



2025 Annual Plenary Report

*The Voluntary Principles on Security
and Human Rights*

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Newmont's Implementation of the Voluntary Principles

Newmont aims to transform mineral resources into shared value for our stakeholders and lead the industry in sustainable and responsible mining. We are the world's leading gold company and a producer of copper, zinc, lead and silver, with our headquarters in Denver, Colorado. In 2025, Newmont directly managed operations in Argentina, Australia, Canada, Ghana, Mexico, Papua New Guinea, Peru, Suriname and the United States. Newmont completed the planned divestiture of six non-core assets in Canada, Australia, Ghana, and the U.S. in April 2025.

Newmont has been a signatory to the Voluntary Principles on Security and Human Rights ("VPs" or "VP") since 2004. We strictly adhere to the VPs as a central part of Newmont's commitment to respect and promote human rights, foster strong community relationships and secure social acceptance for our operations safely and responsibly. This report presents our efforts to implement the VPs throughout the company during the 2025 calendar year.

This report includes data from our global mine sites and an overview of our implementation of the VPs at our Lihir operation in Papua New Guinea.

Commitment to the Voluntary Principles on Security and Human Rights

1. Public Statement of commitment or endorsement of the Voluntary Principles, engagement in the Voluntary Principles Initiative, and transparency

Respecting human rights is a central step toward fulfilling our purpose to improve lives through sustainable and responsible mining. The VPs guide our approach to security arrangements and help ensure we respect human rights while protecting our personnel and physical assets. Newmont publicly commits to the continued implementation of the VPs at all our sites through our participation in the Voluntary Principles Initiative ("VPI"), our policies and standards published on our [website](#) (see excerpts below), and our [Annual Sustainability Report](#).

"We respect the dignity, wellbeing, and human rights of employees and the communities in which we operate, as well as others affected by our activities. ... We are committed to implementing the Voluntary Principles on Security and Human Rights through proactive engagement and training of personnel."

- [Newmont Sustainability and Stakeholder Engagement Policy \(2020\)](#)

"Sites shall act in accordance with the VPs and respect international law principles pertaining to human rights including those outlined in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work."

- [Newmont Human Rights Standard \(2020\)](#)

The Head of Global Security is responsible for the day-to-day oversight and execution of the VPs at a site level. The Group Head, Health, Safety and Security is responsible for overall implementation and reports to the Chief Operating Officer and the Safety and Sustainability Committee of the Board of Directors, which has ultimate responsibility for Newmont's compliance with the VPs.

a. Engagement with the Voluntary Principles Initiative

In 2025, Newmont participated in the VPI Corporate Pillar meetings and webinars, and the Annual Plenary held in London, United Kingdom. In 2025, Newmont also served on the VP Steering Committee and continued as the Chair of the Corporate Pillar. Newmont concluded its time as the Corporate Chair in November 2025. At a country level, Newmont participated in the VPI-sponsored In-Country Working Groups in some of its operating jurisdictions. Section 3 provides more detail on these groups.

2. Examples of promoting awareness of the Voluntary Principles throughout the organization or government, including within the value chain

Newmont promotes awareness of the importance of respecting human rights and the VPs with employees and contractors through induction, in-person and online refresher training.

a. Promotion within Newmont

Our online employee training program promotes awareness of the company's human rights commitments, potential risks, and the collective responsibility to respect everyone's rights. In 2025, participation in enterprise-level training was voluntary, with approximately 95 employees completing the training. To further embed human rights into our business, we collaborated with the Business Integrity and Compliance team to include human rights topics in the mandatory compliance and ethics training for eligible employees. This included a real-world case study on child labor involving a third-party supplier.

b. Promotion with Private Security Contractors

All security contractors are required to comply with the VPs. Specific human rights clauses require private security contractors to respect human rights in line with the Universal Declaration of Human Rights, conduct due diligence for human rights violations in their supply chain and cooperate with human rights audits if necessary. Some contracts with security service providers include reference to the United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and the Code of Conduct for Law Enforcement Officials.

The Legal Business Integrity & Compliance team requires Newmont personnel to confirm that they have reviewed and communicated Newmont's Code of Conduct expectations with all private security contractors annually (See Section 4 for more information about our Code of Conduct).

