approach to Sustainability – Stakeholder Engagement , pp. 32-34			
102-43 Approach to stakeholder engagement	Our Response to COVID-19 , pp. 12-18 Our Approach to Sustainability – Stakeholder Engagement , pp. 32-34 Social Acceptance , pp. 73-79 Human Rights , pp. 82-90	Principle 10		Yes
102-44 Key topics and concerns raised	Our Approach to Sustainability – Stakeholder Engagement , pp. 32-34 Social Acceptance , pp. 73-79 Human Rights , pp. 82-90 Performance Data – Total number of ethics matters opened , p. 130 Performance Data – Actual and/or potential community impacts and mitigation responses by site , p. 168 Performance Data – Complaints and grievances: Site level , p. 175 Performance Data – Significant disputes related to land or resource use: Site level , p. 181	Principle 10		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Reporting Practice				
102-45 Entities included in the consolidated financial statements	About This Report , pp. 241–242 2020 10-K report – Item 7. Management Discussion and Analysis of Consolidated Financial Condition and Results of Operations, p. 60	Principle 10		
102-46 Defining report content and topic Boundaries	Our Approach to Sustainability – Materiality , pp. 29–30 About This Report , pp. 241–242	Principle 10		Yes
102-47 List of material topics	Our Approach to Sustainability – Materiality , pp. 29–30	Principle 10		Yes
102-48 Restatements of information	About This Report , pp. 241–242 Performance Data , p. 124	Principle 10		Yes
102-49 Changes in reporting	About This Report , pp. 241–242	Principle 10		Yes
102-50 Reporting period	About This Report , pp. 241–242	Principle 10		Yes
102-51 Date of most recent report	About This Report , pp. 241–242	Principle 10		Yes
102-52 Reporting cycle	About This Report , pp. 241–242	Principle 10		Yes
102-53 Contact point for questions regarding the report	About This Report , pp. 241–242	Principle 10		
102-54 Claims of reporting in accordance with the GRI Standards	About This Report , p. 241	Principle 10		Yes
102-55 GRI content index	GRI Content Index , p. 197; also available as a separate downloadable file.	Principle 10		Yes
102-56 External assurance	About This Report , p. 242 Apex External Assurance statement			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GOVERNANCE: Corporate Governance				
Corporate Governance: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability - Materiality , pp. 29–30 About This Report , pp. 241–242 Corporate Governance , pp. 54–57			
GRI 103-2 The management approach and its components	Corporate Governance , pp. 54–57 2021 Proxy Statement , pp. 32–42			
GRI 103-3 Evaluation of the management approach	Corporate Governance , pp. 54–57 2021 Proxy Statement , p.35 Newmont's Board of Directors Corporate Governance and Nominating Committee Charter			
Corporate Governance: Disclosures and performance data				
GRI 102-18 Governance structure	Corporate Governance , pp. 54–57 2021 Proxy Statement , pp. 33–34			
GRI 102-19 Delegating authority	Corporate Governance , pp. 54–57 2021 Proxy Statement – Board Leadership and Independent Chair, p. 33			
GRI 102-20 Executive-level responsibility for economic, environmental, and social topics	Corporate Governance , pp. 54–57 2021 Proxy Statement – Committees of the Board of Directors and Attendance, p. 28 Newmont Board of Directors Safety and Sustainability Committee Charter			
GRI 102-22 Composition of the highest governance body and its committees	2021 Proxy Statement – Director Nominee Overview, pp. 18–25, Committees of the Board of Directors and Attendance, pp. 28–31 Board and Committee Governance documents on Newmont.com			
GRI 102-23 Chair of the highest governance body	2021 Proxy Statement – Board Leadership and Independent Chair, p. 33			
GRI 102-27:Collective knowledge of highest governance body	2021 Proxy Statement – Director Nominee Overview, pp. 18–25			



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GRI 102-28 Evaluating the highest governance body's performance	2021 Proxy Statement – Board, Committee and Director Assessment, p. 35			
GRI 102-35 Remuneration policies	2021 Proxy Statement – Compensation Discussion and Analysis, pp. 44–70			
GRI 102-36 Process for determining remuneration	2021 Proxy Statement – Compensation Discussion and Analysis, pp. 52–56			
GRI 102-37 Stakeholders' involvement in remuneration	2021 Proxy Statement – Compensation Discussion and Analysis, pp. 44–70 Corporate Governance Guidelines			
GOVERNANCE: Ethics and Compliance				
Ethics and Compliance: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality , pp. 29–30 About This Report , pp. 241–242 Business Integrity and Compliance , p. 58			
GRI 103-2 The management approach and its components	Business Integrity and Compliance , p. 59 Business Integrity Policy			Yes
GRI 103-3 Evaluation of the management approach	Business Integrity and Compliance , p. 61			
Ethics and Compliance: Disclosures and performance data				
GRI 102-16 Values, principles, standards, and norms of behavior	Our Business , p. 25 Business Integrity and Compliance , pp. 58–59			
GRI 102-17 Mechanisms for advice and concerns about ethics	Workforce Development and Culture , p. 47 Business Integrity and Compliance , p. 59 Social Acceptance , pp. 74–76 Human Rights , p. 85			
