



2023 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 shareholder returns, safety, social responsibility and environmental stewardship. We are the world's leading gold company and a producer of copper, zinc, lead and silver, with our headquarters in Denver, Colorado. In 2023, Newmont directly managed operations in Argentina, Australia, Canada, Mexico, Peru, Suriname and the U.S. Newmont also has joint ventures, where the company is not the operator, in the Dominican Republic and U.S.

Newmont has been a signatory to the Voluntary Principles on Security and Human Rights ("VPs") 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 2023.

On November 6, 2023, we acquired Newcrest Mining Limited, and added mines in Papua New Guinea, Australia and Canada for a total of 17 operating sites, as well as an equity investment in Ecuador. Newcrest has been a full member of the VPs since 2014. This report includes Newcrest compliance data post-acquisition to align with our operational control. In 2024, Newmont will review Newcrest's security and human rights policies to ensure alignment and adopt any best practices. After the review, the policies and procedures may be updated.

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 the first step towards fulfilling Newmont's 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, 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 Group Head for Security is responsible for the day-to-day oversight and execution of the VPs at a site level. The Chief Safety and Sustainability Officer is responsible for overall implementation and reports to the Chief Executive 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 2023, Newmont participated in the Voluntary Principles Initiative's Corporate Pillar meetings, webinars, and the Annual Plenary held in London, where Newmont participated in a panel discussion on promoting the VPs with joint venture partners. In November 2023, Newmont became a Steering Committee representative of the Corporate Pillar. Newmont is also a participant in the Mapping and Implementation Working Group. 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 and online refresher training.

a. Promotion within Newmont

Employees with computer access are assigned online human rights training designed to raise awareness about the company's human rights commitments, potential risks, and the importance of everyone working on our behalf to prevent and address potential human rights violations. In December 2022, we launched a new online training program, with approximately 7,400 employees taking the training by the end of 2023.

b. Promotion with Private Security Contractors

All security contractors are required to comply with the VPs. Some contracts with security service providers include reference to the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, and the Code of Conduct for Law Enforcement Officials. Specific human rights clauses require private security contractors to respect human rights in line with the Universal Declaration of Human Rights, ensure there are no human rights violations in their supply chain and cooperate with human rights audits if deemed necessary.

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

Ongoing contract management includes regular training of security officers on the VPs, human rights, and the rules of engagement (see Figure 1 below for 2023 training statistics).

c. Promotion with Public Security and government

Newmont establishes a Memorandum of Understanding (MoU) with public security institutions that provide additional protection to our sites, where accepted by host governments. For all our sites we aspire to have MoUs, and will promote the advantages of MoUs 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.

Where possible, Newmont uses its influence and leverage to promote host governments' adherence to international humanitarian law (See Figure 1 below for detailed training statistics). In Peru and Ghana, we facilitate training and human rights workshops for government officials through third-party organizations and engage directly with local police. In Mexico, we meet with U.S. Embassy and government officials to discuss government plans to address existing security risks in our area of influence and emphasize the importance of the VPs. In Argentina, site personnel meet with local police to discuss the VPs. At Red Chris, the site engages directly with officers deployed to the site to verify they understand the VPs by completing an awareness package.

Please see Section (C) below for more details on the relationship between public security and our Ghana operations.

Figure 1 – VPs Annual Training Summary

			Number of Personnel Trained				
Region	Site	Number of sessions conducted	Total duration of all training	Newmont employees	Public security	Private security	Other External Stakeholders ¹
Africa	Accra [Ghana]	1	2 hrs	4	0	24	—
	Akyem [Ghana]	16	32 hrs	100	50	116	133
	Ahafo North Ahafo South [Ghana]	7 9	12 hrs 35 hrs	185	370	465	102
North/ Central America	CC&V [USA]	9	Online self-guided	9	0	0	—
	Brucejack [Canada]	23	Online self-guided	7	0	19	—
	Élèonore [Canada]	8	4 hrs + Online self-guided	4	0	9	—

