

Beyond the Mine



Beyond the Mine

Newmont has provided stakeholders with transparent reporting of our operations since 2005. Our annual Asia Pacific regional sustainability report measures the challenges and achievements in meeting our commitment to health and safety, environmental stewardship and social responsibility.

We endeavour to provide information in an internationally-recognised format to stakeholders (employees, the community, government and shareholders) and we reference the Global Reporting Initiative (GRI, globalreporting.org) G3 guidelines as a reporting framework.

The scope of the report supports our membership and signatory commitment to the International Council on Mining and Metals (ICMM) and the Minerals Council of Australia (MCA) and in particular the ICMM's 10 key principles that make up the Enduring Value Framework for Sustainable Development.

ICMM PRINCIPLES

1. Implement and maintain ethical business practices and sound systems of corporate governance.
2. Integrate sustainable development considerations within the corporate decision-making process.
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.
4. Implement risk management strategies based on valid data and sound science.
5. Seek continual improvement of our health and safety performance.
6. Seek continual improvement of our environmental performance.
7. Contribute to conservation of biodiversity and integrated approaches to land use planning.
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.
9. Contribute to the social, economic and institutional development of the communities in which we operate.
10. Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

Newmont is a founding signatory to the principles of Enduring Value – the Australian minerals industry framework for sustainable development.

Beyond the Mine provides an update on the programs and performance of our Australian and New Zealand operations and complements Newmont's global sustainability report, which is published annually and can be found at newmont.com. Our report also features information about the environmental legacy of sites that are no longer operational.

Following a content review in 2012, we modified our levels of reporting in 2013 to better reflect the aspects of our operations stakeholders find most relevant. As a result of this feedback, this report separates corporate information from site-specific information to provide stakeholders with the material most relevant to them.

For further copies or an electronic version of the report please contact your closest site of the Asia Pacific head office. Contact details are on the inside back cover of this report.

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Newmont Mining Corporation

As Australia's leading gold producer, Newmont Mining Corporation's vision is to be the most valued and respected mining company through industry leading performance. Newmont recognises that our ability to foster meaningful environmental stewardship, social responsibility and the protection of the health and well-being of our people is the key to achieving our vision.

Since Newmont was founded 93 years ago, it has become one of the largest gold producers in the world, employing approximately 32,022 staff and contractors around the world at 31 December 2013. Our head office is in Denver, Colorado, and the majority of our employees are located at our core operations in the United States, Australia, Peru, Indonesia and Ghana.

Four operations in Australia and one in New Zealand comprise our Asia Pacific region operations.

Our Australian mines include the Tanami Operations in the Northern Territory; and Jundee, Boddington and Kalgoorlie Consolidated Gold Mines (KCGM – a joint venture with Barrick Australia Pacific) in Western Australia.

In Waihi, on the North Island of New Zealand, we operate the Trio and Favona underground mines and the Martha open pit mine.

Our Asia Pacific regional office is located in Subiaco, Perth.



Our Approach to Sustainability

MESSAGE FROM THE REGIONAL SENIOR VICE PRESIDENT

The health and safety of our employees, how we develop, operate and close mines and our ability to generate social, environmental and economic benefits for the communities in which we operate are integral to our long term operational success.

Newmont endeavours to demonstrate leadership in safety, environmental stewardship and social responsibility by integrating our Environment and Social Responsibility Strategic Plan and its sustainable development principles and policies into the mine life cycle.

During 2013 Newmont Corporate refreshed its sustainability strategy and is formed around three drivers:

- > Performance – achieving industry leading performance in community engagement, environmental protection and value creation.
- > Social Acceptance and Reputation – securing the support of host communities and regional, national and international stakeholders.
- > Risk Management – effectively identifying and managing current and emerging social, environmental and political risks and opportunities.

We help to provide business and employment opportunities and delivers support to education, training and health programs by working closely with government, industry and the community. We are cognisant of the environmental challenges we face on a global scale and are responding to the issues of climate change, water usage, waste disposal and environmental conservation through stakeholder collaboration and innovation.

As one of the first signatories to the International Cyanide Management Code (2004), we are committed to the Code's principles and undergo regular independent auditing. The Code provides a framework for responsible management, transport, storage and usage of cyanide with the intent to protect human health and reduce the potential of environmental harm. All our sites have been recertified following these audits.

For the past seven years Newmont has been accepted onto the Dow Jones Sustainability World Index and is the only gold company listed in the S&P 500 Index.

We are a signatory to the MCA's 'Enduring Value – The Australian Minerals Industry Framework for Sustainable Development'. Our aim is to learn from industry best practice while sharing our own sustainability successes and challenges in order to continually improve our approach to deliver long-term positive growth for stakeholders.



Other initiatives and leading sustainability organisations we voluntarily commit to include:

- > The World Gold Council;
- > The International Council on Mining and Metals' Sustainable Development Framework and accompanying Assurance Procedures (founding member);
- > The Global Reporting Initiative;
- > AccountAbility's AA1000 Assurance Standard;
- > ISO 14001 and OHSAS 18001;
- > The Carbon Disclosure Project;
- > The United Nations Global Compact and the associated LEAD Program (invited to participate following the program's launch in 2011);
- > The Voluntary Principles on Security and Human Rights;
- > The Extractive Industries Transparency Initiative;
- > The Publish What You Pay campaign;
- > The Partnering Against Corruption Initiative; and
- > The Global Sullivan Principles.

Our values:

- > Act with integrity, trust and respect;
- > Reward creativity, a determination to excel and a commitment to action;
- > Demonstrate leadership in safety, stewardship of the environment and social responsibility;
- > Develop our people in pursuit of excellence;
- > Insist on and demonstrate teamwork, as well as honest and transparent communication; and
- > Promote positive change by encouraging innovation and applying agreed upon practices.

2013 Operating context

In early 2013 our business switched focus from growth to delivering value. This change was triggered by the economic climate and fluctuations in gold price. Significant effort was made across the region to lower our consolidated expenses and achieve cost savings and efficiency improvements, while retaining safe and efficient gold and copper production. These endeavours were reflected throughout our global operations.

Developed by Newmont and others of the World Gold Council and announced in June 2013, the new "All-In Sustaining Cash Costs" (ASIC) metric includes a more complete picture of the cost of producing gold over the mine lifecycle. The ASIC is a significant change from the industry's previous reporting method. Historically, gold companies reported only costs applicable to sales (CAS) which included mining, selling and royalty costs. The ASIC metric includes CAS plus sustaining capital, exploration and advanced projects and general and administrative costs.

Newmont's decision to report its ASIC on a quarterly basis was driven by its goal to make it easier for investors – as well as governments, communities and stakeholders – to understand the true margin and cash generated for every ounce of gold produced. ASIC includes:

- > Cost applicable to sales – all direct and indirect costs related to current gold production incurred to execute on current mine plan.
- > General and administrative expenses – the cost of performing administrative functions.
- > Exploration expenses – the cost of exploring for gold and copper to maintain sustainable business.

- > Advanced projects, research and development – the cost of developing organics projects.
- > Other expenses – social responsibility costs and costs that do not affect future production.
- > Sustaining capital – the cost incurred to maintain current operations.
- > Reclamation and remediation – the costs of restoring disturbed land after mine closure.

In 2013 the Australia / New Zealand ASIC was \$US1,104 per ounce of gold and the average gold price was \$US1,393.

This refocus resulted in a number of planned projects and work priorities being postponed, delayed or reduced in their scope and reach. Our cost structure review also triggered an organisational redesign, resulting in a number of redundancies.

Our Beyond the Mine targets for 2014 are strategically aligned to business drivers, whilst retaining their materiality to stakeholders, communities, regulators and other parties interested in sustainability performance.



Management Systems and Processes

Newmont pursues a company culture that strives for continuous improvement in all aspects of business by aligning with global best-practice in the areas of Health, Safety and Loss Prevention (HSLP) and Sustainability and External Relations (S&ER).



To manage safety, health, environmental and social impacts across all of our operations, Newmont employs an Integrated Management System (IMS) that meets the criteria of the International Standards for Occupational Health and Safety Management Systems (OHSAS 18001:2007) and the Environmental Management Systems (ISO 14001:2004).

The IMS contains policies, discipline-specific performance standards and relevant procedures to ensure HSLP and S&ER risks are managed effectively and minimised, and that legal and other requirements are being met. Through the use of our IMS, we aim to:

- > Identify health and safety, environmental and social hazards to minimise workplace injuries, illness and risks.
- > Deliver on measurable objectives and targets which will drive improvements necessary to prevent environmental and social impacts and pursue an injury-free workplace.
- > Implement training programs to ensure employees and contractors work in a safe and responsible manner.
- > Hold workers accountable for at-risk behaviour.
- > Regularly communicate IMS and Newmont standards and requirements to employees and contractors.
- > Seek feedback from our workforce and communities about our performance and how we can improve.

To ensure compliance and continued certification we are required to participate in a recertification audit for our OHSAS 18001 and ISO 14001 systems every three years as well as annual surveillance audits. That means that our systems and processes are subject to comprehensive and detailed audits. We undertook surveillance audits at all sites in 2013 and all sites passed their respective requirements.

Annually, Newmont establishes a series of goals relating to continuous operational improvement. We have successfully achieved our short-term targets and are on track to realise our goals for longer-term projects, including our Vital Behaviours Program; a significant culture-based initiative.

CONTINUOUS IMPROVEMENT GOALS 2013

Further integrate the Vital Behaviours Program into our overall workforce and transition into the ownership phase of the Safety Journey model.	■ On track.
Demonstrate Visible Felt Leadership through interactive engagement with the workforce.	■ On track.
Provide program 'Opinion Leaders' with extra training in challenging interactions and difficult conversations to improve quality of safety interactions amongst operators and supervisors.	■ On track.
Develop a Regional Water Management Strategy.	■ Achieved.
Review of the contractor management system.	■ Completed in 2012.
Complete a Cyanide Residual Risk Review across all sites in Asia Pacific.	■ Partially completed.
Publish new IMS Standards and supporting Regional Procedures.	■ On track.
Develop integrated S&ER Strategic Plans incorporating regional and site objectives and tracking system.	■ Achieved.
Continued implementation of local content strategy.	■ Partial achievement – continued into 2014.
Develop a shared value strategy.	■ Partial achievement – continued into 2014.
Report on metrics for complaints and grievance mechanisms and social impact assessment action plans.	■ Achieved.

KEY ■ Achieved ■ Partially Achieved ■ Not Achieved

GOALS FOR 2014 INCLUDE

Embed new standards and regional procedures.
No major non-conformances during surveillance audits.
Six-monthly Asia Pacific Leadership Team management reviews.
Implement Browse as the Pre-Qualification tool to be used for all Tier 1&2 Business Partners.
Conduct Semi-Quantitative Risk Assessments at all sites.

Sustainability and External Relations Standards

In 2013, our Global Environmental and Social Responsibility Standards were reviewed and streamlined to provide consistency in approach and the introduction of new standards. In some instances, standards are being combined to provide for greater clarity in outcomes.



Additionally the standards were reviewed to align with a new operating model and restructure of the former Environmental and Social Responsibility function into a wider Sustainability and External Relations (S&ER) function. This function encapsulates the specific disciplines of Environment, External Relations, Government Relations and Systems and Reporting (S&R).

Standards help improve our Sustainability and External Relations (S&ER) performance, leading to a competitive advantage and delivery on our commitment to preserving human health, the environment and stakeholder relationships.

The standards will be implemented across sites in 2014 with an introductory Gap Analysis to assess sites against the standards and an action plan to be developed, which will align priorities for future budgets and work programs to ensure conformity.

Standards are the minimum requirements that site personnel and regional leadership will be held accountable for achieving. These include:

EXTERNAL RELATIONS

- > Stakeholder relationship management
- > Social baseline and impact assessments
- > Land acquisition and involuntary settlement
- > Community investment and development
- > Local procurement and employment
- > Cultural resource management

ENVIRONMENT

- > Tailings and heap leach
- > Hazardous materials
- > Waste
- > Water
- > Waste Rock and ore stockpiles
- > Closure and Reclamation
- > Biodiversity

In line with the implementation of a new global operating model, we combined the Government Relations and Communications department and the Social Responsibility function in late 2013 to create overarching External Relations function. The new integrated function reports to the Group Executive for Sustainability and External Relations

and is identified by the Australian Centre for Corporate Public Affairs as best practice in ensuring all external relations activities that support the business are combined under one direction.

A new external relations plan for communications (internal, external and media), Government Relations, External Relations and Social Responsibility will be developed and confirmed in 2014.



Our People

The Newmont workplace aspires to be a place that encourages leadership and allows individuals to thrive, contribute and grow.



Our success as a company and industry leader is measured by the impact we have on the lives of our personnel, their families and on the communities in which we operate. Acting with integrity, respect and demonstrating leadership in safety and stewardship of the environment and community is a requirement for all Newmont employees and contractors.

At Newmont we support our employees to help them achieve their goals. We encourage employees to share career aspirations, identify key strengths and develop an action plan to further their career. We offer development programs to employees at all levels of the business to cultivate leadership skills in their role and provide ongoing support. Employees also have the chance to experience international assignments and travel, providing the opportunity to learn and develop a well-balanced global business perspective. With mineral deposits located in remote areas across the globe, our operations present opportunities to work with people from different cultures, races, religions and traditions.

Newmont employed 4,627 staff and contractors, including 234 Indigenous personnel, at our Australian and New Zealand operations at 31 December 2013. Our Indigenous workforce equates to 4.5 per cent of Newmont's total Australian workforce, compared to the mining industry's national employment average of 4.7 per cent, and 2.7 per cent in other industries.

We are working to overcome the challenges of attracting and retaining personnel to the mining and resource sector by affirming our position as an employer of choice. We continue to provide initiatives and incentives in the areas of leadership development, rosters, working conditions, employee development opportunities, competitive salary packaging and flexible work arrangements, including support for Indigenous employees and contractors and their cultural commitments.

Turnover

Turnover increased at all Asia Pacific operating sites in 2013, rising to 20 per cent across the region, a significant increase on the 2012

average of 13 per cent. The increase in turnover is largely due to the retrenchment of 100 roles (11 per cent of total turnover being employee initiated) during 2013 as a result of increasing cost pressures and decreasing gold price, requiring a major review of budget, resourcing and staffing levels.

The cost pressures and gold price fluctuations resulted in a shift from a business strategy that focused on growth during strong gold prices to a strategy that focuses on cost-effective production.

Asia Pacific Workplace Diversity and Inclusion Strategy

To attract and retain diverse talent within our business, Newmont implemented a Workplace Diversity Strategy in 2012. This strategy includes continued development and training for female leaders, monitoring and measuring critical gender-related statistics, and targeting recruitment of women in non-traditional roles. We continued to implement this strategy in 2013 and will continue in 2014.

We have seen positive results across our workforce, with women making up 32 per cent of our professional and administrative positions, 35 per cent of truck drivers at our Boddington mine, and 35 per cent of our geology department.

The diversity strategy for our region also includes a focus on recruitment, training and retention of Indigenous employees, with attention to improving diversity at our Boddington and Tanami sites. The Indigenous employment strategy seeks to surpass the targets identified within

our voluntary yet legally binding Community Partnership Agreement with the Gnaala Karla Booja people of Boddington and our Consolidated Mining Agreement conditions for Walpiri people of Tanami. Employment of Aboriginal people is one of many avenues by which we seek to decrease the economic and social disadvantage experienced within Indigenous communities.

Newmont's Martu Rangers partnership was also named runner-up in the state's top environmental award, the Golden Gecko Award, which saw the Department of Mines and Petroleum (DMP) select the program as one of four state finalists from a large pool of entries for environmental leading practice within the resource sector.

In 2013 this program was identified as the preferred employment model for Martu/Aboriginal peoples by the Wiluna RPA's barriers to employment survey. Newmont and Central Desert Native Title Services were also named as the top two employers of Martu/Aboriginal people within the Wiluna Shire.

