

Beyond the Mine



2015

2015 Newmont APAC Snapshot



EMPLOYED
3,830
STAFF AND
CONTRACTORS



PRODUCED
2.051M
OUNCES OF GOLD
AND 79M POUNDS
OF COPPER



DELIVERED
41%
OF NEWMONT'S
GLOBAL GOLD
PRODUCTION



DONATED
\$1.48M
TO COMMUNITY
PROGRAMS ACROSS
AUSTRALIA



CONTRIBUTED
\$1.7BN
TO THE AUSTRALIAN
ECONOMY VIA
GOODS, SERVICES,
TAXES, ROYALTIES
AND SALARIES



REDUCED REGIONAL
INJURY RATE BY
47%



REGIONAL ABORIGINAL
EMPLOYMENT OF
4.9%



ACHIEVED
100%
REDUCTION IN
SULPHUR DIOXIDE
AND MERCURY STACK
EMISSIONS AT KCGM



AUSTRALIAN
STAFF TURNOVER
DROPPED TO
11%



WOMEN COMPRISED
22%
OF THE APAC
WORKFORCE



408
STAFF COMPLETED
CROSS CULTURAL
AWARENESS TRAINING



SIGNED A
3 YEAR
CONTRACT WITH
ABORIGINAL-OWNED
COMPANY KULBARDI
TO SUPPLY ALL OFFICE
REQUIREMENTS



INVESTED MORE THAN
\$1.7M
INTO EMPLOYEE
TRAINING AND
DEVELOPMENT



606
EMPLOYEES
UNDERTOOK FORMAL
MANAGEMENT AND
LEADERSHIP TRAINING



AWARDED
1ST
KALYAGOOOL
KADADJINY NEWMONT
SCHOLARSHIPS FOR
UNIVERSITY STUDENTS
WHO ARE OF
ABORIGINAL DESCENT

Beyond the Mine

The purpose of this document is to transparently report on the activities of Newmont's operations in the Asia Pacific (APAC) region in 2015.

Since 2004, we have captured the challenges and achievements in meeting our commitment to health and safety, environmental stewardship and social responsibility in our annual Asia Pacific (APAC) regional sustainability report.

This report provides stakeholders (employees, the community, government and shareholders) information using the Global Reporting Initiative (GRI, globalreporting.org) G3 guidelines as a reporting framework. Newmont will assess the report against the GRI G4 sustainability reporting guidelines for the 2016 Beyond the Mine Sustainability report.

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 Sustainable Development Principles that make up the Enduring Value Framework.

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 Minerals Council of Australia's Enduring Value Principles – the Australian minerals industry framework for sustainable development.

Beyond the Mine APAC provides an update on the programs and performance of our Australian operations and complements Newmont's global sustainability report, which is published annually and can be found at newmont.com.

This report separates APAC site-specific information from global information to provide stakeholders with the material most relevant to them. The report also features information about the two legacy sites that are no longer operational.

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

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Newmont Mining Corporation

As Australia's largest gold producer, Newmont Mining Corporation aims to be recognised and respected for exceptional economic, environmental and social performance. We are focused on delivering the highest standards of environmental stewardship, social responsibility and protection of the health and well-being of our people.

Newmont was founded in 1921 and has expanded to be one of the world's largest gold producers, employing approximately 28,880 staff and contractors around the world at 31 December 2015. Headquartered in Denver, Colorado, the majority of Newmont's employees are located at our core operations in the United States, Australia, Peru, Indonesia and Ghana.

Our APAC region comprises three operations in Australia and one in Indonesia.

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

On the island of Sumbawa, we operate the Batu Hijau mine.

The Waihi operation, located on the North Island of New Zealand was sold in 2015.

Newmont APAC is also responsible for management of two legacy mine sites, Woodcutters in the Northern Territory and Mount Leyshon in Queensland.

Our APAC regional office is located in Subiaco, Perth, Western Australia.





Our Approach to Sustainability

Message from the Regional Senior Vice President

Sustainable development is a core commitment at Newmont. Our team recognises and understands that Newmont’s long term operational success is driven by the responsible management of each mining lifecycle phase and the delivery of sustainable value for our people, stakeholders and host communities.

I am pleased to report on the progress our team made during 2015 and where we have more work to achieve our purpose, which is to create value and improve lives through sustainable and responsible mining.

In 2015 our region reduced our total injury rate by 47 per cent. This reduction was overshadowed by the loss of our colleague, Pak Mastar Tedi, who succumbed to injuries he received when struck by a falling tree in Indonesia. This tragic event serves as a reminder for us to maintain an unrelenting focus to improve behaviour and controls as we work towards reaching our goal of zero harm.

The Asia Pacific region out performed our cost and production targets for 2015. We achieved an average All in Sustaining Cost (AISC) of \$US764 per ounce and contributed approximately 41 per cent of Newmont’s global gold production. Our operational performance earned us the right to seek and gain approval for an expansion at our Tanami operation and a pit cutback at Boddington.

In 2015 we entered into a management services agreement with Barrick for Newmont to provide greater direction and support to the KCGM mine. This agreement aligns KCGM to operate in accordance with Newmont policies and standards.

Some of the key achievements for the region during 2015 were:

- Significantly reducing mercury and sulphur dioxide emissions in Australia by decommissioning the Gidji roaster at KCGM and replacing it with an ultra-fine grind mill.
- Improving our Indigenous participation rates at Boddington and Tanami.
- Continued implementation of Critical Control Management Plans at our operations to manage fatality risks.
- Development and implementation of a regional Energy and Climate Change Strategy.

These examples serve to demonstrate our commitment to continuous improvement in sustainable development.

Globally Newmont voluntarily commits to a number of initiatives and peak sustainability organisations including the International Council on Mining and Metal’s (ICMM) Voluntary Principals on Security and Human Rights and the Extractive Industries Transparency Initiative. In Australia we are a signatory to the Minerals Council of Australia (MCA) Enduring Value – The Australian Minerals Industry Framework for Sustainable Development.

For 2016 our goals include eliminating fatalities, further improving our diversity and inclusion performance and developing site specific water targets.

We welcome your feedback on this report and we hope that it demonstrates our commitment to sustainable development.

Tom Palmer
Regional Senior Vice President

Newmont respectfully acknowledges the past and present Traditional Owners of the land on which our operations and office sit.



Management Systems and Processes

As a leader in the mining industry, Newmont has developed best-practice policies and standards in Health and Safety and Sustainability and External Relations (S&ER) that inform all aspects of our operations.

Safety, health, environmental and social impacts across all of our operations are managed through an Integrated Management System (IMS), which meets the criteria and is certified against the International Standards for Occupational Health and Safety Management Systems (OHSAS 18001:2007) and Environmental Management Systems (ISO 14001:2004).

The IMS contains Statements of Commitment, discipline-specific performance standards and relevant procedures to ensure Health and Safety 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 zero harm 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 re-certification audits at the regional office, Boddington and Tanami in 2015 and all sites were deemed in compliance with OHSAS 18001 and ISO 14001 and re-certified. KCGM underwent a surveillance audit for ISO 14001 and passed all the requirements for this standard.

The roll out of a Global IMS commenced in mid-2015 and will involve the development and implementation of 15 Newmont IMS Standards. Implementation of the Newmont IMS will occur over a three year period and whilst the majority of the content of the Newmont IMS Standards will be very similar to the APAC IMS Standards, a thorough gap analysis and communication plan will be developed for each phase of the Newmont IMS roll out across the APAC region.

Each year Newmont sets a series of goals relating to continuous operational improvement.

Continuous improvement goals 2015

| | |
|--|--|
| Complete a Cyanide Residual Risk Review across all sites in APAC. | ○ In various stages of completion – complete at Boddington and Tanami. To be completed at KCGM in 2016. |
| Implement the Human Rights and Indigenous Peoples standards at all APAC sites. | ● Achieved. Gap analyses conducted at all APAC sites against these Global Standards. |
| Conduct verification of critical control plans for top five fatality risks and top three health risks at APAC sites. | ● Achieved. A critical control verification process was implemented at all APAC sites for identified top fatality safety and health risks. |
| Achieve site specific Local Content targets. | ○ Partially achieved. Boddington achieved 4.1% against a target of 5.4% and Tanami achieved 12.1% against a target of 12.4%. |
| Supply chain – local procurement target for APAC. | ○ 89% of local spend target achieved in the APAC region. |
| Achieve recertification of the IMS to ISO 14001 and OHSAS 18001. | ● Achieved. |

Goals for 2016 include:

- Implement Phase One of the Newmont IMS.
- Implement critical control plans for identified significant Environmental and Social Responsibility risks.
- Conduct biodiversity risk assessments at all operations.
- Conduct security and human rights risk assessments at sites.

Key ● Achieved ○ Partially Achieved ○ Not Achieved



Sustainability and External Relations Standards

In 2015 Newmont continued to apply its Global Environmental and Social Responsibility Standards across APAC sites. During this period the Indigenous Peoples and Human Rights Standards was introduced and a gap analysis was conducted at all sites.

Standards help improve our S&ER performance, leading to a competitive advantage and to assist in realising our Purpose, Mission, Vision and Values.

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

Social Responsibility and Government Relations

- Stakeholder Relationship Management
- Social Baseline and Impact Assessments
- Land Acquisition and Involuntary Resettlement
- Community Investment and Development
- Local Procurement and Employment
- Cultural Resource Management
- Human Rights
- Political Contributions
- Indigenous Peoples
- New Country Entry

Environment

- Tailing and Heap Leach Management
- Hazardous Materials Management
- Waste Management
- Water Management
- Air emissions Management
- Waste Rock and Ore Stockpile Management
- Closure and Reclamation Management
- Biodiversity Management



Our People

Newmont's skilled and diverse workforce is the foundation of our long term operational success. Our organisation is comprised of talented and experienced professionals who embrace the opportunity to pursue achievements along every step of their career with Newmont.

We protect our employees' rights, develop their skills and careers, and reward their performance. Enhancing diversity and inclusivity of our operations is also key.

To accelerate efforts to develop a more diverse team and talent pipeline and a more inclusive workplace, Newmont introduced a Global Inclusion and Diversity strategy in 2013. The strategy aims to increase female and national representation in management; create a more inclusive workplace where all employees can contribute to their full potential; and establish community partnerships to develop a more diverse talent pipeline.

Newmont employed 3,830 staff and contractors, including 191 Indigenous personnel, at our Australian operations as at 31 December 2015. At the end of 2015, our Indigenous workforce equated to 5.0 per cent of Newmont's total Australian workforce. According to the Minerals Council of Australia, the national minerals sector is the largest private sector employer of Indigenous men and women, who represent six per cent of the industry's total workforce.