GRI 102-25 Conflicts of interest	Newmont Code of Conduct Business Integrity Policy 2021 Proxy Statement – Compensation Consultant, p. 39 Corporate Governance Guidelines – 3. Conflicts of interest, p. 6			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102-33 Communicating critical concerns	<p>Workforce Development and Culture, pp. 44–47</p> <p>Business Integrity and Compliance, pp. 58–61</p> <p>Social Acceptance, pp. 73–75</p> <p>Human Rights, pp. 82–85</p>			
GRI 102-34 Nature and total number of critical concerns	<p>Workforce Development and Culture, p. 47</p> <p>Business Integrity and Compliance, pp. 59–60</p> <p>Social Acceptance, pp. 76–77</p> <p>Human Rights, p. 85</p> <p>Performance Data – Ethics and Anti-Corruption Measures, pp. 127–130</p> <p>Performance Data – Complaints and Grievances, p. 175</p> <p>Performance Data – Significant disputes related to land or resource use: Site level, p. 181</p> <p>Note: We do not publicly disclose all critical information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged.</p>			
GRI 205-1 Operations assessed for risks related to corruption	<p>Business Integrity and Compliance, p. 58</p> <p>2020 10-K report – Item 1. Business – Risks Related to the Jurisdictions in Which We Operate, p. 27; Legal Risks, p. 32</p>	Principle 1		Yes
GRI 205-2 Communication and training about anti-corruption policies and procedures	<p>Business Integrity and Compliance, pp. 60–61</p> <p>Performance Data – Percentage of employees attending Newmont Code of Conduct and/or anti-corruption trainings: Year over year, p. 130</p>			Yes
GRI 205-3 Confirmed incidents of corruption and actions taken	<p>Business Integrity and Compliance, p. 60</p> <p>Performance Data – Number and outcomes of substantiated ethics cases: Country level, p. 129</p> <p>2020 10-K report – Note 31. Commitments and Contingencies, pp. 160–164</p>			Yes
GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>2020 10-K report – Note 31. Commitments and Contingencies, pp. 160–164</p>			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 307-1 Non-compliance with environmental laws and regulations	Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level , p. 125 Performance Data – Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level , p. 125	Principle 6		
GRI 415-1 Political contributions	Business Integrity and Compliance , p. 59 Performance Data – Political contributions , p. 130 Performance Data – Trade association dues: Amount and percentage attributable to political advocacy , p. 130 Performance Data – Policy influence: Trailing four years , p. 131 Performance Data – U.S. lobbying activities , p. 131 Policy Influence Report	Principle 1		Yes
GRI 417-1 Requirements for product and service information and labeling	Supply Chain , pp. 49–51 Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; reference Newmont 2020 Conflict-Free Gold Report .	Principle 8		Yes
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; reference Newmont 2020 Conflict-Free Gold Report .	Principle 8		Yes
GRI 419-1 Non-compliance with laws and regulations in the social and economic area	Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level , p. 125 Performance Data – Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level , p. 125	Principle 6		

GOVERNANCE: Risk Management

Risk Management: Management approach

GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality , pp. 29–30 About This Report , p. 241 Risk Management , p. 62			
GRI 103-2 The management approach and its components	Sustainability Compliance , pp. 40–41 Risk Management , pp. 63–64	Principle 4		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 103-3 Evaluation of the management approach	Sustainability Compliance , pp. 40–41 Risk Management , pp. 63–64 Newmont Board of Directors Audit Committee Charter			
Risk Management: Disclosures and performance data				
GRI 102-15 Description of key impacts, risks, and opportunities (2.2.1–2.2.12)	Letter from Tom Palmer, President and Chief Executive Officer , pp. 4–5 Our Response to COVID-19 , pp. 12–18 Our Approach to Sustainability – Our Sustainability Strategy , pp. 27–29 Our Approach to Sustainability – Materiality , pp. 29–30 Our Approach to Sustainability – Stakeholder Engagement , pp. 32–34 Sustainability Compliance , pp. 40–41 Workforce Development and Culture , pp. 44–47 Supply Chain – Supplier Risk , pp. 48–49 Business Integrity and Compliance , pp. 58–61 Risk Management , pp. 62–65 Health, Safety and Security , pp. 67–72 Social Acceptance , pp. 73–79 Human Rights , pp. 82–90 Environmental Management and Controls , pp. 92–94 Energy and Climate Change , pp. 97–98 Tailings Management , pp. 99–104 Water Stewardship , pp. 105–113 Value Sharing , pp. 115–123 2020 10-K report – Item 1A. Risk Factors, pp. 13–33 CDP Climate Response 2020 CDP Water Risk Response 2020			
102-30 Effectiveness of risk management processes	Risk Management , p. 65 2020 10-K report – Item 1A. Risk Factors, pp. 13–33	Principle 4		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: Safety and Health				
Safety and Health: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality , pp. 29–30 About This Report , p. 241 Health, Safety and Security , p. 68			