To ensure a healthy diversity within Newmont we are focused on reinforcing our workforce's understanding of the strengths and advantages that diversity brings and raising awareness of behaviours that may inhibit inclusion.

WOMEN AT NEWMONT

Thirty eight female employees participated in our Women in Newmont Program in 2013. The program provides insight into how women can manage issues associated with working in

a predominately male-dominated industry. The program was developed in collaboration with the Australian Institute of Management (AIM) in 2011 as part of our Asia Pacific Workplace Diversity Strategy. Eighty one women have participated in the Women in Newmont Program since its introduction in 2011. These individuals actively contribute to the ongoing improvement of their working environment by integrating the skills and strategies learnt in the program.

Four graduates from the Women in Newmont Program have been selected to participate in the Western Australian Women in Mining Mentoring Program as mentees. Another two have been selected to participate as mentors.

Newmont continued its support to Women in Mining WA (WIMWA) as a major sponsor of its 2013 conference, and 20 employees attended the event. WIMWA provides important networking opportunities for women working in the Western Australian mining sector and explores the diverse roles that women occupy in today's dynamic industry and we encourage all employees to participate in WIMWA's events and activities.

During 2013 Newmont has two women identified within the Women in Mining UK 100 Global Inspirational Women in Mining Project.

Lisa Mitropoulos, Dump Truck Operator and Trainer, made a career change from travel manager to dump truck driver and became a mining industry advocate. Her passion led her to create

AUS/NZ WORKFORCE BREAKDOWN

SITE	EMPLOYEES			CONTRACTORS			TOTALS		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
Boddington	1,010	1,009	1,039	946	717	615	1,956	1,726	1,654
Jundee	159	175	144	477	431	341	636	606	485
KCGM	782	845	809	380	395	337	1,162	1,240	1,146
Perth	321	273	185	30	10	9	351	283	194
Tanami	547	578	536	539	345	302	1,086	923	838
Waihi	149	125	117	327	285	193	476	410	310
TOTAL	2,968	3,005	2,830	2,699	2,183	1,797	5,667	5,188	4,627

Our People

BEYOND THE MINE

Dump Truck Discovery, a website that informs and encourages people to take up the profession.

Jodie Gray, Pit Technician Supervisor started in mining at 17 years old and has worked in a variety of different roles. In 2013 Jodie was also recognised as an outstanding technician in the Chamber of Minerals and Energy of Western Australia's (CMEWA) Women in Resources Award Program.

CROSS CULTURAL AWARENESS TRAINING

Our Cross Cultural Awareness Program was delivered to 132 permanent and contract Asia Pacific staff in 2013 as part of our Indigenous Engagement Strategy. This number was a significant decrease in participants than in previous years due to a cancellation of the existing contract provider and a lapse in committing to a new system of delivery between region and sites. To fill the gap, delivery sites have reinstated their own awareness training and in 2014 the region will commit to its own awareness training and delivery to sites.

We are in the process of updating our Cross Cultural Awareness Program to reflect a change in strategy, from a focus on encouraging awareness to a focus on giving employees the tools to incorporate this awareness into the workplace in an active and beneficial manner. This training promotes greater awareness of Aboriginal traditions and of the communities near which we operate.

We plan to implement the updated program across all sites in 2014 as part of a new Diversity and Inclusion Program, which is being introduced in alignment with our global strategy.

Training

At Newmont we are committed to ensuring all our employees have the right skills and training to conduct work safely. Our employees have access to a range of best practice training packages and professional development programs.

We have invested \$2.1 million into employee training and development initiatives in 2013, down from \$5.1 million in 2012. This figure equates to 124,233 training hours or an average of 44 hours training per employee.

Our training initiatives included technical and operational courses and professional and leadership development programs. Employee-driven development plans included traditional classroom learning, simulations and simulators, on-the-job training, cross-training, attending professional conferences or participating in professional workgroups, self-study and mentoring.

LEADERSHIP DEVELOPMENT

Newmont runs in-house leadership programs to train frontline supervisors and mid-level managers. In 2013 a total 160 employees (down from 432 employees in 2012) from all sites undertook formal management and leadership training. The reduction in

numbers was due to a greater focus on operational requirements and on-the-job coaching.

LEADING FOR RESULTS

Leading for Results (LFR) is a two-day program for frontline managers that provides leadership tools and skills to use in day-to-day duties. In 2013 the program was redesigned to help managers better implement the Manager Effectiveness Survey and application of Newmont's Leadership Pipeline.

In total, 129 supervisors in Subiaco, Tanami, Jundee and Boddington participated in LFR in 2013, bringing the number of supervisors who have participated in this training since its inception to 469. We are committed to providing a supportive learning environment and as a result the majority of our Asia Pacific frontline managers have undergone formal leadership development in the past three years. In addition, more than 200 of these supervisors received follow-up coaching on an individual basis. On the job coaching is provided in the workplace (i.e. on the job) in order to reinforce practical leadership and management skills from the classroom program and follow up on action plans.

HIGH PERFORMANCE LEADERSHIP

High Performance Leadership (HPL) is a three-day program designed specifically for mid-level management. It involves in-depth collegiate discussions on leadership concepts and the opportunity

INDIGENOUS PERSONNEL (INCLUDES NEWMONT EMPLOYEES AND CONTRACTORS)

SITE	2011		2012		2013	
	NUMBER	%	NUMBER	%	NUMBER	%
Boddington	68	3.5%	84	4.9%	84	5.1%
Jundee	24	3.8%	35	5.8%	18	3.7%
KCGM	28	2.4%	31	2.5%	20	1.7%
Perth	4	1.1%	2	0.7%	1	0.5%
Tanami	69	6.4%	82	8.9%	70	8.4%
TOTAL	193	3.4%	234	4.5%	193	4.2%

AUS/NZ EMPLOYEE TURNOVER (% ROLLING 12 MONTHS)

SITE	2011	2012	2013
Boddington	17%	15%	14%
Jundee	19%	8%	23%
KCGM	20%	20%	17%
Perth	11%	12%	37%
Tanami	30%	19%	27%
Waihi	4%	4%	6%



to apply these concepts to our systems and processes. In 2013 the HPL program was redesigned to help leaders address results from the annual Global Engagement Survey. Thirty two Asia Pacific managers attended this course in 2013 and received further coaching and support from the organisational development team. The actions generated by HPL graduates are designed to complement existing business activities such as succession planning and talent management, and are aligned to our Leadership Pipeline. Program material has been customised to apply to our working environment and business objectives and is based on sound

management and leadership theory (e.g. motivational factors in performance).

We also support staff leadership development through third party providers such as the AIM, external coaching, and job rotation opportunities.

ONE-ON-ONE COACHING

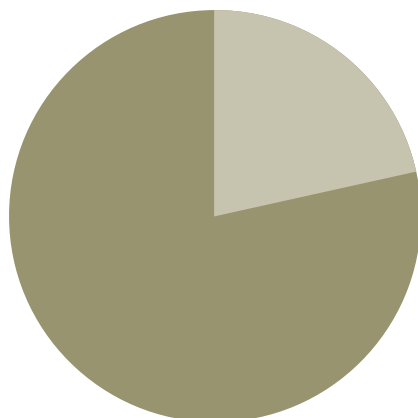
One-on-one coaching helps us to engage and develop our employees by assisting them to identify solutions to their challenges and by providing support to achieve their goals. Employees complete an Insights behavioural style profile to help gain self-awareness of individual strengths and development areas and identify opportunities for

improvement. Coaching is used to consolidate material from our leadership development programs, staff engagement and team development activities.

SUCCESSION PLANNING AND TALENT MANAGEMENT

Our talent management program ensures we have the human resources and skillsets required to successfully execute our strategy at a global and regional level. Our practices include strategic workforce planning, succession planning and talent assessment. This emphasis on growing future leaders reiterates our commitment to the growth and development of every individual we employ.

IN THE WORKFORCE 2013



■ Female (21%)
■ Male (79%)

WOMEN IN MANAGEMENT

% OF MANAGEMENT TEAM THAT IS FEMALE	SENIOR MANAGEMENT			MIDDLE MANAGEMENT		
	2011	2012	2013	2011	2012	2013
Boddington	0	0	0	11	7	9
Jundee	0	0	0	14	11	0
KCGM	0	0	0	29	19	38
Perth	9.1	6	9	23	17	20
Tanami	0	0	0	10	14	4
Waihi	0	0	0	27	14	9

Our People

BEYOND THE MINE

Talent management was undertaken across all sites and included self-assessments by supervisors and above and site and functional talent reviews. Development goals from the review were then aligned with our annual performance management processes to facilitate the continued development of our workforce.

In 2013 we developed succession plans for all management team leaders to prepare employees for progression or promotion change. This process also monitors bench strength across Asia Pacific, particularly in vulnerable areas such as key management or technical roles. Material from our HPL Program provides a standardised approach (reinforced by individual coaching) that is consistent with Newmont's global succession planning format and methodology.

We will continue succession planning for key roles in 2014 and will look for opportunities to develop women into these roles as part of our ongoing Workplace Diversity Strategy.

GLOBAL EMERGING TALENT PROGRAM

The Global Emerging Talent Program reflects our commitment to develop the next generation of mining specialists.

Our two-year program for recent university graduates in the disciplines of Engineering, Geology, Metallurgy and non-operational fields such as Environment and Health and Safety

is run across all of our operations, with particular success in the Asia Pacific region.

Graduates participate in 12-month site rotations and gain a wide experience to fast-track their development. Twenty seven graduates completed the program in 2013. We welcomed a further five graduates to the program in the same year.

Each year our regional resourcing team conducts a targeted campaign to recruit high performing graduates from Australian universities for the program. An annual collegiate is held for our first and second year graduates in order to provide them with exposure to our systems and expectations (e.g. talent management and graduate competencies by discipline), allow senior management to meet emerging talent (through graduate presentations on business improvement proposals and social events) and provide exposure to a peer-support network of fellow graduates.

Employee Engagement

Employee engagement centres on our employees' emotional attachment to their work, their colleagues and to Newmont. The concept is critical to retention, motivation, performance and discretionary effort.

A number of key initiatives include:

GLOBAL ENGAGEMENT SURVEY

The 2013 Global Engagement Survey (GES) and regional leadership summit

highlighted Newmont's key regional challenges as leadership, trust, alignment and building a performance culture. All four challenges formed the basis of our 2013 LFR and HPL leadership programs.

We plan to conduct another GES in 2014, as well as a culture survey to measure cultural change in our organisation. Outcomes will inform our 2014 organisational development strategy and specific interventions that are data-driven (e.g. content of leadership programs and emphasis on pertinent individual actions during coaching).

In 2014 a Manager Effectiveness Survey will be incorporated into the GES. This aims to monitor the effectiveness of front line managers. In line with our commitment to developing our employees, we will use the results of the survey to provide frontline managers with ongoing coaching and feedback.

TEAM DEVELOPMENT

As part of our approach to engage our workforce, we have developed an initiative that aims to build teamwork based on common and defined goals. Departments and teams across our operations have developed team charters; behavioural contracts that outline how a group will work together and what each individual will do to ensure team success, and/or defines a team's plans and objectives for the year. To facilitate a team charter more than 500 employees participated in more than 50 half-day or full-day team development programs in 2013.

NUMBER OF STAFF ATTENDING CROSS CULTURAL AWARENESS TRAINING

SITE	EMPLOYEES			CONTRACTORS		
	2011	2012	2013	2011	2012	2013
Boddington	117	113	15	29	8	5
Jundee	25	38	0	4	3	0
KCGM	266	271	0	50	0	0
Perth	50	50	0	0	0	0
Tanami	217	175	72	68	185	40
TOTAL	675	621	87	151	196	45

EMPLOYEES WHO HAVE UNDERTAKEN FORMAL MANAGEMENT AND LEADERSHIP TRAINING

SITE	2011	2012	2013
Boddington	373	97	91
Jundee	0	39	4
KCGM	112	70	0
Perth	298	89	31
Tanami	112	120	10
Waihi	30	12	24
TOTAL	925	432	160

In these workshops, individuals explored the value of team goals and how to achieve performance targets. Relationship development, role clarity, feedback and self-awareness were key outcomes from these activities and the team charter concept provides managers with a platform to continually develop and engage their team. These sessions also provided many front-line leaders and high-level managers with the opportunity to implement and practice newfound leadership skills in their functional groups.

CHANGE MANAGEMENT

Newmont implemented a change management course in 2012 to prepare and enable teams to support major changes within the business. In 2013 the program was predominantly used to support the Full Potential project at Boddington and the implementation of the Tanami Management Operating System. Additional courses were run in 2013 to help individuals to manage change in external and internal environments.

Human rights

Human rights are defined as demonstrating respect and creating an atmosphere of tolerance for employees, contractors, neighbours, local communities and governments. As a member of the International Council on Mining and Metals (ICMM), we are committed to the ICMM's Principles for Sustainable Development and dedicated to the management and protection of human rights.



Principle Three for Sustainable Development commits our company to “uphold(ing) fundamental human rights and respect for cultures, customs and values in dealings with employees and others who are affected by our activities”.

As part of our commitment to these principles we provided equal employment opportunity training to 2,073 employees and contractors in 2013 covering topics such as sexual harassment, bullying and intimidation.

HUMAN RIGHTS REPORTED INCIDENTS

Newmont's belief in safeguarding human rights guides our approach to working with local communities.

We abide by universally-adopted protocols in relation to human rights and monitor for discrimination in the workforce, child labour, forced and compulsory labour, other labour and workforce issues, land rights and security forces.

During 2013 there were 34 internal grievances related to Human Rights. We are pleased to confirm that there were no external allegations relating to a breach of these human rights at any of our Asia Pacific sites in 2013.

TRAINING STATISTIC

SITE	\$AU EXPENDITURE ON TRAINING & DEVELOPMENT (WAIHI \$NZ)			HOURS OF TRAINING PROVIDED			AVERAGE HOURS OF TRAINING PROVIDED PER EMPLOYEE*		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
Boddington	1,608,314	1,071,783	614,571	41,991	54,241	61,764	42	54	59
Jundee	838,327	573,121	367,166	16,550	9,815	2,966	104	56	21
KCGM	1,014,191	1,118,391	557,749	55,579	35,636	17,800	71	42	22
Tanami	569,000	487,832	360,395	3,356	7,760	26,300	10	28	49
Waihi	927,000	1,183,424	136,545	67,697	54,721	11,582	124	95	99
Perth	177,792	91,100	83,000	16,340	11,236	3,821	110	90	21
TOTAL	4,169,670	5,125,624	2,119,426	101,267	201,513	124,233	64	68	44

* Calculated as "Training hours provided"/number of employees (excludes contractors).

14 Community

Newmont Asia Pacific invested \$AU2.18 million into community programs across Australia and New Zealand in 2013. We also contributed \$1.8 billion expenditure on goods, services, taxes, royalties and salaries to the Australian and New Zealand economies.



The communities surrounding our projects and operations serve as our hosts and Newmont aims to ensure that they receive positive benefits from our presence. Our community development program is focused on creating a shared vision for the future by proactively supporting projects and programs that meet the needs and priorities of our communities.

Key community activities for 2013 were:

- > The development of a Local Content Program for employment and business, which prioritised Indigenous and local employment in 2013 and postponed local business focus to 2014.
- > Refreshing our Aboriginal employment strategies at Boddington and Tanami and establishing stretch targets through to 2018.
- > Undertaking a Social Impact Assessment and review of our Consolidated Mining Agreement at the Tanami operations.
- > Focusing on our Community Partnership Agreement with the Gnaala Karla Booja to enhance governance of the relationship committee at Boddington.
- > Delivering a flexible fee for service model of environmental services and land care management in partnership with the Martu people and Central Desert Native Title service at our Jundee operations.
- > Delivery of quality engagement and information to the Waihi community, in particular the Waihi East community, regarding the Corresno Underground operation.
- > Implementing the Cintellate Stakeholder Engagement module for maintaining and tracking stakeholder engagement.