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

	Marlin [Guatemala]	3	4 hrs	4	0	28	—
	Musselwhite [Canada]	2	2 hrs	1	0	5	—
	Peñasquito [Mexico]	84	84 hrs + Online self- guided	2202	High level briefings	608	3847
	Porcupine [Canada]	2	4 hrs	2	0	34	—
	Red Chris [Canada]	13	Online self- guided	9	0	4	—
	San Martin [Honduras]	2	4 hrs	1	0	16	—
South America	Cerro Negro [Argentina]	13	17 hrs	12	3	124	—
	Merian [Suriname]	21	42 hrs	23	23	115	—
	Yanacocha* [Peru]	25	17 hrs	8	975	490	—
Papua New Guinea	Lihir	348	—	29	35	284	—
Total		577	—	2600	1456	2341	4082

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

Newmont aims to lead in the 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 [2023 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. Newmont engages PriceWaterhouseCoopers to conduct assurance over our conformance with WGC's Conflict-free Gold Standard. 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 Question 1 for more detail on our engagement with Voluntary Principles Initiative.

In 2023, as a member of the BSR Human Rights Working Group, we discussed security and human rights issues, including how to respect the work of Human Rights defenders and how to carry out a heightened form of human rights due diligence in conflict-affected areas. We also actively participated in the ICMM Human Rights Working Group, which included supporting the launch of the revised ICMM Human Rights Due Diligence Guidance.

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

Peru: Newmont has continued participating in the National Human Rights Working Group, which is drafting the National Action Plan detailing how Peru will implement the UN Guiding Principles on Business and Human Rights (UNGPs). Newmont also participates in the Human Rights Working Group of the Sociedad Nacional de Minería en el Perú (SNMPE), which exchanges best practices on human rights due diligence and recently published a “Guide on Human Rights Due Diligence for SNMPE”, which provides practical guidance for its members.

Ghana: Newmont also continues to support training for regional police in the Brong Ahafo and Eastern Regions. Country-based security personnel also meet regularly with the District Security Council and the Regional Security Council to discuss the security situation, the challenges with artisanal and small-scale mining (ASM) and what efforts can be made to avoid conflict and protests. For more details on the promotion activities with public and private security in Ghana, please see the Country Implementation Section (C).

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’ behavior. 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 explicitly refers to respecting the fundamental human rights of the people 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 UNGPs and the OECD Guidelines for multinational 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) commits all our sites to implement the UNGPs and 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) commits Newmont “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 requires all sites 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.

In 2023, we updated the salient human rights issues for our company. With the support of a third-party human rights expert consultancy, a cross-functional corporate group reviewed and identified the company’s human rights risks and impacts, including security and human rights risks.

Among the security-related risks identified in the assessment were: (1) public or private security use of excessive force, causing harm to community members as they respond to security events; and (2) public security suppressing non-violent protests and expressions of views by community members and prosecuting protestors. As a result of the analysis, we identified the following security-related salient human rights for our operations: right to life, right to health, right to security of person, right

to freedom of assembly and right to freedom of opinion. The identification of our salient human rights risks and issues provides a framework for our due diligence and risk management approach.

Newmont carries out its risk analysis at an enterprise-wide level and a 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.

Newmont occasionally commissions third-party assessments prior to a new project or exploration to identify potential human rights and security risks. In 2023, Newmont commissioned human rights risk assessments of the Ahafo North Land Acquisition Process, and the planned use of trained guard dogs at Ahafo South (see more detail in Section 9 – Country Implementation).

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. We report on the issue of ASM in our Annual Sustainability Report. (See Section 9 on Ahafo's efforts to mitigate the negative risks of intruders on our property.)

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.

Every site also has access to the Integrity Helpline. This Integrity 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 Integrity Helpline is widely communicated to employees through leadership communications and regular training. We prohibit retaliation against workers or others who raise concerns about our

activities. By allowing anonymous reporting, we aim to strengthen our commitment against reprisals.

