



Annual Report to the Voluntary Principles on Security and Human Rights

February 2018

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Annual Report to the Voluntary Principles on Security and Human Rights 2017

Since 2004, Newmont Mining Corporation (“Newmont” or “the Company”) has been a signatory to and active participant in the Voluntary Principles on Security and Human Rights (“Voluntary Principles” or “VPSHR”). Newmont’s commitment to the Voluntary Principles is also reflected in the Company’s annual sustainability report; *Beyond the Mine*¹ and in internal and external presentations on social responsibility made throughout the year by Newmont’s corporate and regional staff. Such presentations include an overview of the Voluntary Principles for new senior managers at Newmont’s corporate office in Denver and presentations on the Company’s approach to sustainable development.

Newmont formally recognizes our commitments to the Voluntary Principles and their relevance and contribution to maintaining safe and secure operations while respecting human rights. We have contributed to improving the mining industry’s performance and reputation at a number of meetings, conferences and roundtable sessions involving professionals from the extractives sector and other industries. We have also provided expanded briefings on the Voluntary Principles to include community members, local officials and other interested stakeholders at some operations. The details of the Voluntary Principles are also discussed across a broad spectrum of functional areas inside Newmont.

Commitment to the Voluntary Principles

Newmont, headquartered in Colorado, USA, is primarily a gold producer, with significant assets or active operations and development projects through subsidiaries in the United States, Australia, Peru, Ghana and Suriname. Gold, in the form of doré, is produced by most of the Company’s operations, with some operations producing copper cathode or concentrate containing copper and gold.

Respecting and promoting human rights remains paramount to fostering strong community relationships and securing social acceptance for our operations, in a safe and responsible manner. This includes living up to our commitments through our participation in the United Nations Global Compact (2000)² and the VPSHR, as well as honoring the principles enshrined in the Universal Declaration of Human Rights (1948) and undertaking due diligence activities in line with the UN Guiding Principles on Business and Human Rights.

Statement of Commitment

Newmont is committed to the continued implementation of the Voluntary Principles, which underpin our values and are reflected in our annual sustainability report, (*Beyond the Mine - Our Social and Environmental Performance*). The Voluntary Principles continue to provide a valuable framework for guiding our approach to security arrangements at our operations to help ensure we respect human rights.

¹ The Beyond the Mine report can be found at <http://www.newmont.com/home/default.aspx>

² Participant since 2004

As a founding member of the International Council on Mining & Metals (“ICMM”), Newmont has publicly committed to the ICMM’s Principles for Sustainable Development. Principle three commits our Company to “respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities” (2015).

2017 Activities to Promote the Voluntary Principles

Advancing our human rights journey requires collaboration through partnerships and multi-stakeholder initiatives. Along with our active participation in the VPSHR, we continue to share successes and challenges through our reporting in line with the UN Guiding Principles Reporting framework. Newmont was the first extractives company to apply the framework. Newmont representatives also participate in several forums on human rights, including the annual UN Forum on Business and Human Rights.

Ghana

As a member of the Government of Ghana’s Implementation Steering Committee, Newmont Ghana continued to support the government with their implementation plan for the Voluntary Principles. Community Members and government stakeholders participated in annual training where Newmont’s commitments to the VPSHR were presented. The Newmont Ghana security team also promoted the Voluntary Principles in speaking engagements throughout the year, including the Chamber of Mines’ Security Meeting sessions and the Special Investigator’s training for Public Security Forces organized by the Ghana Chamber of Mines in Sunyani.

Peru

Newmont’s Yanacocha operation in Peru continued with commitments to reinforce the Voluntary Principles with public security forces through training to local police detachments. In addition, representatives from the Yanacocha operation presented on the Voluntary Principles during a number of Ronda Campesinas³ (“Rondas”) workshops throughout the year, including the “Annual encounter with the President of Rondas” and authorities of the “areas of Influence” located near Yanacocha and Conga. During that event, conducted in October 2017, presenters detailed Newmont’s commitment to respect, promote and comply with the VPSHR.

Newmont continued to be an active member of Peru’s Voluntary Principles implementation working group, which Newmont co-founded to assist the country in becoming a signatory to the VPSHR. A workshop was undertaken in November 2017 and participants included international and national nonprofit organizations, the Peruvian Ministry of External Affairs, the embassies of the United States (US), United Kingdom (UK), Switzerland and Canada, and one other mining company (Anglo American).

