



2024 Annual Plenary Report

*The Voluntary Principles on Security
and Human Rights*

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Newmont's Implementation of the Voluntary Principles

Newmont aims to transform mineral resources into shared value for our stakeholders and lead the industry in sustainable and responsible mining. We are the world's leading gold company and a producer of copper, zinc, lead and silver, with our headquarters in Denver, Colorado. In 2024, Newmont directly managed operations in Argentina, Australia, Canada, Ghana, Mexico, Papua New Guinea, Peru, Suriname and the United States.

In November 2023, Newmont acquired Newcrest Mining Limited, adding five operating mine sites in Canada, Australia and Papua New Guinea to our portfolio. In 2024, we announced the planned divestiture of six non-core assets in Canada, Australia, Ghana and the U.S. As of April 16, 2025, all assets were fully divested.

Newmont has been a signatory to the Voluntary Principles on Security and Human Rights ("VPs") since 2004. We strictly adhere to the VPs as a central part of Newmont's commitment to respect and promote human rights, foster strong community relationships and secure social acceptance for our operations safely and responsibly. This report presents our efforts to implement the VPs throughout the company during the 2024 calendar year.

This report includes data from our global mine sites and an overview of our implementation of the VPs at our Lihir operation in Papua New Guinea.

Commitment to the Voluntary Principles on Security and Human Rights

1. Public Statement of commitment or endorsement of the Voluntary Principles, engagement in the Voluntary Principles Initiative, and transparency

Respecting human rights is a central step toward fulfilling our purpose to improve lives through sustainable and responsible mining. The VPs guide our approach to security arrangements and help ensure we respect human rights while protecting our personnel and physical assets. Newmont publicly commits to the continued implementation of the VPs at all our sites through our participation in the Voluntary Principles Initiative, our policies and standards published on our [website](#) (see excerpts below), and our [Annual Sustainability Report](#).

"We respect the dignity, wellbeing, and human rights of employees and the communities in which we operate, as well as others affected by our activities. ... We are committed to implementing the Voluntary Principles on Security and Human Rights through proactive engagement and training of personnel."

- [Newmont Sustainability and Stakeholder Engagement Policy \(2020\)](#)

"Sites shall act in accordance with the VPs and respect international law principles pertaining to human rights including those outlined in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work."

- [Newmont Human Rights Standard \(2020\)](#)

The Head of Global Security is responsible for the day-to-day oversight and execution of the VPs at a site level. The Group Head, Health, Safety and Security is responsible for overall implementation and

reports to the Chief Operating Officer and the Safety and Sustainability Committee of the Board of Directors, which has ultimate responsibility for Newmont's compliance with the VPs.

a. Engagement with the Voluntary Principles Initiative

In 2024, Newmont participated in the Voluntary Principles Initiative's Corporate Pillar meetings, webinars and the Annual Plenary held in Washington D.C., where Newmont participated in a panel discussion on the use of technology to reduce Human Rights risks. In 2024, Newmont also served on the VPs Steering Committee and became the Chair of the Corporate Pillar in June, 2024. Newmont also participated in the VPs Strategic Retreat held in New York October 17-18. At a country level, Newmont participated in the VPI-sponsored In-Country Working Groups in some of its operating jurisdictions. Section 3 provides more detail on these groups.

2. Examples of promoting awareness of the Voluntary Principles throughout the organization or government, including within the value chain

Newmont promotes awareness of the importance of respecting human rights and the VPs with employees and contractors through induction, in-person and online refresher training.

a. Promotion within Newmont

Our online employee training program aims to heighten awareness of the Company's human rights commitments, potential risks and the collective responsibility to respect everyone's rights. Global employee human rights training is available in our online training catalog and covers the human rights risks in our business. In 2024, approximately 250 employees completed the voluntary online training. To further embed human rights throughout the business, we partnered with our Business Integrity and Compliance function to incorporate human rights issues into the mandatory employee compliance and ethics training. In 2024, the training reached approximately 10,000 employees globally and featured a case study on child labor associated with a third-party supplier.