Key partnerships in 2013 included:

THE ASTHMA FOUNDATION

The Asthma Foundation provides education, support and training throughout Western Australia to assist people in managing this debilitating respiratory condition. The Foundation raised money for asthma research, with Perth-based staff volunteering to collect donations. This is a three year partnership which commenced in 2012.

THE SOUTH AUSTRALIAN MUSEUM

Newmont has a formal three year partnership with the South Australian Museum, which holds Australia's largest

collection of Aboriginal cultural artefacts. Several milestones have been achieved during this partnership, including digitisation of the Museum’s cultural artefacts and the transformation of the historically and culturally significant “Tanami Doors” into a mobile exhibition and a book. This initiative will allow the Walpiri communities surrounding the Tanami operations to access and enjoy these resources.

THE BEACON FOUNDATION

The Beacon Foundation is a charitable group that works with teenagers making the transition from middle school to the workforce or further education. Beacon has provided support to South Fremantle High School, Boddington High School and Coodanup High School. The Beacon Program has reported increased retention rates for year 10 students at South Fremantle High School.

THE MILPIRRI FESTIVAL

The Milpirri Festival is a cultural dance festival held by the Tracks Dance Company in the Northern Territory community of Lajamanu. The community-designed and professionally-supported festival brings together male and female elders, parents and young people to express their culture through traditional and contemporary forms of dance. The event has boosted school attendance and connected local families by presenting cultural customs and stories in a modern setting.

NINTI ONE

Ninti One is a not-for-profit company that builds opportunities for people in remote Australia through research, innovation and community development.

Through Ninti One we support a seven-year study program at the Cooperative Research Centre for Remote Economic Participation, with the aim of providing practical responses to the complex issues that can restrict full economic participation to the economically disadvantaged in remote Australia.

REGIONAL PARTNERSHIP AGREEMENTS

Newmont is a founding signatory and financial sponsor to three Regional Partnership Agreements (RPAs): the South West Economic and Employment Development Agreement (EEDA) with the Gnaala Karla Booja claimants, the Tanami Agreement with the Wilpirri people and a RPA at Wiluna with the Martu people. The Wiluna RPA includes Martu governance programs, culturally appropriate employment model proof-of-concept testing and alignment with Federal Government Aboriginal employment policy initiatives.

The RPAs were initiated by the Minerals Council of Australia to commit industry, the Federal Government, State Government and Traditional Owners to align existing resources, expertise and programs to promote employment and economic development opportunities for Aboriginal communities, and are reviewed every three years. Under these agreements, Newmont supports strategies such as mentoring, career path development, skill building, cross cultural awareness and leadership training.

The Wiluna Regional Partnership Agreement aided facilitation of the Federal Government’s Remote Jobs and Communities Program (RJCP) by strengthening community engagement forums, stakeholder engagement and the output of a participatory Martu employment/training survey identifying the barriers and aspirations of remote Aboriginal employment in mining regions.

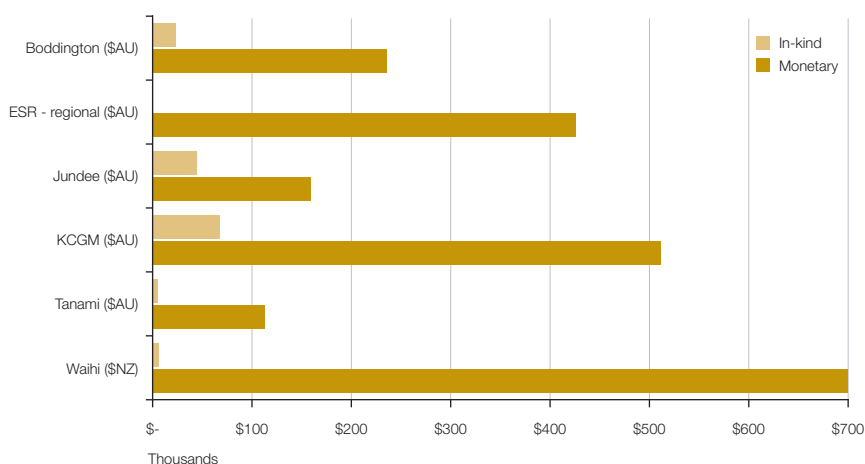
Social Impact Assessments

Social Impact Assessments (SIAs) are carried out by independent consultants at each Newmont site on a five-yearly basis to identify and evaluate the social impacts of our operations on local communities. The assessments consider social and economic impacts, and focus on employees, communities and Indigenous people. Findings inform each site’s strategic social responsibility planning process.

BODDINGTON

The 2013 strategy for Boddington was focused on addressing the critical gaps identified in the 2011 SIA and subsequent 2012 Facilitated Self-Assessment. Concerns raised in the assessment related to communication and to the relationship between the mine, its employees and the community. Operational noise, vehicle and road safety and visual impacts were also highlighted. These findings continue to inform strategies, initiatives and the key activities undertaken by the Social Responsibility team in 2013 and 2014.

2013 COMMUNITY INVESTMENT



COMMUNITY INVESTMENT – AUS/NZ TOTAL (THOUSAND \$AU)

	2011	2012	2013
Monetary	2,418	2,368	1,983
In-kind	235	135	147
TOTAL	2,654	2,503	2,129

Key opportunities for improvement identified in 2013 were:

- > A Local Employment and Procurement policy review to assess the relevance and usefulness of the “Live, Hire and Buy Local” policy and better manage expectations or confusion in relation to community commitments. We responded to this by undertaking a Boddington Local Education, Training and Employment Study. The purpose of the study was to identify options and strategies to build an education, employment and training opportunity pipeline for the Boddington area that includes defined education and employment pathway and meets the aspirations of the local community and industry;
- > Audit progress against Schedule 4: Mooditch Community Participation Agreement by reviewing the framework for delivery and ensuring all commitments were being honoured.

- > The review focused on Indigenous employment, Indigenous education, business procurement and community development. In addition to identifying gaps, emphasis was put on developing an implementation plan and initiating actions to address the key findings; and
- > Review and update the Social Investment strategy to align key priority areas, program strategies, community need and business risk.

Another key priority was to support our growth projects and Life of Mine expansion by obtaining all relevant permits, including necessary heritage approvals. This saw a concerted effort to engage with Land Council bodies and Traditional Owner representatives.

JUNDEE

The site’s revised stakeholder engagement and consultation strategy is based on an SIA undertaken in 2010.

Seven primary recommendations were identified in the strategy:

- > Investigate options to renegotiate land access agreements with Traditional Owners, especially in the instance of Native Title determination;
- > Develop and implement a local external communications plan, supported by an internal communications plan;
- > Implement a plan to apply Aboriginal employment via Martu Rangers;
- > Continue to support Regional Partnership Agreements and twin-track with a Jundee flagship community program;
- > Review the closure plan, including the stakeholder engagement plan;
- > Continue to employ a proactive approach to cultural heritage site management; and
- > Maintain support for the current community programs including community relations advisors,

VALUE ADDED TO AUSTRALIAN AND NEW ZEALAND ECONOMIES IN 2013

ECON	DEFINITION OF VALUE ADD	BODDINGTON (000 \$AU)	JUNDEE (000 \$AU)	KCGM (000 \$AU) *	TANAMI (000 \$AU) **	WAIHI (000 \$NZ) **
+	Total spent on goods & services (local and national, exclude international)	701,106	157,104	305,990	151,176	140,865
+	Total payroll (exclude Expats)	171,177	27,286	56,554	116,420	13,426
+	Community investment (In-kind and monetary)	260	205	579	118	705
Obtained from	Taxes	9,189	17,113	11,152	13,642	5,580
+	Royalties to government	38,697	10,037	12,185	0	2,094
+	Royalties to third parties	4,698	0	0	0	0
+	Land Use payments	267	138	61	11,893	0
+	Political donations	0	0	0	0	0
+	Dividends paid to country shareholders	0	0	0	0	0
+	Interest paid to country banks	988	90	381	343	0
	Value Added to Australian/ New Zealand Economy 2013	926,382	211,973	386,902	293,592	162,669
	Value Added to Australian/ New Zealand Economy 2012	1,010,203	321,546	444,375	458,845	183,677

* KCGM is based on 50 per cent applicability to Newmont.

** No multipliers used. Value-added multipliers substantially leverage each dollar Newmont contributes to the local economy.

medical services, schools, sport and recreation, social functions, small grants and donations and the Cross Cultural Awareness Program.

Having closed out the targeted actions from the 2012 Facilitated Self Assessment, Jundee is in transition toward potential closure in 2016. Jundee aims to alleviate any negative social, environmental and economic impacts from closure by putting into practice an external relations strategy that ensures positive post-operational legacies for stakeholders within the Wiluna Shire.

KCGM

A Community Perception Survey of the local community was conducted in 2013 to explore stakeholders' perception of KCGM. A total of 50 key stakeholders participated in face-to-face interviews, phone interviews or focus groups.

Survey outcomes indicated that KCGM is generally seen as a visible community member which is well-known and well-integrated within the community. However communication appears to have decreased in recent years.

The majority of stakeholders believe KCGM's community investments are adequate and its performance in this area is equal to or better than that of other local mining companies. Further information could be provided to the community to increase understanding of the programs KCGM currently supports.

Stakeholders generally believe KCGM does a sound job of managing its environmental impacts, however emissions from the Gidji Roaster have been identified as a concern. Community stakeholders have a favourable perception of KCGM as an employer that supports Indigenous employment.

In regards to mine closure, feedback indicated that few people are aware of KCGM's plans for mine closure and those who are aware have divergent views.

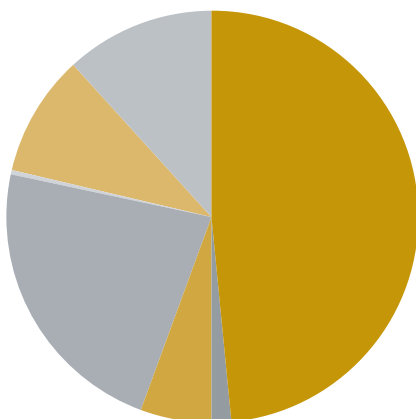
Residents do not appear to be delaying or changing their plans due to the planned mine closure.

TANAMI

The social impact assessment terms of reference and scope of works were prepared in 2012, and consider impacts on the Northern Territory; specifically Alice Springs and the remote Aboriginal communities of Yuendumu, Lajamanu and Nyirripi.

Tanami's extremely remote operating conditions and fly-in fly-out workforce result in a relatively limited social impact on the Tanami region and its neighbouring communities. These conditions mean that the direct touch points between Tanami and its priority communities are not as frequent or diverse as they might otherwise be.

2013 COMMUNITY INVESTMENT BY CATEGORY



- Community Capacity Building (49%)
- Farming (1%)
- Health (6%)
- Education (23%)
- Civil Projects (0.24%)
- Public Infrastructure (9%)
- Other (12%)





Tanami does not impact on local housing, community amenity, transport links, health clinics, regional services, or other fields of social activity and community services that are typically impacted by the presence of mining activity when it is co-located with communities. As an operation, Tanami's spatial and social footprint is relatively contained by its geography and operating conditions, narrowing its direct impacts on its host communities.

A total 103 individual stakeholders contributed to the SIA at Tanami. The collated data identified four impact and opportunity domains for Tanami in respect to its neighbouring communities and the region. These include employment and employability, stakeholder engagement, community investment and mining payments. Although mining payments were identified, they were not included in the recommendations or strategies as the issue is outside the direct sphere of influence of Newmont Tanami Operations.

The SIA provided 10 recommendations:

- > Establish partnerships with key community education and employment providers (RJCP, community learning centres and schools) and reinvigorate strategic relationships Central Land Council (CLC) with the aim of enhanced Yapa education and training.
- > Improve knowledge systems regarding Aboriginal employment to better capture reasons for leaving, track former employees and assist follow-up for potential employment re-

entry. This should ideally focus on Aboriginal employment from the NTO priority communities but could be applied more broadly to all former Aboriginal employees.

- > Explore opportunities to increase rigour of contractor activities that support Aboriginal employment and business development outcomes.
- > Maintain standards of cross-cultural training to ensure continuous improvement. Consider opportunities for post-training cross-cultural behavioural standards across the workforce via training refreshers. Establish mechanisms to involve local community members.
- > Undertake a strategic engagement mapping process to identify priority engagement events, objectives and outcomes of event participation and allocate appropriate internal Tanami resourcing.
- > Proactively address outstanding issues regarding the front gate and the ongoing service expectation of the Warlpiri people. Engage key partners such as the CLC to assist with this process.
- > Engage with the CLC to identify opportunities for involving Aboriginal Ranger groups in environmental management of the mine.
- > Review social assistance activities to ensure alignment of investments with objectives and shared value priorities.
- > Consider partnering with local entities for the purposes of delivering strategic

social investment activities (aligned with locally relevant investment criteria as identified in the above recommendation).

- > Once Tanami has reached an agreement on its strategic direction and objectives, it is important that suitable key performance indicators are identified to enable appropriate tracking of outcomes. It is recommended that one or two KPIs be identified and mapped against each of the three key impact domains.

WAIHI

An SIA which commenced in 2012 was finalised in 2013. The study focused on the impact of the Correnso project to identify and understand concerns and issues raised by Waihi East residents, particularly those with residences above the planned mining area. The majority of issues related to vibration, potential for property damage and impact on property value.

The consents for the Correnso Underground Mine were granted in October 2013. The consents include conditions relating to the preparation of a Social Impact Monitoring Plan (SIMP) to be approved by Hauraki District Council and the completion of an SIA within nine months of the actions commencing as described within the consent. The findings of the SIA will be used to inform and validate the SIMP and to provide baseline figures for the agreed indicators.

COMMUNITY SCORECARD

2013 TARGETS	2013 OUTCOMES
SOCIAL RESPONSIBILITY STANDARDS	
Ensure action plans included within 2013 annual site delivery.	■ Achieved.
Mechanisms in use, monthly reporting undertaken and monitoring of trends developed.	■ Achieved.
STRATEGY DEVELOPMENT	
Finalise Shared Value strategy in 2013.	■ Partial – delayed until 2014.
Implement the planning framework across all sites with a focus on 2014-2016 delivery.	■ Achieved – planning framework ensures all aspects of the business are considered in developing an annual business plan.
SOCIAL IMPACTS ASSESSMENTS	
Ongoing reporting on quarterly basis to Corporate and monitoring of progress with inclusion into annual plans.	■ Achieved – quarterly reporting to Corporate on progress has commenced and planning framework ensures SIA recommendations and plans are adopted into business plans.
Waihi – Implement the PCIP in line with project consent conditions.	■ Partial – aspects of the property Implementation policy have been adapted and included within the consent conditions with implementation and details to be completed in 2014 in line with consent conditions.
Waihi – Utilise publicly elected forums to refine the PCIP and AEP programs.	■ Achieved – has been part of community engagement and negotiation and acts as a voice and input for community to effectiveness of implementation of consent conditions.
Waihi – Finalise SIA report and develop action plan for implementation in 2014.	■ Partial – was not finalised until 1st quarter 2014; action plan and Social Impact Management Plan will be part of consent conditions.
Undertake Tanami SIA in 2013 with action plan finalised for implementation in 2014.	■ Achieved – confirmed with partners and action plan developed for implementation on 2014.
REGIONAL PARTNERSHIP AGREEMENTS	
Review inclusion in all three RPAs in 2013.	■ Achieved – all RPAs will complete three year agreements. Contracts at Jundee and Boddington have been extended until the end of 2014 due to Central Government Funding. The Tanami contract will end mid 2014.
REGIONAL COMMUNITY INVESTMENT	
Adopt findings and procedures in 2013.	■ Not achieved – implementation is delayed until 2014.

GOALS FOR 2014 INCLUDE

Complete Shared Value strategy and metrics.

Implement new global standards.

Enhanced stakeholder engagement recording via Cintellate stakeholder module.

