Exploration S&ER Guidebook
Making Discoveries, Forming Relationships

Sustainability & External Relations
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INTRODUCTION

Newmont explorers often find themselves working independently, with limited support and connectivity. These challenging working conditions, combined with the confidential nature of mineral exploration, produce world-class professionals who are highly self-reliant and adapted to working within different cultures and conditions quickly and easily. These explorers require advanced, tailored and responsive tools for managing Sustainability and External Relations (S&ER), including:

- A strategy for S&ER management in Exploration (this document) that includes a Global S&ER Code of Practice and phase-appropriate guidance
- Global Exploration Messages and Presentation Materials
  - Clear and consistent information that explains the exploration process and introduces Newmont to communities across diverse cultures
- An Exploration S&ER Performance Management Workbook
  - Detailed guidance to comply with Newmont’s Environmental and Social Responsibility Standards
- A virtual S&ER Warehouse and Network
  - A forum for information and best practices

The primary goal of exploration is to advance potential opportunities through Newmont’s project selection process (Fig. 1). Developing economic projects sustains Newmont’s business and is essential to the project pipeline and development process (Fig. 2). This Exploration S&ER Guidebook addresses exploration activities from initial opportunity identification through Stage Zero.

Figure 1: Pre Newmont Investment Process

Figure 2: Newmont Investment Process
NEWMONT VISION, VALUES, MISSION AND STRATEGIC FOUNDATION

The Exploration S&ER management strategy and framework is based on Newmont’s vision to be recognized and respected for exceptional economic, environmental and social performance. This document outlines how explorers can embody Newmont’s values by demonstrating leadership in safety, stewardship of the environment and social responsibility in order to sustain the business. Exploration activities fosters ongoing access to land, capital, approvals and resources by building reputation capital, creating valuable relationships with stakeholders and communicating exploration knowledge of the local communities and environment for management to make informed decisions.

In all environments, stable or challenging, explorers are in an especially strategic position to manage the uncertainty and risks associated with gaining community acceptance. In Newmont’s quest to transform mineral resources into shared value for our stakeholders and lead the industry in shareholder returns, safety, social responsibility and environmental stewardship, the Exploration team works to maintain environmental and social performance congruent with Newmont Values.

ETHICS AND COMPLIANCE

Newmont’s Code of Conduct, policies, standards, guidelines and procedures directly support our purpose to create value and improve lives through sustainable and responsible mining. The Code of Conduct reflects Newmont’s belief that what we do is equally important as how we do it. The Code is based on good common sense and sound judgment. The Code holds every employee and contractor individually accountable for demonstrating Newmont’s core values of safety, integrity, sustainability, inclusion and responsibility.

Newmont’s Business Integrity Policy requires that those who engage in activities on behalf of Newmont work honestly and in the best interests of the company to avoid corruption and bribery of any kind. It addresses issues such as conflicts of interest, corruption, confidentiality, fair reporting, and more. Supporting this policy, Newmont’s Anti-Corruption Standard addresses specific issues such as payments to government officials and extortion. The Standard holds all employees, officers, directors, vendors, contractors and partners engaged on Newmont’s behalf to mandatory and global compliance across all stages of the mine life-cycle. Newmont’s Gift and Entertainment Standard promotes restraint, accountability and transparency, and establishes acceptable values of gifts and entertainment given or received by Newmont employees, as well as when they are allowed.

Newmont’s People Policy outlines the company’s commitments to select and develop employees, and to build a workplace culture that fosters leaders and allows everyone to thrive, contribute, and grow. It addresses issues such as compensation and benefits, employment and fair treatment, conduct and corrective action.
ETHICS AND COMPLIANCE - CONTINUED

Explorers’ interactions with all stakeholders (government officials at all levels, immigration offices, community members, local business owners, etc.) must comply with Newmont’s Code, policies and all applicable laws. Explorers may not make improper payments to influence government action or community perception and all financial transactions must be properly approved and documented according to applicable Newmont controls. To avoid situations that may be perceived negatively, cash transactions are avoided whenever possible.