GRI 103-2 The management approach and its components	Our Response to COVID-19 , pp. 13–16 Health, Safety and Security , pp. 69–70 Public Targets – Safety , p. 20 Health, Safety and Security Policy Newmont Board of Directors Safety and Sustainability Committee Charter	Principle 1, 5	SDG 5	Yes
GRI 103-3 Evaluation of the management approach	Our Response to COVID-19 , pp. 12–18 Sustainability Compliance , pp. 40–41 Health, Safety and Security , pp. 71–72 Newmont Board of Directors Safety and Sustainability Committee Charter			
Safety and Health: Disclosures and performance data				
GRI 403-1 Occupational health and safety management system	Sustainability Compliance , pp. 40–41 Health, Safety and Security , pp. 69–70	Principle 4, 5		Yes
GRI 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	Our Response to COVID-19 , pp. 16–18 Health, Safety and Security , pp. 71–72 Performance Data – COVID-19 cases at Newmont sites , p. 158 Performance Data – Employee-only safety rates: Trailing five years , p. 159 Performance Data – Employee-only safety data: Site level , p. 160 Performance Data – Contractor-only safety rates: Trailing five years , p. 161 Performance Data – Contractor-only safety data: Site level , p. 162 Performance Data – Combined safety rates: Trailing five years , p. 163 Performance Data – Workforce injury frequency rate (per 200,000 hours worked): Trailing five years , p. 163 Performance Data – Combined safety rates: Site level , p. 164	Principle 4, 5	SDG 5	Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 403-3 Occupational health services	Our Response to COVID-19 , pp. 13–14 Health, Safety and Security , pp. 69–70			
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Our Response to COVID-19 , p. 13 Health, Safety and Security , pp. 69–72	Principle 4, 5		Yes
GRI: 403-5 Worker training on occupational health and safety	Health, Safety and Security , pp. 69–72 Performance Data – Safety trainings: Site level , p. 165	Principle 5		Yes
GRI: 403-6 Promotion of worker health	Our Response to COVID-19 , pp. 13–15 Health, Safety and Security , pp. 69–72 Performance Data – COVID-19 Global Community Support Fund: Site level , p. 184			
GRI: 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Response to COVID-19 , pp. 15–17 Health, Safety and Security , pp. 68–70 Newmont Website: Safety & Wellbeing	Principle 5	SDG 5	
GRI 403-9 Work-related injuries	Performance Data – Employee-only safety rates: Trailing five years , p. 159 Performance Data – Employee-only safety data: Site level , p. 160 Performance Data – Contractor-only safety rates: Trailing five years , p. 161 Performance Data – Contractor-only safety data: Site level , p. 162 Performance Data – Combined safety rates: Trailing five years , p. 163 Performance Data – Workforce injury frequency rate (per 200,000 hours worked): Trailing five years , p. 163 Performance Data – Combined safety rates: Site level , p. 164	Principle 5		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: Social Acceptance				
Social Acceptance: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability - Materiality , pp. 29–30 About This Report , p. 241 Social Acceptance , p. 73			
GRI 103-2 The management approach and its components	Social Acceptance , pp. 74–75 Targets - Stakeholder complaints and grievances, community commitments , p. 21 Sustainability and Stakeholder Engagement Policy , pp. 4–8	Principle 1, 2, 9		Yes
GRI 103-3 Evaluation of the management approach	Sustainability Compliance , pp. 40–41 Social Acceptance , pp. 76–79 Newmont Board of Directors Safety and Sustainability Committee Charter			
Social Acceptance: Disclosures and performance data				
GRI 413-1 Operations with local community engagement, impact assessments and development programs	Social Acceptance , pp. 76–79 Performance Data - Community development leading practices: Site level , p. 167 Performance Data - Social impact assessment and engagement practices: Site level , p. 183 Performance Data - Resettlement and/or relocation activity: Site level , p. 182	Principle 2, 3, 4, 10		Yes
GRI 413-2 Operations with significant actual and potential negative impacts on local communities	Performance Data - Actual and/or potential community impacts and mitigation responses by site , p. 168			Yes
GRI MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Social Acceptance , pp. 76–79 Human Rights , p. 86 Water Stewardship , pp. 111–113 Performance Data - Significant disputes related to land or resource use: Site level , p. 181 Performance Data - Significant environmental and/or social events: Site level , p. 126	Principle 2, 3, 4, 9		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples and the outcomes	Social Acceptance , p. 76 Human Rights , p. 85 Performance Data – Significant disputes related to land or resource use: Site level , p. 181 Performance Data – Significant environmental and/or social events: Site level , p. 126	Principle 2, 3, 4, 9		Yes
GRI MM8 Number and percentage of company operating sites where ASM takes place on, or adjacent to the site; the associated risks and actions taken to mitigate these risks	Social Acceptance , p. 79 Performance Data – Artisanal and small-scale mining (ASM) activity: Site level , p. 166	Principle 1, 5, 9	SDG 3, 6, 8	Yes