³ Ronda Campesina are community based security groups in rural areas of Peru

Promoting and Advancing Implementation of the Voluntary Principles Internationally

In Peru and Ghana, Newmont hosted and was instrumental in the organization of significant end-of-year seminars and workshops. In Peru, an annual VPSHR seminar included participants from government, including military and police representatives, journalists and community members who live near the Yanacocha mine. The seminar reinforced the Company's commitment to the Voluntary Principles through work with partners that are also signatories. In addition, joint discussions were held to explore additional opportunities to both enhance existing partnerships and develop new ones within Peru.

Progress Review of Voluntary Principles Implementation

In October 2016, Newmont's Merian Mine commenced operation in Suriname. Since then the site has worked steadily on the deployment and implementation of the Voluntary Principles through agreements and MOUs with local and government stakeholders. Training has taken place for all security staff and impacted community members. This work has involved considerable consultation with employees engaged in Voluntary Principles implementation at our operations in Peru and Ghana. The aim of this engagement is to leverage best practices and lessons for successful implementation. This work will continue through 2018 as the Merian operation achieves steady state production.

Newmont has continued working on improvements to implementation of the Voluntary Principles in each region in four key focus areas including Stakeholder Engagement, Risk Management, Public and Private Security, and Governance and Performance, based on the VPSHR implementation guidance tool modules. From 2016 through 2018 Newmont will focus on advancing Risk Management, Public and Private Security, and Governance and Performance. Through these activities the company is working towards a future state where key performance indicators are consistently applied and performance measured; lessons learned are shared with other member companies; and a demonstrable framework is in place to respect and promote human rights.

Risk Management

During 2017 work was conducted to ensure that risk assessments conducted during 2016, and specifically high risk findings, were actioned and plans put in place to reduce the risks and likelihood of breaches of the Voluntary Principles. As a direct consequence of this, and in partnership with Newmont's Sustainability and External Relations function, the Global security team has been instrumental in the creation of the Newmont Artisanal and Small Scale Mining ("ASSM") strategy. One of the four pillars of the strategy is on enabling safe and secure access to our assets, interests and concessions in proximity to ASSM. The action plans which have been derived from this work now drive security activity where ASSM is present

Public and Private Security -- Annual Training

A combination of briefings, workshops, seminars, and formal training sessions have proven effective in integrating the Voluntary Principles and related human rights considerations into our

operations. All security personnel, including contract workers, must complete annual training based on the Voluntary Principles, and Newmont encourages public security agencies to participate, as well. Each site is responsible for conducting human rights training and designing the training to address the most relevant human rights risks. Some sites choose to extend the training to those who do not work in a security role, while other operations integrate human rights modules into training programs within other functions.

VPSHR Annual Global Training				Number of Personnel Trained				
Region	Site	Number of sessions conducted	Total duration of all trainings (in hours)	Newmont employees	NGO staff/	Private security	Public security	Total
South America	Suriname [Merian]	23	92	21	3	178	23	225
	Peru [Yanacocha]	1914	1914	8	-	388		396
Africa	Ghana [Akyem]	12	48	312	-	132	45	489
	Ghana [Ahafo]	1	4	592		68	26	686
	Total	1950	2058	933	3	766	94	1796

Because respecting human rights is a responsibility that belongs to everyone working on Newmont’s behalf, the Company is developing an online training program that will raise awareness about Newmont’s human rights commitments, employees’ ability to impact human rights, and how everyone can help prevent and address potential human rights violations. As part of Newmont’s Supplier Risk Management program, the Company is also evaluating training requirements for those suppliers with identified human rights risks.

Human Rights Training in Ghana now incorporates VPSHR



Figure 1 - Human Rights training at Akyem and Ahafo (October 2017)

Newmont's Africa region began VPSHR training in 2012, for public and private security personnel. In 2015, the region piloted its first human rights training with select senior staff and management at Akyem and Ahafo. This was the first time VPSHR and human rights standard training were provided during the same platform. The success from the pilot training culminated in the extension of the training to at least 60 percent of senior staff, management and the leadership teams in Accra, Ahafo and Akyem in 2016. In 2017, the region decided to extend the training to at least 80 percent of junior staff at Ahafo and Akyem.