Newmont explorers indicate and renew their commitment to the Code of Conduct and various policies and standards every year by completing a training course and adding their signatures to their documented commitment.

KEY COMMUNITY RELATIONSHIP CHALLENGES DURING EXPLORATION

Exploration often marks the first contact between Newmont and the community, and these interactions are critical to shaping positive future relationships. Community attitudes toward exploration and mining are formed not only by the impacts of these activities but by the expectations and concerns of the local communities themselves.

Mining can be a completely new concept to some communities, while others may have had prior experience and shaped strong opinions. During exploration, there is a high degree of uncertainty about what the mine would look like and whether a mining operation will be developed at all. With explorers working in the field, accessing land is essential to discovering deposits and explorers must recognize formal and informal ownership to obtain necessary permissions to enter onto prospective land. Once land access is secured, community relationships must be maintained through continuous communication during periods of inactivity and across multiple work teams, contractors and consultants. This guidebook is intended to define and communicate a common vision of what S&ER management means in exploration, why Newmont does it, and the direction Newmont expects its explorers to take.
Responsible exploration minimizes negative impacts and optimizes benefits for all parties involved. This guidebook aims to provide guidance and direction for responsible exploration in a manner that is consistent with exploration realities, comprehensive enough to satisfy public scrutiny, scalable to the size of exploration projects and adaptable to any circumstance. Figure 3 provides an illustration of the S&ER activities at each stage of the exploration process, from Generative Exploration (GENEX) through Stage 0 project development.

As geologic uncertainty decreases, the effort required to engage stakeholders becomes greater due to increasing risks related to project impacts and community expectations.

Figure 3: Activities by exploration stages
EXPLORATION S&ER STRATEGIC GOAL AND OBJECTIVES

Following the Exploration S&ER Framework, a strategic goal and three objectives were developed to guide exploration planning and execution decisions.

GOAL: Secure access to land, capital, approvals and resources by creating value for communities where the company works – identifying, assessing and balancing short-term needs with long-term sustainable development.

The following three strategic objectives (SO) and results were developed to provide clarity for internal and external audiences on how Newmont Exploration manages S&ER in alignment with the company Values. Exploration activities essential to achieving these results are often site and context specific and vary greatly depending on the conditions on the ground; nevertheless, specific activities are expected to contribute to the strategic objectives.

Strategic Objective 1. Avoid environmental impact, and if impact is necessary, restore the environment to a sustainable agreed upon end-use

The real environmental impacts during exploration are significantly less than those of a mining operation. Unfortunately, explorers are routinely associated with widespread perceptions that exploration activities equal mining operations and are essentially destructive and negative for communities. The most important action explorers can take to reverse these existing perceptions about miners where the company works is to manage exploration operations with a “minimum footprint” philosophy and demonstrate environmental stewardship.

Result: Newmont environmental disturbance avoided or reclaimed

Strategic Objective 2. Build local capacity through investments

Exploration activities strengthen economic growth by means of investment, employment, the transfer of knowledge and skills, the purchase of local goods and services, and support for the rule of law. In addition to directly working for exploration, communities may benefit in other ways, such as local procurement of supplies, transportation and lodging, as well as indirectly through community development projects. The economic impact of Newmont exploration can be significant. However, because of the temporary nature of exploration, investments in community development should have clear beginning and end dates without explicitly or implicitly committing Newmont to recurring operational or maintenance costs while benefiting the greatest number of people possible. To achieve this, Newmont strongly encourages local communities to participate in projects that aid their development to create relevant outcomes. Community participation can range from volunteer labor, materials or funds. In order to secure participation, explorers will engage local people in the process, possibly through a partnership with governments or NGOs or both.

Results: Local employment generated
Local businesses benefited
Local communities participated in their development projects
Strategic Objective 3. Engage in transparent and consistent communication with stakeholders

Often, explorers meet face-to-face with community members and relevant institutions in areas under exploration. Dialogue helps us understand the culture, needs, and concerns of the diverse communities in which Newmont operates, as well as provides the company with an opportunity to share information on the exploration process, environmental safeguards and future plans.