As part of our integration activities following the acquisition of Newcrest Mining in November 2023, we hosted a Social Performance Learning Series. Nearly 100 employees globally from the Social Performance function attended training on Newmont's human rights commitments and programs, which included raising awareness around our commitment to respect the rights of human rights defenders.

b. Promotion with Private Security Contractors

All security contractors are required to comply with the VPs. Specific human rights clauses require private security contractors to respect human rights in line with the Universal Declaration of Human Rights, conduct due diligence for human rights violations in their supply chain and cooperate with human rights audits if necessary. Some contracts with security service providers include reference to the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and the Code of Conduct for Law Enforcement Officials.

The Legal Business Integrity & Compliance team requires Newmont personnel to sign off that they have reviewed and communicated the expectations of Newmont's Code of Conduct with all private security contractors annually. (See Section 4 for more information about our Code of Conduct.)

Ongoing contract management includes regular training of security contractor personnel on the VPs, human rights and the rules of engagement (see Figure 1 below for 2024 training statistics).

c. Promotion with Public Security and Government

Where accepted by host governments, Newmont establishes a Memorandum of Understanding (MoU) with public security institutions that provide additional protection to our sites. For all our sites, we aspire to have MoUs, and will promote them when appropriate. The MoU details the level of service offered and the expectations of legal conformance to national and international laws and regulations. The MoU also details the additional training on human rights and the VPs provided to the officers who arrive at the site.

In 2024, a number of security agreements were established or reviewed. At Ahafo North in Ghana, Newmont entered a Collective Agreement with the Municipal Assembly to address illegal mining within the mine lease and beyond. In Peru, the Company finalized an MOU with the Peruvian National Police. In 2024, Lihir in Papua New Guinea engaged with the Police to revise their agreement, which is targeted to be approved in 2025. At Merian in Suriname, the MOU with the national police force, or Korps Politie Suriname (KPS), was amended to include additional officers, and the MOU with the Orden Goud Sector (OGS) was extended for three years. OGS is responsible for the enforcement of issues related to the gold sector and reports up through the military. Both agreements are awaiting signatures by the respective public security in 2025.

Where possible, Newmont uses its influence and leverage to promote our host governments' adherence to international humanitarian law (See Figure 1 below for detailed training statistics). At Merian, security staff discuss the VPs every time they engage with the OGS Agents who arrive to address artisanal and small-scale mining (ASM) issues or encroachment near Merian's industrial zone. Two game wardens were trained on the VPs at the Éléonore mine in Canada, and Company security personnel meet with regional and national public security in Argentina and Ghana to discuss the VPs.

Please see Sections 9-12 below for more details on the relationship between public security and our operations in Papua New Guinea.

Figure 1 – VPs Annual Training Summary

			Number of Personnel Trained				
Region	Site	Number of sessions conducted	Total duration of all training	Newmont Security employees	Public security	Private security	Other External Stakeholders ¹
Africa	Accra [Ghana]	3	6 hrs	—	—	27	—
	Akyem [Ghana]	15	12 hrs	4	80	203	—
	Ahafo North Ahafo South [Ghana]	11 12	22 hrs 36 hrs	N/A 4	140 319	222 33	— —
North/ Central America	CC&V [USA]	8	Online self-guided	8	—	—	—
	Brucejack [Canada]	30	500	9	—	20	—
	Éléonore [Canada]	13	130 + Online self-guided	2	—	11	2 Government employees
	Marlin [Guatemala]	2	3 hrs	—	—	27	—
	Musselwhite ² [Canada]	—	—	—	—	—	—
	Peñasquito [Mexico]	253	Online self-guided	9	—	594	6 Hotel managers
	Porcupine [Canada]	4	Online self-guided	2	—	37	—
	Red Chris [Canada]	—	Online self-guided	16	—	4	—
	San Martin [Honduras]	2	8 hrs	—	—	16	—
South America	Cerro Negro [Argentina]	4	8 hrs	9	5	94	—
	Merian [Suriname]	10	25	26	25	130	—
	Yanacocha [Peru]	4	4 hrs	4	973	470	—
Papua New Guinea	Lihir	58	54.5 hrs	32	71	322	—
Australia	Cadia	—	—	—	—	—	—

¹ Other external stakeholders include: non-security business partners, government officials and community members, in part for them to understand Newmont’s obligations and available mechanisms to report potential abuses.