The objective of this training program was to help employees:

- Understand business and human rights
- Understand why it is important to respect human rights while adhering to the Voluntary Principles
- Better understand Newmont obligations under the Company's human rights Standard and the business commitments in regards to VPSHR
- Know the Site processes for managing human rights complaints and grievances from both internal and external stakeholders; and,
- Understand general limitations and responsibilities associated with enjoying one's human rights.

Participants in this training strongly recommended that Newmont extend the training to community members, as well as to the management and employees of all business partners at site.

Governance and Performance

Newmont met its target for all operating, project, exploration and office sites to identify high and extreme threats and have put action plans in place. The Company also met its target to complete risks assessments and externally review action plans at sites in Ghana, Peru and Suriname. Newmont did not experience any significant security-related events at its operations in 2017. However, in line with the Company's Code of Conduct, policy, standards and commitments to the Voluntary Principles, Newmont self-reported to the Voluntary Principles an event at our Ahafo mine in Ghana involving the apparent excessive use of force.

Through a combination of training sessions, briefings, workshops, seminars, community events and exercises, Newmont's operating regions are trying to find additional ways to become more engaged with the surrounding communities. In Peru, where there is an established engagement program between Yanacocha security and local communities, the Company plans to expand these programs. In Ghana, Newmont security is pursuing creative training programs that bring public/ private security personnel trainings out of the classrooms and into the communities to further stimulate awareness and interest.

Community outreach initiatives also include updating the VPHSR handbook and creating training scenarios and community fliers. Continued communication and cooperation between Newmont Security, and the Sustainability and External Relations and Legal departments aided in the coordination of the 2017 efforts.

Stakeholder Engagement

The security team held meetings with government security forces to ensure that they understand the Voluntary Principles and Newmont's approach to ensuring that they are used when dealing with community members and other stakeholders.



Figure 2 - Merian engagement with security forces

In September 2015, the Peruvian government enacted two Legislative Decrees (laws) concerning private security. This ruling, among other issues, stated that, commencing January 1, 2016, Peruvian police officers cannot provide private security services or receive any payment from private companies. A direct result of this ruling was that Yanacocha did not have a signed Memorandum of Understanding (MoU) with the Peruvian National Police during 2017. The absence of an MOU necessitated additional communication between the Yanacocha and local police forces to ensure that any responding officers were familiar with the VPSHR. Each time the police were deployed for contingencies inside Yanacocha's boundaries, the Company's team briefed the Commanding Officers on obligations and expectations governed by the VPSHR. The team also met with the Peruvian Minister of the Interior, Director General of the National Police, and Chief of the Police Region of Cajamarca, to explain the Voluntary Principles and Newmont's commitments with regard to local community members.

Yanacocha recognizes that maintaining good relations with communities is vital to respecting and promoting human rights. Yanacocha's Security/Community Integration Program ("SCIP") entered its sixth year in Peru and involves local community members and security personnel getting to know one another in a relaxed atmosphere featuring educational sessions, events for children and sharing a meal together. The intent of these events is to build trust between local communities and security personnel by facilitating face-to-face engagement and dialogue. These events also serve to educate and remind community members of the avenues available to them to express their concerns and any challenges they may be having in trying to engage with Yanacocha.



Figure 3 Yanacocha Security/Community Integration Program activity day

During 2017, Yanacocha held 137 activities as part of the Security/Community Integration Program (SCIP). Activities included Rondas anniversaries, donation of equipment to Rondas groups, civic actions; and the annual workshop for Rondas & local area authorities in Yanacocha and Conga. The Yanacocha security department also provided 105 briefings to the Rondas in surrounding local communities throughout 2017.



Figure 4 - Yanacocha Security/Community Integration Program briefing

Rondas are traditional, volunteer police forces in rural communities which help patrol villages and the countryside. Because the volunteers are not trained in correct non-violent policing techniques and often do not have adequate equipment, Yanacocha trains these volunteers in the theory and techniques used to provide responsible security while respecting human rights.

Lessons and Issues from 2017

Peru

Chaupé Land Dispute Update

Yanacocha continued work that began in 2011 to resolve a complex land dispute in Peru with members of the Chaupé family, who allege human rights violations by those working on behalf of Yanacocha. During the year, engagement and constructive dialogue with the family increased

and progress was made. While a fair and long-term agreement was not reached, Yanacocha and Newmont remain committed to finding a dialogue-based solution. Latest developments and public statements on the matter are available on Newmont's [website](#).

In an unrelated dispute, Yanacocha exercised its right to possessory defense under Peruvian law after efforts to engage in dialogue failed with members of the Pajares family, who illegally erected two structures on the mine's property. Yanacocha applied lessons learned from the Chaupe matter to implement a proactive strategy focused on engagement, communication, security and enforcing the law, including the use of human rights observers and Peruvian National Police to ensure the safety of Pajares family members and Company employees.

MoU

Minera Yanacocha signed a new MoU with the Peruvian National Police on October 9, 2017. Additional work will be undertaken throughout 2018 to ensure that all members of the police detachment that protects Yanacocha under this MOU have received updated training on the VPSHR.

Suriname

Since commencement of operations in October 2016, Newmont's Merian mine in Suriname has worked steadily on the deployment and implementation of the Voluntary Principles in agreements and MoU's with local and government stakeholders, in addition to training all security staff and relevant community members. This work will continue through 2018 and will ensure that all military personnel, including those who are tasked with the transportation of explosives to site, are trained in the VPSHR. The site will also explore other ways to promote the Voluntary Principles within Suriname including the possibility of organizing a seminar similar to the one held in Peru for all the stakeholders.

Ghana

Ahafo Mine reported incident of excessive use of force: June 28, 2017

On April 25, 2017, Newmont Ghana's Ahafo mine experienced an incident where the apparent excessive use of force was employed to engage a suspected small scale miner illegally working on Newmont Ghana's property. The individual was arrested and later remanded to the authorities.

The incident was reported on April 28, 2017 to the Newmont Ghana Regional Director of Security by the Senior Ahafo Site Security Investigator who saw the event on Closed Circuit Television while reviewing previously recorded footage. Examination of the footage revealed that the individual being arrested was physically assaulted by all four security team members during the arrest that occurred on April 25. Upon discovering the incident, the Regional Security Director immediately reported events to Newmont Ghana Senior Management and initiated immediate consultation with the local traditional leader and requested a police investigation.

The security personnel involved in the incident were suspended pending completion of a full investigation, and further sanctions and corrective measures are possible following the outcome of the investigations by the police and Newmont.

The Company is taking this incident very seriously and remains committed to respecting and promoting human rights, while ensuring the safety and security of its employees, contractors, local community members, visitors and facilities. As a result of this event, the Ahafo team will reevaluate its VPSHR training content and undertake additional reviews to ensure that effective processes are in place to ensure VPSHR conformance. In addition the team will ensure that sufficient internal capacity is in place to manage the company's commitment and policies to respecting human rights.

Upon completion of the police investigation and any resulting judicial processes, Newmont Ghana will discuss the event with local community members and small scale miners in a transparent manner. In addition, Newmont will continue to actively engaging both our private security provider and the Government of Ghana's public security forces in training related to the VPSHR.

Policies, Procedures and Related Activities

Policies, Procedures and/or Guidelines

Newmont strives to operate its business in a manner that is consistent with the principles articulated in the Universal Declaration of Human Rights. Newmont's security function published a global standard outlining the Company's intent to ensure the provision of security in accordance with the Voluntary Principles. Newmont's human rights standard outlines the expectations for all sites to respect human rights in line with internationally recognized human rights frameworks. It includes specific clauses related to the VPSHR and is available on Newmont.com.

Each regional security function has responsibility for management of internal and private security forces, and for the development of and management of MoUs with any public security agencies. Consistent expectations for the provision of security are included in Newmont's global security standards, which were updated in 2014. Site-level security procedures with references to the Voluntary Principles are also in place.

An effective complaint and grievance program is an important tool for addressing community concerns. Newmont's Stakeholder Relationship Management Standard includes requirements for all sites to have a complaint and grievance mechanism in place consistent with the UN Guiding Principles. Sites must develop procedures for the identification, tracking and collaborative resolution of complaints. The Company conducts an analysis of complaint and grievance statistics and trends to evaluate the effectiveness of response times and resolutions. In addition, complaints can be escalated to third party mediators, official agencies or through the judicial processes. There is supporting guidance on complaint and grievance mechanisms, as well as quarterly, internal reporting and measurement of Company response time and resolution.