Nevertheless, proactive and transparent communication must be balanced with commercially sensitive information. Sometimes, exact sampling locations should be protected to prevent unsafe conditions for explorers and drillers. Even with this risk, it is important to consistently inform stakeholders before and during the exploration process, serving to educate the community about exploration activities and the different realities in which exploration and mining operations exist. Continued dialogue not only identifies expectations, but also serves to bring both the interests of Newmont and of the local communities closer together.

Results: Access and impacts fairly compensated or mitigated
Permit approval times accurately estimated
Exploration commitments fulfilled
Complaints addressed
Human Rights respected and promoted
Stakeholders identified and engaged
Consent given by Indigenous Peoples
Expectations balanced
Cultural misunderstandings avoided
Newmont actions positively perceived

A graphical representation of Exploration S&ER Goals and Objectives is available in Appendix A.
SUSTAINABILITY & EXTERNAL RELATIONS STANDARDS

To provide practical direction and knowledge for explorers in making local decisions about the myriad issues facing them, this guidebook has been developed based upon Newmont’s Sustainability & External Relations Standards. It intends to provide direction to explorers while empowering them with maximum flexibility for fit-for-purpose application. The standards flow from Newmont’s values and are embodied in the Exploration Code of Practice in Appendix B.

The following provides a brief description of the purpose and objectives of each standard.

SOCIAL RESPONSIBILITY STANDARDS

1. Stakeholder Relationship Management

To set the minimum requirements to adequately identify and effectively engage people and groups who have the potential to impact, or to be impacted by Newmont’s business activities. Fulfilling these requirements should provide the means for Newmont to develop and maintain constructive, long-term stakeholder relationships based on trust and respect in order to maximize the shared value of Newmont’s operations. This standard includes stakeholder engagement, expectation and commitment management and complaints and grievances management.

2. Social Baseline & Impact Assessment

To set the minimum requirements for collecting information to determine social baseline conditions, potential effects of Newmont’s activities and to provide an informed analysis for the development and implementation of successful short and long-term mitigation and development plans. Newmont strives to improve the understanding of both the positive and negative impacts that mining activities have on host communities, and to work with impacted communities and groups to mitigate or optimize these impacts in a strategic manner.

3. Land Acquisition & Involuntary Resettlement

To set the minimum requirements for land acquisition and involuntary resettlement, before any site-related development or construction activity commences, to minimize risk to project development, startup, and operations. The rights and needs of land owners and local communities related to land acquisition must be assessed and addressed prior to impact through interactions that foster trust and mutual respect.

4. Community Investment and Development

To set the minimum requirements for planning, execution, monitoring and evaluation of development activities initiated or otherwise participated in by Newmont to ensure that these development activities equitably improve quality of life and align with the company’s principles of transparency and shared value.

5. Local Procurement & Employment

To set the minimum requirements to ensure that programs are in place to identify and provide employment and business opportunities that can deliver sustainable mutual benefits to local stakeholders and Newmont. These stakeholder benefits are intended to align with the targeted outcomes of the Community Investment Strategy.
6. Cultural Resources Management

To set the minimum requirements for the identification, protection and management of cultural resources within Newmont’s areas of influence so as to protect cultural resources and prevent unauthorized or undesired disturbance by Newmont employees and contractors.

7. Human Rights

To set the minimum requirements for supporting and promoting human rights and enabling remediation where we cause or contribute to adverse impacts.

8. Indigenous Peoples

To set the minimum requirements to work to obtain Free, Prior, and Informed Consent with Indigenous Peoples.

ENVIRONMENTAL STANDARDS

Exploration activities should be conducted in line with best practices to avoid impacts to the environment, and where impact is unavoidable, implement best practices for environmental protection, reclamation and drill hole abandonment. Specifically, explorers shall refer to the following environmental standards during the execution and planning of activities that involve:

- Hazardous Materials Management
- Air Emissions Management
- Waste Management
- Water Management
- Closure and Reclamation Management
- Biodiversity Management
COUNTRY RISK ASSESSMENT

Newmont has developed a country risk program to provide a framework that improves the company’s ability to manage social and political risk in key jurisdictions in which exploration activities and operations are conducted. Country risk is not static and managing it effectively requires constant monitoring and regular engagement with in-country stakeholders ranging from communities and local decision-makers to national governments and international organizations.