Ongoing contract management includes regular training of security contractor personnel on the VPs, human rights, and the rules of engagement (see Figure 1 below for 2025 training statistics).

c. Promotion with Public Security and Government

Where accepted by host governments, Newmont establishes a Memorandum of Understanding (MOU) with public security institutions that provide additional protection to our sites. For all our sites, we aspire to have MOUs, and will promote them when appropriate. The MOU details the level of service offered and the expectations of legal conformance to national and international laws and regulations. The MOU also details the additional training on human rights and the VPs provided to the officers who arrive at the site.

In 2025, a number of security agreements were established or reviewed. At Ahafo North in Ghana, the MOU was revised to expand its scope to include the Bono region, revise police rates, and reflect the Akyem divestiture. At Merian in Suriname, an MOU with the Suriname National Army (NL) was completed and signed in July 2025 for a 3-year period.

Where possible, Newmont uses its influence and leverage to promote our host governments' adherence to international humanitarian law (See Figure 1 below for detailed training statistics). At Merian, security staff discuss the VPs when they engage with the OGS Agents who arrive to address artisanal and small-scale mining (ASM) issues or encroachment near Merian's industrial zone. At Ahafo South, security trains Ghana police and military forces during each deployment handover before they are deployed on-site.

Please see Sections 9-12 below for more details on the relationship between public security and our operations in Papua New Guinea.

Figure 1 – VPs Annual Training Summary

				Number of Personnel Trained				
Region	Site	Number of sessions conducted	Total duration of all training	Newmont Security employees	Public security	Private security	Percentage of Newmont Security personnel trained	Other External Stakeholders ¹
Africa	Accra [Ghana]	4	4 hrs	3	—	30	100%	6 Catering employees
	Ahafo North [Ghana]	29	38 hrs	4	257	240	100%	5 Government officials
	Ahafo South [Ghana]	10	Online Self Guided	5	505	420	98% ²	Business partners
Americas	Brucejack [Canada]	18	Online self-guided	6	—	16	100%	—
	Marlin [Guatemala]	2	8hrs	13	—	28	100%	—
	Peñasquito [Mexico]	67	Online self-guided	8	—	643	100%	4040 Business partners & visitors
	Red Chris [Canada]	12	12	14	—	4	100%	—
	San Martin [Honduras]	1	84hrs	—	—	17	—	—
	Cerro Negro [Argentina]	6	9 hrs	9	15	94	100%	3 local Council members
	Merian [Suriname]	15	30 hrs	125	28	137	99.6% ³	—
	Yanacocha [Peru]	29	34 hrs	5	1092	299	61% ⁴	—
Papua New Guinea	Lihir	356	534 hrs	32	251	63	100%	—
Australia	Cadia	42	Online self-guided	10	—	32	100%	—
	Boddington	1	Online self-guided	—	—	19	—	—
	Tanami	7	Online self-guided	—	—	7	78% ⁵	—

¹ Other external stakeholders include: non-security business partners, government officials, and the community, in part for them to understand Newmont’s obligations and available mechanisms to report potential abuses.

² Missing personnel away on leave.

³ 100% of frontline personnel were trained.

⁴ Due to a change in contractors, not all new personnel were trained by the end of the year, but all previous contractors were trained.

⁵ Two Security Officers are offsite.

3. Examples of promoting and advancing the implementation of the Voluntary Principles internationally (outreach to external stakeholders)

Newmont is committed to transparent reporting of our targets and activities. We report on our commitment to the VPs and our targets and performance for security and human rights in our [Annual Sustainability Report](#).

We continue our commitment to implementing the World Gold Council's (WGC) Conflict-Free Gold Standard. Our annual Conflict-Free Gold Report summarizes how our gold is extracted in a manner that does not cause, support or benefit unlawful armed conflict, or contribute to human rights abuses or breaches of international humanitarian law. Our most recent Conflict-Free Gold Report can be found [here](#).

We engage with international stakeholders to promote our understanding of human rights due diligence and promote awareness of the importance of respecting human rights. See Section 1 for more details on our engagement with the VPI.

In 2024, we actively participated in the ICMM Human Rights Working Group, which included work that ICMM undertook to strengthen the organization's commitment to respect and recognize the important role of human rights defenders. As part of this work, we also participated in and supported the development and publication of additional [ICMM Human Rights Due Diligence Guidance](#), including company guidance on respecting human rights defenders.

Newmont also promotes the implementation of the VPs with governments, civil society and local communities in the countries where we operate through direct engagement and participation in In-Country Working Groups (ICGW). Below, we provide examples of these efforts.

Argentina: Cerro Negro organized two conferences to raise awareness of international standards, including the VPs, with participation from local authorities, security representatives, and community stakeholders.