GRI MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Social Acceptance , p. 79 Performance Data – Resettlement and/or relocation activity: Site level , p. 182	Principle 5, 9		Yes
	Newmont priority SDG 3: Good Health and Wellbeing Our Response to COVID-19 , pp. 12–18 Health, Safety and Security , pp. 67–72 Our Approach to Sustainability – Supporting the Sustainable Development Goals , p. 35		SDG 3	
SOCIAL: Human Rights				
Human Rights: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality , pp. 29–30 About This Report , p. 241 Human Rights , p. 82			
GRI 103-2 The management approach and its components	Human Rights , pp. 84–85 Targets – Human rights and the supply chain , p. 21 Newmont Guide to Respecting Human Rights	Principle 1, 2		Yes
GRI 103-3 Evaluation of the management approach	Sustainability Compliance , pp. 40–41 Human Rights , pp. 84–90 Newmont Board of Directors Safety and Sustainability Committee Charter			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Human Rights: Disclosures and performance data				
GRI 410-1 Security personnel trained in human rights policies or procedures	Human Rights , p. 85 Performance Data – Security personnel trained in human rights policies or procedures: Site level , p. 178	Principle 1, 2		Yes
GRI 411-1 Incidents of violations involving rights of Indigenous peoples	Performance Data – Lands, agreements, significant events: Site level , p. 180 There were no significant events involving the rights of Indigenous peoples in 2020.	Principle 1, 3		Yes
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	Human Rights , pp. 85–90 Performance Data – Human rights assessments or reviews conducted 2017–2020: Site level , p. 176 Performance Data – Human rights new supplier screening: Country level , p. 177 Performance Data – Social impact assessment and engagement practices , p. 183	Principle 1, 2		Yes
GRI 412-2 Employee training on human rights policies or procedures	Human Rights , p. 85 Performance Data – Human rights workforce trainings conducted: Site level , p. 179	Principle 1, 2		Yes
GRI MM5 Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with Indigenous peoples' communities	Human Rights , pp. 87–90 Performance Data – Lands, agreements, significant events: Site level , p. 180	Principle 3		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Water Stewardship				
Water Stewardship: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability - Materiality , pp. 29–30 About This Report , p. 241 Water Stewardship , p. 105			
GRI 103-2 The management approach and its components	Water Stewardship , pp. 106–108 Targets - Water stewardship and water efficiency , p. 22 Sustainability and Stakeholder Engagement Policy Newmont Guide to Water CDP Water Risk Response 2020 2020 10-K report – Item 1. Business – Environmental, Social and Governance, pp. 7–9	Principle 1	SDG 6	Yes
GRI 103-3 Evaluation of the management approach	Sustainability Compliance , pp. 40–41 Water Stewardship , p. 105 Newmont Board of Directors Safety and Sustainability Committee Charter			
Water Stewardship: Disclosures and performance data				
GRI: 303-1 Interactions with water as a shared resource	Water Stewardship , pp. 105–108 Performance Data - Water-related risk by site , p. 151 Performance Data - Water summary by site (thousand kL) , p.144 Newmont Guide to Water CDP Water Risk Response 2020	Principle 6, 9	SDG 6	Yes
GRI 303-2 Management of water-discharge related impacts	Water Stewardship , pp. 106–108 Performance Data - Total treated water by destination and site , p. 146 Performance Data - Total untreated water by destination and site (thousand kL) , p. 147 Newmont Guide to Water	Principle 8, 9		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 303-3 Water withdrawal	Water Stewardship , pp. 109–110 Performance Data – Water summary by site , p. 144 Performance Data – Total water withdrawal and discharge by category and site , p. 145 Performance Data – Water withdrawal by site , p. 148 Performance Data – Water summary: Trailing five years (thousand kL) , p. 149 CDP Water Risk Response 2020	Principle 8, 9		Yes
GRI 303-4 Water discharge	Water Stewardship , pp. 109–110 Performance Data – Water summary by site , p. 144 Performance Data – Water summary: Trailing five years (thousand kL) , p. 149 Performance Data – Total water withdrawal and discharge by category and site , p. 145 Performance Data – Total treated water by destination and site (thousand kL) , p. 146 Performance Data – Total untreated water by destination and site (thousand kL) , p. 147 Performance Data – Total water discharge by destination: Trailing five years (thousand kL) , p. 149 CDP Water Risk Response 2020	Principle 6, 9		Yes
GRI 303-5 Water consumption	Water Stewardship , pp. 109–110 Performance Data – Water summary by site , p. 144 Performance Data – Water summary: Trailing five years (thousand kL) , p. 149 Performance Data – Consumptive water quality (ML) , p. 149 Performance Data – Water consumed, recycled and percentage recycled: Trailing five years (thousand kL) , p. 150 Performance Data – Consumption by ICMM water quality categories (high/low) , p. 151 CDP Water Risk Response 2020	Principle 6, 9		Yes