Newmont has implemented a country risk management approach with the objective to create a structured and integrated approach to understanding and managing country risk, clarify roles and responsibilities and develop processes to ensure sound business decisions.

Country strategies provide Newmont with a comprehensive management plan for countries in which it currently operates, have projects in development phases or plan to explore or conduct Merger & Acquisitions (M&A) activity. It is a living document that will be updated regularly or as needed based on changing operating conditions or business scenarios. In addition to country strategies for Tier 1 countries, abbreviated country strategies will be developed for Tier 2 countries (e.g. for potential M&A targets or greenfield exploration interests).
Geological understanding of a deposit at the generative exploration stage becomes more defined as the scope and scale of work advances from regional framework studies through to target identification, drilling and modeling of a deposit.

Effectively managing S&ER risks associated with each phase of resource definition provides Newmont a competitive advantage by:

1. Building positive relationships through clear and consistent communication among the diverse set of stakeholders encountered during global exploration activities; and
2. Being open and transparent in dealing with the community while maintaining the confidentiality required during the exploration process.

Through consistent communication, community investments and environmental discipline, local confidence in Newmont grows concurrent with Newmont’s increasing geologic understanding.

The following figures illustrate and define geologic and S&ER activities that occur over the life of an exploration project anywhere in the world and define the fit-for-purpose application of Newmont’s S&ER standards. By applying these standards, explorers will more likely be successful in managing S&ER risks at a scale appropriate to Newmont’s activities in the district.
Figure 4: Global Scale
Generative Exploration at a Global Scale

**Description:**
Generative exploration entails both desktop analyses and field investigations to vet assessments of prospectivity and potential.

**Signature Activities:**
- Desktop analysis of geological potential and prospectivity
- Business risk evaluation of mining title, security, corruption, infrastructure and geopolitical risk

**Personnel Responsible for S&ER Activities at this Stage:**
- Regional Exploration Managers

**Decision:**
This work possibly leads to regional exploration activities and, if success is demonstrated, a possible decision to acquire property.

**Possible Risks:**
- Information Leaks

**S&ER Activities for Generative Exploration**

**Environment**
- Initial biodiversity assessment
- International environmental agreements (World Fact Book)
- Create GIS environmental map (Integrated Biodiversity Assessment Tool [IBAT] World Heritage, forest reserves)

**Sustainability**
- GENEX Business Risk Evaluation
- Livelihoods and their relative significance to the national economy
- Country Risk assessment
- Country profile (Security)
- Conflict assessment
- Corruption levels (Transparency International)
- Local/National government system
- Peace agreements (UN, World Fact Book)

**Stakeholder Engagement**
- Draft scale-appropriate stakeholder engagement plan
- Identify cultural geography and insights
- High level social baseline
- Identify Indigenous Peoples within the area of interest
S&ER STANDARDS FIT-FOR-PURPOSE APPLICATION FOR EXPLORERS - CONTINUED

Figure 5: Regional Scale
Greenfields Exploration at a Regional Scale

Description:
Regional exploration is the early analysis of a prospective region with geologic, geochemical and geophysical reconnaissance. The work is designed to identify anomalies, which when corroborated among the various datasets and secured through an exploration license or claim, become prospects.

Signature Activities:
- Ground Reconnaissance
- Ground and Airborne Geophysics
- Soil and Stream Sediment Sampling

Personnel Responsible for S&ER Activities at this Stage:
- Regional Exploration Managers
- S&ER Manager (in areas with high social risk)

Decision:
This work possibly leads to property evaluations and target selection.

