



NEWS RELEASE

How Newmont Is Partnering with Paradigm for Parity to Advance Its Global Inclusion and Diversity Journey

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Newmont's journey to reflect, learn and advance its Global Inclusion and Diversity strategy formally began in 2013, when executives across the organization first set diversity metrics to keep accountability with senior leadership. In 2016, we took another significant step by signing the Paradigm for Parity CEO commitment.

Newmont President and CEO Tom Palmer joined Board Chair Noreen Doyle at Paradigm for Parity's Annual Meeting to discuss dismantling barriers to gender equity through action and collaboration.



A coalition of business leaders – CEOs, senior executives, founders, board members and business academics – dedicated to addressing the corporate leadership gender gap, the Paradigm for Parity CEO commitment is a collective agreement to embrace and implement a 5-point action plan and toolkit to create an inclusive culture. Inclusion is one of our five core values, and as one of the first few signatories to the agreement, Newmont has benefited greatly from the partnership by finding new ways to dismantle barriers to equity through action and collaboration.

Paradigm for Parity is differentiated by three factors: commitment from leadership, a clear plan of action that drives impact, and mutual accountability for measurable results. After signing on to Paradigm for Parity, Newmont's first steps were to determine a baseline to diagnose which areas in our global diversity and inclusion journey were progressing and where there was room to improve.

Globally over an 18-month period, Newmont tested out key recommendations from Paradigm for Parity's toolkit, beginning with the impact of blind resumes, inclusive job postings, diverse hiring slates and diverse interview panels. From these assessments, Newmont was able to identify the individual nuances across all operations before broader implementation of tactics. Blind resumes helped us learn that the choice of language in job postings can greatly impact the diversity of applicants. To rectify gaps, Newmont leverages augmented technology Textio.

Key learnings collected from Paradigm for Parity's action plan and toolkit helped us refresh our entire Global Inclusion and Diversity strategy to focus on three key pillars: inclusive leadership, disrupting talent systems and leveraging accelerators. The strategy is underpinned by a very strong focus on metrics to ensure we are learning and improving at every step of the way. We discovered how impactful it is to leverage a broader set of internal quantitative and qualitative data to better understand true root causes that inform priorities and focus areas.

Leadership understanding and commitment are essential to enable inclusion and diversity. Our early participation in Paradigm for Parity helped us adopt methodology and specific actions to catalyze change – crucial steps in increasing the number of women of all races, cultures and backgrounds at Newmont. We recognize that “Allyship” is also an important enabler of progress, and that we cannot enjoy the benefits of diversity when our culture is not inclusive. Through Paradigm for Parity, we are able to work with others in achieving positive change.

As we continue to learn and advance our inclusion and diversity journey, we strive to ensure we are living and working by our values of Safety, Integrity, Responsibility, Sustainability and Inclusion – putting our workforce and communities at the heart of every decision.