² On-going turnover at Musselwhite prevented VP training in 2024. Musselwhite is considered low risk and out of scope of the training requirement, however, it is being included for transparency.

Boddington	—	Online information provided	All security staff	—	17	—
Estimated Total	429		125	1613	2227	8

3. Examples of promoting and advancing the implementation of the Voluntary Principles internationally (outreach to external stakeholders)

Newmont aims to lead in the transparent reporting of our targets and activities. We report on our commitment to the VPs and our targets and performance for security and human rights in our [Annual Sustainability Report](#).

We continue our commitment to implementing the World Gold Council's (WGC) Conflict-Free Gold Standard. Our annual Conflict-Free Gold Report summarizes how our gold is extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law. Our most recent Conflict-Free Gold Report can be found [here](#).

We engage with international stakeholders to promote our understanding of human rights due diligence and promote awareness of the importance of respecting human rights. See Section 1 for more details on our engagement with the Voluntary Principles Initiative.

In 2024, we actively participated in the ICMM Human Rights Working Group, which included work ICMM undertook to strengthen the organization's commitment to respect and recognize the important role of human rights defenders. As part of this work, we also participated in and supported the development and publication of additional [ICMM Human Rights Due Diligence Guidance](#), including company guidance on respecting human rights defenders.

Newmont also promotes the implementation of the VPs in the countries where we with governments, civil society and local communities through direct engagement and participation in In-Country Working Groups (ICGW). Below, we provide three examples of these efforts.

Mexico: In an effort to promote de-escalation of conflict, Newmont security trained six hotel managers/owners on the VPs. These hotels house contractors who work at our mine in Mexico. The training helps prepare the managers for any potential conflict that may arise among the contractors or with external third-party aggressors.

Peru: Newmont continues participating in Peru's National Human Rights Working Group, which is drafting the National Action Plan detailing how Peru will implement the UN Guiding Principles on Business and Human Rights (UNGPs). In 2024, the Sociedad Nacional de Minería en el Perú (SNMPE) awarded Newmont the Prize for Dialogue and Engagement for its engagement and development program for agricultural workers in the Cajamarca region.

Ghana: In October 2024, the In-Country Ghana VPs Working Group convened to assess the framework for implementing the VPs in various mining and oil/gas companies and improving the outcomes for local community stakeholders. The group also provided security and human rights updates from the oil/gas and mining regions. The annual meeting was attended by representatives from mining

companies, including Newmont security personnel, the Commission on Human Rights and Administrative Justice (CHRAJ), the Chamber of Mines, the West Africa Network for Peacebuilding (WANEP), the Fund for Peace, and the Military and Police, among others.

Policies, Procedures and Related Activities

4. Relevant Policies, Standards, Procedures, and/or Guidelines to Implement the Voluntary Principles

Newmont has a governance system of policies, standards, and procedures that define the expectations of our employees' and contractors' behavior. Our [Code of Conduct](#) (2020) publicly sets out the standards of conduct expected of all our employees, officers and directors and by our partners, vendors and contractors when they are working with us or on our behalf. The Code explicitly refers to respecting the fundamental human rights of the people where we operate and those with whom we work. The policies formally approved by our internal governance process are listed below.

Our [Business Integrity Policy](#) (2020) establishes the basic tenets of how employees should conduct business -- with honesty, reporting accurately and without corruption.

Our [Sustainability & Stakeholder Engagement Policy](#) (2020) reflects Newmont's purpose to create value and improve lives through sustainable and responsible mining and our core sustainability values. This policy explicitly commits to implementing the UNGPs and the OECD Guidelines for multi-national corporations. The policy also commits all employees and third-party workers at all Newmont sites to implementing the VPs through proactive engagement, training and working with governments in a transparent manner.