Possible Risks:
- Association with legacy environmental degradation
- Failure to identify powerful regional stakeholders
- Miscommunications with stakeholders
- Lack of understanding of cultural sensitivities
- Newmont reputation inflates expectations
- Community unfamiliar with mining and exploration

S&ER Activities for Regional Exploration

Environment
- Record visible on the ground environmental liability
- Verify desktop analyses and cultural significance of protected areas, critical ecosystems and biodiversity

Socio-economic
- Employ local labor
- Record land ownership and usage
- Buy and contract locally where possible.
- Assess potential human rights risks
- Protect and prevent disturbance of cultural heritage

Stakeholder Engagement
- Execute Engagement Plan as appropriate for relevant stakeholders
- Educate stakeholders as needed on the exploration process
- Communications update on activities
- Secure exploration permits
- Record stakeholder information
- Begin social baseline studies on the ground
- Where indigenous groups are present, work to obtain written consent for exploration activities
S&ER STANDARDS FIT-FOR-PURPOSE APPLICATION FOR EXPLORERS - CONTINUED

Figure 6: Target Identification

Regional Area of Interest
Exploration District
Village
Target Identification at a District Scale

**Description:**
A district is a secured land position over untested or incompletely tested mineral occurrence or geochemical/geophysical anomaly. Districts are evaluated and de-risked through more detailed geologic mapping and geochemical and geophysical surveys. They are then tested to determine the strength and relative size of the exploration target. This work either leads to a discovery, which is a trench or drill-hole intercept with sufficient grade and dimension to be of economic interest, or a negative result that downgrades or eliminates the prospect.

**Signature Activities:**
- Trenching and pitting
- Early drilling and related permitting
- Core management
- Water management
- Labor management

**Personnel Responsible for S&ER Activities at this Stage:**
- Regional/District Exploration Managers
- Drilling Supervisors
- S&ER Manager (in areas with high social & environmental risk)

**Decision:**
This work focuses on defining a target and possibly leads to a more intensive drilling program.

**Possible Risks:**
- Community unrest from spills or environmental damage
- Local employment favors one group or another
- Unknown stakeholders cause conflicts
- Using outside contractors causes resentment from locals
- Increasing expectations for community development and employment
- Improper reclamation of disturbance
- Too little, too much and/or inconsistent compensation paid for access/impacts

**S&ER Activities for Target Identification**

**Environment**
- Acquire satellite imagery for areas of interest
- Develop exploration environmental management plans for biodiversity, reclamation, water use, sediment control, sewage, hydrocarbons, etc.
- Record Newmont impacts
- Record reclamation
- Record, report and reclaim spills

**Socio-economic**
- Employ and begin developing local labor
- Use local suppliers
- Stay in locally owned lodging
- Continue to inform local vendors of Newmont minimum standards of quality, services, etc.
- Compensate fairly for access and impacts
- Assess potential human rights impacts from exploration activities and identify mitigations for this phase of work

**Stakeholder Engagement**
- Review and modify engagement plan based on expanded stakeholders and knowledge
- Execute engagement plan
- Inform stakeholders of developments consistently
- Develop expectations, commitments and complaints policies and registers
S&ER STANDARDS FIT-FOR-PURPOSE APPLICATION FOR EXPLORERS - CONTINUED

Figure 7: Target Testing
Target Testing during Prospect Exploration

Description:
An exploration prospect entails work that determines the relative size of a target and conducts studies that determine the economic viability of the resource.

Signature Activities:
- Drilling and related permitting
- Infrastructure development
- Metallurgical sampling
- Land survey
- Begin transition to project development

Personnel Responsible for S&ER Activities at this Stage:
- Regional/District Exploration Managers
- Drilling Supervisors
- S&ER Manager

Decision:
This work possibly leads to a discovery and a decision to do an economic viability study.