Ghana: In 2025, Ahafo North increased awareness of the VPs with the MUSEC Task force and several divisions of police officers.

Papua New Guinea: In 2025, Newmont participated in the VPI stakeholder mapping activities as part of an effort to establish an in-Country Working Group.

Policies, Procedures and Related Activities

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

Newmont has a governance system of policies, standards, and procedures that define the expectations of our employees' and contractors' conduct. Our [Code of Conduct](#) (2020) publicly sets out the standards of conduct expected of all our employees, officers and directors and by our partners, vendors and contractors when they are working with us or on our behalf. The Code of Conduct explicitly refers to respecting the fundamental human rights of the people based where we

operate and those with whom we work. The policies formally approved by our internal governance process are listed below.

Our [Business Integrity Policy](#) (2020) establishes the basic tenets of how employees should conduct business -- with honesty, reporting accurately, and without corruption.

Our [Sustainability & Stakeholder Engagement Policy](#) (2020) reflects Newmont's purpose to create value and improve lives through sustainable and responsible mining and our core sustainability values. This policy explicitly commits to implementing the United Nations Guiding Principles on Business and Human Rights ("UNGPs") and the OECD Guidelines for multi-national corporations. The policy also commits all employees and third-party workers at all Newmont sites to implementing the VPs through proactive engagement, training and working with governments in a transparent manner.

Our [Human Rights Standard](#) (2020) provides a framework that supports alignment with the UNGPs and implementation of the VPs. As per the UNGPs, the corporate responsibility to respect human rights means that business enterprises should act with due diligence to avoid infringing on the rights of others and address adverse impacts with which they are involved. The standard also requires sites to identify and evaluate actual and potential human rights risks and impacts, including risks related to our relationships with the security forces and government. For more information see [Our Approach to Human Rights](#) on our website.

The [Asset and Value Protection Policy](#) (2020) establishes Newmont's approach "to protecting and securing all Newmont personnel, assets, facilities and intellectual property" by carrying out "continuous threat and risk assessments, appropriate mitigation strategies and contingency plans in order to maintain the safety of Newmont personnel and assets."

a. Newmont Security Policies

Recognizing the inherent risks involved in protecting our personnel and assets in a way that respects human rights, we have developed a series of policies and procedures to clarify and define how to manage these risks.

Newmont's standards and procedures include minimum requirements for our security functions, that require all sites to ensure, "the conduct of Security Forces, involved or associated with securing Newmont's assets, facilities and personnel, is consistent with the Voluntary Principles on Security and Human Rights. This applies to Security Forces provided by Newmont, contractors and local governments (public security)." Newmont also requires its security functions to adhere to other international legal norms such as the UN Code of Conduct for Law Enforcement Officials (1979), the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials (1990) and the Universal Declaration of Human Rights.

Risk Assessment

5. Company procedure to conduct security and human rights risk assessments and integrate findings

Newmont recognizes that identifying our security and human rights risks is fundamental to understanding how the security function can respect human rights and prevent negative impacts at

all our sites. The identification of our salient human rights risks and issues provides a framework for our due diligence and risk management approach. For more information on our salient issues, please see [Our Approach to Human Rights](#).

Newmont carries out its risk analysis at an Enterprise and site level as described below:

Newmont uses a Geopolitical Risk Program (GRP) with access to near real-time global risk intelligence data through an external platform to ensure sites monitor and adapt to changing economic, social, and political contexts. The GRP has been integrated with the company's overarching Risk Management System to ensure Enterprise-level political risks are recorded in the risk and event reporting platform and critical controls are developed and monitored.

In our VPs risk assessment model, we assess the security and human rights risks to our sites and to our neighboring communities, including the risk that a private or public security guard uses undue force or violates humanitarian law. Newmont standards require sites to conduct a security and human rights risk assessment for every new project and update it every three years. Occasionally Newmont conducts stand-alone Human Rights Impact Assessments (HRIAs), which include a review of security and human rights issues. Please see the [Human Rights section of Newmont's Social website](#) for these HRIA reports.

Our risk assessments have determined that the highest security and human rights risks faced by Newmont are related to trespassing, ASM, community protests and the potential risks of public and private security responding to these trespassers and protests. Each site establishes security plans to mitigate the risks. Given the level of complexity of the issue of ASM, we report on the issue of ASM throughout the security and social performance sections of our [Annual Sustainability Report](#).