At Newmont we support our employees to help them achieve their goals by encouraging them to share career aspirations, identify key strengths and develop action plans to further their career. 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

Staff turnover decreased at our Australian operations in 2015, dropping to 11 per cent which is down from the 13 per cent average in 2014.

APAC Workplace Inclusion and Diversity Strategy

Newmont's Workplace Inclusion and Diversity strategy targets continued development and training for female leaders, monitoring and measurement of critical gender-related statistics, and focused recruitment of women in non-traditional roles.

This workforce strategy again delivered further positive results in 2015 with women making up 36 per cent of our professional and administrative positions, marking a two per cent rise on the previous year. Women comprise 56 per cent of our Finance department, 50 per cent of our S&ER, H&S and HR departments and 60 per cent of IT, Legal and Administration. In the operational front women accounted for 24 per cent of KCGM's mineral processing department and 43 per cent of truck drivers at our Boddington mine, and 27 per cent of our Geology professionals. Female representation in the mining department

at the Tanami Operations increased from 8 per cent to 10 per cent and KCGM saw slight increases in female employees in the areas of haul truck operators, mineral processing and trades.

Newmont's diversity strategy includes a focus on recruitment, training and retention of Indigenous employees, with attention to improving diversity at our Boddington, Tanami and KCGM 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 Native Title Claimants of Boddington and our Consolidated Mining Agreement conditions for the Warlpiri 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.

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

The Women in Newmont Program, which supports women to manage issues associated with working in a predominately male-dominated industry, had 17 enroll in 2015. The program was developed in collaboration with the Australian Institute of Management (AIM) in 2011 as part of our APAC Workplace Diversity Strategy. Since inception 115 women have participated in the initiative. These individuals actively contribute to the ongoing improvement of their working environment by integrating the skills and strategies learnt in the program.



To support important networking opportunities for women working in the Western Australian mining sector, Newmont helped sponsor the 2015 Women in Mining WA (WIMWA) Annual Summit. WIMWA explores the diverse roles that women occupy in today's dynamic industry and Newmont encourages all employees to participate in WIMWA's events and activities.

Newmont was a finalist in the Outstanding Company Initiative category at the Women in Resources Awards 2015, which is presented by the Chamber of Minerals and Energy of Western Australia (CME). The awards recognise individuals and organisations working to build a world-class natural resources industry. Newmont commenced the development of Gender Diversity Business Resource Groups at Boddington in 2013 and has rolled out resource groups at Tanami and the regional head office. The purpose of the resource groups is to work with the relevant leadership team towards the vision of creating a diverse and inclusive culture where all people can achieve and contribute to their greatest potential. An inclusive culture will enable Newmont to best retain, develop and progress the talented female employees within the business. The long term vision of this work is to achieve

full integration of women into the Newmont workplace, where inclusion and diversity programs are no longer required.

At the Women in Resources Northern Territory Awards the Tanami Operations were finalists in four of the award categories and won two of those categories. The Tanami Operations Mine Manager Tim Hewitt was awarded the Gender Diversity Champion for his work to attract, retain and promote women within Tanami Operations and the wider Northern Territory resources sector. In addition the Newmont Women's Network Tanami (NWNT) was awarded the Excellence in Diversity Programs and Performance category. Tim and the NWNT were both nominated as finalists for the Women in Resources National Awards held in Perth in September.

Additional gender diversity initiatives that occurred in 2015 across the region included:

- NWNT providing silver sponsorship for the University of Western Australia Young Engineers High Tea, which attracted more than 100 female engineering students. Representatives from both sites and regional HR attended to promote the Newmont Graduate Program as well as employment at Newmont's regional sites.

- The Boddington Women's Professional Network (WPN) kicked off its second mentoring program with 15 pairs of mentor/mentees in March and hosted a guest speaker workshop with Sabina Shugg, founder of Women in Mining WA.
- Launch of an inaugural Regional Mentoring Program that focuses on supporting diverse employees in grade 103 and above. Nine female employees from Tanami and Subiaco are participating in the first program, which has been based on the program developed and launched at Boddington by the WPN.

CROSS CULTURAL AWARENESS

A Cross Cultural Awareness Program was delivered to 408 permanent and contract APAC staff in 2015 as part of our Indigenous Engagement Strategy. This number is similar to the 2014 results maintaining Newmont's commitment to ensure Cross Cultural Awareness is a key focus for personnel training and awareness. The Perth office continued to implement a Cross Cultural Awareness training program throughout 2015 with sixty-six employees attending, which equates to a threefold increase in attendance from 2014.

APAC WORKFORCE BREAKDOWN

| SITE | EMPLOYEES | | | CONTRACTORS (FULL TIME) | | | TOTAL | | |
|-------------------|--------------|--------------|--------------|-------------------------|--------------|--------------|--------------|--------------|--------------|
| | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 |
| Boddington | 1,039 | 1,030 | 1,005 | 615 | 901 | 722 | 1,654 | 1,931 | 1,727 |
| KCGM | 809 | 813 | 839 | 337 | 256 | 353 | 1,146 | 1,146 | 1,192 |
| Perth | 185 | 177 | 168 | 9 | 10 | 6 | 194 | 194 | 174 |
| Tanami | 536 | 474 | 496 | 302 | 215 | 241 | 838 | 838 | 737 |
| TOTAL | 2,569 | 2,494 | 2,508 | 1,263 | 1,382 | 1,322 | 3,832 | 4,109 | 3,830 |

Our Cross Cultural Awareness Program promotes greater awareness of Aboriginal traditions and of the communities near which we operate. The program was updated to give employees useful tools to incorporate greater cultural awareness in the workplace in an active and beneficial manner.

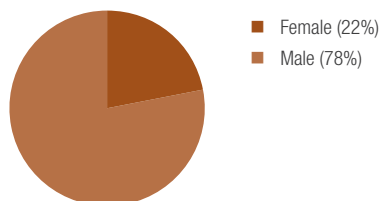
In 2015 Newmont APAC signed a three-year contract with Aboriginal-owned stationery and office-products supplier Kulbardi for the provision of office supplies to all of APAC's sites and offices. Kulbardi is a joint venture company between the Kooya Group and Quick Corporate Australia.

Our strategy to make Newmont safe, profitable and responsible includes seeking opportunities to ensure our operations can be a catalyst for local sustainable economic development. The award of this contract clearly delivers on this strategy.

APAC EMPLOYEE TURNOVER (ROLLING 12 MONTHS)

| SITE | 2013 | 2014 | 2015 |
|------------|------|------|------|
| Boddington | 14% | 11% | 9% |
| KCGM | 17% | 12% | 10% |
| Perth | 37% | 11% | 12% |
| Tanami | 27% | 18% | 12% |
| AVERAGE | 24% | 13% | 11% |

WOMEN IN THE WORKFORCE 2015



Newmont provided sponsorship for the inaugural Run for Reconciliation, held as part of the Perth City to Surf event. More than 80 Newmont employees took part in the event, which provided an opportunity for Indigenous and non-Indigenous people to run and walk together to promote reconciliation and generate awareness about creating opportunities for Aboriginal and non-Aboriginal Australia to forge a new future together.

Training

Newmont is committed to inspiring and supporting its people to work safely, contribute to the business, demonstrate leadership and grow. To achieve this, Newmont offers a range of best practice training packages and professional development programs to build the quality and capability of our workforce.

In 2015 we invested more than \$1.7 million into employee training and development initiatives, compared to \$1.3 million in 2014. This figure equates to more than 77,000 training hours or around 31 hours of 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

In 2015 a record number of Newmont's leaders took part in leadership programs to enhance their individual potential and maximise their contribution to our business. A total of 606 employees (up from 322

employees in 2014) from all sites undertook formal management and leadership training. This increase was largely due to Boddington targeting supervisor and management training which resulted in 411 employees completing some form of management and leadership training in 2015.

LEADING FOR RESULTS

Leading for Results (LFR) is a two-day program for frontline managers, which provides leadership tools and skills to use in day-to-day duties. Since its inception in 2010, 790 supervisors have participated in this training, with 44 supervisors from the APAC region participating in LFR in 2015.

Newmont is committed to providing a supportive learning environment and as a result the majority of our APAC frontline managers have undergone formal leadership development in the past three years.

Supervisors who complete the training receive follow-up coaching on an individual basis. On the job coaching is provided in the workplace 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 to apply these concepts to our systems and processes. Whilst no HPL courses were run in the region in 2015, six APAC employees completed the Global HPL training program in Denver. This involved an intensive week long session with regular interaction with the Executive Leadership Team and other global Newmont employees.



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 Australian Institute of Management (AIM), external coaching, and job rotation opportunities.

COMMUNICATING WITH INSIGHTS

In 2015 296 employees at Boddington and Tanami completed the Newmont APAC Communicating with Insights program. The program focuses on understanding unconscious bias in communication and utilises individuals Insight profiles (assessments of their behavioural preferences) to identify triggers and, using emotional intelligence, develop strategies to improve communication outcomes. Linked to the global inclusion strategy, the program is primarily aimed to help leaders create a more inclusive environment.

ONE-ON-ONE COACHING

Newmont uses one-on-one coaching 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.

INDIGENOUS PERSONNEL

| SITE | 2013 | | 2014 | | 2015 | |
|-------------------|------------|-------------|------------|-------------|------------|-------------|
| | NO. | % | NO. | % | NO. | % |
| Boddington | 84 | 5.1% | 74 | 3.8% | 74 | 4.1% |
| KCGM | 20 | 1.7% | 21 | 1.8% | 28 | 2.3% |
| Perth | 1 | 0.5% | 1 | 0.5% | 1 | 0.6% |
| Tanami | 70 | 8.4% | 85 | 10.1% | 88 | 12.1% |
| TOTAL | 175 | 4.6% | 181 | 4.4% | 191 | 5.0% |

WOMEN IN MANAGEMENT

| % OF MANAGEMENT TEAM THAT IS FEMALE | SENIOR MANAGEMENT | | | MIDDLE MANAGEMENT | | |
|-------------------------------------|-------------------|------|------|-------------------|------|------|
| | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 |
| Boddington | 0% | 0% | 0% | 9% | 9% | 10% |
| KCGM | 0% | 0% | 0% | 38% | 31% | 35% |
| Perth | 9% | 20% | 22% | 20% | 16% | 20% |
| Tanami | 0% | 0% | 0% | 4% | 8% | 3% |

MENTORING PROGRAM

In 2015 the regional office implemented a mentoring program to provide structure and support for employees to explore and achieve their career goals and aspirations. The program focused on providing mentoring opportunities for female employees and nine mentoring partnerships were developed. This is Newmont's second mentoring program following the creation of the Boddington Women's Professional Network (WPN) in 2014. The programs support the company in building a broad and diverse talent pool by providing networking opportunities for employees to learn from existing experts in the business.

