



NEWS RELEASE

Newmont Achieves Perfect Score on Corporate Equality Index

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Newmont's **core value of inclusion** states that the Company will create an inclusive environment where employees have the opportunity to contribute, develop and work together to deliver our strategy.

Recently, Newmont was recognized for its commitment to an inclusive workplace, achieving a perfect score of 100 on the Corporate Equality Index (CEI), and earning a designation of Best Place to Work for LGBT Equality. The CEI is a national benchmarking survey and report – administered by the Human Rights Campaign Foundation – on corporate policies and practices related to LGBT workplace equality. Newmont first participated in the CEI in 2014, and has steadily increased its score from an initial rating of 60 to 100.

The 2017 CEI ranked 1,043 businesses in the United States by evaluating their LGBT-related policies and practices including non-discrimination workplace protections; domestic partner benefits; transgender-inclusive health care benefits; competency programs; and public engagement with the LGBT community. With this recognition, Newmont joins the ranks of 517 major U.S. businesses which also earned top marks by satisfying all of the CEI's criteria.

Our ranking on the CEI also demonstrates the progress we are making on our Global Inclusion and Diversity journey, a key element in our **human capital strategy**. We firmly believe that we can improve business performance, enhance employee engagement and create sustainable, long-term value for all of our stakeholders through an inclusive workplace and a diverse talent pool.

We look forward to building on this achievement to create competitive advantage through our diverse and talented workforce and thank our employees, partners and vendors for their commitment to Newmont's **purpose and values**.