GRI 306-1 Water discharge by quality and destination	Performance Data – Consumptive water quality (ML) , p. 149 Performance Data – Consumption by ICMM water quality categories (high/low) , p. 151 CDP Water Risk Response 2020	Principle 8, 9		Yes
GRI 306-5 Water bodies affected by water discharges and/or runoff	CDP Water Risk Response 2020	Principle 6, 9		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
<p>Newmont priority SDG 6: Clean Water and Sanitation</p> <p>Water Stewardship – Water consumed, recycled and percentage recycled (thousand kL) in water-stressed areas, p. 110</p> <p>Performance Data – Water balance, p. 150</p> <p>Performance Data – Water intensity: Trailing five years, p. 150</p> <p>Performance Data – Significant environmental and/or social events: Site level, p. 126</p>				
<p>ENVIRONMENT: Tailings Management</p>				
<p>Tailings Management: Management approach</p>				
<p>GRI 103-1 Explanation of the material topic and its Boundary</p>	<p>Our Approach to Sustainability – Materiality, pp. 29–30</p> <p>About This Report, p. 241</p> <p>Tailings Management, p. 99</p>			
<p>GRI 103-2 The management approach and its components</p>	<p>Tailings Management, pp. 100–103</p> <p>Sustainability and Stakeholder Engagement Policy</p> <p>Newmont's Tailings Management site on newmont.com</p>	<p>Principle 6</p>		<p>Yes</p>
<p>GRI 103-3 Evaluation of the management approach</p>	<p>Sustainability Compliance, pp. 40–41</p> <p>Tailings Management, p. 103</p> <p>Newmont Board of Directors Safety and Sustainability Committee Charter</p>			
<p>Tailings Management: Disclosures and performance data</p>				
<p>GRI MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks</p>	<p>Environmental Management and Controls, p. 94</p> <p>Tailings Management, p. 103</p> <p>Performance Data – Tailings generated and disposed (metric tons), p. 143</p> <p>Performance Data – Total waste rock/tailings generated: Trailing five years (million tonnes), p. 143</p> <p>Newmont's Tailings Management site on newmont.com</p>	<p>Principle 8, 8</p>		<p>Yes</p>



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Energy and Climate Change				
Energy and Climate Change: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability - Materiality , pp. 29–30 About This Report , p. 241 Energy and Climate Change , p. 97			
GRI 103-2 The management approach and its components	Energy and Climate Change , pp. 97–98 Targets - Energy and Climate Change , p. 22 CDP Climate Response 2020 2020 10-K report – Item 1. Business – Environmental, Social and Governance, pp. 7–9 Sustainability and Stakeholder Engagement Policy			Yes
GRI 103-3 Evaluation of the management approach	Energy and Climate Change , pp. 97–98 CDP Climate Response 2020 Newmont Board of Directors Safety and Sustainability Committee Charter			
Energy and Climate Change: Disclosures and performance data				
GRI 201-2 Financial implications and other risks and opportunities due to climate change	CDP Climate Response 2020 2020 10-K report – Item 1. Business – Environmental, Social and Governance, pp. 7–9; Item 1A. Risk Factors, pp. 25–26	Principle 1		
GRI 302-1 Energy consumption within the organization	2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Site level 2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Trailing five years 2020 ESG Data Tables – Estimated direct electricity consumed by source: Site level 2020 ESG Data Tables – Estimated total electricity consumed: Trailing five years 2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Site level 2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years CDP Climate Response 2020	Principle 6, 10		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 302-2 Energy consumption outside of the organization	<p>2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Site level</p> <p>2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Trailing five years</p> <p>2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Site level</p> <p>2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years</p> <p>CDP Climate Response 2020</p>	Principle 6, 10		Yes
GRI 302-3 Energy intensity	<p>CDP Climate Response 2020</p>	Principle 6, 10		Yes
GRI 302-4 Reduction of energy consumption	<p>2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Trailing five years</p> <p>2020 ESG Data Tables – Estimated total electricity consumed: Trailing five years</p> <p>2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years</p> <p>CDP Climate Response 2020</p>	Principle 6, 10		Yes
GRI: 305-1 Direct (Scope 1) GHG emissions	<p>Energy and Climate Change, pp. 97–98</p> <p>2020 ESG Data Tables – Estimated greenhouse gas (GHG) emissions: Site level</p> <p>2020 ESG Data Tables – Estimated greenhouse gas (GHG) emissions: Trailing five years</p> <p>CDP Climate Response 2020</p> <p>Newmont's Scope 1 GHG emissions gases measure CO₂, CH₄, N₂O, and SF₆. Newmont reports biogenic CO₂ emissions in its CDP responses. HFCs and PFCs are reported separately in our Montreal Protocol tables, in the 2020 ESG Data Tables. Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory; and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.</p>	Principle 6, 10		Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI: 305-2 Energy indirect (Scope 2) GHG emissions	<p>Energy and Climate Change, pp. 97–98</p> <p>2020 ESG Data Tables – Estimated greenhouse gas (GHG) emissions: Site level</p> <p>2020 ESG Data Tables – Estimated greenhouse gas (GHG) emissions: Trailing five years</p> <p>CDP Climate Response 2020</p> <p>Newmont's Scope 1 GHG emissions gases measure CO₂, CH₄, N₂O, and SF₆. Newmont reports biogenic CO₂ emissions in its CDP responses. HFCs and PFCs are reported separately in our Montreal Protocol tables, in the 2020 ESG Data Tables. Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory; and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.</p>	Principle 6, 10		Yes