Boddington's WPN mentored 15 of its female employees in 2015, adding to the 19 mentoring partnerships that were facilitated in 2014.

SUCCESSION PLANNING AND TALENT MANAGEMENT

Newmont recognises that to grow future leaders, our organisation must support and encourage the positive development of every individual we employ.

Our talent management program includes strategic workforce planning, succession planning and talent assessment and ensures we have the human resources and skillsets to successfully execute our strategy at a global and regional level.



Talent management was undertaken across all sites and included self-assessments by supervisors and above, as well as 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 2015 we updated existing succession plans for key roles as well as developing succession plans for identified key roles. In keeping with our Workplace Inclusion and Diversity Strategy we looked for opportunities to develop women into these roles. This process also monitors bench strength across APAC, 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.

GLOBAL EMERGING TALENT PROGRAM

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

In 2015 the first Kalyagool Kadadjiny Newmont Scholarships for full-time university students who are of Aboriginal descent were awarded at Murdoch and Edith Cowan Universities. Five scholarships will be awarded over five years at each university. The aim of the Scholarships is to encourage Indigenous students to aspire to a career in the mining industry.

Through its sponsorship of the annual WA Mining Club Scholarships, Newmont awarded its first Diversity Scholarship in 2015 to assist one WA Mining student with engineering studies. The Scholarship includes a financial contribution but

also provides the recipient with vacation employment, site visits, networking events and a mentor from within the company.

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 APAC region.

Graduates participate in 12-month site rotations and gain a wide experience to fast-track their development. Three graduates completed the program in 2015. We welcomed a further seven graduates to the program in the same year.

Each year our regional human resources 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 is a vital ingredient for workforce retention, motivation, performance and discretionary effort. There is a direct relationship between an employee's commitment to their organisation and how hard they are willing to work and the length of time they work for that organisation.

In 2015 Newmont assessed employee engagement through the following initiatives:

GLOBAL ENGAGEMENT SURVEY AND NEWMONT CULTURE SURVEY

A pulse survey was run in 2015 in the APAC region to assess how Newmont has performed since the last Global Engagement Survey (GES) and Culture Survey that was conducted in 2014. Results indicated we are on track in the region for maintaining the four regional challenges that were first established in 2011 including:

- Line of sight;
- Trust and speaking up;
- Inspirational leadership; and
- Performance culture.

Outcomes from the 2014 survey informed our 2015 organisational development strategy and specific interventions that are data-driven (e.g. content of leadership programs and emphasis on pertinent individual actions during coaching).

Each 'Manager of Managers' level employee was required to develop a GES quarterly action plan in 2015 and as per 2014, this was reinforced through the Leading for Results and HPL programs. Another GES was conducted in the first quarter of 2016 with the results currently being assessed.

TEAM DEVELOPMENT

Newmont aims to build teamwork based on common and defined goals that are implemented via team charters and behavioural contracts. These 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.

Team charters were reviewed and updated in 2015. In these workshops, individuals explored the value of team goals and



TRAINING STATISTICS

| SITE | EXPENDITURE ON TRAINING AND DEVELOPMENT (AUD) | | | HOURS OF TRAINING PROVIDED | | | AVERAGE HOURS OF TRAINING PROVIDED PER EMPLOYEE (HRS) | | |
|-------------------|---|------------------|------------------|----------------------------|---------------|---------------|---|-----------|-----------|
| | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 |
| Boddington | 614,571 | 596,479 | 544,784 | 61,764 | 68,952 | 47,360 | 59 | 67 | 47 |
| KCGM | 557,749 | 314,631 | 679,106 | 17,800 | 4,413 | 3,876 | 22 | 25 | 23 |
| Perth | 360,395 | 323,524 | 490,322 | 26,300 | 19,474 | 24,585 | 49 | 41 | 50 |
| Tanami | 83,000 | 90,000 | 58,000 | 3,821 | 3,720 | 1,719 | 21 | 21 | 10 |
| TOTAL | 1,615,715 | 1,324,634 | 1,772,212 | 109,685 | 96,559 | 77,540 | 43 | 39 | 31 |

NUMBER OF STAFF ATTENDING CROSS CULTURAL AWARENESS TRAINING

| SITE | EMPLOYEES | | | CONTRACTORS | | |
|-------------------|-----------|------------|------------|-------------|-----------|-----------|
| | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 |
| Boddington | 15 | 223 | 223 | 5 | 29 | 20 |
| KCGM | 0 | 0 | 0 | 0 | 2 | 0 |
| Perth | 0 | 19 | 66 | 0 | 0 | 0 |
| Tanami | 72 | 67 | 69 | 40 | 33 | 30 |
| TOTAL | 87 | 309 | 358 | 45 | 64 | 50 |

NUMBER OF NEWMONT EMPLOYEES WHO HAVE RECEIVED FORMAL MANAGEMENT AND LEADERSHIP TRAINING

| SITE | 2013 | 2014 | 2015 |
|-------------------|------------|------------|------------|
| Boddington | 91 | 194 | 411 |
| KCGM | 0 | 0 | 1 |
| Perth | 31 | 38 | 52 |
| Tanami | 10 | 48 | 142 |
| TOTAL | 132 | 280 | 606 |

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. The program is always tailored to specific projects or work programs that require a management of change process to ensure successful implementation and communication. In 2014 the program was rolled out at Tanami KCGM and Boddington and focused on the Full Potential program with an emphasis on seeking opportunities for optimisation at the operations. In 2015, 31 employees associated with the Business Process Full Potential and Insourcing projects completed the change management course.

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".

Newmont introduced a Human Rights Standard globally in 2015. This Standard has been developed to define the minimum requirements to identify, prevent, mitigate, track and report on how we address risks to human rights associated with our operations. This Standard also defines the minimum requirements for supporting and promoting human rights and enabling remediation through legitimate processes where we identify that we have caused or contributed to adverse impacts.

As part of our commitment to these principles in 2015 we provided equal employment opportunity training to 1,184 employees and contractors covering topics such as sexual harassment, bullying and intimidation. This has been effectively implemented at Boddington, where the training has been incorporated into the site General Induction.

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.

We are pleased to confirm that there were no external allegations relating to a breach of these human rights at any of our APAC sites in 2015. During 2015 there were 14 internal grievances related to Human Rights in the APAC region. All grievances were investigated, which resulted in one termination, 10 disciplinary actions and three grievances found to be not substantiated.

Fundraising

Newmont Australia was a proud supporter of the Movember Foundation in 2015. Fundraising efforts saw 59 personnel from the region participating across five teams to raise \$29,465. The Movember Foundation is a global charity committed to enabling men to live happier, healthier, longer lives by raising funds and awareness of prostate cancer, testicular cancer, poor mental health and physical inactivity.





Community

We believe creating shared value is the most important and beneficial outcome Newmont can deliver to nearby communities.

To do this we have adopted a collaborative approach to building relationships with communities to ensure our presence is a catalyst for improved education, healthcare, and job opportunities.

In 2015 Newmont APAC invested \$1.48 million into community programs across Australia. We also contributed \$1.7 billion expenditure on goods, services, taxes, royalties and salaries to the Australian economy.

Our community development program in 2015 included:

- Implementation of the Indigenous Diversity Strategy and Stakeholder Communications Strategy for Boddington, which was developed in 2014.
- Application of the Think Local Guideline for Boddington.
- Through 2015 numerous successes have been achieved through the continued development of local content and indigenous employment initiatives.
- Quarterly meetings of the Community Reference Group at Boddington.
- Monthly meetings of the KCGM Community Reference Group.
- Continued development of the Aboriginal employment strategies at Boddington, KCGM and Tanami and establishing regional stretch targets through to 2018.
- Delivery of the report on the review of the Boddington Community Partnership Agreement with the Gnaala Karla Booja claimants. There were 37

recommendations in the report with 16 being specific to the Boddington operation. Actions were developed for all of these recommendations to ensure the recommendations are fully adopted on the site. The majority have been fully implemented and the remainder will be finalised in 2016.

- Continued development of a Regional Aboriginal Employment Strategy.
- The Indigenous Yapa Crew was reinvigorated for completion of flexible working projects at Tanami.
- Improved engagement with business partners on site at NTO to develop Indigenous employment pathways and commencement of mentoring program for Indigenous employees.
- More than 22,000 tourists visited the Hannans North Tourist Mine in Kalgoorlie-Boulder.
- Development of a not-for-profit Goldmine Tour with Go-West, which has attracted more than 500 visitors to Boddington since its commencement in 2015 and is increasingly being used by suburban schools and institutions.
- Continued to provide community grants at our operations such as the Boddington Rodeo and Rural Living Expo supported by Boddington Mine, annual Saint Barbara's Festival and the Clontarf Foundation supported by KCGM and the Milpiri Festival support by Tanami.
- Continued implementation of the Cintellate Stakeholder Engagement module for maintaining and tracking stakeholder engagement.

Key partnerships in 2015 included:

THE ASTHMA FOUNDATION (WA)

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. Newmont has extended its partnership with the Asthma Foundation, which commenced in 2012, to 2016.

THE SOUTH AUSTRALIAN MUSEUM

Newmont has a formal 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 "Yuendumu Doors" into a mobile exhibition. Our partnership also saw the launch of a new art history book, 'Behind the Doors: An art history from Yuendumu', in March 2014. This initiative will allow the Warlpiri communities surrounding the Tanami operations to access and enjoy these resources.

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.



Social Impact Assessments

Every five years or more frequently as needed Newmont conducts an independent Social Impact Assessment (SIA) at each site 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

In 2015 Newmont Boddington Gold conducted a Social Impact Assessment, which involved targeted stakeholder interviews and discussion at a Community Reference Group meeting. Overall, the SIA concluded that Newmont Boddington currently has a net positive impact on local communities, with this impact being strongly centred on Boddington. The Boddington stakeholders tended to be most well informed and had stronger opinions and expectations than other surrounding communities which seemed to have minimal expectations and see the operation as a bonus.

