



NEWS RELEASE

Achieving Competitive Advantage Through Inclusion and Diversity

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Beatrice Opoku-Asare, our Global Director of Inclusion and Diversity, discusses the strides being made at Newmont to promote an inclusive industry and shares her perspective on progressing a workplace where differences are a competitive advantage.

I'm proud to work at Newmont, where our goal is to ensure that all employees feel empowered to share their unique thoughts and work together to deliver our strategy.

Among the many points of pride I have in Newmont is the success of our employee-led and executive leadership-sponsored business resource groups (BRGs). Their steadfast commitment to inclusion and diversity supports advancements company-wide. We currently have 19 BRGs globally that partner with various business functions to leverage our differences to create value. I want to acknowledge our newest BRG, Newmont PRIDE, for its passion, dedication and engagement toward advancing inclusive behaviors.

For the second consecutive year, we have achieved a perfect score of 100 on the Human Rights Campaign's Corporate Equality Index, once again earning a designation of **Best Places to Work for LGBTQ Equality**. This recognition demonstrates the progress we are making on our global inclusion and diversity journey and inspires continuous improvement in pursuit of a workplace where we all belong and are achieving our greatest potential.

Newmont is an equal opportunity employer and our **Code of Conduct** and Non-Discrimination Policy is designed to create a safe, inclusive and productive workplace environment for all employees. Placing a positive value on diversity and recognizing the benefits of individual as well as group differences results in greater innovation, better problem solving and higher levels of workplace engagement – which, combined, lead to superior business results. But we uphold this commitment not only because it generates better business performance, but also because it is



part of our core values and is the right thing to do.

We continue to progress our journey of awareness, discovery, understanding and application. I look forward to greater integration, realizing that we are all accountable for creating and maintaining an inclusive environment that leverages the uniqueness each of us brings to the team.