Engagements with Security Forces

6. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities

Even with robust risk identification and mitigation controls in place, as described above, undesired events and incidents may occur.

Newmont has several systems to report and investigate potential human rights incidents or complaints. Employees and contractors can use the Site Human Resources Office and the Integrity Helpline to report human rights incidents involving public or private security. Community stakeholders may use the Community Complaints and Grievance mechanism to lodge any allegations related to human rights.

The Business Integrity & Compliance Helpline ("BI&C Helpline") is a confidential channel for employees and external stakeholders to report any concern about compliance with our Code of Conduct, including potential human rights allegations against public/private security forces. The BI&C Helpline is widely communicated to employees through leadership communications and regular training. We prohibit retaliation against anyone who raise concerns about our activities. By allowing anonymous reporting, we aim to strengthen our commitment against reprisals. Our human rights training for

suppliers encourages contractor employees to use their corporate grievance mechanism or Newmont's mechanisms.

In January 2025, an encounter between artisanal miners and public security at Ahafo North in Ghana resulted in the loss of three of the miners' lives. An investigation of the incident led to a four-pronged improvement program focused on (1) reducing consequences of violence (shift changes, enhanced equipment and training); (2) reducing likelihood of violent escalation (clear physical obstacles at the fence and gate, engage leaders on ASM, conflict resolution); (3) health and safety controls to reduce risks to the security team (mental health and trauma programs, make Public security less recognizable), (4) sustaining action (align with other Newmont action plans such as the ASM strategy, VPSHR program, and other security systems). The improvement plan aims to reduce the threat of violence to our workforce and disruptions to our operations, and to support the front-line security team, helping it remain resilient to the high demands of the job.

In 2025, zero human rights allegations were lodged by external stakeholders against private or public security personnel operating in or near Newmont sites.

7. Company procedure to consider the Voluntary Principles in entering into relations with private security

Newmont uses a Supplier Risk Management Process (SRiM) to manage the inherent human rights risks of contracting private security in the countries where we operate. Our Code of Conduct and Supplier Code of Conduct set the minimum expectations for our suppliers who want to contract with Newmont. Before contracting with Newmont, all private security providers must undergo a pre-qualification process including a prohibited party, anti-bribery, and anti-corruption screening; financial health assessment; historical and current safety performance; and social, environmental, security, and past human rights incidents and allegations review.

Since private security contractors are considered high-risk suppliers, sites must conduct a series of more in-depth background checks before executing a contract. These include verification of training with respect to human rights, proper use of force, and weapons; a review of any affiliations with illegal activity; and an examination of any involvement in activities with human rights implications. Newmont's contracts with private security contractors include requirements for screening individual security personnel for criminal background checks and any human rights abuses. In Mexico, the private security contract includes monthly key performance indicators linked to compliance with the VPs.

8. Company procedure or mechanism to investigate and remediate security related incidents with human rights implications by public/private security forces relating to the company's activities

Any complaint received through an official grievance channel or otherwise is referred to Newmont's Business Integrity & Compliance team. As part of any investigation that may result from such a referral, relevant individuals or departments are notified on a need-to-know basis. Any substantiated claim is then referred to the People function if it involves an employee, or to the Commercial function if it involves a contractor, to be addressed through the local disciplinary process.

Country Implementation

9. Overview of country operations selected for reporting (include any notable changes from the previous reporting year if the same country is being reported this year).

For this year's report, we focus on our operations in Papua New Guinea, recently acquired as part of the purchase of Newcrest Mining Limited. Our Lihir operation is located on Niolam Island, 900 kilometers northeast of Port Moresby in the New Ireland Province of Papua New Guinea (PNG). Lihir is a volcanic sea mount that rises steeply from sea level to approximately 600 meters above sea level. All of the known ore deposits are located in the Luise Caldera, on the island's east coast. The Lihir Gold Mine consists of three linked open pits, Minifie, Lienetz and Kapit. In Papua New Guinea, Newmont employs a total of 2,237 residential and fly-in-fly-out employees (1,902 PNG Nationals, 143 Expats and 75 third country nationals) and 3,899 contractors.

The island's economy was traditionally agricultural, but the mine is currently the largest economic contributor. Lihir communities are a matrilineal society⁶ with six major clans. The mine has benefit agreements with the landowners to ensure its contribution to the island's economic development.

Papua New Guinea has ratified most of the fundamental UN Conventions such as the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). However, according to the [Human Rights Watch 2024 Papua New Guinea Country Report](#), serious human rights issues remain unaddressed.