Possible Risks:
- Delayed permitting for drilling
- Community unrest from spills or environmental damage
- Community has a minimal understanding of project from a lack of new information
- Local employment favors one group or another
- Conflicts arise from community-company interactions
- Increased use of outside drillers and contractors causes local resentment
- Too little, too much and/or inconsistent compensation paid for access/impacts
- Mixed messages from Newmont to local/global stakeholders

S&ER Activities for Target Testing

Environment
- Review and modify Environmental Management Plan as necessary
- Record Newmont impacts
- Record Newmont reclamation
- Record, report and reclaim spills

Socio-economic
- Employ local labor
- Develop skilled local labor
- Use local suppliers fairly
- Stay in locally owned lodging
- Compensate fairly for access and impacts
- Engage in transparent bidding processes with vendors

Stakeholder Engagement
- Execute engagement plan
- Review and modify engagement plan based on expanded stakeholders and knowledge
- Inform stakeholders of developments consistently
- Conduct community investment needs assessment
S&ER STANDARDS FIT-FOR-PURPOSE APPLICATION FOR EXPLORERS – CONTINUED

Figure 8: Advanced Exploration

- Exploration District
- Target Area
- Village
- Road
- Deposit
Advanced Exploration at a Deposit Scale

Description:
Continue studies that determine the economic viability of the resource.

Signature Activities:
- Infill drilling
- Infrastructure management
- Transition to project development
- Study of economic viability

Personnel Responsible for S&ER Activities at this Stage:
- Regional/District Exploration Managers
- Drilling Supervisors
- S&ER Manager

Decision:
This work likely leads to a decision to enter Stage 0 of Newmont’s Project Pipeline.

Possible Risks:
- Poor transition of relationships from existing exploration personnel to project development personnel
- Community unrest from spills or environmental damage
- Rising community expectations from a lack of new information
- Local employment falls off and new outsiders’ skills are brought in
- New unknown stakeholders find ways to cause conflicts
- Intensified expectations for community development
- Incomplete baseline data
- Continued inflation causes inconsistent compensation leading to perceptions of unfair treatment

S&ER Activities for Advanced Exploration

Environment
- Review and modify EMP as necessary
- Conduct environmental surveys of flora, fauna, hydrology, and other risk-based topics
- Record Newmont impacts
- Record Newmont reclamation
- Record, report and reclaim spills as necessary

Socio-economic
- Participate in local community development
- Employ local labor
- Develop skilled local labor
- Use local suppliers fairly
- Stay in locally owned lodging
- Continue to inform local vendors of Newmont standards

Stakeholder Engagement
- Execute engagement plan
- Review and modify engagement plan based on expanded stakeholder map
- Inform stakeholders of developments consistently
- Communicate to the community the results of community development through public handover events
- Compensate fairly for access and impacts
- Where indigenous groups are present, work to obtain consent for project development
S&ER STANDARDS FIT-FOR-PURPOSE APPLICATION FOR EXPLORERS - CONTINUED

Figure 9: Stage 0 Exploration
Stage 0 Exploration (Project)

Description:
Stage 0 work includes work to determine if Newmont can advance a viable business opportunity through the project development pipeline.

Signature Activities:
- Infrastructure management
- Infill drilling
- Transition to project development
- Stage 0 activities

Personnel Responsible for S&ER Activities at this Stage:
- Project Manager
- Drilling/Construction Managers
- S&ER Manager
- Human Resources Manager
- Supply Chain Manager
- Camps/Facilities Manager

Decision:
Stage 0 work likely leads to a Gate 0 decision

Possible Risks:
- Poor transition of relationships from existing exploration personnel to project development personnel
- Community unrest from spills or environmental damage
- Rising community expectations from a lack of new information
- Local employment falls off and new outsiders’ skills are brought in
- New unknown stakeholders find new ways to cause conflicts/sabotage
- Intensified expectations for community development
- Incomplete baseline data

S&EER Activities for Stage 0 Exploration

Environment
- Identify areas of high metals or toxic elements
- Scope site-specific baseline studies
- High-level analysis of potential environmental project impacts including project footprint and receptor locations
- Verify disturbance/reclamation
- Review and modify EMP as necessary

Socio-economic
- Transfer local vendors, employment, and development partner relationships to HR
- Scoping document for desktop health review
- Create program that will maintain social license to operate through engineering phase to bridge exploration activity and project development

Stakeholder Engagement
- Execute Stage 0 engagement plan
- Develop and revise engagement plan and stakeholder maps for transition to stage 1
- Inform stakeholders of new developments
- Develop land access and compensation plan with Land/Legal Departments
- Publish results of community development through public handover events
APPENDIX A: S&ER GOALS AND OBJECTIVES FOR EXPLORATION

Vision:
We will be recognized and respected for exceptional economic, environmental and social performance.