Review Government Relations and External Relations plans.

Implement Regional Community Investment Program.

With the partial development of a Shared Value strategy and the move to an External Relations model in 2013 (incorporating the government relations and communications functions), the key performance indicators will change during 2014 as new focuses for continuous improvement across stakeholder engagement are addressed.

KEY ■ Achieved
■ Partially Achieved
■ Not Achieved

Environment

Newmont sites are situated in biodiverse locations across the Asia Pacific region and we are committed to minimising any impacts associated with our operations.



As Australia's leading gold producer we continue to demonstrate our commitment to creating environmental and social programs that promote and sustain biodiversity across our Asia Pacific operations.

Our environmental and social programs are based on the International Council on Mining and Metal's (ICMM) 10 Principles for Sustainable Development. Our policies, systems and environmental and social programs translate into principles and actions that guide our employees on a daily basis.

Environmental stewardship

The integration of environmental principles into our day-to-day business activities is essential to successful environmental management.

We are committed to ensuring our management systems and processes comply with all relevant legislation and have developed additional internal technical standards and other measures to exceed regulatory standards, to meet our objective of continuous improvement.

We regularly update standards, licenses, permits and business practices to ensure we meet public expectations and continue to evolve in an ever-changing regulatory environment.

We track our environmental performance through industry-leading monitoring programs and report results to local, regional and Government departments.

In 2012 we standardised our environmental inspection program to ensure consistency across all operations and to set new targets. The program continues to deliver strong environmental outcomes and opportunities for interaction.

Cyanide management

We prioritise the continual improvement of how we manage sodium cyanide at our operations with the overarching aim to protect human health and reduce the potential of environmental harm.

Newmont played a key role in developing the International Cyanide Management Code (ICMC) and was one of its first signatories. We continue to use this framework to responsibly manage, transport, store and use cyanide.

In 2012 our operations underwent regular independent auditing for ongoing certification with all operations maintaining certification.

Overall cyanide consumption has remained unchanged across our operations in 2013. Increased mill throughput at Waihi and Tanami accounted for significantly higher cyanide use in relation to the tonnes of ore processed in 2013, while Jundee and KCGM had moderate increases in consumption. However, these increases were offset by an eight per cent reduction in consumption at Boddington, due to improvements in process control and better management. Boddington and KCGM's influence on overall cyanide consumption far outweighs our other operations because it accounts for the largest mill throughput.

Air Emissions

In line with our commitment to transparent reporting, we submit estimated emission levels for substances listed on the National Pollutant Inventory (NPI).

We monitor air quality and invest in ongoing research and development opportunities to reduce our emissions.

One of Newmont's principle emissions is sulphur dioxide, 99 per cent of which is generated by KCGM due to the type of ore and processing methods used to recover gold.

As a result, the joint venture owners of KCGM – Newmont and Barrick – are implementing an emissions reduction project in 2014. The project involves installation of an ultra fine grinding mill,

closure of the Gidji Roaster and capture of mercury vapours emitted by the operation. The project's goal is to reduce KCGM's gaseous emissions by at least 90 per cent and sulphur dioxide emissions by at least 99 per cent by the end of 2015. Newmont's contribution to the project is expected to be around \$38 million.

Noise Emissions

We understand that noise can be an inherent impact on communities. In 2013 our noise emissions remained well below regulatory requirements, and we explored methods to further reduce noise emissions across our operations. Typical examples of noise reduction measures included consideration of climatic conditions and noise barriers around operations and using smaller explosive charges during blasting. Six noise complaints were received in 2013, which was a substantial drop from 2012.

We have implemented detailed noise and vibration monitoring programs to record compliance with legislation in order to assist us to understand and respond to our impact. For example, we have placed fixed real-time monitoring equipment across operations and in residential areas. We also have mobile units which respond to complaints and to requests for emissions monitoring at specific locations and times.

The Noise Sentinel Program at Boddington was initiated in 2013 to enable Mine Control to assess noise levels (and licence limits) in real time and understand the noise characteristics of the site. This information is of critical importance when dealing with complaints.

Other initiatives included silent reversing alarms on the Dump Truck fleet, and assessing the benefits of silent horns for the shovels. The complaints and grievances procedure has been reviewed to ensure complaints are dealt with more effectively.

Waste Management

Responsible mineral and hazardous waste management is a major focus of our environmental monitoring efforts. Our environmental standards promote effective structural design and management of waste rock, leach pads and tailing facilities. We conduct daily inspections of facilities and authorise audits by internal and third-party inspectors in order to monitor our performance.

Environmental monitoring is crucial to assess the performance of our site environmental management programs and to ensuring we are complying with regulations. We have established extensive monitoring networks to track surface and groundwater quality around and beneath landfill, tailings and waste rock facilities, with findings assessed for trends and incongruities on an annual basis. Air quality is monitored via ambient air quality monitoring stations, which are in place around tailings facilities and haul roads, to verify that levels of dust emissions remain below World Health Organisation standards.

The design, construction and management of our tailings storage facilities exceed industry standards. Recently established facilities include a fully synthetic-lined containment beneath the facility pond area and

SODIUM CYANIDE CONSUMPTION

SITE	SODIUM CYANIDE CONSUMPTION (TONNES)		
	2011	2012	2013
Boddington	6,902	8,657	7,948
Jundee	412	472	506
KCGM	5,049	5,228	5,645
Tanami	624	496	697
Waihi	1,066	495	617

TOTAL DISTURBANCE FOOTPRINT VS AMOUNT UNDER REHABILITATION

AS AT 31 DEC 2013	DISTURBANCE (HA)	REHABILITATED (HA)	TOTAL COMBINED DIST (HA)
Boddington	3,655.9	193.3	3,849.2
Jundee	1,975.7	893.45	2,869.15
KCGM	2,619.9	302.4	2,922.3
Tanami	1572.5	430	2002.5
Waihi	173.4559	80.8	254.2559

AIR EMISSIONS

EMISSIONS	2010/11	2011/12	2012/13
OXIDES OF NITROGEN (TONNES)			
Boddington (100%)	1,425	1,351	1,511
Jundee	493	467	554
KCGM (100%)	1,931	1,610	1,831
Tanami	1,318	1,337	1,358
TOTAL (TONNES)	5,167	4,765	5,254
SULPHUR DIOXIDE (TONNES)			
Boddington (100%)	8.7	2.0	2.5
Jundee	1.6	0.7	0.8
KCGM (100%)	170,763	173,061	170,766
Tanami	1.7	0.8	0.8
TOTAL (TONNES)	170,775	173,064	170,771
VOLATILE ORGANIC COMPOUNDS (TONNES)			
Boddington (100%)	76.4	79.3	87.7
Jundee	19.1	17.9	21.1
KCGM (100%)	154.37	92.4	106.1
Tanami	65.5	63.0	66.7
TOTAL (TONNES)	315	253	282
PARTICULATE MATTER – PM (TONNES)¹⁰			
Boddington (100%)	10,748	11,686	12,907
Jundee	2,895	2,134	2,144
KCGM (100%)	5,102	5,652	5,051
Tanami	1,408	1,340	1,976
TOTAL (TONNES)	20,152	20,812	22,078
CYANIDE (TONNES)			
Boddington (100%)	90	126	75
Jundee	20	15	23
KCGM (100%)	284	335	312
Tanami	23	13	10
TOTAL (TONNES)	417	488	419
MERCURY (TONNES)			
KCGM (100%)	3.6	3.5	2.95

With the exception of KCGM, Newmont's Australian operations report on a financial yearly basis. Figures refer to whole-of-operation and not Newmont's ownership. N.B. Newmont's New Zealand operation, Waihi, does not participate in the NPI.

state-of-the-art seepage recovery systems. These facilities are designed for the long-term and specifically engineered for post-mining and rehabilitation activities. They will be covered with soil and native plants to minimise water infiltration, with the aim of returning the area to an agreed beneficial land use.

Water Management

Newmont recognises that water is a vital resource for communities and natural ecosystems. We invest substantial resources into understanding and appropriately managing water resources in the areas where we mine and ensuring that stakeholder interests and concerns are identified and addressed.

Newmont's water use and recycling performance are influenced by a range of variables including mill throughput, water quality, rainfall and catchment characteristics, groundwater, resource availability and yield.

We are responding by implementing a regional water strategy to manage water resources in the medium-to-long term and continue to prioritise water management and efficiency.

We have undertaken a number of studies and used the data and findings to establish robust site-wide water balances for our operation's climate, hydrogeology, surface water and ground water. Climatic conditions such as intensity storm events or reduction to annual rainfall pose potential risk to our assets.

We use proven state-of-the-art computer modelling, along with supporting field data and monitoring to develop and implement management programs that identify and mitigate potential impacts on water resources. We collect data by monitoring continuously throughout the mine life cycle. This data is used to refine and adjust each site's water balance and inform water management programs.

In 2012 we conducted a review to improve our understanding of water management across our operations. This included an overview of water use and water conservation initiatives as well as analysis of the water balance at each site, the sources of water extracted and the risks associated with continued use to the end of mine life.

CLIMATE CHANGE AND ENERGY EFFICIENCY SCORECARD

2013 TARGETS	2013 OUTCOMES
CLIMATE CHANGE STRATEGY	
Commence implementation of 2013-2015 Climate Change Strategy.	■ Completed.
RENEWABLE ENERGY & CARBON OFFSETS	
Completion of power options study for the Tanami.	■ Partial completion. A final decision on the implementation of solar will be dependent on a government funding application.
Further investigation and decision on potential Tanami Solar PV Project.	
Obtain final approval for forestry offset projects under the Carbon Farming Initiative.	■ Completed.
ENERGY EFFICIENCY	
Complete an energy efficiency assessment at Tanami.	■ Completed.
ENERGY & CARBON ACCOUNTING	
Surrender liable carbon credits under the Clean Energy Act.	■ Completed.
Submission of 2012/13 NGER report.	■ Completed.
Submission of 22AA NGER report.	■ Completed.
COMMUNICATION TO ENERGY EFFICIENCY OFFICE	
Completion of EEO public report and publish on Newmont's website.	■ Completed.
CLIMATE CHANGE RISK	
Develop Regional Water Strategy Framework by 30 June and supporting implementation plan.	■ Partial completion. The Water Strategy Framework was completed and the implementation plan was partially completed.

KEY ■ Achieved ■ Partially Achieved ■ Not Achieved

A key recommendation from the review was to develop a water strategy. This strategy, developed in 2013, outlines our commitment to using water more efficiently, protecting the environment, improving performance and engaging externally on water issues, especially in water-stressed areas.

Biodiversity

WAIHI

The NZ Dotterel Watch is a program focused on assisting the survival of the threatened New Zealand Dotterel, a native bird that inhabits coastal areas in only a few regions throughout New Zealand. The program started in 1995 when Waihi staff observed dotterels nesting on the haul road of the

waste rock embankment, and developed into a partnership between the Department of Conservation (DoC) and Waihi.

Since the program's inception, Waihi has provided a vehicle and funding support. DoC uses the funding to support a ranger who organises a team of minders to identify nesting areas throughout the Coromandel Peninsula and help protect the birds from the many dangers that threaten them.

Additional support is provided by Waihi personnel when Dotterels are identified on sites. Nesting areas are clearly marked to prevent human and vehicle access and additional predator traps are set to minimise harm to the birds.

BODDINGTON

Newmont Boddington Gold has supported and been an active participant in a Murdoch University study focused on understanding the feeding habits of Carnaby's Cockatoo and its application in revegetation of mine disturbed areas.

After three years the study found that Carnaby's Cockatoos were feeding in areas as young as six years following revegetation. Furthermore, feeding was recorded year-round. This study will assist Newmont to determine planting regimes as part of its rehabilitation and closure planning to ensure the restoration of Black Cockatoo feed sources.

JUNDEE

At Newmont Jundee the Martu Rangers have undertaken environmental compliance works at site to deliver cultural skills to our site requirements and provide culturally appropriate access to employment for local Martu people.

From the initial compliance work (weed spraying, feral animal monitoring and control and flora and fauna audits) the partnership has flourished to identify new opportunities in biodiversity.

In January 2013 a workshop between Martu, the Central Desert Native Title Service, local Pastoralists and Newmont identified a project at Jundee to act as a biodiversity project site. This led to the development and implementation of a Biodiversity Management Plan on the pastoral lease which was focused on one week per month with a pool of 15 Martu Rangers and included work areas of mutual interests of all partners including:

- > Erosion control;
- > Flora and fauna monitoring;
- > Fire management;
- > Pastoral productivity monitoring; and
- > Feral flora and fauna monitoring and control.

Climate Change and Energy Efficiency

We recognise the growing global concern and stakeholder expectation for action on climate change and understand that sustained reductions in greenhouse gas (GHG) emissions are necessary to stabilise atmospheric CO₂ levels to protect our global climate system.

We accept that we have an important role to play in transitioning to a lower carbon emission economy as part of an industry that requires significant energy inputs.

During 2014 a global review of climate change and energy will be undertaken with the aim to develop a global strategy.

ASIA PACIFIC CLIMATE CHANGE STRATEGY

Our climate change strategy outlines our approach to evolving and functioning in a carbon-constrained economy.

The strategy targets direct or indirect emissions of greenhouse gases in areas in which we are able to influence the quantity of emissions and the associated carbon liability.

Our focus in 2013 has been on the following areas:

Accounting and Reporting

We remain committed to measuring, reporting and verifying energy consumption and GHG emissions

to inform our strategy, assist with management decisions and ensure alignment with our regulatory commitments. These include the National Greenhouse and Energy Reporting Scheme (NGER), the Energy Efficiency Opportunities (EEO) Act and the Clean Energy Act.

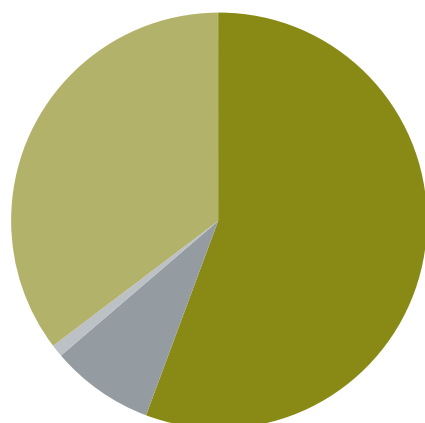
We have publicly reported our Asia Pacific carbon footprint and energy consumption since 1998 and participate in the Carbon Disclosure Project and CDP S&P 500 Carbon Disclosure Leadership Index.

Energy Efficiency

We are committed to improving our energy efficiency and reducing the consumption of electricity, diesel and other fuels in order to reduce GHG emissions and operating costs.

Total energy consumption at our Asia Pacific operations increased by only 0.4 per cent in 2013 despite increases in energy consumption at Tanami (five per cent) and Waihi (two per cent) due to increased mill throughput at these sites. Increases at these sites were offset by reduced energy consumption at Jundee (five per cent) resulting in near zero net percentage increase overall, compared to a two per cent decrease in total energy consumption in 2012.

2013 ENERGY CONSUMPTION (GJ)



- Diesel (56%)
- Natural Gas (8%)
- LPG (1%)
- Grid Electricity (35%)

AUS/NZ ENERGY CONSUMPTION

SITE	ENERGY CONSUMPTION (000 GJ)		
	2011	2012	2013
Boddington	5,817	5,923	6,446
Jundee	1,473	1,650	1,564
KCGM (100%)	4,990	4,317	4,363
Legacy Site (Mt Leyshon)	5	3	1
Offices (Subiaco & Welshpool)	3	3	2
Tanami	1,789	1,939	2,031
Waihi	471	381	389
TOTAL	14,548	14,216	14,768

Energy consumption by site (GJ) and GJ/oz gold produced. Figures above relate to both direct and indirect energy consumption. Three of Newmont's Asia Pacific operations – Boddington, KCGM and Waihi – consume indirect energy in the form of grid electricity.