Areas of positive feedback received through the SIA included:

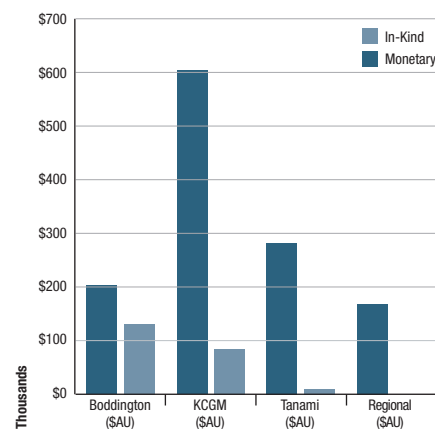
- Socio-economic opportunities including local employment with Newmont Boddington or supporting contractors, local and regional spend by the operation; support for local businesses and the newly established tours of the mine site promoting economic diversity;
- Aboriginal employment opportunities generated through a Community Partnership Agreement between Newmont Boddington, the Gnaala Karla Booja Native Title claimant group (GKB) and the Southwest Aboriginal Land and Sea Council (SWALSC);

- Community funding provided to local clubs and facilities, and local Newmont Boddington workers' participation in clubs and use of facilities;
- Increased student numbers in local schools as a result of Newmont Boddington workers' living locally;
- Significant revenue generation through the rates paid by Newmont Boddington to the Shire of Boddington each year;
- Added capacity to local emergency response as a result of Newmont Boddington emergency services infrastructure and personnel; and
- Relatively fast population growth in the Shire of Boddington, which can, to a significant degree, be attributed to the presence of Newmont Boddington.

Areas of focus raised through the SIA include:

- Concerns from nearby landholders regarding mine generated noise and vibration caused by blasting activities at the mine;
- Heavy vehicle movements on public roads, linked to a small number of minor accidents, incidents and complaints;
- Water abstraction from the Hotham River which, although within the company's license based on sustainable limits, represents a key concern to community;
- Lingering concerns from community regarding unmet expectations of full closure of the worker village and 100 per cent employee housing in Boddington township. Boddington has previously held the status of a Super Town and the high growth expectations that were established at this time are still present for some stakeholders; and

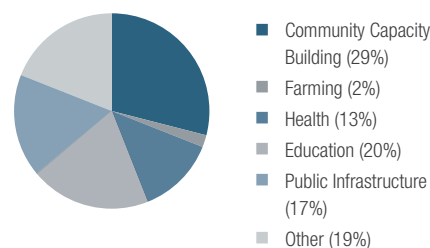
2015 COMMUNITY INVESTMENT



COMMUNITY INVESTMENT – AUS TOTAL (000AUD)

| | 2013 | 2014 | 2015 |
|-----------------|--------------|--------------|--------------|
| Monetary | 1,983 | 2,212 | 1,256 |
| In-Kind | 147 | 70 | 225 |
| TOTAL | 2,129 | 2,282 | 1,481 |

2015 COMMUNITY INVESTMENT BY CATEGORY



- Positive engagement by Newmont Boddington was expressed by some community stakeholders, however, there was a perceived lack of engagement by others.

The SIA findings and mitigation strategy have been shared with the Boddington Community Reference Group and the local Shire. A Social Impact Management Plan will be developed during 2016. Target areas of opportunity for improvement to be considered include:

- Partnerships – as the most significant rate payer in the area, Newmont Boddington will investigate opportunities to strengthen the relationship with local government to allow for a shared vision for the area to be clearly articulated with agreed objectives and outcomes.
- Communicate commitments and achievements – review, reconcile and communicate high level community commitments, particularly in those areas of key community concern identified in the SIA.
- Engagement – continue to develop relationships with key stakeholders through increased engagement and communication.
- Address legacy impacts – work with local government to ensure a positive legacy remains after the mine has closed and rate payments to the Shire cease. Work with local government towards development of diversity in the local economy and reduce dependency on Newmont Boddington rates.
- Management of social impacts are integrated across all business functions and considered in planning and risk assessment.

- Monitoring, evaluation and revision of the SIA outcomes – monitor defined social impact indicators and update as required.

KCGM

Being a residential mine site, KCGM has worked hard to develop a successful relationship with the residents of the City of Kalgoorlie-Boulder, which is home to around 30,000 people. All employees are required to reside locally, and therefore are an integral part of the local community.

A Social Impact Assessment (SIA) was conducted by KCGM in late 2015. The Community Reference Group were involved with defining the scope of the SIA. This involved targeted stakeholder interviews, a community telephone survey and a Community Reference Group workshop. Results indicated that strong support of KCGM continued among key stakeholders as per the findings from previous SIAs and key issues of concern continue to be local employment and investment as well as the impact that mine closure will have on the community in the future. The SIA report is currently under development and a Social Impact Management Plan will be developed in 2016 to address opportunities for improvement as well as ongoing management of social aspects.

The Public Interaction Line (PIL) received 34 complaints in 2015 related to dust or fumes, noise or blast vibration. Every complaint is investigated to ensure that the operations have complied with the site regulatory limits and KCGM responds to every complainant.

In 2015 KCGM addressed some of the key social and environmental aspects that were highlighted in the 2013 local Community Perception Survey. These included:

- Closure of the roasters at the Gidji Processing Plant in June 2015 – this was a significant environmental milestone precipitated by the commissioning of the Ultra Fine Grind (UFG) mill. The closure resulted in a significant reduction in air emissions in the region. During operations the Gidji roaster was Australia's highest point source for mercury air emissions (approximately four tonnes per annum) and Australia's second highest point source for sulphur dioxide air emissions (approximately 200,000 tonnes per annum).
- Blast vibrations and perceived damage to properties from KCGM blasting – this aspect continues to be addressed through management of complaints and a review of blast data. A trial of drilling and blasting smaller diameter holes in areas of the pit that historically pose a higher risk for community impacts due to vibration, overpressure or dust was conducted in late 2015. The results of the trial are currently under review and processes being developed.
- Dust – Environmental Management Controls as described in the Fimiston Air Quality Management Plan including monitoring of dust in the community.
- Noise – mitigation strategies implemented include modelling to identify noise reduction opportunities and continuous environmental noise monitoring and management as described in the Fimiston Operation Noise and Vibration Monitoring and Management Program.



- Closure and Life of Mine (LOM) Planning – implementing the LOM Stakeholder Engagement Strategy, ongoing consultation and responding to relevant community questions.
- Local Employment and Procurement – KCGM is committed to local Employment and Procurement and around 30 per cent of KCGM's suppliers are located in Kalgoorlie-Boulder. KCGM is a residential site and strives to employ local, with all candidates for traineeships required to have lived locally for at least six months. Local employment and business opportunities were identified as key benefits to the local community and the major concern around closure at the end of the life of the mine.

KCGM supports local businesses to prepare for closure by investing in sustainable community projects and by supporting the development of economic diversity in the town. The mine is a strong supporter of local tourism and maintains a public Super Pit Lookout, as well as providing daily tours of site through a local tourism company. KCGM has committed to the redevelopment of Hannans North Tourist Mine into a sustainable tourism business for the community and remains committed to supporting the development of the Loopline Railway.

2015 COMMUNITY INVESTMENT BY OPERATIONS

| DEFINITION OF VALUE ADD | BODDINGTON (000 AUD) | KCGM* (000 AUD) | TANAMI (000 AUD) |
|--|-------------------------|--------------------|---------------------|
| Total spent on goods & services (local and national, exc international) | 785,514 | 302,833 | 186,522 |
| Total payroll (exclude Ex-pats) | 177,972 | 57,990 | 109,599 |
| Community investment (in kind and Monetary) | 334 | 344 | 292 |
| Taxes | 0 | 0 | 0 |
| Royalties to government | 30,699 | 12,357 | 60,389 |
| Royalties to third parties | 0 | 0 | 0 |
| Land Use payments | 208 | 64 | 17,699 |
| Political donations | 0 | 0 | 0 |
| Dividends paid to country shareholders | 0 | 0 | 0 |
| Interest paid to country banks | 421 | 4 | 345 |
| VALUE ADDED TO AUSTRALIAN ECONOMY 2015 | 995,149 | 373,592 | 374,846 |
| VALUE ADDED TO AUSTRALIAN ECONOMY 2014 | 936,841 | 364,492 | 300,701 |

* 50% of CI representing the joint ownership with Barrick



TANAMI

The SIA Terms of Reference (TOR) and scope of works were prepared in 2012, with Newmont engaging with the CLC for development of the TOR. The SIA was conducted during 2013. The SIA considered impacts on the Northern Territory; specifically Alice Springs and the remote Aboriginal communities of Yuendumu, Lajamanu and Nyirripi.

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.

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.

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.

Key opportunities for improvement that were implemented in 2015 included:

- Continued engagement with local schools. Groups of students from the Yuendumu and Lajamanu Schools visited the Tanami Operation as part of overnight excursions to learn more about how the mine operates. They toured the mine site and met with engineers, process plant operators and saw the mining operation up close.
 - Newmont agreeing to provide funding to the Central Land Council (CLC) for the employment of a Community Development Officer for an initial three year period. This person will promote community development outcomes from the use of the mining royalties from NTO with a focus on development opportunities for women and youth in the local communities.
 - Commencement of the development of a long-term 10 year strategy between the Tanami Operations and the CLC to support improved outcomes for Warlpiri people.
 - Continue current Indigenous Trainee Program and build a pipeline of candidates for the trainee employment program so that vacancies in the program can be rapidly filled.
 - Build a pipeline of candidates for indigenous employment opportunities with key business partners at the Tanami Operations.
 - Continued development of an indigenous mentoring program at NTO, improving data capture for review and inclusion into the indigenous employment strategy.
- Improved tracking of performance against the Stakeholder Engagement Plan.
 - The Yapa crew employment model for assisting in environmental management the mine was reinvigorated in 2015.
 - Continued measurement of Key Performance Indicators (KPI) for Tanami, including plan on a page, site strategy and bonus provisions to enable appropriate tracking of outcomes.

Other key activities focused on at NTO in 2015 included a review of site practices against the new Global Newmont Standards for Indigenous Peoples, Human Rights and Local Employment and Procurement.



Community scorecard

2015 Targets

2015 Outcomes

Strategy Development

| | |
|--|---|
| Implement Human Rights and Indigenous Peoples Standards. | ● Achieved. Gap analyses conducted at all APAC sites against these standards. |
| Enhanced stakeholder engagement recording via Cintellate stakeholder module. | ● Achieved. Stakeholder module fully implemented in the APAC region. |

Social impacts assessments

| | |
|--|---|
| KCGM Social Impact Assessment. | ● Achieved. SIA Completed in 2015. |
| Boddington Social Impact Assessment. | ● Achieved. SIA Completed in 2015. |
| Successful closure of the KCGM roasters at the Gidji Processing Plant. | ● Achieved. KCGM roasters at the Gidji Processing Plant closed and replaced with Ultra Fine Grinding Mill to eliminate sulphur dioxide and mercury atmospheric emissions. |

Regional Community Investment

| | |
|--|--|
| Adopt findings and procedures in 2014 for Regional Community Investment. | ◐ Partially achieved. Final approval from the Asia Pacific Leadership Team (APLT) is still to occur. |
| Achieve site specific Local Content targets and metrics. | ◐ Partially achieved. Local spend target for APAC 89% achieved. Boddington Community Reference Group as well as site Think Local Strategy Group established and met regularly throughout 2015. Participation at the Alice Springs Mine Expo in 2015. |

Key ● Achieved ◐ Partially Achieved ○ Not Achieved

Goals for 2016 include:

Development of Social Impact Management Plans at KCGM and Boddington.