Other security and human rights risks identified for Lihir include the potential land disputes with immigrants settling on land subject to Newmont's mining leases (or areas where Newmont operates), gender-based violence affecting our contractors and employees and violence among the six clans. In the next sections, we will detail how Newmont mitigates these risks through its adherence to and promotion of the VPs.

10. Engagements with stakeholders on country implementation

The Lihir security team meets weekly with the Royal Papua New Guinea Constabulary (RPNGC) Police Station Commander and quarterly with the New Guinea Islands Police Provincial Commander and the Assistant Commissioner of Police, or delegate, to discuss security and general country updates. The VPs are regularly discussed and promoted during these meetings. All police receive VPs training upon arrival at their posts and annual refresher training where applicable.

11. Voluntary Principles considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as arrangement with public security forces

Lihir contracts with two private security providers. Aintua Protective Services (APS), a local provider, provides guard services to the entire site. G4S provides airport security. Both providers were in place

⁶ Kemp, D. L., Gillespie, K. and R. B. Ramsay. (2012). Case report 1: Papua New Guinea case study. In Keenan & Kemp, Mining and local-level development: Examining the gender dimensions of agreements between companies and communities. Brisbane, Australia: Centre for Social Responsibility in Mining, The University of Queensland.

prior to Newmont's acquisition of the operation. The APS contract includes a commitment to comply with the VPs and international security and human rights standards. The contract also requires the APS to report any potential human rights violation committed by its guards and detailed screening process. The contract will be renewed in 2026, and Newmont will amend the contract if any gaps are found.

The Lihir site is in discussion with Papua New Guinea's police commissioner to update its Memorandum of Understanding (MOU). The draft of the new MOU includes requirements to comply with international standards and reinforces that the relationship with the police align with the VPs when providing administrative, in-kind, and transport support. Currently, the site screens all police assigned to the site for human rights concerns and issues VP training when they arrive on site. If reported, any alleged human rights violations would be investigated by Newmont and referred to the police for their own investigation. In 2025, there were no security-related incidents at Lihir in which private or public security was implicated in human rights violations.

12. Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g. local NGOs, community groups)

Lihir's Security team facilitates VP training and outreach to Newmont security employees, public security and private security guards. In 2025, Lihir updated its training to incorporate participatory exercises and complex scenarios. By the end of the year, 356 training sessions were conducted to train all Newmont security employees and private security guards. As noted above, all police posted to the site receive training or an annual refresher course before starting their duties. When detachments of the RPNGC Mobile Squad are deployed to the island, all squad members receive a briefing on the VPs upon arrival, and the commanders are informed of the rules of engagement and other requirements while stationed on company property. In 2025, 62 public security personnel at Lihir were trained on the VPs.

13. Company procedure to review the progress on implementing the Voluntary Principles at local facilities

Corporate and regional security teams continue to conduct risk and vulnerability assessment training at Lihir and identify specific improvement plans for security controls that reinforce the overall implementation of the VPs.

The Security team monitors private security compliance with the VPs and other contractual requirements through a robust contractor management system, which includes regular meetings with the site supervisors and the companies' leadership in Port Moresby. Since APS is a local contractor owned by local stakeholders, Newmont focuses on contractor development and mentoring as part of its VP implementation plans. When concerns are raised, the site investigates and works with the contractor's management to set up improvement plans to correct the issues.

Lessons and Issues

14. Lessons or issues from this reporting year, as well as plans or opportunities to advance the Voluntary Principles for the organization

In 2026, Lihir will conduct an annual refresher training for all private and public security on VP's this year. Newmont will continue to create and update security improvement plans for its operations.

We report on progress towards our program targets and training goals in this Annual Plenary report and in our [Annual Sustainability Report](#).

Engaged Company Progress on Implementation

15. Engaged company's progress report on the roles and responsibilities of companies

As described in Sections 1-4 above, Newmont meets the requirements of the Roles and Responsibilities of VPI member companies by demonstrating its commitment to the VPs, participating in VPI activities, conducting risk assessments, promoting transparency, dialogue and the rule of law, incorporating the VPs into our policies and procedures, and engaging with public and private security and internal and external stakeholders.

16. Engaged company's use of Voluntary Principles tools

Since joining the VPI, Newmont has benefited from several of the tools the VPI has to offer. In 2026, we plan to use the VP training course to review and update the private security contractor training in Peru for our guards working at the Yanacocha mine.