As part of our continuous improvement efforts around effective community grievance mechanisms, Newmont set a target to develop a root-cause analysis methodology to understand the underlying drivers of complaints and grievances. We aimed to learn from community grievances to reduce and eliminate repeat issues. In 2022, we piloted the complaint-root-cause analysis at 10 of our 12 operating sites. In 2023, we integrated the methodology into our management systems by establishing a procedure for determining root cause, enabling users to enter a root cause in our online complaint module, and entering the outcomes of the 2022 pilot assessments in the online module to track corrective actions. Finally, we created a lessons learned memo based on the learning from the pilot tests to help guide users. In 2024, each site will be expected to implement the new standard and begin conducting root-cause analysis for repeat grievances.

In 2023, zero human rights allegations were lodged 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 human rights past incidents and allegations review.

Since private security contractors are considered high-risk suppliers, sites must also 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.

In 2023, the only material issue identified related to private security contracting occurred in French Guyana where the owner of the local security company was charged with corruption in France. His court date is still pending, and has pled not-guilty. Upon our request, he has stepped back from managing our contract and we initiated plans to replace the contract with a different service provider.

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 Legal 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 Human Resources if it involves an employee, or Supply Chain if a contractor, to be actioned by 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 Ghana operations. Though we have reported on our Ghana operations in the past, it remains one of our highest risk jurisdictions. There are several country-wide updates impacting all our sites in Ghana, however our Ahafo South mine has substantially higher security and human rights risks due to the presence of illegal artisanal and small-scale mining (ASM) activities in the area near our operations.

The Newmont Ahafo mine, located in the Brong Ahafo region of the Ashanti Kingdom, is composed of two major areas: Ahafo South, which is where the company has been mining since 2006, and Ahafo North where Newmont has a project under development. The Ahafo South mine directly employs approximately 1,266 people, 99 percent of whom are Ghanaian. It also engages approximately 2,867 contractors, 97 percent of whom are Ghanaian. Ahafo South 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. Ahafo South employs five security professionals directly and 411 private security contractors with 68 Ghanaian Police officers and 15 military personnel assigned to Newmont's operations.

The Akyem mine is located near New Abirem in the Eastern Region of Ghana. Akyem provides direct employment to 805 employees, 99.8 percent of whom are Ghanaian. In addition, the operation engages roughly 1,117 contractors, 98 percent of whom are Ghanaian. Akyem employs five security professionals directly and 176 private security contractors. There were approximately ten Ghanaian police officers contracted directly to the site in 2023. A committee comprised of representatives of the Security, Communications and Social Performance departments coordinate the VPs training program.

Ghana has ratified most of the international human rights covenants and conventions that help protect security-related human rights, including the International Covenant on Civil and Political Rights, Convention on the Elimination of all Forms of Discrimination Against Women, Convention Against Torture and other Cruel, Inhuman and Degrading Punishment, and Convention on the Rights of the Child (UN Treaty Body Database). However, in its *2022 Country Report on Human Practices in Ghana*, the U.S. State Department found "arbitrary or unlawful killings including extrajudicial killings; torture or cruel, inhuman or degrading treatment or punishment by the government or on behalf of the government; arbitrary arrest or detention; serious restrictions on free expression and media, including violence and threats of violence against journalists, and unjustified arrests or prosecutions of journalists; substantial interference with the freedom of peaceful assembly." The same report also noted that impunity of Ghanaian Police Services was a problem due to repeated allegations of corruption and bribery which were not addressed by complaint investigation processes.

Newmont recognizes that there is a risk of being affiliated with alleged human rights violations as a result of Newmont's agreements with the Ghanaian police and has actively promoted the implementation of the VPs with public security at a country, regional and site level.

As noted above in Section 5, the greatest security and human rights risks are related to ASM, trespassing and community protests.

Artisanal and small-scale mining: Our biggest security and human rights risk at Ahafo South involves the trespassing of ASM miners onto our property. Encounters with these trespassers pose a risk to the health and safety and security of our personnel and the ASM miners. We strive to uphold the rule of law and protect our assets while also respecting the right to life and security of all people involved. Our Security, Social Performance and External Relations departments work closely to implement our global ASM strategy, which includes security, performance, livelihood development and external engagement (e.g., Government of Ghana). Our multi-pronged strategy aims to provide alternatives to ASM miners, while also deterring and preventing access to the mine site through community engagement, improved infrastructure and patrols. Ghanaian police posted onsite apprehend and remove illegal miners from the site for their safety and to deter further trespassing.

Organizational resistance and violence during protests: As a result of multiple protests and violence in 2021 and 2022, Newmont reviewed its community relations, security protection and engagement protocols and strategies and has taken several steps to increase the physical security of its residential areas as well as address community concerns.

First, Newmont conducted a detailed security review of the November 2022 incident that resulted in Newmont and contractor employees being detained and injured following an intrusion into a residential area. The intrusion was sparked after a shooting incident between uniformed police officers and alleged illegal miners in the town of Kenyasi. The review identified several measures to improve the security of the residential facility. Most of the measures were already implemented in other areas of the site. However, the review also recommended the implementation of a patrol dog or K9 program – which is a new control for Newmont in Ghana. In accordance with the Newmont Security Risk Management Procedure, we engaged an expert third party to assess the security and human rights risks associated with the deployment of a K9 program and to identify the controls to mitigate these risks as per the VPs. The risk assessment identified the risks that a dog could injure an individual trespasser, a dog handler or other security staff, and that a dog or handler could be injured by illegal miners. The following controls will be instituted to mitigate such risks and prevent negative impacts:

- Strict processes for handler training, dog care and K9 deployment resulting in their use only on Newmont property
- Ongoing internal and external stakeholder communication and engagement
- Medical first aid training
- Internal awareness program
- Other perimeter controls/demarcation/fence lines

In addition to these internal efforts, Newmont continues to engage with all levels of the Ghanaian public security, government and traditional leaders to address the risk of illegal trespassing. On

September 16, 2023, the Ghanaian government announced a dedicated task force to reduce impacts of illegal miner intrusion onto large-scale mining properties. In their announcement, the government stated that a permanent solution will include more than forcible removal of miners. The Ministries of Lands and Natural Resources, Interior, Defense, National Security, and the Mineral Commission through the Ghana Chamber of Mines also began discussions, including engagement with Newmont and other mining companies, on options to reduce the risk of violence within communities impacted by ASM.

10. Engagements with stakeholders on country implementation

At a national level, Newmont led the effort for Ghana to become a member of the VPs and establish an In-Country Working Group (ICWG). Since Ghana joined the VPs, we have actively worked with the Chamber of Mines and the Ghana ICWG to promote the VPs. In the 2021 and 2022 annual meetings, the Working Group discussed the results of the Commission on Human Rights and Administrative Justice's (CHRAJ) baseline study on security and human rights in the extractive sector. In 2022, the Group developed and reviewed a training curriculum for police on the VPs and protection of human rights. In 2023, the updated baseline study and training curriculum were finalized and submitted to the VP Secretariate. The Ghana ICWG will continue to convene and determine next steps, as needed.

At a regional level, Newmont promotes training for police and meets regularly with the District Security Council and the Regional Security Council to discuss the security situation in the region, the challenges with the ASM and what efforts can be made to prevent conflict and protests.

At a local level, mine Social Performance and Security staff meet with traditional and local authorities, youth and women to discuss and respond to security concerns. For example, community relations personnel engage regularly with Traditional Leaders, civil society and community members to address and try to reduce intrusions and conflicts involving ASM.

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

Contracting with private security: Suppliers must follow the Supplier Risk Management (SRIM) process to apply and contract with Newmont (see Section 7 for details). Newmont's contract with our security provider includes provisions requiring respect for human rights, compliance with the VPs and the Foreign Corrupt Practices Act. Private security guards do not carry offensive weapons. Some guard posts, at Ahafo South, have access to batons and pepper spray. All guards receive training on the VPs, Human Rights, the Rules of Engagement and their post orders which emphasize minimum force in line with international law enforcement principles. In 2023, all Ghana sites updated their private security training on the VPs to be more participatory and practical for their security guards.