Finalisation of the 10-year long term strategy at NTO.

Roll out of supervisor Cultural Competency Training at KCGM, Boddington and Tanami.





Environment

World-class environmental stewardship requires steadfast commitment to strict environmental policies and standards. This commitment to sustainability is central to Newmont's culture and mission.

Our APAC operations adhere to the Global Sustainability and Stakeholder Engagement Policy and environmental standards work to protect the environment and minimise any impacts associated with our operations across the APAC region. The APAC region also complies with its Environmental Statement of Commitment (included in this report).

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.

Newmont actively seeks partnerships with experts, non-governmental organisations (NGOs), regulators and communities to help inform our management systems to ensure they are implemented consistently and are effective at protecting our environment.

Environmental Stewardship

Environmental principles are central to our day-to-day business activities to ensure that our environmental stewardship is of the highest calibre.

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.

Newmont regularly updates standards, processes and business practices to ensure we meet public expectations and continue to evolve in an ever-changing regulatory environment.

Environmental performance is tracked through industry-leading monitoring programs and results are reported to local, regional and federal government departments.

Our site environmental inspection programs continue to deliver strong environmental outcomes and opportunities for interaction.

Cyanide Management

The most effective and economical way of recovering the gold is by using cyanide. While safer and more efficient than alternative chemical agents, using cyanide in gold processing can pose risks to human, animal and ecosystem health if not responsibly managed.

Newmont is focused on achieving continual improvement of how we manage Sodium Cyanide (NaCN) at our operations and has committed to protecting human health and reducing the potential of environmental harm.

Newmont is a signatory to the International Cyanide Management Institute's (ICMI) Cyanide Management Code (the Code). All of our sites are audited and certified to the Code by independent third parties to ensure that the use of cyanide in the processing of gold is managed in a manner that protects human health and the environment.

Newmont played a key role in developing the Code and was one of its first signatories. Sites have maintained certification since their original certification dates and are audited every three years.

Cyanide consumption increased across our APAC operations in 2015. Whilst overall consumption increased at the Tanami due to increased production, the amount used per tonne of ore milled and per ounce of gold produced reduced by 21 per cent and 16 per cent respectively. This was primarily attributed to characteristics of the current ore being processed. Usage decreased at Boddington following a pre-oxidation trial in 2014. However, the process wasn't as successful as originally hoped and the trial was ceased and sodium cyanide usage increased again. Increased usage at KCGM was due to the change in processing methodology at the Gidji plant with the introduction of the UFG mill.

Air Emissions

Newmont monitors air quality and investigates opportunities to reduce our emissions. In line with our commitment to transparent reporting, we submit estimated emission levels for substances listed on the National Pollutant Inventory (NPI).

Historically our principal emission was sulphur dioxide, 99 per cent of which was 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 – supported the implementation of the \$98 million Emissions Reduction Project. Construction of a larger 30 tonne per hour Ultra Fine Grinding Mill at the Gidji Processing Plant began in 2014 and was officially opened in June 2015. This has allowed for the permanent closure of the two roasters at Gidji, totally eliminating air emissions from the Processing Plant. This has resulted in a significant reduction in air emissions in the region. During operations the Gidji roaster was Australia’s highest point source for mercury air emissions (approximately four tonnes per annum) and Australia’s second highest point source for sulphur dioxide air emissions (approximately 200,000 tonnes per annum). Following closure of the roasters there was a 100 per cent reduction in sulphur dioxide and mercury stack emissions.

Additional work to capture mercury from the carbon kilns and gold room is also being undertaken at the Fimiston Processing Plant via the Fimiston Emissions Reduction Project. This project commenced implementation in 2015, and involves the installation of a new carbon regeneration kiln fitted with emission reduction technology, including scrubbers and a mercury retort unit in the gold room, to capture emissions from the furnace. The project’s goal is to reduce KCGM’s gaseous mercury and sulphur dioxide by at least 90 per cent by the end of 2016. Newmont’s contribution to the project is expected to be around \$38 million.

Noise and Vibration

In 2015 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. In 2015 there were 15 noise complaints received by KCGM and nine at Boddington (operational noise).

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

Noise monitoring has continued to be a focus at Boddington where the Noise Sentinel Program was implemented in 2014 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 to prevent impact on the community and to understand conditions in the event of receiving complaints. In 2015 Boddington established a Noise Sentinel shared data agreement with a neighbouring mine operation to further enhance the ability to understand real time conditions around the Boddington community.

Noise assessment and modelling at KCGM has identified haul trucks as the primary source of noise from KCGM’s operations. KCGM has focussed on reducing noise emissions from haul trucks and ensures regular, routine maintenance is conducted so that they do not deteriorate and become noisier over time. KCGM undertakes six-monthly noise monitoring of individual haul trucks to enable analysis of noise

TOTAL NaCN CONSUMPTION

| SITE | SODIUM CYANIDE CONSUMPTION (TONNES) | | |
|-------------------|-------------------------------------|-------|-------|
| | 2013 | 2014 | 2015 |
| Boddington | 7,949 | 7,407 | 8,455 |
| KCGM | 5,645 | 5,297 | 8,455 |
| Tanami | 697 | 830 | 876 |

performance trends and to identify if additional maintenance is required. KCGM has installed broadband reversing alarms on mobile equipment that are permanently onsite at the Fimiston Operation. KCGM has also partnered with the University of Western Australia on a noise reduction project, which examines ways to further reduce noise from haul trucks.

Other recent initiatives at Boddington included installing less intrusive noise alarms on the dump truck fleet and silent horns for the shovels. The complaints and grievances procedure has been reviewed to ensure complaints are dealt with more effectively.

Waste Management

Reduce, reuse, recycle, and as a last resort dispose, is the mantra Newmont sites subscribe to when overseeing the management of waste products. We generate large volumes of waste rock and tailings, which is the end product from processing. Together these mineralised wastes are managed according to international and national standards that minimise risk to the receiving environment.

AIR EMISSIONS

| EMISSIONS | 2012/13 | 2013/14 | 2014/15 |
|--|----------------|----------------|---------------|
| OXIDES OF NITROGEN (TONNES) | | | |
| Boddington | 1,511 | 1,502 | 1,548 |
| KCGM (100%) | 1,831 | 1,717 | 1,868 |
| Tanami | 1,358 | 1,493 | 1,530 |
| TOTAL (TONNES) | 4,700 | 4,712 | 4,946 |
| SULFUR DIOXIDE (TONNES) | | | |
| Boddington | 2.5 | 2.5 | 4.7 |
| KCGM (100%) | 170,766 | 167,496 | 33,112 |
| Tanami | 0.8 | 0.9 | 0.9 |
| TOTAL (TONNES) | 170,770 | 167,500 | 33,118 |
| VOLATILE ORGANIC COMPOUNDS (TONNES) | | | |
| Boddington | 87.7 | 86.3 | 87.4 |
| KCGM (100%) | 106.1 | 98.3 | 109.1 |
| Tanami | 66.7 | 74.1 | 74.0 |
| TOTAL (TONNES) | 261 | 259 | 270 |
| PARTICULATE MATTER – PM10 (TONNES) | | | |
| Boddington | 12,907 | 11,576 | 12,629 |
| KCGM (100%) | 5,051 | 5,279 | 5,134 |
| Tanami | 1,976 | 1,925 | 1,845 |
| TOTAL (TONNES) | 19,934 | 18,780 | 19,608 |
| CYANIDE (TONNES) | | | |
| Boddington | 75 | 125 | 173 |
| KCGM (100%) | 312 | 295 | 251 |
| Tanami | 10 | 9 | 8 |
| TOTAL (TONNES) | 396 | 429 | 432 |
| MERCURY (TONNES) | | | |
| KCGM (100%) | 2.95 | 3.81 | 1.31 |

For both mining and processing wastes, our waste management is land-based.

Newmont conducts extensive monitoring to measure the environmental performance of our waste storage facilities. The results of the monitoring are reported on a regular basis to the appropriate regulatory entities. 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 ensure 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 results 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.

At Boddington there was an increased focus on improving recycling opportunities in 2015 with a 200 per cent increase in scrap steel recycling. This was the result of cleaning up construction material stockpiles and a clean out of laydown areas. No tyres were deposited into landfill in 2015 with a greater use of HV tyres on haul road intersections and donations of tyres to the Alliance Club in Boddington. In addition, all waste conveyor belt material was sent off site for recycling.

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 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

Water is a vital resource for communities, natural ecosystems and for our operations across the APAC region. Each site has different water needs and challenges, so our site-specific water management programs are based on extensive field data and monitoring, along with state-of-the-art modelling. Newmont's strategic goal is to value water as an important resource while creating a positive legacy within the host communities near our operations. As such, Newmont developed a Global Water Strategy in 2014 to elevate the importance of water management and to manage water related risks across the business. The Global Water Strategy was developed based on:

- Water security – taking a watershed approach;
- Impact and opportunity management;
- Operational excellence;
- External engagement with stakeholders; and
- Internal engagement on water.

In 2014 the regional and site strategies commenced implementation and included a planning workshop that brought corporate and operational water practitioners and leaders from each region together to work on developing the implementation plan and key milestones for 2014 and beyond. An engagement program and regional and site workshops were also initiated to reflect regional and site specific conditions.

The early benefits of the new water strategy include improved governance, a single point of accountability and the creation of appropriate systems to understand the full cost of water in business planning.

We invest substantial resources into understanding and appropriately managing water resources at our APAC operations and ensuring that stakeholder interests and concerns are identified and addressed.

To preserve our local water resources, Newmont treats and recycles much of the water used in our operations. Our 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.

In 2015 Newmont’s approach to water management moved from a high level strategy to fit-for-purpose regional strategies, implementation of site specific water plans and application of the Mineral Council of Australia’s (MCA) Water Accounting Framework (WAF) at each operation. The WAF was developed in conjunction with the Sustainable Minerals Institute of the University of Queensland. The WAF provides:

- A consistent approach for quantifying flows into, and out of, an operation based on their sources and destination;
- A consistent approach for reporting of ‘water use’ by minerals operations that enables comparison with other users, and relates to water sharing planning processes;
- A consistent approach in quantifying and reporting water ‘reuse’ and ‘recycling’ efficiencies such that the reliance on sourced water is reduced; and

- A model for the more detailed operational water balance as guidance for those businesses that currently do not have an effective operational water model or see an opportunity to develop this new approach.