GRI 305-3 Other indirect (Scope 3) GHG emissions	<p>2020 ESG Data Tables – Estimated Scope 3 GHG emissions</p> <p>CDP Climate Response 2020</p>	Principle 6, 10		Yes
GRI: 305-4 GHG emissions intensity	<p>Energy and Climate Change, pp. 97–98</p> <p>2020 ESG Data Tables – Estimated GHG emissions intensity: Trailing five years</p> <p>CDP Climate Response 2020</p> <p>Newmont's Scope 1 GHG emissions gases measure CO₂, CH₄, N₂O, and SF₆. Newmont reports biogenic CO₂ emissions in its CDP responses. HFCs and PFCs are reported separately in our Montreal Protocol tables, in the 2020 ESG Data Tables. Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory; and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.</p>	Principle 6, 10		Yes
GRI 305-5 Reduction of GHG emissions	<p>Energy and Climate Change, pp. 97–98</p> <p>2020 ESG Data Tables – Estimated GHG emissions intensity: Trailing five years</p> <p>2020 ESG Data Tables – Estimated gross global Scope 1 emissions, percentage of sites operating in jurisdictions with emissions-limiting regulations: Site level</p> <p>CDP Climate Response 2020</p>			Yes



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ECONOMIC: Value Sharing				
Value Sharing: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability - Materiality , pp. 29–30 About This Report , p. 241 Value Sharing , p. 115			
GRI 103-2 The management approach and its components	Our Response to COVID-19 , pp. 15–16 Value Sharing , pp. 116–117 Targets - Local/Indigenous employment and local/Indigenous procurement , pp. 20–21 Operations and Resource Development Policy Newmont Tax Strategy Newmont 2020 Extractive Sector Transparency Measures Act (ESTMA) report	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
GRI 103-3 Evaluation of the management approach	Value Sharing , pp. 117–120 Newmont Board of Directors Safety and Sustainability Committee Charter 2020 10-K report – Item 1A. Risk Factors, p. 13; Item 2. Properties, p. 34			
Value Sharing: Disclosures and performance data				
GRI 201-1 Direct economic value generated and distributed	Our Response to COVID-19 , pp. 17–18 Value Sharing , p. 118 Performance Data - Community investments: Site level , p. 185 Performance Data - Economic value distributed: Country level , p. 186 Performance Data - Economic value generated: Country level , p. 186 Performance Data - Payments to governments: Country level , p. 189 Newmont's economic value distributed and generated data reporting methodologies vary slightly from GRI disclosure guidance in order to provide greater accuracy, comparability and transparency for the data presented. All figures and assumptions are noted in data table footnotes; the overall disclosure aligns with the intent of the GRI 201-1 indicator.	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 203-1 Infrastructure investments and services supported	<p>Our Response to COVID-19, pp. 15–18</p> <p>Water Stewardship, pp. 111–113</p> <p>Value Sharing, pp. 117–123</p> <p>Partially disclosed: Newmont updated its approach and internal controls for collecting, verifying and confirming infrastructure investments; specific projects are informally disclosed throughout the report; a detailed accounting and summary data table of all infrastructure projects and beneficiaries that fully aligns with the GRI 203-1 disclosure standard will be considered in future reporting years.</p>			<p>Yes</p> <p>(External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)</p>
GRI 203-2 Significant indirect economic impacts	<p>Our Response to COVID-19, pp. 15–18</p> <p>Value Sharing, pp. 117–123</p> <p>Economic Impact reports for selected sites/regions available at Newmont.com.</p>	Principle 2, 9, 10		<p>Yes</p> <p>(External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)</p>
GRI 204-1 Proportion of spending on local suppliers	<p>Our Response to COVID-19, pp. 15–18</p> <p>Value Sharing, pp. 119–120</p> <p>Performance Data – Spending on local suppliers: Region and site level, pp. 187–188</p>	Principle 2, 9, 10		<p>Yes</p> <p>(External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)</p>
GRI 207-1 Approach to tax	<p>Value Sharing, p. 117</p> <p>Newmont Tax Strategy</p> <p>2020 10-K report – Item 2. Properties, pp. 34–41</p>			
GRI 207-2 Tax governance, control, and risk management	<p>Newmont Tax Strategy</p>			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont’s Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 207-4 Tax Standard – Country-by-country reporting	<p>Performance Data – Payments to governments: Country level, p. 189</p> <p>Performance Data – Effective tax rates: Country level, p. 189</p> <p>2020 10-K report – Item 2. Properties – Operating Statistics, pp. 41–58</p> <p>Newmont 2020 Extractive Sector Transparency Measures Act (ESTMA) report</p>	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