Public security agreements: Newmont Ghana has an agreement with the Ghana Police Service (GPS) valid from April 2022 to 2026. The MOU states that the police deployed to Akyem and Ahafo South operations and surrounding communities are "to provide assistance to Newmont's management in the event of a breach of the laws of Ghana by any person." It also states, "police contingents are to assist with security operations in the protection of personnel, property, and processes at Newmont's

operations.” Newmont provides room, board and transportation, but does not provide offensive or defensive equipment to the police patrolling onsite.

In 2023, Newmont established a Collaboration Agreement (‘Agreement’) for the establishment of an Anti-Galamsey² Task Force (MUSEC) with the Tano North Municipal Council. The MUSEC agreement requires the Taskforce to follow the VPs (along with Ghanaian law and international human rights laws).

Before deployment under MUSEC, officers are required to complete a VPs induction briefing and complete a signed attestation that they have been briefed on the VPs. As part of the agreement, Newmont is required to ensure these trainings occur.

Newmont further manages the risk of having police at Ahafo South by requiring all police to be accompanied by private guards who carry body cameras while patrolling the site. At Akyem, Security personnel monitor police conduct on site through CCTV. Police are also accompanied to their post by private security personnel.

In 2023, there were no complaints lodged about public security while they supported or responded to activities related to our Ghana mine sites. The last incident at Ahafo South involving public security was in November 2022, reported in our 2022 report. When any security complaints occur, they are lodged with the Commission on Human Rights and Justice (CHRAJ), and Newmont cooperates fully with the CHRAJ or the relevant agency and abides by its resolutions.

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)

Newmont believes in the importance of training and creating awareness of Newmont’s expectations as defined in the Code of Conduct.

In 2023, Akyem trained 116 private security personnel and 133 business partners on the VPs. Ahafo South created a new, more interactive training on the VPs and human rights and rolled it out to 369 private security personnel. At Ahafo North, a project still in development, 102 project partners were trained on security and human rights.

Newmont provides both induction training and a daily briefing to all police officials on the VPs, use of force and the rules of engagement when managing conflicts. In 2023, our Ghana sites conducted VPs training for public security officers with rank from Chief Inspector to Lance Corporal. Throughout the year, 420 officers went through the VPs training.

² Galamsey is a local Ghanaian term which means illegal small-scale gold mining. Such workers are known as galamseyers. Galamseyers are people who perform illegal gold mining independent of mining companies, digging small working pits, tunnels, and sluices by hand. Galamsey is also referred to as Illegal Artisanal Small Scale mining.

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

We review progress on the implementation of the VPs through our continual assessment of our risks, the effectiveness of controls in place, contract performance indicators, training plans, daily incident reporting and our grievance mechanisms. In 2022, we carried out a third-party VPs compliance review of the Ahafo South and Akyem mines. This review confirmed that our sites are committed to the implementation of the VPs while also recommending several opportunities for improvement in the training curriculum for contractors, engagement with public security onsite (e.g., regarding the rules of engagement and the procedures for the arrest of minors onsite), tracking of incidents and investigations, security guard screening processes and focus on addressing community concerns before they erupt in protests. We continue to track progress towards these recommendations.

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

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.

On November 6, 2023, Newmont acquired the assets of Newcrest Mining Limited including mines located in Australia, Canada and Papua New Guinea. Throughout 2024, Newmont will be reviewing Newcrest's VPs and human rights policies to ensure there is alignment and adopt any best practices. After the review and gap analysis, Newmont's policies and procedures will be applied to all prior Newcrest sites. Throughout this process, we will also look for opportunities where we can improve our policies and practices and learn from Newcrest.

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 VPs member companies by demonstrating its commitment to the VPs, participating in the 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 stakeholders. Ahafo South and Akyem have undergone a third-party assessment confirming general conformance with the VPs and have put in place action plans to meet any gaps that were identified.

16. Engaged company's use of Voluntary Principles tools

Since joining the VPs, Newmont has benefited from several of the tools the Voluntary Principles Initiatives has to offer. In 2023, we used the VPs training course as part of a review of the training provided to our security contractors in Ghana and adapted it to our specific country contexts.