Newmont is applying the WAF Input-Output Model at the APAC sites.

The WAF has developed three categories of water:

Category 1: water is of high quality and may require minimal and inexpensive treatment to raise the quality to appropriate drinking water standards.

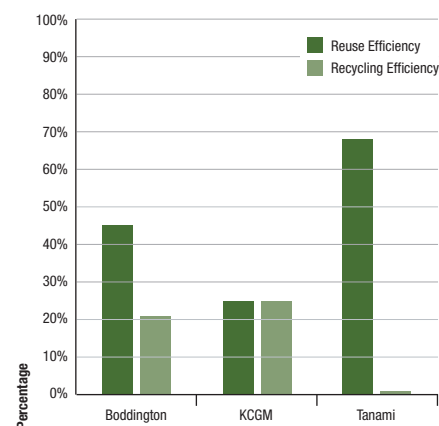
Category 2: water is of a medium quality with individual constituents encompassing a wide range of values. It would require moderate level of treatment such as disinfection or neutralisation to meet appropriate drinking water standards.

Category 3: low quality water that would require significant treatment to remove dissolved solids and metals, neutralise and disinfect to meet appropriate drinking water standards.

Historically in this report the GRI indicators for water reporting have been applied. However, there are two main differences between GRI and MCA WAF:

1. Rainfall is clearly defined as a raw water input in the WAF whilst it is considered a grey water input in the GRI; and
2. The WAF reports the Operational Efficiencies against the total volume of water to tasks whereas the GRI reports against the total volume of water withdrawn.

2015 WATER REUSE AND RECYCLING RATES



2013 & 2014 WATER RECYCLING RATES (%)

| | 2013 | 2014 |
|-------------------|------|------|
| Boddington | 78 | 40 |
| KCGM | 51 | 49 |
| Tanami | 48 | 47 |

TOTAL WATER WITHDRAWN (EXCL PRECIP) (GL)

| | 2013 | 2014 | 2015* |
|-------------------|------|------|-------|
| Boddington | 14 | 12 | 16 |
| KCGM | 10 | 10 | 10 |
| Tanami | 2.88 | 2.73 | 2.20 |

* In line with WAF guidelines water entrained in ore included for 2015.

WATER WITHDRAWN PER TONNE MILLED (L)

| | 2013 | 2014 | 2015* |
|-------------------|------|------|-------|
| Boddington | 440 | 334 | 417 |
| KCGM | 837 | 841 | 841 |
| Tanami | 1600 | 1331 | 804 |

* In line with WAF guidelines water entrained in ore included for 2015



This report shows the historical means of reporting under the GRI reporting initiatives and also the WAF operating efficiencies calculated for sites in 2015. These operating efficiencies will be compared in future reports as we further imbed the MCA WAF process at our operations. Reuse water is defined as worked (through a task) water that is used in a task without needing to be treated whilst recycled water is worked water that requires treatment before being used in a task. Operational efficiencies for both reuse and recycled water will be reported from this point forward.

All sites have established Water Steering Committees and Water Teams (or Groups) to progress site water strategies and Water Action Plans.

Since the adoption of the Newmont Water Strategy in 2014, Boddington has initiated and successfully delivered on several key projects focused on water security at the operations. Notable projects include installation of a variable speed drive at the Hotham River pump station to improve pump operations, while commencement of operation of the Hedges Dam has provided additional water storage for mining and processing operations. Though focused on existing system efficiencies, Boddington commissioned an additional booster station pump and conducted successful flocculent trials within the processing plant. These trials have enabled increased tailings slurry densities, which has led to annualised water savings of approximately 0.3 GL and 1GL respectively. The site installed a water recycling system at the Dieback Inspection washdown point (where vehicles are required to washdown to prevent the spread of dieback). A waste water solution recovery project is also underway, which will indirectly reduce evaporative losses from

the residue disposal dam by improving the efficiency of water recycling within the processing plant. This project is in the design and engineering phase and is scheduled for completion in 2016.

Biodiversity

Our approach to sustainable development is firmly based on developing a comprehensive understanding of the impact of Newmont's activities on biodiversity, critical habitats and ecosystems, and managing these impacts at every stage of the mine lifecycle.

Integral to our efforts to protect biodiversity is the introduction of the Global Biodiversity Management Standard in 2014. This Global Standard sets the minimum requirements for the management of biodiversity at Newmont owned, operated and/or managed operations and lands with the goal of ensuring a consistent approach to biodiversity conservation and sustainable stewardship of resources. All APAC operations will be required to complete biodiversity risk assessments and develop relevant action plans in 2016.

BODDINGTON

Newmont Boddington Gold's Black Cockatoo Management Plan is a commitment to avoid, minimise and offset potential impacts to three species of Black Cockatoos (Carnaby's, Forest Red Tailed and Baudins) found within the influence of the mining operation. This Plan is integral to Boddington's commitment to manage all aspects of its operational footprint and represents a key component to the overall environmental management strategy for the site. The plan sets out a framework to manage the impacts of its operations on black cockatoos and identify opportunities for achieving positive conservation outcomes,

such as the protection of existing habitats and the restoration of disturbed land. The plan is subject to continuous revision, based on the outcomes of stakeholder consultation, regulatory requirements and research partnerships.

In addition to the plan, Boddington plays an ongoing support role to the demographic studies headed up by Murdoch University, which is seeking to uncover absent scientific information regarding:

- Age of wild populations;
- The health status of those populations; and
- The identification and monitoring of key diseases impacting the species.

In 2015 Boddington continued its partnership with Murdoch University for the five-year Black Cockatoo tracking study. This will be the first satellite/GPS tracking of Black Cockatoo species in the Boddington area, with associated regional-level tracking. This tracking work will inform knowledge about the Carnaby's cockatoo (*Calyptorhynchus latirostris*) and Forest Red-tailed Black Cockatoo (*Calyptorhynchus banksii naso*) in relation to critical habitat use, population structure and flock movement at landscape scales, including seasonal migrations for Carnaby's Cockatoos. As part of this project there will be a release of Black Cockatoos into roosting sites around Newmont Boddington Gold in May 2016.

As part of the approvals for the LOM Extension Project, Newmont updated the Black Cockatoo Management Plan and has developed and submitted a Terrestrial Fauna Management Plan to the Commonwealth Department of the Environment. Both plans have been approved.



Approved vegetation clearing for pit expansion as part of the LOM Extension Project commenced in late 2015. Prior to the clearing Newmont conducted a fauna trapping and relocation program. Fauna were relocated to State Forest as agreed with the Department of Parks and Wildlife. This was the first of five rounds of fauna trapping and relocation that will occur as a result of the pit expansion works.

The offset program associated with the LOM Expansion Project also continued to be implemented during 2015 with finalisation of the tender for the restoration and protection of habitat on Hotham Farm planned for early 2016.

TANAMI

The Regional Biodiversity Monitoring (RBM) program commenced in the Tanami Desert in 2005. It is a collaborative project between Newmont Tanami Operation (NTO) and the CLC with the primary objectives to:

- Investigate and monitor the distribution and abundance of selected wildlife within the vicinity of mining activity as well as the wider Tanami Desert area;
- Establish a biological and landscape information base against which the impact of current and/or proposed mining activity can be effectively assessed and with which Indigenous and industrial land management of the Tanami may be more effectively planned; and
- Enhance training, employment and enterprise development opportunities for traditional Aboriginal landowners within the Tanami region's Indigenous communities.

Initially the program ran for five years with monitoring occurring annually. Data was assessed in 2009, finding there appeared to be little impact from mining activities

on the fauna of the region. It was agreed that surveys would continue following the pilot program, however, the surveys were reduced to every three years. The last survey was completed in 2012 and the survey that was planned for 2015 has been postponed as the CLC and NTO are assessing the potential to undertake a review of the program methodology with the assistance of the CSIRO. The review will assess the performance of the program to date and what needs to be assessed going forward.

Energy and Climate Change Strategy

Balancing the growing need for energy with the serious implications of climate change is a challenge for the mining industry. The issue has moved beyond an environmental or technical matter to being a policy issue with cultural, political and social ramifications. Responding to these challenges may create opportunities for Newmont and enhance our resilience to these risks.

APAC ENERGY AND CLIMATE CHANGE STRATEGY

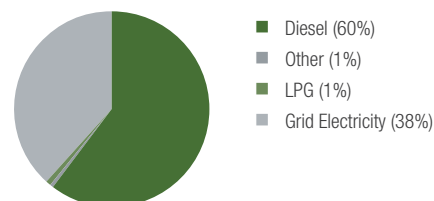
During 2014 Newmont developed a Global Energy and Climate Change Strategy. This was rolled down to the regions in 2015 with the development of the APAC Region Energy and Climate Change (E&CC) Strategy. The E&CC Strategy Team was formed in late 2015 with the establishment of a team charter and development of a 2016 – 2018 action plan. The regional strategy reflects the five pillars of the Global Strategy:

- Ensure stable, reliable, and cost-effective energy supply;
- Achieve sustainable cost and efficiency improvements;

APAC TOTAL ENERGY CONSUMPTION

| SITE | ENERGY CONSUMPTION (000 G.J) | | |
|-------------------------------|------------------------------|---------------|---------------|
| | 2013 | 2014 | 2015 |
| Boddington | 6,446 | 6,711 | 6,431 |
| KCGM | 4,363 | 4,150 | 4,264 |
| Tanami | 2,031 | 2,108 | 2,278 |
| Legacy Sites (Mt Leyshon) | 1 | 2 | 0.4 |
| Offices (Subiaco & Welshpool) | 2 | 2 | 2 |
| TOTAL | 12,844 | 12,969 | 12,973 |

2015 ENERGY CONSUMPTION BY TYPE



- Collaborate internally and engage externally;
- Reduce our carbon footprint and intensity in line with business risk; and
- Adapt to a changing climate.

Our focus in 2015 was on the following areas:

Accounting and Reporting

We remain committed to measuring, reporting and verifying energy consumption and Greenhouse Gas (GHG) emissions to inform our strategy, assist with management decisions and ensure alignment with our regulatory commitments which currently includes the National Greenhouse and Energy Reporting (NGER) Scheme.

We have publicly reported our APAC 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

Mining is an energy-intensive industry that relies on fuel and electricity to operate. 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.