	<p>Newmont priority SDG 8: Decent Work and Economic Growth</p> <p>Our Response to COVID-19, pp. 12–18</p> <p>Workforce Development and Culture, pp. 44–47</p> <p>Value Sharing, pp. 115–123</p> <p>Economic Impact reports, available at Newmont.com</p>		SDG 8	

Performance data disclosures for topics identified in 2019 materiality assessment as “Material” and “Important”, which are not disclosed in the main section of the annual sustainability report

Note: disclosures and data for topics identified as “Highly Material” are in the previous section



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
BUSINESS ETHICS AND TRANSPARENCY				
Compliance and Significant Events				
GRI 307-1 Non-compliance with environmental laws and regulations;	Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level , p. 125	Principle 6		
GRI 419-1 Non-compliance with laws and regulations in the social and economic area	Performance Data – Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level , p. 125 Detailed information about citations and orders issued to Newmont in 2020 by MSHA is disclosed on the SEC website			
Newmont-specific KPI				
Performance Data – Significant environmental and/or social events: Site level , p. 126				
Newmont-specific Ethics KPIs				
Performance Data – Total ethics matters addressed and substantiated: Trailing five years , p. 127				
Performance Data – Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five years , p. 128				
Performance Data – Number and outcomes of substantiated ethics cases: Country level , p. 129				
Performance Data – Total number of ethics matters opened , p. 130				
Performance Data – Percentage of employees attending Newmont Code of Conduct and/or anti-corruption trainings: year over year , p. 130				
Data tables: Policy Influence				
GRI 415-1 Political Contributions	Performance Data – Political contributions , p. 130			
	Performance Data – Trade association dues: Amount and percentage attributable to political advocacy , p. 130			
	Performance Data – NEWPAC contributions , p. 131			
Newmont-specific Policy Influence KPIs				
Performance Data – U.S. lobbying activities , p. 131				
Performance Data – Policy Influence: Largest individual contributions and main topics , p. 131				
Performance Data – Policy Influence: Trailing four years , p. 131				



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT				
Air Emissions				
GRI 305-6 Emissions of ozone-depleting substances	2020 ESG Data Tables 2020 ESG Data Tables – Estimated Montreal Protocol refrigerant emissions: Site level (tonnes CO ₂ e)			
GRI: 305-7 NO _x , SO _x and other significant air emissions	Performance Data – Air quality: Site level , p. 132 Performance Data – Air quality: Trailing five years , p. 133	Principle 6, 10		
Biodiversity				
GRI 304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Performance Data – Newmont's operations in relation to key biodiversity areas: Site level , p. 135 Sustainability Compliance , pp. 40–41 Biodiversity Management Standard In addition to the above references, GRI disclosures for GRI 304-1ii: Subsurface and underground land that may be owned, leased or managed by the organization, and GRI 304-1iv: Type of operation (office, manufacturing or production, or extractive) are available at Newmont.com	Principle 6, 7		
GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Performance Data – Total wildlife mortalities: Site level , p. 134 Performance Data – Number of wildlife mortalities: Trailing five years , p. 134	Principle 6, 7		
GRI MM2 Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Performance Data – Newmont's operations in relation to key biodiversity areas: Site level , pp. 135–136	Principle 6, 7	SDG 6	
Closure and Reclamation: Disclosures and performance data				
GRI MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Performance Data – Amount of land disturbed or rehabilitated: Site level , p. 138 Performance Data – Land disturbance: Trailing five years , p. 139 Performance Data – Mine lease area: Site level , p. 139	Principle 6, 7	SDG 3, 6	Yes



GRI Standards Disclosure	Response	Alignment with ICM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI MM10 Number and percentage of sites with closure plan in place	<p>Performance Data – Amount of land disturbed or rehabilitated: Site level (reference table footnote for MM10 disclosure), p. 138</p> <p>2020 10-K report – Reclamation and remediation expense, pp. 132–133</p>	Principle 1, 2, 6, 9, 10		Yes
Cyanide Management				
GRI 306-3 Significant spills	<p>Performance Data – Environmental releases by number of incidents: Trailing five years, p. 142</p> <p>Performance Data – Estimated environmental releases by volume: Trailing five years, p. 142</p>			
	<p>Newmont-specific Cyanide KPIs and International Cyanide Management Code disclosures (ICMC or “Cyanide Code”)</p> <p>Performance Data – Estimated cyanide use: Trailing five years (thousand tonnes), p. 139</p> <p>Performance Data – Cyanide-related incidents: Site level (discloses outcomes and impacts by category, exceedances of Cyanide Code limits; sites with ICMC certification), p. 140</p>			