In 2013 our primary energy source was diesel fuel, followed by grid electricity. These energy sources power the majority of our operational and accommodation sites, as well as infrastructure and vehicles. Natural gas is also used at the Jundee site where it is used in the power station to supply electricity to the site.

Renewable Energy

We continued to investigate on-site solar power generation and produce biodiesel at Jundee from waste cooking oil, which is used to fuel vehicles on site.

Carbon Portfolio Management

We employ a portfolio approach toward risk-mitigation of potential climate change impacts. This is led by a specialist team to ensure carbon is managed across the business. The benefits have included improving energy efficiency across the site, implementing renewable energy projects and providing carbon offsets.

Carbon Offsets

We undertake carbon sequestration projects to remove carbon dioxide from the atmosphere. Such projects provide a means of offsetting carbon emissions effects, as well as shared value to local communities as a means of revenue generation from direct employment. As a response to climate change, these projects offer a way to boost carbon credit sales, while the revegetation areas can support ecosystems and biodiversity.

Communications, Policy and Advocacy

We continue to contribute to the development of company, industry, and national climate change policies. We provide information on our climate change and energy performance through the Beyond the Mine Sustainability Report and the public Energy Efficiency Opportunities (EEO).

Adaptation

We have developed site-wide probabilistic water balances for our operations based on findings from climate and hydrogeology, surface water and groundwater studies which were undertaken as part of our Climate Change and Energy Efficiency strategy. The predictive capability of water balancing informs preparations for the likely impacts of climate change.

Carbon Management Program

Newmont established a Carbon Management Program in 2008 and a policy in 2009 to guide our approach to managing risk and capturing opportunities related to reducing energy consumption and greenhouse gas (GHG) emissions.

Our policy commits us to:

- > Measuring and annually reporting our global emissions to the Carbon Disclosure Project (CDP) and are compliant with all verification requirements;

- > Our education plan, which is developed in collaboration with public and private leaders in energy conservation, includes energy use reduction targets, energy efficient best practice and energy conservation projects that reduce operating cost and GHG emissions;
- > Investing in projects that directly reduce our energy consumption and GHG emissions, generating renewable energy credits, enhancing sustainable development and helping reduce our anticipated future carbon costs;
- > Pursuing opportunities and partnerships with select businesses to reduce our GHG emissions whilst ensuring our business is sustainable, profitable and responsible;
- > Implementing sequestration (carbon offsets) projects such as forestry programs that remove carbon dioxide from the atmosphere in locations near our operations; and
- > Engaging with stakeholders to assess future impacts to our business and hosting communities and developing plans to mitigate climate change risks and emphasis on water security.

We believe these commitments are critical components of our dedication to being a sustainability leader and are crucial to our competitive position.



Environment

BEYOND THE MINE

Greenhouse gas emissions

We employ a collaborative approach to assessing, prioritising and implementing energy efficiency improvements and GHG reductions at our sites.

We measure and report GHG emissions in accordance with the National Greenhouse and Energy Reporting (NGER) Scheme. Total emissions from our Asia Pacific operations increased by five per cent overall, primarily due to modest emission increases at KCGM, Tanami and Boddington of six, four, and six per cent respectively. These increases were offset by decreased emissions at Jundee and Waihi, of seven and 23 per cent respectively. Annual emissions across our sites are largely consistent with variations in energy consumption, however emissions intensity (emissions per tonne of ore milled) is influenced by production and gold recovery rates.

Closure

The sound management of the closure and reclamation of our operations is fundamental to our sustainability performance and reflects our commitment to leaving a positive legacy for the communities and the environments in which we operate.

We address environmental considerations throughout the mine life cycle to ensure our sites are able to support productive post-closure land use and provide sustainable advantages to local communities. An emerging practice to consider the social impacts of future closures will inform ongoing mitigation. We frequently review and update closure plans with external stakeholders and relevant regulatory departments over the life of the mine. Our projects address closure and reclamation planning and management of long-term liabilities associated with mining throughout the mine life cycle and follow our Closure

& Reclamation Standard. Where possible we reclaim disturbed land progressively during the mine's life. Our Closure and Reclamation Technical Team (CRTT) ensures our approach to site closure and reclamation is consistently evaluated and reported at each stage of the mine life cycle.

When developing and implementing reclamation plans we employ technical and scientific approaches to ensure safe and sustainable landforms post mining and extraction of precious metals. At several of our sites – and at the historic mining sites we have never operated but where we manage the reclamation process – we have pioneered techniques that have been shared in the industry as technically or scientifically proven approaches to mine closure and reclamation.

At Jundee we have rehabilitated 400 exploration drill holes and conducted a pit lake study to predict filling periods



and water quality, whilst at Tanami a major program to audit and rehabilitate close to 18,000 historic drill holes was continued.

Throughout 2013 each site developed a cross functional team to focus on closure planning and the required impact during operational phases.

BODDINGTON

Closure planning continued to advance in 2013, conducting a field trial in the RDA footprint to help us determine which closure covers will be most effective in the future rehabilitation of the 1500ha facility. Once complete, this work will also clarify the volume of materials required for closure of the RDA facility, and also allow for better planning and efficient targeting of rehabilitation material during expansion of the operation. We have focused on landform and drainage design for the expanded waste rock dumps to minimise the risk of long-term erosion. In late 2013, work commenced to locate a slope trial test plot within the waste

rock dump to test the veracity of erosion models on planned final rehabilitated landforms. A field trial and long-term laboratory testing around geochemistry of the waste rock, continued throughout 2013 to determine cut-off sulphur grades that better define PAF and NAF waste material for closure treatment. The site is also awaiting government comment on Boddington's detailed closure plan. This is an essential component of the rehabilitation and mine closure program.

KCGM

Rehabilitation of the northern waste rock dump commenced and backfilling of historic underground workings at Mt Charlotte continued in 2013. This work will reduce the long term potential for surface instability and seismic events post-closure. An increase in historic backfilling is planned in 2014.

Further studies of material characterisation work were undertaken in 2013 to better understand the erodibility of available rehabilitation materials for waste dumps.

Work on waste dumps will continue in 2014. We will also conduct erosion studies on tailings to improve understanding of closure design requirements.

JUNDEE

Earthworks on W10 waste rock dump were completed during the second quarter of 2013. The earthworks contractor was demobilised as further closure planning is now underway in alignment with the Jundee life of mine business plan. A helicopter-seeding project was undertaken, with final seeding of W10 completed in the third quarter of 2013.

Jundee undertook a successful legacy drill hole rehabilitation and audit program in the second quarter. 18,200 legacy drill holes were audited with all data captured on database. We also completed light earth works as well as capping and plugging holes that did not conform.

Additional closure-based initiatives at Jundee during 2013 included the preparation and scheduling of the Jundee Closure plan for submission to the DMP in March 2014. Ecosystem Function Analysis was also undertaken in 2013 with engagement of the Central Desert Native Title Services, Martu Rangers.

TANAMI

Numerous studies are continuing at the Granites mine site, including studies on the closure requirements for both the in-pit and paddock style tailings storage facilities.

Work is continuing on closure planning for the Callie Waste Rock Dump, which is the only active waste rock dump at the operations. The tailings cover trial is continuing, to assess the best cover options for future planning. Rehabilitation classification work is being undertaken on a biennial basis to assess the progress of the rehabilitated areas.

We undertook a gap analysis to compare the current Closure Plan for the operations with the newly adapted Western Australian Mine Closure Guidelines. This gap analysis will assist with future updates to the Tanami Closure Plan, to align it with the best practice undertaken in Western Australia.

GREENHOUSE GAS EMISSIONS

EMISSION TYPE	2011	2012	2013
DIRECT ENERGY (TONNES CO₂-E)			
Boddington	187,415	181,682	201,391
Jundee	81,942	92,760	86,617
KCGM (100%)	255,525	212,305	208,948
Legacy Sites (Mt Leyshon)	242	81	0
Tanami	124,186	134,713	140,612
Waihi	16,035	20,883	16,017
TOTAL (TONNES CO₂-E)	665,345	642,423	653,585
INDIRECT ENERGY (TONNES CO₂-E)			
Boddington	716,277	743,949	783,788
KCGM (100%)	301,460	230,320	258,773
Legacy Sites (Mt Leyshon)	474		189
Offices (Subiaco & Welshpool)	593	646	542
Waihi	13,051	9,418	7,341
TOTAL INDIRECT (TONNES CO₂-E)	1,031,856	984,334	1,050,633
TOTAL EMISSIONS – DIRECT AND INDIRECT			
TOTAL (TONNES CO₂-E)	1,697,201	1,626,757	1,704,217

Direct emissions – emissions from sources owned/controlled by Newmont, e.g. on-site power stations and generators and haul trucks.

Indirect emissions – emissions from electricity purchased off the grid.

Environment

BEYOND THE MINE

WAIHI

In 2013 we capped around one hectare of TSF2 tailings, rehabilitated around seven hectares of TSF1A waste rock embankment and installed a permanent water control above collection pond S5.

Landscaping around the previously relocated and refurbished Grand Junction Refinery Building was completed, including the progressive replacement of dead and dying weed trees with large native seedlings as identified within the Screen Planting Plan.

During the year we also prepared an application to change condition 42A of the Mining Licence, to achieve more workable timeframes for embankment rehabilitation.

MT LEYSHON

In 2002 Newmont acquired responsibility for the rehabilitation of Mt Leyshon, from Normandy Mines. Mt Leyshon is located approximately 25 kilometres south

of Charters Towers in North Queensland. Mining ceased in 2001 and the site is now in a post-closure earthworks and monitoring phase. Our Closure and Reclamation Technical Team continues to work with specialist consultants and research institutions to improve water management and closure outcomes.

We have established a mine water management system to collect all poor quality runoff and seepage into containment dams. Water retained in containment dams is pumped into a pit lake, which is developing in the final void. We recognise that this strategy may not be feasible in the long-term if the net amount of impacted water generated on site exceeds the capacity of the final void. We have made provisions for the operation of an active water treatment facility should this become the most appropriate option for disposal of the impacted water. Investigation

of an enhanced evaporation system for the pit lake to remove water from the inventory is ongoing.

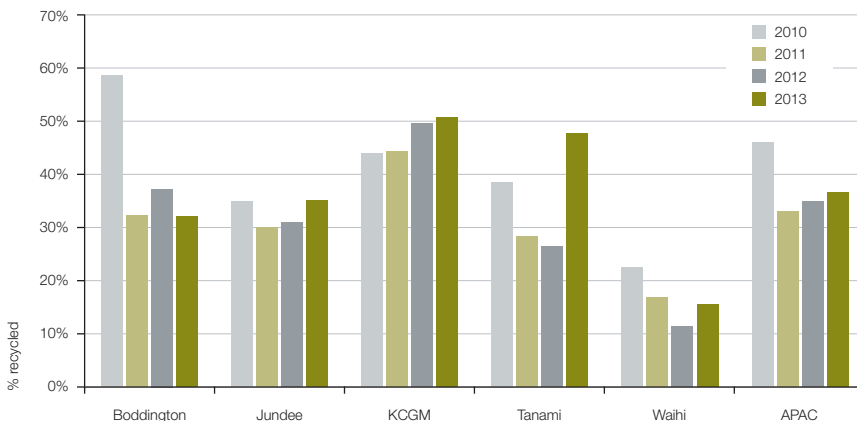
High-flow bypass facilities have been constructed to bypass moderate-to-high catchment runoff flows around dams directly to receiving waterways, while low-flows are directed into the containment structures for subsequent pumping to the pit. The high flow bypass facilities provide spare storage capacity in the dams to prevent overflow of poor quality first flush flows and extended seepage flows to the receiving environment.

In recent years we have made significant upgrades to monitoring systems. These include the installation of continuous monitoring systems to provide real time data on:

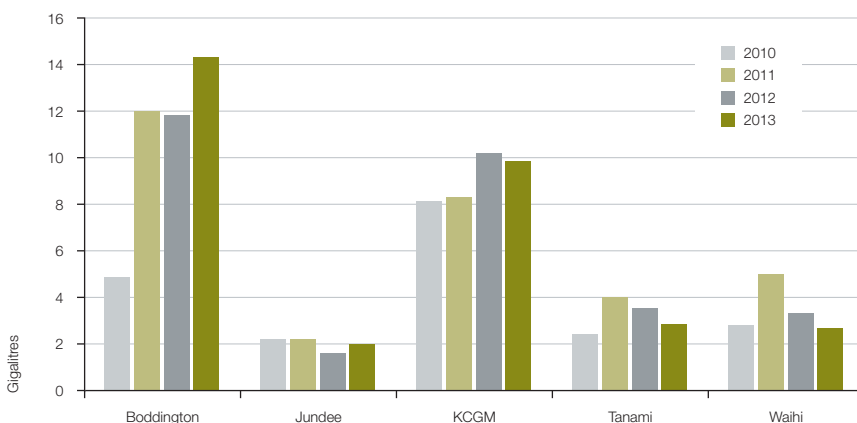
- > Stream heights and salinity (electrical conductivity) of surface water flows;
- > Precipitation intensity at several locations across site;
- > Water levels in the containment dams and pumped volumes for the systems routing contained flows to the final void; and
- > Groundwater pressures in the groundwater system surrounding the final void.

Facilities including the open pit, rehabilitated tailings storage facilities, rehabilitated waste rock storage facilities and a scats stockpile which remains at the site. Engineered covers have been installed to encapsulate the tailings storage facilities and waste rock dumps. To meet our rehabilitation objective of minimising the generation of Acid Mine Drainage (AMD), Newmont has used a compacted layer of porphyry to minimise the infiltration of water into the potentially acid forming stored waste material. A one metre thick layer of porphyry was spread over the waste rock landforms and tailings storage facilities then compacted to a depth of approximately 900mm. These landforms have been vegetated with various grass species and landscape function monitoring is underway to gauge rehabilitation performance on these landforms.

WATER RECYCLING RATES



APAC TOTAL WATER EXTRACTION (EXCL PRECIPITATION)



WOODCUTTERS

In 2002 Newmont acquired the Woodcutters mine, located approximately 80 kilometres south of Darwin in the Northern Territory. Operations at Woodcutters ceased in 1999 and decommissioning and rehabilitation works at the site were completed in 2005. This included the design and installation of a low infiltration cover over the waste rock facility, relocation of tailings into the open pit and rehabilitation of the tailings facility footprints. The majority of rehabilitation works are now complete and the site is in a post-closure monitoring and management phase. It is anticipated that relinquishment of the site to the Northern Territory Government and Traditional Owners (the Warai and Kungarrakan clans) will occur before 2020.

Our primary activities at Woodcutters consist of:

- > Routine surface water, groundwater, soil and vegetation monitoring;
- > Weed, fire and feral animal management;
- > Drainage upgrades and erosion control;
- > Training and development for Traditional Owners to eventually hand over the land; and
- > Engaging stakeholders including the Northern Territory Government, Traditional Owners and neighbouring landholders.