Overall energy consumption at our APAC operations in 2015 remained very similar to 2014 levels. Diesel usage increased by eight per cent at Tanami, however, this was counteracted by a 12 per cent reduction in diesel usage at Boddington due to a reduced heavy vehicle fleet. As the Boddington operation accounts for 50 per cent of the total energy consumed for the APAC operations, this resulted in a small

reduction of diesel consumption across APAC as a whole. KCGM and Tanami account for 33 per cent and 18 per cent energy consumption respectively.

In 2015 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.

As part of the power contract negotiation process underway at Tanami, we are assessing cleaner and renewable energy sources, such as natural gas and solar. We have partnered with the Northern Territory's Power and Water Authority to conduct a feasibility study into the construction of a natural gas pipeline from the Alice Springs area to the Tanami operation. Switching to natural gas has the potential to reduce the mine's carbon emissions by approximately 50,000 tonnes per year while also reducing our costs.

The sunny, desert climate of the Northern Territory is ideal for solar energy and the feasibility of installing a 10 to 14 megawatt solar plant at Tanami is under review. If approved and implemented, the 20 to 21 hectare solar farm would not replace all the diesel fuel due to Tanami's around-the-clock operation. However, it could replace about 1.8 million gallons of diesel a year – approximately 13 percent of the mine's annual diesel fuel consumption – with a renewable, clean energy source.

Carbon Offsets

Newmont is involved in a number of 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.

Newmont first implemented a forestry offset pilot project in 2009 as part of our long-term climate change strategy. The project involved the planting of 350,000 Mallee tree seedlings in NSW over 250 hectares of non-economic farmland ("Darriwe") owned by Newmont.

The project is expected to capture approximately 119,000 tonnes of carbon over a 50-year project life.

Newmont expanded this program into Western Australia in 2010 by planting an additional 450,000 Mallee tree seedlings on Newmont's "Darbeau" property. The expanded project is expected to sequester approximately 182,000 tonnes of carbon over a 30-year period.

In addition to sequestering approximately 300,000 tonnes of CO₂ over its life, the program will improve the salinity of the soils and increase the biodiversity of the area. Indigenous workers have been employed as part of the program to assist with the planting phase of the project.

Throughout 2015 both properties remained well stocked and were exhibiting good health and growth and there were no wildfire events experienced at either property. Pre-fire season preparedness activities were undertaken and in respect to plantation health, no pest or pathogen events have been identified on either property. The properties will continue to be managed by CO₂ Australia on behalf of Newmont with a focus on monitoring and managing factors that impact on survival and growth performance, such as weeds, insects, disease and fire.



Greenhouse Gas Emissions

Newmont has adopted 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.

Emissions of sulphur dioxide and mercury were significantly reduced in 2015 due to the closure of the roasters at the Gidji Processing Plant at KCGM. There was a slight two per cent increase in overall carbon dioxide emissions associated with our direct and indirect energy use in the APAC region. However, due to the reduction in fleet size at Boddington in 2015 there was an 11 per cent reduction in direct energy emissions of carbon dioxide. This was offset by a slight increase in indirect emissions from Boddington and a marginal rise in both direct and indirect emissions at the Tanami and KCGM. 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

Mine closure is an inevitable phase of the mine lifecycle. Newmont aims to leave a positive legacy for the communities and the environments in which we operate by adopting best practice closure management practices.

Closure planning continued throughout 2015 at each site. Concurrent reclamation plans have been developed and rehabilitation metrics established for 2016 for each operation.

Within this planning process we address environmental considerations throughout the mine lifecycle to enable our sites 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 lifecycle and follow our Closure and Reclamation Standard. Where possible we reclaim disturbed land progressively during the mine's life. Our site based Closure and Reclamation Technical Teams (CRTT)

GREENHOUSE GAS EMISSIONS

| | 2013 | 2014 | 2015 |
|---|------------------|------------------|------------------|
| EMISSIONS FROM DIRECT ENERGY (TONNES CO₂-E) * | | | |
| Boddington (100%) | 201,391 | 218,278 | 194,871 |
| KCGM (100%) | 208,948 | 192,167 | 209,186 |
| Tanami | 140,612 | 149,914 | 158,530 |
| Legacy Sites (Mt Leyshon) | 0 | 77 | 0 |
| TOTAL DIRECT (TONNES CO₂-E) | 637,568 | 560,436 | 562,587 |
| EMISSIONS FROM INDIRECT ENERGY (TONNES CO₂-E)** | | | |
| Boddington | 783,788 | 747,088 | 766,457 |
| KCGM | 258,773 | 248,518 | 252,718 |
| Legacy Sites (Mt Leyshon) | 189 | 142 | 91 |
| Offices (Subiaco + Welshpool) | 542 | 438 | 449 |
| TOTAL INDIRECT (TONNES CO₂-E) | 1,043,292 | 996,186 | 1,019,715 |
| TOTAL COMBINED DIRECT AND INDIRECT | | | |
| Boddington | 985,179 | 965,367 | 961,328 |
| KCGM | 467,721 | 440,685 | 461,905 |
| Tanami | 140,612 | 149,914 | 158,530 |
| Legacy Sites (Mt Leyshon) | 189.00 | 218.54 | 91 |
| Offices (Subiaco + Welshpool) | 541.76 | 437.76 | 449 |
| TOTAL (TONNES CO₂-E) | 1,680,860 | 1,556,622 | 1,582,303 |

ensures our approach to site closure and reclamation is consistently evaluated and reported at each stage of the mine lifecycle.

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.

BODDINGTON

In 2015 ongoing closure planning involved the installation of the monitoring equipment for the slope trial on the site's No.7 waste rock dump. The study will test three different cover systems on a re-profiled 22 degree slope to assess performance and evaluate the infiltration, surface run-off and soil loss characteristics of the test plots. If successful it will mean that vegetation can be established on a steeper slope than currently planned in the site closure plan, which will deliver cost savings in the

future. Extensive consultation occurred with long term mine planning to evaluate when different areas of the mine will be available for concurrent rehabilitation so that this can be achieved before mine closure. Boddington also completed rehabilitation of drill sites associated with historical exploration activities.

As part of the LOM Expansion Project, Boddington has also focused on landform and drainage design for the expanded waste rock dumps to minimise the risk of long-term erosion and to create stable and safe landforms that are consistent with the existing variable topography and vegetation of the area.

Laboratory and field testing continued in 2015 to support revision of the waste rock and medium grade stockpile management. This work is contributing towards determining cut-off sulphur grades that better define Potentially Acid Forming (PAF) and Non Acid Forming (NAF) waste material for closure treatment. There is now sufficient data from this test work to progress with the data analysis and reporting phase of this project. On-going monitoring of the Residue Disposal Area (RDA) tailings cover trial also occurred in

2015, which is working towards deciding on the depth and material that will be most suitable for long-term stability and rehabilitation success on the RDA.

The detailed Boddington closure plan was approved by government in early 2015. In accordance with various mining tenement conditions, this document is required to be updated and re-submitted to government in late 2016. Boddington's CRTT meets regularly with a focus on increasing closure and reclamation knowledge through the execution of trial and testing of assumptions as well as maintaining and updating planning documentation.

KCGM

The revised KCGM Mine Closure Plan was submitted to and approved by the Department of Mines and Petroleum in 2015. This included updated post-mining land use and closure objectives, identified closure risks and the closure strategy moving forward from 2015. The Closure Plan is available on the KCGM website at superpit.com.au. The backfilling of historic underground workings at Mt Charlotte to reduce the long term potential for surface instability and seismic events post-closure is ongoing.

KCGM continued to study rehabilitation material characterisation by completing an update of the materials balance inventory and refining closure criteria. The site continued to monitor pit wall stability.

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. Planning for closure of the Bunkers Hill pit at the Granites occurred throughout 2015 with works to commence in 2016. The scope for closure of other Tailings Storage Facilities (TSFs) that are no longer in use is planned for 2016. The tailings cover trial is continuing to assess the best cover options for future planning.

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

We also undertook a review of onsite rehabilitation monitoring, target completion criteria and the approach to measuring the success of these criteria.

MOUNT LEYSHON

The project leases were sold to Leyshon Resources Ltd in 2002. Newmont retained the environmental closure responsibility as part of the sale agreement. Newmont has remained involved in the rehabilitation of landforms, under a management agreement with LRL. Mt Leyshon is located approximately 25 kilometres south of Charters Towers in North Queensland. Mining ceased in 2002 and the site is now in a post-closure earthworks and monitoring phase. Our closure 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 run-off 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. Newmont has 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 run-off 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

TOTAL DISTURBANCE FOOTPRINT VS AMOUNT UNDER REHABILITATION

| AS AT 31 DECEMBER 2015 | DISTURBANCE (HA) | REHABILITATED (HA) | TOTAL COMBINED DIST (HA) |
|------------------------|------------------|--------------------|--------------------------|
| Boddington | 3,755.7 | 203.3 | 3,959 |
| KCGM | 2,624.4 | 310.6 | 2,935 |
| Tanami | 1,575.7 | 437.2 | 2,012.9 |



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 volume and 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 at the site include the open pit, rehabilitated tailings storage facilities, rehabilitated waste rock storage facilities and a scats stockpile. 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 either a compacted layer of porphyry or compacted oxide heap leach to minimise the infiltration of water into the potentially acid forming stored waste material.

In 2014, further amendments to the Environmental Authority (EA) were achieved with the most significant being:

- Relocation of groundwater compliance monitoring bores to lease boundary, away from rehabilitated landforms. Bores that were responsible for previous contaminant limit exceedances are now listed in the EA as interpretation bores and do not have a bearing on compliance;

- Relocation of surface water compliance location to lease boundary; and
- Total Aluminium in surface water has been changed from a parameter monitored for compliance to one, which is monitored for interpretation purposes only.

In 2015, discussions with senior government personnel were held in Townsville around the long term closure strategy for Mt Leyshon. These discussions will continue in 2016.

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 around 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.