Third Party Risk Assessments

Third-party risk assessments may be completed prior to initiating exploration drilling or starting project development in those jurisdictions with higher potential for violence or human rights abuses. A similar approach may be utilized for higher risk locations encountered during due diligence evaluations for mergers or acquisitions.

The third-party risk assessments typically cover a wide range of issues, including:

- Local and national human rights contexts and dynamics (political, socio-economic, labor);
- Potential for conflict, violence, and illegal equipment transfers;
- Local and national security capabilities and human rights records;
- Governmental commitments to the rule of law, including the reliability, fairness, and efficiency of the legal system; and
- Identification of security risks.

Newmont's global, regional, site, or project security teams monitor risks identified in the third-party assessments. Plans and strategies are modified as needed to reflect changes in the nature or level of risk.

Reporting of Security-related Events with Human Rights Implications

Our contracts with private security partners and MoUs with public security agencies require recording and reporting of security-related incidents that have potential human rights implications. Incidents involving the use of force by private security are reported internally and to local and federal authorities. Newmont requires that all security related events involving private and public security are fully investigated, recorded, and corrective actions are completed. Security procedures have been developed and implemented by the regions and sites to address these matters. The security procedures follow a standardized template, but are tailored to regional and site specific conditions.

Relationships with Private Security and Public Security Forces

As part of Newmont's vendor selection process on private security firms, we complete a screening process that includes background checks on: past incidents and allegations; training with respect to human rights, proper use of force, and weapons; affiliations with illegal activity; and any involvement in activities with human rights implications.

Newmont includes references to the Voluntary Principles in contracts with private security companies. Our contractual provision details our expectations that all employees from private security providers will complete awareness training on Newmont's commitments to human rights, the principals of de-escalation, use of force and weapons, and relevant international codes for law enforcement.

Public security forces are invited to participate in briefings, workshops, exercises and events pertaining to the Voluntary Principles and related human rights matters, along with private security agencies.

Addressing Security-related Incidents with Human Rights Implications

All incidents involving allegations of human rights abuses and reports of inappropriate use of physical force by private or public security agencies are recorded and, if found to be credible, reported to the appropriate authorities for investigation. In accordance with Newmont's Standards on Global Security, incident investigation and reporting, we require that an internal investigation is completed for all such cases and events. Regular auditing of these investigations and corrective action closure is completed by Newmont's Corporate Security function.

In addition to our Stakeholder Relationship Management Standard, a number of other standards outline community relations requirements. Newmont's corporate S&ER function maintains standards that address complaint and grievance management, as well as other corresponding community relationship requirements.

Country Implementation

Newmont has identified Peru, Ghana and Suriname as areas where the potential for security-related incidents with human rights implications are of greatest concern. Guiding our approach to implementation are some key elements:

- Engagement – working with NGOs, government bodies and embassies, while engaging with community members to build and improve relationships.
- Risk Management – developing consistent approaches to undertaking site, regional and countrywide assessments that incorporate the requirements of the Voluntary Principles.
- Influencing Public Security and managing Private Security – seeking opportunities to reduce the potential for conflict by promoting improved standards related to security providers and encouraging governments where we operate to participate in the Voluntary Principles.
- Transparency – publicizing our security contracts, along with our commitments to the Voluntary Principles, and responding to information requests from stakeholders in a timely manner

Peru

Newmont is the majority partner and operator of Minera Yanacocha, a joint venture with Buenaventura. Yanacocha is South America's largest gold mine and has been operating since 1993. The mine is at an altitude of roughly 12,000 feet and is located approximately twelve (12) miles by air and thirty-one (30) miles by road from the city of Cajamarca in northern Peru. The city of Cajamarca has a population of approximately 250,000. In addition, there are more than 156 small "caserios" or villages around the Yanacocha mining concession that are home to approximately 49,500 people. Aside from mining, the Cajamarca region is economically dependent on agriculture as an important source of revenue.