CLOSURE SCORECARD

2013 TARGETS	2013 OUTCOMES	2014 TARGETS
BODDINGTON		
Geochemical work to better establish site understanding of Acid Mine Drainage (AMD) associated with waste rock.	■ Commencement of crib and lab trials to categorise sulphur grades of waste rock and their propensity for oxidation leading to AMD.	Identification of the respective groups of PAF and NAF and incorporation of management of this material into the Mine Plan.
Construct trial area for rehabilitation of basement tailings.	■ Trial located and facility constructed.	Cover treatment installed and vegetation established on plots ready for monitoring.
Locate area for construction of waste rock landform rehabilitation trial.	■ Determination of location.	Installation of slope trial and lysimeters.
Closure and Reclamation Technical Team fully functional.	■ Quarterly cross functional meetings commenced.	Continuation of meetings and testing of Closure commitments.
JUNDEE		
Complete reclamation earthworks on W10 Waste Rock Dump.	■ The W10 waste rock earthworks was completed and seeding conducted.	Continue monitoring.
Develop draft Mine Closure Plan by 31 December.	■ Draft Closure Plan completed.	Submit closure plan to regulator.
Rehabilitate historic drill holes.	■ Rehabilitation of approximately 400 exploration drill holes was completed.	Complete.
Develop multi-function Closure and Reclamation Technical Team.	■ Complete and ongoing.	Ongoing.
KCGM		
Update Mine Closure Plan in accordance with new Western Australian guidelines.	■ Achieved.	Conduct joint partners closure review.
Submit Closure Plan by 30 April.	■ Achieved.	Complete.
MT LEYSHON		
Develop and implement the Receiving Environment Monitoring Program (REMP) by 1 November, in accordance with the Environmental Authority.	■ Achieved. The REMP was developed and implemented prior to 1 November in accordance with the Environmental Authority. The REMP design report was submitted to DEHP prior to 1 November.	Undertake further minor amendments to the EA.
Finalise Environmental Authority. New EA was received 23 March, however, minor amendments will be required as a result of ongoing investigations.	■ Achieved. The Environmental Authority was amended in 2013. Ongoing improvements to the EA are required, therefore further amendments are expected to be made in 2014.	Finalise a long term closure strategy for Mt Leyshon in consultation with DEHP and other key stakeholders.

CLOSURE SCORECARD (continued)

2013 TARGETS	2013 OUTCOMES	2014 TARGETS
TANAMI		
Develop multi-function Closure and Reclamation Technical Team.	■ Partially achieved.	Complete team development.
Commence rehabilitation of historic drill holes.	■ Achieved.	Complete drill hole rehabilitation.
Update Mine Closure Plan.	■ Achieved.	
WAIHI		
Develop multi-function Closure and Reclamation Technical Team.	■ Achieved.	
WOODCUTTERS		
Continue engagement with Traditional Owners and regulators.	■ Achieved. Meetings held each quarter and a workshop was held in June. Technical presentations related to studies at Woodcutters were provided to Department of Mines and Energy in November and Department of Mines and Energy attended a meeting in September to discuss the process for relinquishment.	Implement an accredited training program for Indigenous personnel from Traditional Owner groups, utilising Woodcutters as a training ground for the field work components.
Gain stakeholder acceptance for the Transition to Relinquishment Plan and complete all relevant actions for the year.	■ Partially achieved. The draft Transition to Relinquishment Plan is still being considered by Traditional Owners group. Not all actions have been completed in accordance with the draft plan.	Seek Department of Mines and Energy and Finnis River Land Trust agreement on final land use objectives and completion criteria.
Engage Indigenous personnel from Traditional Owner groups for Woodcutters site works. Implement plan for succession of site coordinator role to Indigenous persons.	■ Achieved. Significant increase in Traditional Owner employment in 2013 (14 TO's, 3400 work hours total) including appointment of a Traditional Owner site supervisor.	Continue engagement with Traditional Owners and regulators.

KEY ■ Achieved ■ Partially Achieved ■ Not Achieved

Safety Performance

Newmont operates under one overarching goal – “Zero Harm” – which encapsulates our commitment to the health and safety of our workforce and operating a fatality and injury-free business.



Our target is to lead the industry in health and safety performance in five years with zero fatalities and the lowest Total Recordable Accident Frequency Rate (TRAFFR) and Occupational Illness Rate amongst our peers.

To ensure that health and safety remains paramount across all our sites, Newmont has installed a robust safety management program, systems, standards and procedures.

In 2014 we will continue to implement four key safety, risk and behaviour-safety initiatives, which were rolled out in 2013. These are:

1. Continuation of the My Safety Journey and Vital Behaviours Program to create clarity of individual safety accountability at all levels of the business and emphasise adherence to safe operating procedures and commitment to safe behaviour, conditions and equipment. In 2013 the Vital Behaviours Program site teams focused on behaviours that will contribute to safer production.
2. Simple and effective risk management systems and processes that provide all levels of the business with an understanding of the risks and critical controls required to complete tasks safely. In 2013 we established a clear focus on our top 10 fatality risk profile for each site and employed more rigorous risk management.
3. Leaders undertaking visible felt leadership and initiating effective conversations on behaviours and fatality risk with workers and business partners.
4. Implementation of the Health, Safety and Loss Prevention (HSLP) Integrated Management System suite of documents to provide clarity on HSLP, Sustainability and External Relations (S&ER) expectations, and to achieve standardisation across the business.

We are committed to ensuring our employees are fit to conduct their work in a safe manner. We provide health assessments to employees at our sites and healthy meal alternatives and fitness equipment for live-in employees. We also closely monitor alcohol consumption, drug use and fatigue and have established procedures to manage non-conformance in these areas.

SAFETY AND HEALTH SCORECARD

2013 TARGETS	2013 OUTCOMES	2014 TARGETS
SAFETY		
Reduce the TRAFR by 20% to 2.0.	■ APAC Region 2013 TRAFR 1.56, well below the target of 2.0.	2014 TRAFR Target 1.4
Be fatality free in the region.	■ APAC did not have any fatalities in 2013.	Be fatality free in the region.
Vital Behaviours Play Books are developed for all workgroups and progress is tracked and reported.	■ All sites completed their Vital Behaviours Play Books, with results of regular tracking reported.	Safety Leadership Coaching (SLC) is implemented and running on all sites.
Implement accurate and verified site monthly HSLP reports to agreed format.	■ All sites developed monthly HSLP reports based on the regional reporting format, using a combination of the customized regional reporting tools and locally developed reporting tools.	Undertake Semi-Quantitative Risk Assessments (SQRA) on all sites.
		All leaders are visible in the field completing quality interactions with team members.
HEALTH		
Develop Regional DPM standard and management plan for UG sites.	■ The APAC Regional DPM Standard and guidance documents were complete and released in October.	DPM Management plans are in place and conformance to DPM on all underground sites.
Implement standardised medical provider for pre-employment and periodic medicals.	■ Complete with a panel of medical providers for all Australian and NZ operations implemented.	Health & Hygiene Risk Assessments completed for all sites with action plans developed for identified risks.
Implement Medgate Clinic and Health Surveillance Modules.	■ All sites with clinics are using the clinic module (excludes Waihi).	

KEY ■ Achieved ■ Partially Achieved ■ Not Achieved

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Safety Performance

BEYOND THE MINE

Total Recordable Accident Frequency Rate

One of the ways we measure the safety performance of our workforce is through the Total Recordable Accident Frequency Rate (TRAFRR) and Lost Time Accident Frequency Rate (LTAFFR).

Our LTAFFRs in 2013 were 1.57 and 0.22, respectively. All safety incidents recorded were thoroughly investigated with corrective action taken to prevent reoccurrence.

Exceeding our TRAFRR target demonstrates our progress in implementing our core values of health and safety.

We recorded significant reductions in all other safety metrics, including zero fatalities and significant reductions in Lost Time Accidents (LTA). The recently implemented My Safety Journey and Vital Behaviours Programs operate alongside our structured risk management systems and processes to improve safety awareness.

Strategic drivers to maintain these reductions in 2014 will include visible felt leadership (with emphasis on safety interactions), vital behaviours, operational risk management, integrated health and safety leadership teams, contractor and fatigue management and the re-establishment of our global internal audit program.

Rapid Response

Newmont is continually preparing to mitigate and prevent any potential incident that may be capable of seriously impacting the safety of our employees, the community or the environment.

Key to this is our Rapid Response Program, which aims to mitigate and prevent the escalation of adverse consequences in the event that existing risk management controls fail.

The Rapid Response process:

- > Provides appropriate support to an affected site and/or region to complement their technical response to an incident;
- > Minimises the impact on the company by considering the environmental, strategic, legal, financial and reputational aspects of the incident;

- > Ensures communications are being carried out in accordance with legal and ethical requirements; and
- > Identifies actions that need to be taken on a broader scale than can be implemented by those involved in overcoming the immediate hazards.

We conduct frequent Rapid Response training exercises to ensure we are ready to respond to serious events. Rapid Response provides a corporate-wide, common and tested procedure that ensures an appropriate response to any circumstance in any geographic location, in a predictable and measurable manner.

Only through uncompromising dedication to one another other will we realise our goal of completely eliminating workplace fatalities.



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Safety Performance
BEYOND THE MINE



36 Production Overview

Newmont's Asia Pacific operations account for approximately 32 per cent of Newmont's consolidated gold production and represent the company's biggest gold-producing region.

Newmont's sustained high rates of gold production contribute to our reputation as Australia's leading gold producer.

Production from our Australian and New Zealand operations in 2013 was approximately 2.080* million ounces, including 66 million pounds of copper from our Boddington operations.

In 2014 our Australia and New Zealand operations are expected to produce 1.6 to 1.7 million ounces of gold, our Boddington operations will produce an additional 60 to 70 million pounds of copper.

Total proven and probable gold reserves for our Australian and New Zealand operations were 20.93 million equity ounces (excluding Barrick Australia Pacific's share in KCGM), as at 31 December 2013.

Exploration

Newmont continuously evaluates potential prospects and seeks to enhance the resource base across our operations.

Two of our underground mines are expected to cease production in the near future, with Jundee to finish in 2016 and Waihi scheduled to close in 2017, based on the viability of the Correnso underground project. Ongoing efforts to develop our project portfolio are critical to Newmont's long term viability.

In 2011 we commenced work to secure government approvals to advance extend mine life at Boddington to 2040, with further scope for extension beyond this date. The outcome of the applications will be known by mid 2014.

At Tanami we are undertaking modelling on a potential orebody known as Federallon. Its position is adjacent to the Callie development. Further modelling will determine if Federation will add to the Tanami resource.

During the reporting period, we announced that we had acquired 35.7 per cent of Novo Resources. Novo is focused on Beatons Creek close to Nullagine in Western Australia's Pilbara region.

At KCGM the inclusion of processing low-grade stockpiles has extended the life of mine for mineral processing by eight years until around 2029. KCGM also continue to investigate opportunities to extend mining operations beyond current plans.



PROVEN AND PROBABLE RESERVES

	PROVEN	PROBABLE	PROVEN & PROBABLE
Boddington	2,300	11,270	13,570
Jundee	110	300	410
KCGM*	3,900	3,540	7,440
Tanami	640	2,370	3,010
Waihi	60	160	220

TOTAL SITE PRODUCTION

SITE	MATERIAL MILLED (000 DRY TONNES)			AVERAGE ORE GRADE (OZ DRY TONNE)			GOLD (000 OZ)			REVENUE (\$US M)		
	2011	2012	2013	2011	2012	2013	2011	2012	2013	2011	2012	2013
Boddington	31,726	33,395	32,695	0.029	0.028	0.026	741	724	704	1,266	1,408	1,249
Jundee	1,322	1,475	1,624	0.259	0.235	0.181	333	333	279	529	519	398
KCGM*	12,029	11,743	11,838	0.077	0.066	0.063	750	682	664	1,178	1,144	921
Tanami	1,829	1,384	1,799	0.125	0.139	0.183	221	183	323	346	290	449
Waihi	966	408	682	0.114	0.173	0.172	97	67	110	149	128	157
TOTAL SITE PRODUCTION	47,902	48,406	48,638	N/A	N/A		2,142	1,989	2,080	3,468	3,489	3,173

Source – 10K report, newmont.com, Investor relations page, pg 36.

* Based on 100% KCGM.

Boddington

Newmont's Boddington operation is located 16 kilometres from the rural farming town of Boddington, on the doorstep of Western Australia's capital city, Perth.



Boddington is a large open pit operation that began commercial production in November 2009 and achieved its first million ounce milestone 16 months later. The operation achieved its two million ounce milestone in August 2012.

Boddington is committed to sourcing skilled employment from the local community and provides incentives to encourage employees to move to Boddington or nearby communities. Approximately 20 per cent of Boddington employees live less than 50 kilometres from the town centre. The remainder live in the broader Peel region or greater metropolitan area, or are employed on a drive-in drive-out basis and stay on-site at the accommodation village.

The operation consists of two open pits in the Saddleback Greenstone Belt, a fault bounded sliver of Archaen volcanic and shallow level intrusive rocks surrounded by granite and gneissic rocks. The main zone of gold mineralisation occurs over a strike length of more than five kilometres and a width of approximately one kilometre.

Boddington produced 704 thousand ounces of gold and 66 million pounds of copper in 2013. The operation added \$926 million of value to the Australian economy, a decrease from \$1.6 billion in 2012.

Of all the gold and copper produced at Boddington, approximately 60 per cent is transported as concentrate to the Port of Bunbury and exported to markets in Europe and Asia.

Boddington reported proven and probable reserves of 13.57 million ounces of gold and 1.49 million pounds of copper.

In 2011 a \$5.7 million exploration program was undertaken to identify additional reserves and resources.

This exploration work has provided an opportunity for potential mine life beyond 2040. Work to prepare the required reports to extend government permits and submit an application for approval was conducted throughout 2013. The final reports and application were submitted to the Office of Environmental Protection Authority in September 2013. We anticipate a decision will be made in mid-2014.

Our people

In 2013 Boddington had a permanent workforce of 1039 employees, supported by an additional 615 contractors (including long-term maintenance contractors). One of our core workplace diversity commitments is providing employment and training opportunities for Indigenous personnel. Indigenous personnel rose from 68 in 2011 to 84 (representing 5.1 per cent of total staff) in 2013. This number represents 5.1 per cent of total staff and brings us closer to our goal of employing 100 Indigenous personnel at the mine.

Approximately 16 per cent of Boddington employees are female, with women comprising seven per cent of Boddington's middle management.

Training and development

In 2013 91 employees undertook formal management and leadership training, with an average of 59 training hours provided per employee – a five hour increase from 2012. This totalled 61,764 training hours and an investment of \$614,571 in training and development initiatives. We also conduct Aboriginal cross-cultural awareness training on an annual basis with 20 Boddington employees and contractors participating in 2013.

INDIGENOUS TRAINING OPPORTUNITIES

Our robust Indigenous pre-vocational training program aims to invest in and develop Indigenous participation in our workforce. Course graduates receive a placement with Newmont or with one of our business partners as part of our commitment to develop opportunities for Aboriginal employees. Eighteen employees participated in a 12-week course in 2013. The course, which is in its third year, involves a site induction, undertaking modules toward a Certificate II in Work Preparation and Work Experience and practical work experience in Boddington's mining or processing departments. On completion of the course, trainees have the opportunity to apply for a full time traineeship in Mining or Processing. In 2013 all 18 graduates were offered full-time traineeships.

Indigenous Education

In 2013, two new initiatives were launched as a result of the review of the Mooditch Community Participation Agreement.

Firstly, Boddington entered into a three year Memorandum of Understanding with the Australian Indigenous Mentoring Experience (AIME). The aspirations of the program are to:

- (a) Provide a support network for local Indigenous high school students to help them finish school at the same rate as their peers. AIME measures school progressions, Year 12 completion rates and university admissions. AIME will also track students who progress into further education, training or employment.
- (b) Work with the local community to encourage involvement in AIME and increase the amount of support students receive after completing the AIME Program (e.g. employment opportunities).
- (c) Increase awareness of Indigenous culture across the Boddington site and provide opportunities for Boddington to be involved in the AIME Murdoch program.

Secondly, Boddington initiated the Kalyagool Kadadjiny Scholarship, which provides financial assistance to Gnaala Kaala Booja, Noongar and Aboriginal Western Australians for approved courses of study or continuous learning opportunities aligned to business needs. It is hoped that the opportunity will provide an alternative entry pathway for professional Indigenous graduates into the business.

Community investment

We provided \$236,000 in grants to the local community in addition to in-kind donations. These grants funded initiatives focused on health, education, environment and Indigenous culture and heritage. They include the Noongar Poles project, Boddington Education to Employment pathways, Bibbulmun Track Foundation Maintenance Program and Williams Campdraft.

We financially match the contributions of our employees who contribute to not-for-profit and community organisations through volunteering, donating to or fundraising on behalf of these organisations.

MOODITCH BOOJA COMMUNITY PARTNERSHIP AGREEMENT

We support Traditional Owner groups and individuals through activities relating to cultural heritage management,

employment, education, training, business development and capacity building.