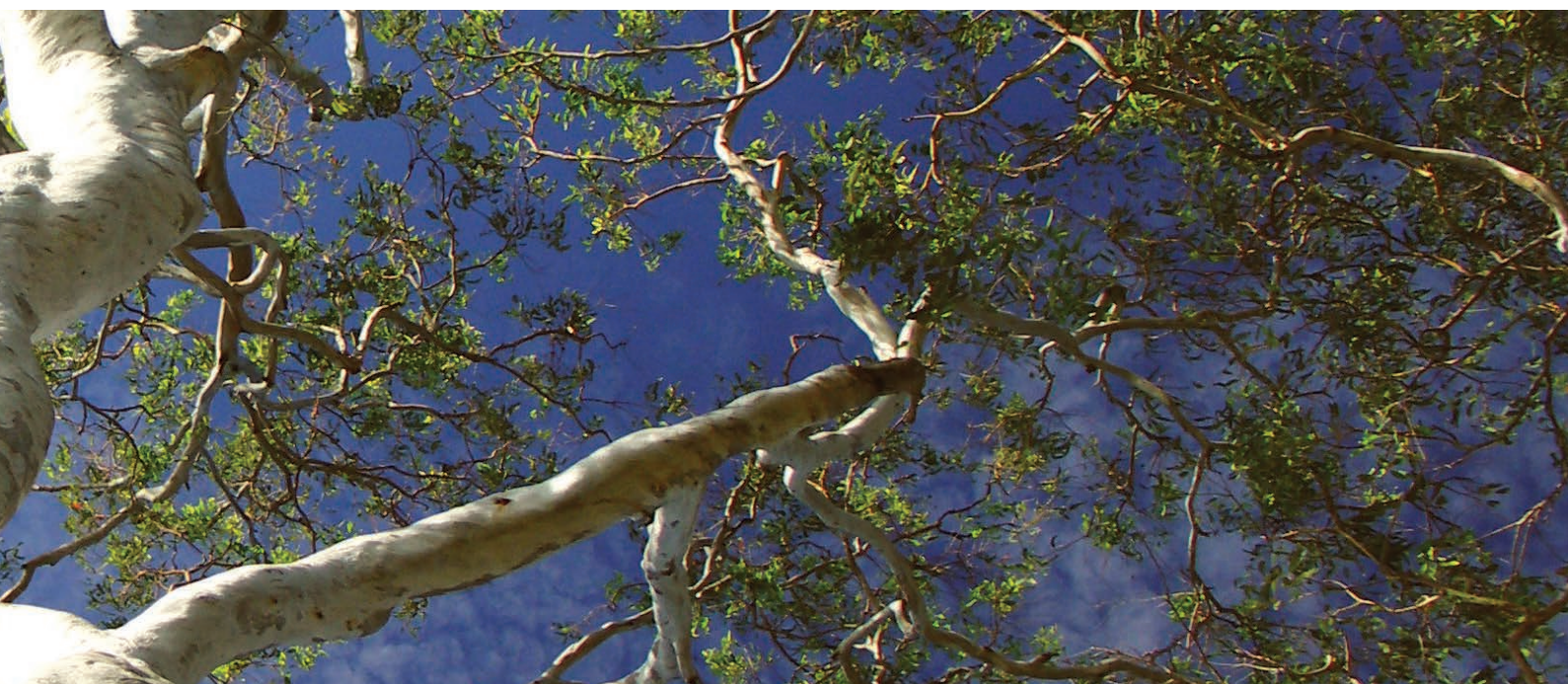
In 2014 Newmont engaged Indigenous Consulting Group (ICG) to support the Woodcutters Liaison Committee (WLC) to achieve handover of Woodcutters Mine Site to Traditional Owners by 2020.

The WLC is working to develop an organisation that can own, manage and develop the land vested in the organisation and aims to assist the Kungarrakan and Warai people with cultural, economic and social development. The WLC also works to review agreement and progress, resolve differences and communicate to wider clan members.

In 2015, ICG supported the Woodcutters Liaison Committee to:

- Develop communications and governance protocols for meetings;
- Clarify role and responsibilities of the Woodcutters Liaison Committee to communicate recommendations to other landowners and Trustees of the Finniss River Land Trust (FRLT) in partnership with the Northern Land Council (NLC); and
- Identify options for final land use and confirm an agreed position.

The Woodcutters Liaison Committee holds quarterly meetings with support from the NLC and Newmont to progress the full relinquishment of the mine site to the FFRLT.



Closure scorecard

| 2015 Targets | 2015 Outcomes | 2016 Targets |
|---|--|--|
| Boddington | | |
| Develop concurrent site reclamation plan. | ● Achieved. | Establish target and execute rehabilitation at the site's F1 Residue Disposal Area. |
| Monitoring of cover treatment installed and vegetation established on plots ready for monitoring. | ● Achieved. | Continuation of monitoring with the aim of adjusting the closure plan. |
| Monitoring of slope trial and lysimeters. | ● Achieved. | Continuation of monitoring to determine performance of the cover. |
| Continuation of quarterly cross functional meetings and testing of closure commitments. | ● Achieved for 2015. | Continuation of quarterly cross functional meetings and testing of closure commitments. |
| KCGM | | |
| Develop concurrent reclamation plan. | ● Achieved. | |
| Site Closure Plan to be revised and submitted March 2015. | ● Achieved. | |
| Mt Leyshon | | |
| Continue to finalise long-term closure strategy for Mt Leyshon in consultation with Department of Environment and Heritage Protection (DEHP) and other key stakeholders. | ◐ Partially Achieved. Discussions with DEHP were held around the long term closure strategy for Mt Leyshon. | Continue discussions with DEHP to finalise the long-term closure strategy for Mt Leyshon. |
| | | Complete remediation of the Roche Hill landform to improve stability and the quality of surface water run-off. |
| Tanami | | |
| | | Complete closure works for Bunkers Hill pit TSF. |
| | | Develop plan for closure works on TSFs that are no longer used. |
| Develop concurrent reclamation plan. | ● Achieved. | |
| Woodcutters | | |
| Seek Department of Mines and Energy and Finnis River Land Trust agreement on final land use objectives and completion criteria. A broad list of final land use options was determined in 2014 and the intent in 2015 is to refine and finalise this list. | ◐ Partially Achieved. Agreement on preferred final land uses and land capabilities was reached with Traditional Owners at the annual Woodcutters Liaison Committee Meeting (WCLM) in November. | Seek agreement on final land use objectives and completion criteria with the Department of Mines and Energy (DME). |
| Finalise remediation plan to mitigate precipitate development at Woodcutters. | ● Achieved. The remediation plan to mitigate precipitate development was completed and presented in the Mining Management Plan (MMP). | Complete earthworks associated with the precipitates remediation plan. |
| Continue engagement with Traditional Owners and regulators. | ● Achieved. 3 WCLM's and 2 regulator meetings were held in Darwin during 2015. | Continue engagement with Traditional Owners and regulators. Provide ongoing employment and training opportunities for Traditional Owners for routine site activities and earthworks associated with the precipitates remediation project. |

Key ● Achieved ◐ Partially Achieved ○ Not Achieved

Environmental scorecard

| 2015 Targets | 2015 Outcomes | 2016 Targets |
|--|---|---|
| Water Management | | |
| Implementation of Site Specific Water Plans and the Minerals Council of Australia (MCA) Water Accounting Framework. | ● Achieved. | Continued implementation of the MCA Water Accounting Framework and completion of actions for 2016 Site Water Plans. |
| Waste Management | | |
| Review of waste rock requirements for Tanami Expansion Project. | ● Achieved. | Review of waste rock requirements for stage 2 of the Tanami Expansion Project. |
| Cyanide Management | | |
| Complete cyanide residual risk review at Waihi. | ○ Not achieved. Waihi was sold during 2015. | Complete cyanide residual risk review at KCGM. Participate in Global Cyanide Management Reference Group. |
| Air Emissions Management | | |
| Closure of the Roasters at the Gidji Processing Plant at KCGM. Installation and commissioning of the Emissions Reduction Projects at Fimiston and Gidji Processing Plants. | ● Achieved. | Continue implementation of air quality management programs. |
| Noise and Vibration Management | | |
| Continue implementation of noise abatement programs. | ● Achieved and ongoing. | Continue implementation of noise abatement programs. |
| Biodiversity Management | | |
| Engagement with DPaW to update the Weed and Disease Management Plan at Boddington. | ● Achieved. | Execute the management plan. |
| 2015 Regional Biodiversity Surveys at Tanami. | ○ Not Achieved. Postponed until review completed by CLC and CSIRO. | Review of Regional Biodiversity Surveys at Tanami and plan for the future. |
| Energy & Carbon Accounting | | |
| Submission of 2014/15 NGER report. | ● Achieved. | |
| Develop Regional and Site Energy and Climate Change Strategies. | ● Achieved. Regional E&CC Strategy Developed (2016-2018) following October 2015 workshop. | Roll out regional E&CC Strategy and develop site E&CC Plans. |





Safety Performance

Creating and maintaining a safe working environment requires all of our people to demonstrate leadership in safety. To achieve a workplace culture of zero harm, Newmont is focused on four key areas – Safety Leadership, Injury Prevention, Fatality Prevention, and Health and Wellbeing.

Our goal is to be an industry leader in health and safety performance with zero fatalities and the lowest Total Recordable Injury Frequency Rate (TRIFR) and Occupational Illness Rate amongst our peers. To achieve this we continuously refine our safety management programs and associated systems, standards and procedures.

During 2015, Newmont experienced a fatality at our Batu Hijau operation. Team member Pak Mastar Tedi was fatally injured when a tree being felled by a colleague struck him. This event was a sobering reminder of the need to remain focussed on safety, comprehensively plan out tasks and ensure leaders are coaching and mentoring their team members during the working day.

Throughout the year Newmont implemented programs focused on the following areas:

- Visible, leaders engaging effectively with their team members in the field;
- Fatality risk management by understanding our fatality risks, critical controls and verifying they are implemented and effective in the field; and
- Engaging our operational team members in safety programs to ensure they manage risks associated with daily work tasks.

A number of our emergency response teams received recognition for excellence in 2015:

- KCGM received third team overall in the Chamber of Minerals and Energy (CME) Underground Competition,

first place in rope rescue and the best new team award in the 2015 CME Surface Mines Rescue Competition and in the CME Underground Competition. These competitions require demonstration of emergency response skills in simulated, but realistic, situations; and

- The Boddington mine rescue team came second at the Fifth Annual Mining Emergency Response Competition (MERC). The team took first place in the vertical rescue scenario, first aid scenario and won the overall team safety award.

As part of Newmont's safety strategy we provide health assessments to employees at our sites, healthy meal alternatives and fitness equipment for live-in employees. We also monitor alcohol consumption, drug use and fatigue and have established procedures to manage non-conformance in these areas.

Total Recordable Injury Frequency Rate

One of the ways we measure the safety outcomes is through the TRIFR (Total Recordable Injury Frequency Rate) at a 200,000 hour basis.

For 2015 end of year, Newmont APAC achieved a TRIFR of 0.29, which was a 47 per cent reduction on the overall APAC TRIFR target. All safety incidents recorded were investigated with corrective action taken to prevent reoccurrence.

The Australian sites each achieved greater than 50 per cent reduction compared to their 2015 TRIFR targets. In 2016 we will continue to develop our programs around effective safety leaders, