



Annual Report on the
Voluntary Principles on Security and Human Rights
Update 2021

Newmont's Implementation of the Voluntary Principles

Newmont's headquarters is in Colorado, USA, with directly managed development projects and operations in Ghana, Australia, Canada, USA, Mexico, Peru, Argentina and Suriname. We aim to transform mineral resources into shared value for our stakeholders and lead the industry in shareholder returns, safety, social responsibility and environmental stewardship.

Strict adherence to the Voluntary Principles (VPs) is a central part of Newmont's commitment to respect and promote human rights, foster strong community relationships, and secure social acceptance for our operations, in a safe and responsible manner. Newmont has been a signatory to the VPs since 2004 and our commitment to the Voluntary Principles remains steadfast as we adapt our programs to the circumstances imposed by the COVID-19 pandemic.

This *Voluntary Principles 2021 Update Report* summarizes the most significant changes to our policies and procedures, reports key events that have occurred in 2021, and highlights our implementation of the VPs in one country, as per the VPs Reporting Guidelines. Please refer to the *Newmont 2019 Voluntary Principles Annual Report* for a complete detail of the policies and processes in place to respect and promote security and human rights.

(A) Commitment to the Voluntary Principles

Public Statement of Commitment or Endorsement of the Voluntary Principles.

Respecting human rights lies at the heart of our sustainability approach. We commit to the Voluntary Principles in our *Sustainability and Stakeholder Engagement Policy* and *Conflict-Free Gold Standard*. The VPs guide how we manage our security operations and help ensure we respect human rights.

Engagement in the Voluntary Principles Initiative (VPI)

Newmont continued to engage with the VPI Initiative through the Steering Committee and Working Groups as in prior years.

Transparency

No significant changes were made to our process of reporting our performance and commitments to the VPs. In 2021, Newmont continued to publicly report on our compliance with the VPs in the 2020 Sustainability Report. We also verified that our operations do not contribute to unlawful armed conflict or human rights abuses or breaches of international humanitarian law through our 2020 Conflict-Free Gold Report (dated May 2021), assured by Bureau Veritas.

Promoting awareness of the VPs internationally

In 2021, our engagement with governments, civil society and local communities was severely curtailed. There were a reduced number of in person meetings, conferences or large gatherings where we could promote our commitment to the VPs. Despite this, when making external presentations on a variety of topics, we often highlighted our commitment as part of our human rights work. We are currently setting up processes for engagement that can be sustained through this pandemic and beyond such as finding online opportunities for engaging at an international level.

At a national and local level, we were able to slowly return to organizing meetings to promote awareness of international law and expectations after curtailing them due to COVID-19. In 2021, Cerro Negro created awareness of Newmont’s commitment to the VPs with the Perito Moreno police force and K9union during company donations of computer equipment. The Akyem site facilitated a training session for two hundred police personnel earmarked to be deployed to the member companies of the Ghana Chamber of Mines Security Committee as part of a larger effort to reduce illegal artisanal and small-scale mining and other criminal activities on mine sites. This training was conducted under the auspices of the Ghana Chamber of Mines Security Committee and in conjunction with the Ghana Police Service.

(B) Policies, Standards, Procedures, and Related Activities

Relevant policies, standards, procedures, and/or guidelines to implement the Voluntary Principles:

Newmont has a hierarchy of policies, standards and procedures that define our expectations of the behavior of our employees and supply chain. All policies, procedures and Code of Conduct remain the same.

Training and awareness of the VPs within Newmont and its value chain

No significant changes have been made to the VP and human rights training program at a corporate or site level since 2019. We updated our online human rights training at the end of 2020 to incorporate more case studies and offer the courses in Dutch, English, French, and Spanish. As of the end of 2021, 3,324 employees had voluntarily completed the training.

Private Security Guard training

All sites maintain their commitment to train 100% of private security guards on the Voluntary Principles.¹ The North American sites continue to implement an online training for guards. All the other sites resumed their traditional training programs.

Figure 1 - VPSHR 2021 Global Training Summary

Region	Site	Number of sessions conducted	Total duration of all trainings (in hours)	Number of Personnel Trained			
				Newmont employees	Public security	Private security	Other External Stakeholders
Africa	Accra [Ghana]	3	6	46	0	23	-
	Akyem [Ghana]	17	24	550	200	177	448 Contractors
	Ahafo [Ghana]	42 ²	18	545	382	416	AUMS = 420 Contractors = 164

¹ In Merian, due to COVID restrictions and extended periods of leave, 89% of the total contracted guard force was trained. Contract staffing shortages averaged 12% (17 guards), which roughly equals the training variation.