Yanacocha is an open pit mining operation that produced 534,700 consolidated ounces of gold in 2017. Direct employment by Yanacocha is approximately 1,380 people, with 50 percent from local areas, another 49 percent from other areas of Peru. Contractors represent an additional

3,766 workers as of December 2017. The security function at Yanacocha consists of eight employees and 388 contractors, along with 50 government security personnel that routinely visit the site.

Newmont suspended construction of the Conga Project at the end of November 2011 due to violent protests, as explained in the annual report submitted in 2012. Construction of the mining and processing infrastructure for the Conga Project remains suspended as the team is focused on improving relationships with area stakeholders and implementing some water infrastructure projects. Yanacocha's security department established a VPSHR Action Plan, including roles and responsibilities for monitoring implementation and performance. The Action Plan includes the continuation of Security/ Community integration programs within Newmont's area of influence, which contributes to reduced conflict.

Ghana

Newmont owns and operates the Ahafo mine, located in the Brong-Ahafo Region of Ghana, which is approximately three hundred (300) kilometers northwest of the capital city of Accra and forty (40) kilometers southeast of the regional capital in Sunyani. The Ahafo mine began operating in 2006 with an anticipated mine life that extends through 2021.

Ahafo is an open pit gold mine with associated milling and leaching facilities. It produced 349,000 consolidated ounces of gold in 2017. The mine directly employs approximately 1,035 people, 97 percent of whom are Ghanaian. It also engages about 1,893 contractors, 95 percent of whom are Ghanaian. Ahafo was the first large-scale mine in the region. Prior to its start-up, the local economy was centered on small-scale commercial farming and subsistence agriculture. There are approximately 110,000 people living in the mine's direct area of influence. Ahafo employs five security professionals directly employed by Newmont and 345 private security contractors with 20 routine government security personnel assigned to Newmont's operations.

Newmont operates the Akyem mine located near New Abirem in the Eastern Region of Ghana. The mine produced 473,400 ounces of gold in 2017. Akyem provides direct employment to 781 employees, 95 percent of whom are Ghanaian. In addition, the operation engages roughly 1,330 contractors. Akyem employs 5 security professionals directly and 172 private security contractors. There were approximately 10 government security personnel present at or near the operation on an ongoing basis. The Akyem area of influence includes eight communities and approximately 40,000 inhabitants.

In addition to Newmont's operational mine sites in Ghana, the regional office is located in Accra where security personnel are also deployed. There are four employed security professionals and 27 private security contractors.

Ghana has not been assigned a conflict intensity rating according to the most recent Heidelberg Institute Conflict Barometer (2016). Nevertheless, Newmont continues to promote Ghana's participation in the Voluntary Principles, including direct support of Ghana National Police Training.

Suriname

The Merian site is located 66 kilometers south of Moengo, Suriname. After two years of construction, first production from the operation occurred in October of 2016. Merian is an open pit mining operation that produced 512,700 consolidated ounces of gold in 2017. Direct employment by Merian is approximately 1,153 people. Contractors represent an additional 945 contracted workers as of December 2017. The mine produced 512,700 ounces of gold in 2017.

There are 21 security professionals directly employed at Merian, 108 contracted personnel and six public security personnel that were deployed at various times over the past year. As commercial production started in late 2016, Newmont successfully engaged with internal leadership and external stakeholders to improve the training, services and accountability of the private security company to ensure operations are properly aligned with the VPSHR metrics.

Considerations in the Selection of and Arrangements with Public and Private Security Providers

The inclusion of specific references to the Voluntary Principles, Universal Declaration of Human Rights, and use of force provisions in contracts with private security are intended to establish a system of transparency and accountability. Before entering agreements, due diligence is always conducted on the private/ public security on their previous track records on alleged or perceived human right records. Their background is investigated to know whether they discriminate against women or vulnerable groups. The Company also verifies whether the private security service provider has signed on to the Voluntary Principles initiative and elements of the Voluntary Principles are included in their contract terms and ensure strict compliance.

Beginning in 2016 and in line with the Company's Human Rights Standard, contractual agreements will include the requirement that Newmont be notified if a private security provider becomes aware of any human rights issues related to its activities with Newmont. Joint training sessions and exercises are regularly conducted to foster trust, communication, cooperation and coordination between the private and public security providers. The formal review and investigation process that has been established is designed to identify security related incidents with human rights implications so appropriate corrective actions are applied.

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