Our [Human Rights Standard](#) (2020) commits all our sites to implement the UNGPs and the VPs. As per the UNGPs, the corporate responsibility to respect human rights means that business enterprises should act with due diligence to avoid infringing on the rights of others and address adverse impacts with which they are involved. The standard also requires sites to identify and evaluate actual and potential human rights risks and impacts, including risks related to our relationships with the security forces and government. For more information see [Our Approach to Human Rights](#) on our website.

The [Asset and Value Protection Policy](#) (2020) commits Newmont "to protecting and securing all Newmont personnel, assets, facilities and intellectual property" by carrying out "continuous threat and risk assessments, appropriate mitigation strategies and contingency plans in order to maintain the safety of Newmont personnel and assets."

a. Newmont Security Policies

Recognizing the inherent risks involved in protecting our personnel and assets in a way that respects human rights, we have developed a series of policies and procedures to clarify and define how to manage these risks.

Newmont's standards and procedures include minimum requirements for our security functions, that requires all sites to ensure, "the conduct of Security Forces, involved or associated with securing Newmont's assets, facilities and personnel, is consistent with the Voluntary Principles on Security and Human Rights. This applies to Security Forces provided by Newmont, contractors and local

governments (public security).” Newmont also requires its security functions to adhere to other international legal norms such as the UN Code of Conduct for Law Enforcement Officials (1979), the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials (1990) and the Universal Declaration of Human Rights.

Risk Assessment

5. Company procedure to conduct security and human rights risk assessments and integrate findings

Newmont recognizes that identifying our security and human rights risks is fundamental to understanding how the security function can respect human rights and prevent negative impacts at all our sites.

In 2023, we refreshed our salient human rights issues for the Company. With the support of a third-party human rights expert consultancy, a cross-functional corporate group reviewed and identified the company’s human rights risks and impacts, including those related to security. In 2024, we validated this assessment with Newmont’s executive and senior leaders and integrated these issues into our human rights strategy and approach.

Among the security-related risks identified were: (1) public or private security use of excessive force, causing harm to community members as they respond to security events; and (2) public security suppressing non-violent protests and expressions of views by community members and prosecuting protestors. As a result of the analysis, we identified the following security-related salient human rights for our operations: right to life, right to health, right to security of person, right to freedom of assembly and right to freedom of opinion. The identification of our salient human rights risks and issues provides a framework for our due diligence and risk management approach. For more information on our salient issues, please see [Our Approach to Human Rights](#).

Newmont carries out its risk analysis at an Enterprise and site level as described below:

Newmont uses a Geopolitical Risk Program (GRP) with access to near real-time global risk intelligence data through an external platform to ensure sites monitor and adapt to changing economic, social and political contexts. The GRP has been integrated with the company’s overarching Risk Management System to ensure Enterprise-level political risks are recorded in the risk and event reporting platform and critical controls are developed and monitored.

In our VPs risk assessment model, we assess the security and human rights risks to our sites and to our neighboring communities, including the risk that a private or public security guard uses undue force or violates humanitarian law. Newmont standards require sites to conduct a security and human rights risk assessment for every new project and update it every three years.

Newmont occasionally commissions third-party assessments prior to beginning a new project or exploration to identify potential human rights and security risks. In 2024, we conducted stand-alone human rights impact assessments (HRIAs) in Canada, Ghana and Suriname. Part of these HRIAs included a review of security and human rights issues, including internal and external stakeholder interviews on the topic. For example, in Suriname, the assessment included a review of private

security contractor labor conditions, agreements with public security and a review of the VPs training materials.

Our risk assessments have determined that the highest security and human rights risks faced by Newmont are related to trespassing, ASM, community protests and the potential risks of public and private security responding to these trespassers and protests. Each site establishes security plans to mitigate the risks. For example, in 2024, Yanacocha assessed a new risk of aggression by third parties and implemented additional training and immediate alert equipment (e.g. panic button). Given the level of complexity of the issue of ASM, we report on the issue of ASM throughout the security and social performance sections of our [Annual Sustainability Report](#).

Engagements with Security Forces

6. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities

Even with robust risk identification and mitigation controls in place, as described above, undesired events and incidents may occur.

Newmont has several systems to report and investigate potential human rights incidents or complaints. Employees and contractors can use the Site Human Resources Office and the Integrity Helpline to report human rights incidents involving public or private security. Community stakeholders may use the Community Complaints and Grievance mechanism to lodge any allegations related to human rights.