² Includes refresher training for public security

Region	Site	Number of sessions conducted	Total duration of all trainings (in hours)	Number of Personnel Trained			
				Newmont employees	Public security	Private security	Other External Stakeholders
North/ Central America	CC&V [USA]	22	7.5	6	0	16	-
	Eleonore [Canada]	3	1.5	2	0	9	-
	Marlin [Guatemala]	9	54	2	0	24	-
	Musselwhite [Canada]	1	Online self guided	1	0	7	-
	Peñasquito [Mexico]	184	Online self guided	405	0	318	-
	Porcupine [Canada]	1	Online self guided	2	0	33	-
	San Martin [Honduras]	3	6	0	0	10	-
South America	Cerro Negro [Argentina]	4	6	5	0	124	-
	Merian [Suriname]	32	64	18	22	119	-
	Yanacocha [Peru]	20	20	5	528	172	-
Total				5,194			

Risk Assessments

In the past year, our procedures to identify and manage the security and human rights risks at our operations and projects did not change.

Reporting and Investigation of Security-related Human Rights Incidents or Grievances

There has been no change in the reporting and investigation process since 2019. There were no incidents involving the use of force and security personnel in 2021.

Contract Management with Private Security Providers

Our site in Suriname, Merian, contracted a new private security provider in 2021 to improve performance. The new provider was selected using a vetting process that complies with the VPs. We used references from the US Embassy in Suriname and maintained existing personnel to ensure continuity of training and understanding of Newmont's standards.

Agreements with Public Security

In Suriname, Ghana and Peru, the MOUs are in the process of renewal. In Argentina, the Cerro Negro site is in dialogue with the Argentine Gendarme to establish an MOU. Newmont references the *Model*

Clauses for Agreements Between Government Security Forces and Companies with Respect to Security and Human Rights when engaging governments and drafting the agreements.

At Merian, public security forces summoned to provide protection at the site during a work stoppage were given refresher training on the VPs and our commitment to a minimum use of force.

(C) Country Implementation

For this year's update report we continue our focus on our operations in Suriname.

Suriname:

Newmont operates the Merian mine located approximately 60 km south of Moengo and the adjacent Sabajo Hills exploration project. As of December 2021, the mine annually produces 350,000 attributable ounces of gold. Merian provides direct employment to 1400 employees, 95 percent of whom are from Suriname, and engages roughly 747 contractors. The area of influence includes the Pamaka community and the Kawina community. Suriname is not listed as having conflict at a national or subnational level according to the most recent Heidelberg Institute Conflict Barometer (2020).

There are 18 active Newmont Security employees and 134 security contractors. The site has engaged with two public security groups to aid with security onsite: the Korps Politie Suriname (KPS), the country's main police force, and the Ordening Gould Sector (OGS), which is focused on small scale mining.

Engagement with government, public security and civil society in 2021: Newmont is in process of renewing its MOU with the OGS with a three-year agreement. All other training and engagement with the government remains the same.

Private security training: As noted above, Merian contracted a new private security contractor to provide security services.

Progress review:

Tracking performance indicators holds us accountable for our commitments and helps us gauge our progress. Our [2020 Sustainability Report](#) discloses the following performance indicators for all mine sites:

- Training provided to private and public security personnel
- Human rights training provided to all employees and suppliers
- Screening of suppliers, including private security contractors, for human rights risks

We conduct strict oversight of our sites. To ensure a standardized management approach for all our private security contractors, we recently created a Security Contractor Charter that outlines the primary KPIs that guard companies must agree to.

VP compliance assessments were not conducted in 2021. They continue to be suspended due to COVID-19 travel restrictions. We aim to re-initiate our compliance efforts towards the end of 2022 or the beginning of 2023.

(D) Lessons and Issues

Managing new risks due to COVID policies

The site Security function continues to administer and enforce all COVID-19 policies and protocols. Security personnel and contractors implemented health and safety protocols that are aligned with government regulations, medical advice and Newmont's standards. With the introduction of vaccines, the Newmont instituted new policies requiring vaccines of its workforce. These policies have been controversial among our workforce in the United States and have led to an increased risk of workplace violence. Although no incidents have occurred, Security engages more closely with Human Resources to monitor policy changes related to vaccines and manage the threats in the workplace.

Adapting the way we engage

Our engagement with stakeholders about our security arrangements and the VPs has been limited throughout the pandemic. For 2022, we plan to adapt to the new health and safety measures which may be permanent and focus on establishing dialogue in a safe manner. We plan to be proactive and think creatively of ways to consult host governments and communities about our security arrangements and create awareness of the VPs and its implementation.

(E) Engaged Company Progress on Implementation

Progress Report

As described in the sections above, Newmont complies with all requirements of the Roles and Responsibilities Of Companies document including commitment to the VPI, engagement in the VPI, transparency, reporting and investigation, rule of law, interaction with public and private security, and accountability mechanisms. We note that we need to improve in certain areas such as engaging our stakeholders more to promote the VPSHR, revising our training and restarting our external assessment process.

Use of VPI tools

Newmont has participated as a member of the Voluntary Principles Initiative for almost two decades and has used many of the tools developed to guide our implementation of the VPs. Most recently, we finalized and signed a new MOU with public security in Suriname that is strongly aligned to the content and language within the VP model clauses. In addition, the VPSHR Training Course was referenced while developing more broad-based human rights course content for our workforce and will be a strong base for when we refresh our VPs training in the next year.