An example of this commitment is our partnership with the Gnaala Karla Booja Native Title Claimants and the South West Aboriginal Land and Sea Council. The partnership was established in 2006 and is driven by the Gnaala Karla Booja Working Party, comprised of representatives from the Gnaala Karla Booja Native Title Claimants, Newmont and the South West Aboriginal Land and Sea Council.

The Gnaala Karla Booja Native Title Claim area covers approximately 30,000 square kilometres, bounded by Kwinana, Capel, Kojonup and Corrigin. With a population of more than 8,000 people, the Gnaala Karla Booja Native Title Claimants comprise nearly 30 per cent of the Noongar Nation.

Environmental management

Our Integrated Management System (IMS) helps integrate environmental principles in our day-to-day business activities.

The success of our environmental management functions relies on compliance with all relevant legislation, internal technical standards and other voluntary commitments.

We use elaborate monitoring programs to track environmental performance and share results from these programs with local, regional and State Government departments.

Noise and dust emission management, water security and management, cyanide management and energy efficiency were identified as key risks and opportunities at Boddington in 2012.

As a result of complaints received relating to noise, the Noise Sentinel Program at Boddington was initiated in 2013 to enable Mine Control to assess noise levels (and license limits) in real time and understand the noise characteristics of the site. This information is of critical importance when dealing with complaints and allowed us to form a Noise Management Committee to better mitigate for noise in our planning and operations.

The site received regulatory approval to disturb an additional 29 hectares, which will be used as part of current waste rock

facilities. Land and waste management strategies will be applied to this additional land parcel. As an offset for the approvals for disturbance for the 29 hectares, Boddington has committed to place 90 hectares of its current land holding under a conservation covenant.

The site recorded only one incident of Level 3 (moderate) category rating for environmental consequence in 2013, a near 86 per cent decrease on 2012 rates. Following the completion of all required reporting and classification procedures, it was determined that the incident was such that Newmont would not face any sanctions.

We use best-practice ecological assessments as part of our water management strategy. This work has allowed for greater understanding of the seasonal flows and the installation of controls so as not to impact on the Ecological Water Requirements of the Hotham River while still meeting the pumping requirements of the operation.

Water abstraction from Hotham River increased from 7.97 GL in 2012 to 9.72 GL in 2013. This was facilitated by an increased storage capacity on site, provided by the installation of fuse gates on D1 and D4WSR.

Total greenhouse gas emissions from Boddington increased by six per cent over the 2012/2013 reporting period, despite a two per cent decrease in mill throughput. The operation mined 12 per cent more material in 2013 than in 2012 and the rise in emissions related to a seven per cent increase in electricity consumption and a 10 per cent growth in diesel consumption. The majority of greenhouse gas emissions in Asia Pacific are generated through grid electricity and diesel consumption at Boddington, which are the major forms of energy consumption at this site.

Newmont purchased a farm south of Boddington in 2012 to help meet ongoing production and water requirements. The Hedges River Dam, situated on the property, will give us greater flexibility in regards to water storage and movement.

Energy Consumption

Boddington's energy consumption was estimated at 6.45 million GJ in 2013, an increase of nine per cent over last year. Boddington is the largest energy consumer of all the Australian operations and represents 44 per cent of total energy consumption for all Asia Pacific operations.

Emissions are often directly related to energy consumed in the production process. The 12 per cent increase in material mined resulted in a corresponding 12 per cent increase in nitrogen oxide emissions and an 11 per cent increase in volatile organic compounds. Estimates of sulphur dioxide emissions at Boddington increased by 25 per cent, due to increased blasting associated with the open pit mining process.

The safe and responsible management of all chemicals used at our operations, including cyanide, underpins our commitment to the protection of human health and mitigation of potential environmental harm.

Cyanide consumption decreased by eight per cent at Boddington in 2013 due to improvements in control of the cyanide destruction process. Cyanide is destroyed before it is discharged to the RDA facility to increase protection of birdlife. This is an essential part of Boddington's voluntary conformance to the International Cyanide Management Code.





Jundee

Newmont's Jundee operations are located 50 kilometres east of the Indigenous community of Wiluna in the Yandal Greenstone belt of Western Australia's Eastern Goldfields.



Jundee is a small but reliable operation that achieved a remarkable milestone in 2013, pouring its six millionth ounce of gold since mining commenced in open pit operations in 1995 and underground operations in 1998. Mining is scheduled to cease at Jundee in October 2016.

Jundee produced 279,000 ounces of gold and had proven and probable reserves of 410,000 ounces at the end of 2013.

Our people

Jundee draws its workforce from the immediate region and throughout Australia on a fly-in fly-out basis. Workers on a nine-day shift spend five days on rest and relaxation while those on 14-day shifts have a seven-day break.

In 2013 Jundee had a permanent workforce of 144 employees, plus an additional 341 contractor staff. Employment of Indigenous personnel was 4.1 per cent in 2013, compared to 5.8 per cent in 2012 and 3.8 per cent in 2011. This includes 10 Martu rangers working on biodiversity project and environmental work on our pastoral lease stations.

The site has experienced a significant decrease in turnover, from 16 per cent in March 2013 to 12.6 per cent in March 2014. This reduction is attributed to a downturn in the labour market as the mining boom slows and the impact of a commodity price decrease on labour market opportunities.

Training and development

In 2013 four employees undertook formal management and leadership training, with an average of 44 training hours provided per employee. Jundee provided a total 2,966 training hours, representing an investment of \$367,166 in training and development initiatives.

Indigenous training and employment – Martu Rangers

Jundee has partnered with Central Desert Native Title Services (CDNTS) to employ Indigenous land management rangers. These rangers deliver crucial environmental compliance and rehabilitation services across two million hectares of land surrounding the Jundee mine site.

The partnership, which is the first of its kind in Australia, has boosted local employment and improved environmental rehabilitation outcomes on the mining lease.

In 2013 this program was recognised as human rights best practice within the resources sector by the United Nations Global Compact (UN-GC). It was featured in a national case study publication jointly authored by the UN-GC and the Minerals Council of Australia (MCA). The report was officially launched at the 2013 Sustainable Development Conference in Brisbane by the MCA.

Newmont's Martu Rangers partnership was also named runner-up in the state's top environmental award – the Golden Gecko Award, which saw the Department of Mines and Petroleum select the program as one of four state finalists from a large pool of entries for environmental leading practice within the resource sector.

In 2013, this program was identified as the preferred employment model for Martu/Aboriginal peoples by the Wiluna RPA's barriers to employment survey. Newmont and Central Desert Native Title Services were also named as the top two employers of Martu/Aboriginal people within the Wiluna Shire.

Community investment

Jundee contributed \$242 million to the Australian economy in 2013 through the purchase of goods and services, payroll taxes, government royalties, land use payments, salaries and supporting community projects.

The site also invested \$345,000 into community development programs in Wiluna.

Initiatives in 2013 included:

- > \$69,000 in funding to help secure an additional doctor for Wiluna health services.
- > A community physiotherapy program focusing on mobility and independence.
- > The Wiluna school lunch program, which aims to increase retention of students.
- > Establishment of a school music room and structured program for the Music Outback Foundation Program.

- > Financial and in-kind support for a community-driven Volatile Substance Abuse (VSU) Youth Diversion program.
- > The Stephanie Alexander Kitchen Garden Program, a national youth-focused food awareness program.
- > Community funding for Martu sporting events during NAIDOC Week.
- > Providing food support for adult students at Durack TAFE.
- > Funding for the Shire of Wiluna Christmas street party.
- > The Central Desert Native Title Service's Martu Land Management Program, which contracts the Martu Rangers under a fee for service arrangement.
- > Membership and ad hoc program funding for the Wiluna Regional Partnership Agreement.

Newmont has a strong presence in Wiluna and we consistently engage with the community to provide regular and sound information about our operations and the changing business environment. We actively encourage broader workplace participation in community-related events.

Environmental management

Water extraction at Jundee increased by 18 per cent to 1.97 GL in 2013, from 1.67 GL in 2012. This was primarily due to a 10 per cent increase in mill throughput.

Total greenhouse gas emissions from Jundee decreased by seven per cent due to a five per cent decrease in energy consumption. Energy consumption decreased to 1.564 million GJ in 2013, down from 1.65 million GJ in 2012.

A renewable energy initiative that involves the installation of technology that generates biodiesel from waste cooking oil has also commenced at Jundee. The biodiesel is used to fuel one 4WD vehicle. This program has been in place since 2012.

Sulphur dioxide emissions at Jundee increased by 11 per cent due to effects associated with increased blasting on rock. The underground mine production also increased by 10 per cent in 2013.

Rehabilitation of the W10 waste rock dump at Jundee was done in line with best practice environmental rehabilitation. We conducted earthworks in 2012 to decrease the height of the waste rock dump by 10 metres and re-shape the slopes to reduce the risk of erosion. The dump was aerially seeded in late 2013 and germination of native species has commenced after several good falls of summer rain.

We have also rehabilitated 400 exploration drill holes and conduct a pit lake study to predict filling periods and water quality.

We are committed to protecting human health and reducing potential environmental harm through safe and responsible management of chemicals use. We were certified under the International Cyanide Management Code in 2009 and continue to comply with its best practice.

Cyanide emissions at Jundee increased by 55 per cent due to a number of factors including a 10 per cent increase in mill throughput, a seven per cent increase in cyanide consumption and a change in ore type being processed. The mill consumed an increased volume of lime last year, indicating lower pH through the process circuit. This resulted in a dramatic increase in cyanide emissions to air.



KCGM

The Super Pit is managed by Kalgoorlie Consolidated Gold Mines (KCGM) on behalf of joint venture owners Newmont Australia and Barrick Australia Pacific and is located 600 kilometres east of Perth in the south-east corner of the Goldfields, in close proximity to the City of Kalgoorlie-Boulder.

KCGM produced 660,510 ounces of gold (230,255 attributable ounces) in 2013 and has a gold reserve of 7.4 million ounces. On completion, the operation will measure 3.6 kilometres in length, 1.6 kilometres in width and up to 650 metres in depth. The Goldfields operation consists of Fimiston Open Pit (Super Pit), Mt Charlotte Underground Mine, and the Fimiston and Gidji Processing Plants. The Super Pit is mined 24 hours a day, every day of the year.

The 2013 Life of Mine Plan will see the operation process gold until around 2029, an eight year extension of mineral processing life. Underground mining will finish in 2016 while open pit mining will conclude in 2019. Several key mineral processing projects will be undertaken to allow for the extension to processing. These include an initiative to increase the capacity of tailings storage facilities, as well as upgrade at Fimiston and Gidji to reduce air emissions.

Our people

In 2013 KCGM had 809 full time employees and 337 contractors, 2.5 per cent of which identified as Indigenous. KCGM is a large employer in Kalgoorlie-Boulder, which has a population of 35,000 people. As KCGM is a residential site, all employees are required to live locally. Retention rates remained steady with a 17.3 per cent turnover in 2013. Women make up around 22 per cent of the workforce at KCGM, with around 50 per cent of the site's departments led by female managers and superintendents.

Training and development

A total of 17,800 training hours, representing an investment of approximately \$560,000 in training and development initiatives, were provided to staff in 2013.

Community investment

KCGM injected \$151 million into the local economy through salaries, wages and the use of local suppliers in 2013. The operation contributed a total of \$761 million to the Australian economy by investing:

- > \$41 million into local goods and services;
- > \$586 million into national goods and services;

- > \$110 million into payroll contributions; and
- > \$24 million into government royalties and taxes.

Thirty six per cent of KCGM's suppliers are located in Kalgoorlie-Boulder in keeping with our dedication to supporting local business.

The site also contributed more than \$690,000 in scholarships, volunteering, in-kind support and sponsorship grants in 2013. The KCGM Volunteers program saw KCGM staff donate more than 1,650 hours of volunteer time, valued at \$82,500 to local events and initiatives.

KCGM sponsors the Clontarf Foundation, which provides social and educational support to Aboriginal high school students and the You Can Do It! social and emotional wellness program for primary school students, as well as operational funding for the Kalgoorlie Boulder Urban Landcare Group. In 2013 KCGM agreed to provide \$1 million over four years to assist with the construction of the Ray Finlayson Sporting Complex in Kalgoorlie-Boulder. This builds on the legacy of contributions from other major infrastructure projects KCGM has previously supported, including \$1 million towards constructions of both the Oasis Recreation Centre and the Goldfields Arts Centre. In 2012 KCGM committed to redeveloping the Hannans North Tourist Mine into a sustainable tourism business for the community. This key community investment is progressing well, and dedicated tourism staff were appointed in 2013.

KCGM has implemented several programs to assist the community to communicate ideas, feedback, complaints and questions about the operation. KCGM operates a Public Interaction Line (PIL), which is manned 24 hours a day, every day. The PIL received around 480 mine-related enquiries in 2013.

KCGM has a Community Reference Group which is comprised of individuals from a diverse cross section of the community. The group meets monthly to provide valuable feedback and ideas, and functions as an additional forum for KCGM and community members to discuss operations.

In 2013 KCGM undertook a Community Perception Survey, which gathered feedback from a range of community members. The feedback supported the findings of the 2010 Social Impact Assessment, and indicated that the community was pleased with KCGM's environmental management and community investment. The findings of the KCGM Community Perception Survey have been used to shape and refine KCGM's Stakeholder Engagement Plan.

Environmental management

Following an extensive audit in October 2013, KCGM was recommended for ISO 14001 certification in recognition of our commitment to maintaining high environmental standards. Our success in environmental management relies on the integration of environmental principles into our day-to-day business activities. We use an Integrated Management System (IMS) to help us achieve this goal.

All energy consumption and greenhouse gas emissions are measured and reported in accordance with Australia's National Greenhouse and Energy Reporting (NGER) Scheme. In 2013, energy consumption at KCGM increased to 4.8 million GJ. KCGM's emissions output increased by seven per cent in the 2012-2013 reporting period due to an increase in material mined.

Mining activities such as blasting and machinery movement can generate vibrations and noise, which can affect those residents who live in close proximity to sites. For this reason KCGM has adopted noise management and reduction measures. Detailed monitoring programs are in place to measure compliance with legislation and to allow our personnel to better understand the impact of mining activities. Fixed real time monitoring sites have been established around operations and at set locations in residential areas. Typical examples of noise reduction measures include the use of smaller explosive charges during blasting, consideration of climatic conditions and the construction of noise bunds.

KCGM was certified as fully compliant with The International Cyanide Management Code in 2008, and proudly maintained compliance in 2013,

following a recertification Process in 2011. The operation's cyanide consumption increased slightly in 2013 due to increased use of ultra fine grinding at the Fimiston processing plant.

Total water extraction rose at KCGM in 2013, predominantly due to an increase in rainfall extraction of rainfall from tailings storage facilities. KCGM continued to apply its Water Efficiency Management Plan (WEMP), which has been in place since 2008 as a demonstration of its commitment toward the principles of water conservation.

KCGM reported no incidents of level 3 category rating for environmental consequence in 2013. Seven incidents were reported in 2012.

KCGM adheres to an Air Quality Control Strategy and the 2003 Environmental Protection Policy (EPP) to ensure that sulphur dioxide (SO₂) emissions from the Gidji Roaster are kept below the maximum SO₂ limits and ambient standard for the protection of residential areas. KCGM has been investigating alternatives to roasting for several years as part of an ongoing Emissions Reduction Project (ERP). With the extension to mineral processing life announced in the 2013 Life of Mine Plan, the ERP has entered its next stage. The two roasters at Gidji are scheduled to cease operating by the end of 2015 and will be replaced with a large Ultra Fine Grinding (UFG) Mill.

Tanami

Newmont's Tanami Operations is located 540 kilometres north-west of Alice Springs in the Northern Territory's remote Tanami Desert.



Our operations are located on Aboriginal freehold land, which is owned by the Warlpiri people and managed on their behalf by the Central Desert Aboriginal Lands Trust.