Mission:
We transform mineral resources into shared value for our stakeholders and lead the industry in shareholder returns, safety, social responsibility, and environmental stewardship.

Exploration S&ER Goal:
Secure access to land, capital, approvals and resources by creating value for communities where we work - identifying, assessing and balancing short-term needs with long-term sustainable development.

SO1: Avoid environmental impact, and if impact is necessary, restore the environment to a sustainable agreed upon end-use.
Result 1: Newmont disturbance avoided or reclaimed

SO2: Build local capacity through investments.
Result 2: Local employment generated
Result 3: Local businesses benefited
Result 3: Local communities participated in their development projects

SO3: Engage transparently and consistently with stakeholders.
Result 5: Access and impacts fairly compensated or mitigated
Result 6: Permit approval times accurately estimated
Result 7: Exploration commitments fulfilled
Result 8: Complaints addressed
Result 9: Human Rights respected and promoted.
Result 10: Stakeholders identified and engaged.
Result 11: Consent given by Indigenous Peoples
Result 12: Expectations balanced
Result 13: Cultural misunderstandings avoided
Result 14: Newmont actions positively perceived
Attention must be given to ensure that Newmont can both access land for exploration, and build relationships during exploration that will maintain the value of Newmont investments in the long term. Thus, Newmont explorers will work in a way that promotes responsible land-use practices and respects local communities, indigenous peoples and governments, while gathering geological information.

Newmont aims to secure access to land, capital, approvals and resources by creating value for communities where the company works by identifying, assessing and balancing short-term needs with long-term sustainable development. At the heart of this aim lies the belief that building and sustaining positive relationships with stakeholders is the foundation of what it means to be “recognized and respected for exceptional economic, environmental and social performance.” Newmont’s primary challenge is to build sustainable relationships while responsibly entering, working in and exiting from areas of exploration.

This Code of Practice defines how Newmont’s explorers will manage environmental and social responsibilities. Newmont exploration personnel will:

**APPENDIX B: GLOBAL EXPLORATION S&ER CODE OF PRACTICE**

**Laws and Policies**
- Comply with Newmont Values, internal S&ER management policies, S&ER procedures, tenement and permitting conditions, agreements with stakeholders and all applicable laws and regulations.

**Government and Community**
- Inform local government at an early stage and throughout the life of any project, concerning its nature and effects, in an open, consistent and transparent manner.
- Regularly engage with nearby communities affected by exploration activities, and other interested parties on the basis of cultural respect, inclusion and participation, and provide effective and transparent arrangements for communication, consultation, participation and reporting.
- Provide honest and understandable information about the project to Indigenous Peoples to enable them to make informed decisions as a participant in their own development.

**Landholder Interests**
- Develop good relations with landholders based on respect for their interests and recognition of their rights under the law.
- Consult landholders regarding the nature, planning, timing and effects of proposed projects and responsibly manage the interests of farmers or other landholders.

**Environmental Management**
- Avoid environmental impacts, and if impacts are necessary, restore the environment to a sustainable, agreed upon end-use.
- Plan and report exploration activities in an environmentally responsible manner and ensure that appropriate protection measures and land rehabilitation are carried out thoroughly and in a timely manner.
- Conduct exploration activities in visibly clean and organized operating areas.

**Good Citizenship**
- Conduct all business dealings in accordance with the highest ethical standards and honor all financial, performance and other commitments.
- Recognize indigenous culture and tradition regarding significant sites or situations encountered in the course of exploration activities.
- Support local business and employment in a transparent manner.
- Safeguard employee and public health and safety.
We will be recognized and respected for exceptional economic, environmental and social performance.