The Integrity Helpline is a confidential channel for employees and external stakeholders to report any concern about compliance with our Code of Conduct, including potential human rights allegations against public/private security forces. The Integrity Helpline is widely communicated to employees through leadership communications and regular training. We prohibit retaliation against anyone who raise concerns about our activities. By allowing anonymous reporting, we aim to strengthen our commitment against reprisals. Our human rights training for suppliers encourages contractor employees to use their corporate grievance mechanism or Newmont's mechanisms.

In 2024, zero human rights allegations were lodged against private or public security personnel operating in or near Newmont sites.

7. Company procedure to consider the Voluntary Principles in entering into relations with private security

Newmont uses a Supplier Risk Management Process (SRiM) to manage the inherent human rights risks of contracting private security in the countries where we operate. Our Code of Conduct and Supplier Code of Conduct set the minimum expectations for our suppliers who want to contract with Newmont. Before contracting with Newmont, all private security providers must undergo a pre-qualification process including a prohibited party, anti-bribery and anti-corruption screening; financial health assessment; historical and current safety performance; and social, environmental, security and human rights past incidents and allegations review.

Since private security contractors are considered high-risk suppliers, sites must conduct a series of more in-depth background checks before executing a contract. These include verification of training with respect to human rights, proper use of force, and weapons; a review of any affiliations with illegal activity; and an examination of any involvement in activities with human rights implications. Newmont's contracts with private security contractors include requirements for screening individual security personnel for criminal background checks and any human rights abuses. In Mexico, the private security contract includes monthly key performance indicators linked to compliance with the VPs.

8. Company procedure or mechanism to investigate and remediate security related incidents with human rights implications by public/private security forces relating to the company's activities

Any complaint received through an official grievance channel or otherwise is referred to Newmont's Business Integrity & Compliance team. As part of any investigation that may result from such a referral, relevant individuals or departments are notified on a need-to-know basis. Any substantiated claim is then referred to the People function if it involves an employee, or to the Commercial function if it involves a contractor, to be addressed through the local disciplinary process.

Country Implementation

9. Overview of country operations selected for reporting (include any notable changes from the previous reporting year if the same country is being reported this year).

For this year's report, we focus on our operations in Papua New Guinea, recently acquired as part of the purchase of Newcrest Mining Limited. Our Lihir operation is located on Niolam Island, 900 kilometers northeast of Port Moresby in the New Ireland Province of Papua New Guinea (PNG). Lihir is a volcanic sea mount that rises steeply from sea level to approximately 600 meters above sea level. All of the known ore deposits are located in the Luise Caldera, on the island's east coast. The Lihir Gold Mine consists of three linked open pits, Minifie, Lienetz and Kapit. In Papua New Guinea, Newmont employs a total of 4,631 residential and fly-in-fly-out workers (2,562 employees and 2,069 contractors). Out of the Newmont employees, 1,758 are PNG nationals, 253 are expatriates and 551 are local Lihirans.

The island's economy was traditionally agricultural, but the mine is currently the largest economic contributor. Lihir communities are a matrilineal society³ with six major clans. The mine has benefit agreements with the landowners to ensure its contribution to the island's economic development.

Papua New Guinea has ratified most of the fundamental UN Conventions such as the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). However, according to the US State Department Papua New Guinea [2023 Human Rights report](#) serious Human Rights issues remain unaddressed.

³ Kemp, D. L., Gillespie, K. and R. B. Ramsay. (2012). Case report 1: Papua New Guinea case study. In Keenan & Kemp, Mining and local-level development: Examining the gender dimensions of agreements between companies and communities. Brisbane, Australia: Centre for Social Responsibility in Mining, The University of Queensland.

Other security and human rights risks identified for Lihir include the potential land disputes with immigrants settling on Newmont land, gender-based violence affecting our contractors and employees, and violence among the six clans. In the next sections, we will detail how Newmont mitigates these risks through its adherence to and promotion of the VPs.