The operation is divided into two distinct areas: The Granites, where our administration, milling operations are located; the Twin Hills Village, which is home to the fly-in fly-out workforce; and Dead Bullock Soak (DBS), also known as Callie, where mine production and maintenance is located.

Tanami's 2013 workforce consisted of 671 permanent and contract employees. The operations had 70 Indigenous employees in 2013, compared with 82 in 2012 and 69 in 2011. A total 10.4 per cent of Tanami's workforce identified as Indigenous.

Newmont has been the sole owner and operator of the Tanami Operations since November 2010.

We spent \$96 million in capital investment throughout 2013. This included an investment of \$37 million on the Callie underground mine development, \$21 million on the Callie ore delineation grade control drilling, and \$11 million into the Quorn North West Tailings storage facility. A further \$6 million was invested into the Auron orebody infrastructure and \$5 million was spent on Callie reserve conversion drilling, which could potentially extend the mine life to 2027 and beyond.

Our Tanami Operations produced 323,000 ounces in 2013; an increase of 140,000 ounces from 2012. At year-end, Tanami had approximately 640 thousand ounces of proven gold reserves and 2.37 million ounces of probable gold reserves. Tanami added \$293 million to the Australian economy in 2013.

The Callie Underground Mine at DBS is the only active mining operation at the Tanami Operations. Ore is mined from underground using long hole open stope methodology. Underground dump trucks transport the ore to the surface where it is stockpiled. Ore is then rehandled and hauled to the Granites by 350 tonne road trains for crushing and processing. Underground ore production from the Callie Underground Mine is the sole source of ore processed through the mill facilities at the Granites.

Three orebodies are located at DBS; Callie, Auron and Federation.

Callie was the only ore body mined at DBS until December 2012, when the first stope firing was undertaken at Auron. During 2013 four stopes were mined from Auron, producing around 567kt of ore. Eight stopes will be mined at Auron in 2014. We estimate that this operation will produce 1,068kt of ore.

Proposed exploration for 2014 will include three programs, including:

- > Ongoing Inferred – and Indicated Resource addition in the Auron, and to a lesser extent Callie ore bodies, from underground drilling;
- > Addition of Inferred Resource in the Federation orebody from underground drilling; and
- > Inventory drilling on the Granites mineral lease from a surface drilling program.

Our people

Tanami has a fly-in fly-out site workforce that comes from the immediate region and around Australia. Workers on an

eight-day shift spend six days on rest and relaxation while those on 14-day shifts have a seven-day break.

More than half of Tanami’s employees and contractors are local to the Northern Territory and three per cent are from local Aboriginal communities.

Eleven per cent of Tanami’s workforce are female, with women comprising four per cent of middle management.

Tanami’s human resources turnover in 2013 was 27 per cent, an increase on the 2012 turnover rate of 19 per cent. This figure includes redundancies that were part of the organisational restructure due to the recent gold price deterioration. Without redundancies the usual turnover rate of workforce was 14.67 per cent.

Training and development

In 2012 120 employees undertook management and leadership training with an average of 95 training hours provided per employee. This represented 54,721 training hours and an investment of \$1.18 million in training and development.

We also conducted cross-cultural awareness training with 112 Tanami employees and contractors participating in 2013, a 69% decrease from 360 in 2012.

INDIGENOUS TRAINING OPPORTUNITIES

In 2013 our Tanami Operations applied a new approach to Indigenous employment training programs. We developed “in-house” programs to provide more flexible delivery and improve employment outcomes. In-house training programs prove cost effective and independent of external funding sources or resources.

Two main programs were developed. The first is aligned to the Certificate II in Resources Infrastructure and Work Preparation. The training runs over a 12 week period covering underground operations, surface works operations, processing operations and maintenance operations. This initial training is followed up by work experience in these areas. Upon finishing the requirements of the course the candidates are signed into full time employment.



The second program focuses on the underground operations as this is where the most employment opportunities reside for the operations. The program concentrated on underground requirements specific to the operations and includes inductions and theory, familiarisation activities with various areas such as load and haul, production, service crew and specific underground training activities.

When all of the training has been completed and the competencies are met the trainees are signed up as full time underground truck operators.

The Indigenous employment training programs focus on providing opportunities to local Indigenous people from the region, who may not have any prior experience or knowledge in mining. It assists them in gaining employment at the operations in a structured and co-ordinated training environment whilst providing further assistance through on site mentoring.

Unlike previous programs run at the operations, which were undertaken once or twice a year with a significant number of trainees, the new programs are designed for a small number of trainees. They can be undertaken concurrently to allow for a focus on quality training and support. They also provide a better fit for the constraints within the operation.

Community investment

Tanami contributed more than \$293 million to the Northern Territory economy in goods and services, payroll taxes, government royalties, land use payments and supporting community projects in 2013.

The company prioritises recruitment of Northern Territory residents and sourcing goods and services from local suppliers under its Northern Territory Support Policy.

Tanami supported five community projects in 2013:

MT THEO WARLPIRI YOUTH DEVELOPMENT ABORIGINAL CORPORATION (WYDAC)

This investment funded the fit-out of the newly constructed Community Learning Centre in Yuendumu, which is used by the community as a training space to undertake informal and accredited courses. This investment

contributed to the purchase of hardware such as projectors, screens, desktop computers, iPads and computer software.

THE SMITH FAMILY GIRLS AT THE CENTRE

This support program was implemented at Centralian Middle School in Alice Springs, and aims to counteract the high absenteeism and school drop-out rates of Indigenous teenage girls and to support them in building constructive, mature relationships with each other, their schools, families and the broader community. The program focuses on young Indigenous girls in years 7 to 9 and aims to engage students in their learning, provide them with positive educational experiences and role models, improve literacy, develop life goals and life skills and establish a positive pathway from school to further study and work/careers.

CENTRALIAN MIDDLE SCHOOL VOCATIONAL EDUCATION TRAINING PROGRAM

This Vocational Educational Training Program provides a pathway into a mining job. The program's two major objectives are to help Indigenous students stay engaged in education by boosting awareness of the potential job opportunities in the mining industry; and to provide a solid basis of skills and knowledge to assist young adults to transition from school to work.

CENTRAL AUSTRALIAN RUGBY UNION

We sponsor the 2013/2014 Central Australian Rugby Union season to assist with promotion of the sport in Central Australia to increase interest and participation with a particular focus on Juniors and upgrading equipment and facilities for the league.

WARNAYAKA ART AND ABORIGINAL CORPORATION

The Warnayaka Art and Aboriginal Corporation own and operate the Warnayaka Arts Centre in the community of Lajamanu. Our support for the corporation included our sponsor exhibition by Kitty Napanagka Simon at the Coo-ee Gallery in Bondi, Sydney. The exhibition enabled both the artist and Warnayaka Arts Centre the opportunity to gain greater exposure and gallery exhibition experience, as well as providing revenue to the artist and Arts Centre.

THE SOUTH AUSTRALIAN MUSEUM

A strategic partnership with the South Australian Museum was formed in 2010 to support a public exhibition of Australia's largest collection of Aboriginal cultural artefacts. Outcomes of the partnership included the cataloguing and digitalisation of all Aboriginal artefacts held by the museum, the production of a book detailing the story of the historically and culturally significant "Tanami Doors" paintings and a mobile exhibition of six of the 10 "Tanami Doors".

Environmental management

Our Integrated Management System (IMS) helps us to integrate environmental principles into our day-to-day business activities.

Water extraction in 2013 decreased by 19 per cent, falling from 3.57 GL in 2011 to 2.88 GL, despite an increase in mill throughput. This is mainly a function of reduced dewatering from underground operations with a change in mining strategy. The water extraction decreased from 4.0 GL to 2.88 GL over two years, a reduction of 39 per cent. This is a testament to improved water use efficiency across the site.

As solar generation becomes a competitive and viable alternative to remote diesel generation, we are investigating potential to introduce solar power at our Tanami operations. The operations continue to work with the Australian Renewable Energy Agency to assess this potential.

Energy consumption increased by five per cent in the past year, which is a reflection of the 4 per cent increase in diesel consumption due to the supply of additional power for increased mill use. Mill throughput increased by 30 per cent to 1.8 M/tonnes due to increased ore supply from underground. The underground production of waste and ore increased by 42 per cent in 2013. This also increased diesel consumption and contributed to total energy consumption for the year.

The safe and responsible management of all chemicals used at our operations is crucial and part of our commitment to protect human health and reduce the potential of environmental harm. Tanami Operations was certified fully

compliant with The International Cyanide Management Code in 2009 and proudly maintained compliance in 2012, following a recertification process.

Cyanide emissions decreased by 22 per cent in 2013, despite a 30 per cent increase in mill throughput and a 41 per cent rise in cyanide consumption. The increase in cyanide consumption is a reflection of the greater mill throughput.

Our investment in a \$25 million tailings storage facility at Tanami reflects Newmont's commitment to exceeding industry regulatory standards through best practice. The facility has a synthetic lined containment beneath the supernatant pond area to prevent leaks and is equipped with complex systems for seepage recovery to enhance its protective capability.

Dried tails have become a key ingredient in backfill, since the completion of a paste plant at Tanami in 2011. More than one million tonnes of paste from the on-site plant has been used to backfill existing stopes while original pillars are mined.



Waihi

Newmont Waihi Gold operates the Martha open pit and Favona and Trio underground mines in the town of Waihi, about 150 kilometres south east of Auckland in New Zealand's North Island.

The operation produced 109,900 ounces of gold and 357,000 ounces of silver in 2013. Waihi had proven and probable gold reserves of 220,000 ounces at the end of 2013. Mining at Trio is expected to conclude in mid to late 2014. Mining in the Martha open pit is scheduled to end in the first quarter of 2016.

Waihi injected \$NZ162.6 million into the New Zealand economy in 2013 up from \$137.6 million in 2012. This was achieved through the purchase of goods and services, payment of payroll and other taxes and donations to community projects.

Our people

The town of Waihi has 4,500 residents and is built around historical underground mining dating back to 1878.

In 2013, Waihi had a direct workforce of 310 employees, including contractors.

Approximately 87 per cent of our Waihi employees and contractors live less than 25 kilometres from the town centre.

Twenty two per cent of the Waihi workforce is female and female staff make up 11 per cent of middle or senior management.

The staff turnover rate at Waihi remained at a steady six per cent in 2013.

Training and development

Twenty four employees undertook formal management and leadership training in 2013, with an average of 96 training hours provided per employee. This added to a total 11,582 training hours and \$NZ136,545 investment in training and development initiatives.

Community investment

Waihi provided \$1.08 million in financial support to community partnerships, environmental programs, sponsorships and donations in 2013. These included:

- > \$206,000 to plant native trees and shrubs in areas around the operations;
- > \$44,000 to the Wild About Waihi environmental project;
- > \$237,000 in donations to community groups;

- > \$260,800 cash and additional in-kind support to the Vision Waihi Trust for economic development projects;
- > \$6,000 in-kind support for local community groups; and
- > \$100,000 to schools in the area (including \$40,000 to Waihi College and \$10,000 to six primary schools).

In October 2013 we were granted consent to construct and operate the Correnso underground mine. Construction of the Correnso Exploration Development Drive started in December 2013 and is expected to conclude in April 2014. Newmont undertook an extensive community engagement program with stakeholders who own property or live in the vicinity of the Development Drive and the proposed Correnso mine prior to construction. We continue to hold regular community meetings to ensure we are meeting stakeholders' needs and expectations.

Environmental management

Our Integrated Management System (IMS) enables Newmont to integrate environmental principles into our day-to-day business activities.

Our environmental management relies on compliance with all relevant legislation and conformance to internal technical standards and other voluntary commitments.

Water management in Waihi is centred around managing excess rainfall. This is different to the other Asia Pacific operations where water shortage, rather than water excess, is the overriding factor to be addressed in our water management strategy. Even though Waihi has a plentiful water supply, we reuse and recycle water on site. Excess water is treated at a Water Treatment Plant and Reverse Osmosis Plant, then discharged into the Ohinemuri River under strict discharge conditions.

We have followed a strict ecological monitoring program to assess water quality of the Ohinemuri River (which flows through Waihi town) since the mine commenced operation in the late 1980s. All data is submitted to the local and regional environmental councils, and is also subjected to independent peer review by scientists with appropriate expertise in their respective disciplines.

Our Waihi water management strategies at ensure best-practice ecological assessment. This reflects our commitment to preserving ecology and biodiversity of the aquatic and riparian zones of river systems upstream and downstream from the sites. Our efforts in this area exceeds regulatory requirements and conforms with stakeholder expectations.

Energy consumption increased by two per cent in 2013. This is a reflection of the 18 per cent increase in grid electricity consumption required to supply additional power associated with increased mill utilisation. Mill throughput increased by 67 per cent to 681 K/tonnes due to increased ore supply from underground. As a reflection of increased mill throughput in 2013, cyanide consumption increased by 25 per cent.

Waihi was certified as fully compliant with the International Cyanide Management Code in 2009 and audited for ongoing compliance in 2012. Recertification was achieved in 2013 as expected.

To respond to complaints and requests to monitor emissions at specific locations and times, total greenhouse gas emissions at Waihi reduced by 23 per cent in 2013. This was a reflection of the 12 per cent reduction in diesel consumption, associated with reduced development site activities

despite an increase in mill throughput. There was a 34 per cent reduction in of waste rock movement in 2013 due to most of the development work having being achieved in 2012.

Elaborate monitoring programs are in place at all of our Waihi sites to track environmental performance. Results from these programs are reported to local, regional and State Government departments.

Water security and management, cyanide management, energy efficiency and geotechnical and settlement stability were identified as key risks and opportunities at Waihi in 2013.

We recognise that blasting and machinery movement can generate vibrations and noise which affect residents living in close proximity to sites and have adopted noise avoidance or reduction measures. To measure compliance with legislation and better understand the impact of these activities, we have installed detailed monitoring programs. We have established compliance monitoring sites around operations and at set locations within residential areas and utilise mobile units.

We aim to reduce noise by using smaller explosive charges during blasting, considering the effect of climatic conditions on noise output and the construction of noise bunds.



Our Sites

HEAD OFFICE – SUBIACO

Company name	Newmont Asia Pacific
Office address	Level 1, 388 Hay Street, Subiaco WA 6008
Postal address	PO Box 1652, Subiaco WA 6904
Phone	+61 8 9423 6100
Fax	+61 8 9423 6176
Country	Australia

BODDINGTON

Company name	Newmont Boddington Gold Pty Ltd
Office address	Gold Mine Road, Boddington WA 6390
Postal address	PO Box 48, Boddington WA 6390
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JUNDEE

Company name	Newmont Yandal Operations Pty Ltd
Office address	Via Wiluna, WA 6646
Postal address	PO Box 1652, Subiaco WA 6904
Phone	+61 8 9983 7000
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KCGM

Company name	Kalgoorlie Consolidated Gold Mines Pty Ltd
Office address	Black Street, Kalgoorlie WA 6430
Postal address	PMB 27, Kalgoorlie WA 6430
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TANAMI

Company name	Newmont NFM – The Granites Gold Mine
Office address	C/-M.H. Couriers, 16 Elders Street NT 0871
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WAIHI

Company name	Newmont Waihi Gold
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Postal address	PO Box 190, Waihi 3641 NZ
Phone	+64 7 863 8192
Fax	+64 7 863 8924
Country	New Zealand



AUSTRALIAN MADE



CARBON NEUTRAL



BLEACHING PROCESS



ENVIRONMENTAL MANAGEMENT SYSTEMS



FOREST MANAGEMENT



RECYCLED CONTENT



CERTIFICATION

Revive Laser Digital is Certified Carbon Neutral under the National Carbon Offset Standard (NCOS), an Australian Government Initiative. No bleaching occurs in the recycling process and Revive Laser Digital is manufactured in Australia by an ISO 14001 Certified mill. Sales of Revive supports Landcare Australia.



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