Materials Consumption				
GRI 301-1 Materials used by weight or volume	<p>Performance Data – Estimated materials usage: Site level, p. 141</p> <p>Performance Data – Estimated materials usage: Trailing five years, p. 142</p>	Principle 1		
Spills and Releases				
GRI 306-3 Significant spills	<p>Performance Data – Environmental releases by number of incidents: Trailing five years, p. 142</p> <p>Performance Data – Estimated environmental releases by volume: Trailing five years, p. 142</p>	Principle 6, 8		



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Waste Management				
GRI 306-2 Waste by type and disposal method	<p>Performance Data - Estimated site-level waste rock generated by type, p. 152</p> <p>Performance Data - Estimated site-level other waste, p. 152</p> <p>Performance Data - Estimated site-level mercury waste by site and type, p. 153</p> <p>Note: Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is reported as mineral processing waste for purposes of aligning to SASB reporting standards for EM-MM-150a.2.</p> <p>Performance Data - Estimated site-level hazardous waste diverted from disposal (by site and disposal method), p. 154</p> <p>Performance Data - Estimated site-level non-hazardous waste diverted from disposal (by site and disposal method), p. 155</p> <p>Performance Data - Estimated site-level hazardous waste disposed, p. 156</p> <p>Performance Data - Estimated site-level non-hazardous waste disposed, p. 157</p> <p>Performance Data - Estimated waste generated by type: Trailing five years, p. 158</p>	Principle 6, 8		Yes
GRI MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	<p>Performance Data - Estimated site-level waste rock generated by type, p. 152</p> <p>Performance Data - Estimated site-level other waste, p. 152</p> <p>Performance Data - Estimated waste generated by type: Trailing five years, p. 158</p>			Yes
WORKFORCE				
Workforce Demographics				
GRI 102-08 Information on employees and other workers	<p>Performance Data - Total workforce: Trailing five years, p. 190</p> <p>Performance Data - Employees by region: Trailing five years, p. 190</p> <p>Performance Data - Contractors by region: Trailing five years, p. 190</p> <p>Performance Data - Employee gender breakout: Country level, p. 191</p>			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Compensation and Equal Remuneration				
GRI 405-2 Ratio of basic salary and remuneration of women to men	Performance Data – Ratio of average female salary to average male salary: Employee category , p. 191 Performance Data – Ratio of average female salary to average male salary: Country level , p. 191	Principle 3		
GRI 102-35, 102-36, 102-37, 102-38, 102-39	For disclosures GRI 102-35–39, reference the General Standard Disclosures section of this GRI Content Index (above)			
Inclusion and Diversity				
GRI 405-1 Diversity of governance bodies and employees	Workforce Development and Culture , pp. 45–46 Value Sharing , pp. 119–123 Performance Data – Employee gender breakout: Number by employee category , p. 191 Performance Data – Female representation: Percentage by employee category , p. 192 Performance Data – Employee age distribution: Number and percentage by age range and category , p. 192 Newmont 2021 Proxy Statement , p. 37 Note: Newmont reports diversity measures for employees by category and gender, but does not publicly disclose minority or vulnerable group categories below the Board of Director level.	Principle 3	SDG 5	
Labor-Management Relations				
GRI 102-41 Collective bargaining agreements	Workforce Development and Culture , p. 47 Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five years , p. 193 2020 10-K report – Item 1. Business, p. 8			
GRI 407-1 Operations in which the right to freedom of association and collective bargaining may be at risk	2020 10-K report , pp. 30–31 None of our operations reported violations of — or have been identified as a significant risk of violating — the right to exercise freedom of association and collective bargaining.	Principle 1, 3		
GRI 402-1 Minimum notice periods regarding operational changes	Performance Data – Minimum notice periods regarding operational changes: By country , p. 193			
GRI MM4 Number of strikes and lockouts exceeding one week's duration, by country	Performance Data – Strikes and lockouts exceeding one week's duration: By site , p. 193			



GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Talent Attraction and Retention				
GRI 401-1 New employee hires and employee turnover	Performance Data - New hires: By country, gender and age group , p. 195 Performance Data - Employee turnover: By region , p. 194 Performance Data - Employee turnover: By age group , p. 194 Performance Data - Employee turnover by gender and initiation: Trailing five years , p. 194	Principle 3		
Training and Professional Development				
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	Performance Data - Percentage of employees who have received performance reviews: By gender and employee category , p. 195			
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