10. Engagements with stakeholders on country implementation

The Lihir security team meets weekly with the Royal Papua New Guinea Constabulary (RPNGC) Police Station Commander and quarterly with the New Guinea Islands Police Provincial Commander and Assistant Commissioner of Police or delegate to discuss security and general country updates. The VPs are regularly discussed and promoted during these meetings. All police receive VPs training upon arrival at their posts and annual refresher training where applicable.

11. Voluntary Principles considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as arrangement with public security forces

Lihir contracts with two private security providers. Aintua Protective Services (APS), a local provider, provides guard services to the entire site. G4S provides airport security. Both providers were in place prior to Newmont's acquisition of the operation. The APS contract includes a commitment to comply with the VPs and international security and human rights standards. The contract also requires the APS to report any potential human rights violation committed by its guards and detailed screening process. The contract will be renewed in 2025, and Newmont will amend the contract if any gaps are found.

The Lihir site is in discussion with Papua New Guinea's police commissioner to update its Memorandum of Understanding (MOU). The draft of the new MOU includes requirements to comply with international standards and re-enforces that the relationship with the police aligns with the VPs when providing administrative, in-kind and transport support. Currently, the site screens all police assigned to the site for human rights concerns and issues VPs training when they arrive on site. If reported, any alleged human rights violations would be investigated by Newmont and referred to the police for their own investigation. In 2024, there were no security-related incidents at Lihir where private security or public security were implicated in human rights violations.

12. Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g. local NGOs, community groups)

Lihir's Security team facilitates VPs training and outreach to Newmont security employees, public security and private security guards. In 2024, 58 training sessions were conducted to train all Newmont security employees and private security guards. As noted above, all police posted to the site receive training or an annual refresher course before starting their duties. When detachments of the RPNGC Mobile Squad are deployed to the island, all squad members receive a briefing on the VPs upon arrival, and the commanders are informed of the rules of engagement and other requirements while stationed on company property. In 2024, 71 public security personnel at Lihir were trained on the VPs.

In 2025, the Security and Social Performance teams have planned to collaborate to address gender-based violence (GBV) occurring in the nearby communities. Potential programs include training for police and private security guards on the steps to take when approached by a victim of GBV, as well as training for how to conduct investigations respectful of the victims' privacy, security and safety, and avoid potential stigma and ostracization by the community.

13. Company procedure to review the progress on implementing the Voluntary Principles at local facilities

After the acquisition, Newmont reviewed Newcrest's VPs policies and procedures and found very few differences in implementation. Corporate and regional security teams continue to conduct risk and vulnerability assessment training at Lihir and identify specific improvement plans for security controls that reinforce the overall implementation of the VPs.

The Security team monitors private security compliance with the VPs and other contractual requirements through a robust contractor management system, which includes regular meetings with the site supervisors and the companies' leadership in Port Moresby. Since APS is a local contractor owned by local stakeholders, Newmont focuses on contractor development and mentoring as part of its VPs implementation plans. When concerns are raised, the site investigates and works with the contractor's management to set up improvement plans to correct the issues.

Lessons and Issues

14. Lessons or issues from this reporting year, as well as plans or opportunities to advance the Voluntary Principles for the organization

In 2025, Lihir will review and update its VPs training to reflect best practices and be more participatory. Newmont will continue to create and update security improvement plans for recently acquired operations.

We report on progress towards our program targets and training goals in this Annual Plenary report and in our [Annual Sustainability Report](#).

Engaged Company Progress on Implementation

15. Engaged company's progress report on the Roles and Responsibilities of Companies

As described in Sections 1-4 above, Newmont meets the requirements of the Roles and Responsibilities of VPI member companies by demonstrating its commitment to the VPs, participating in VPI activities, conducting risk assessments, promoting transparency, dialogue and the rule of law, incorporating the VPs into our policies and procedures, and engaging with public and private security and internal and external stakeholders.

16. Engaged company's use of Voluntary Principles tools

Since joining the VPs, Newmont has benefited from several of the tools the Voluntary Principles Initiative has to offer. In 2025, we plan to use the VPs training course to review and update Lihir's private security contractor training and the IGT Companion Tool for the work on GBV, also in PNG.
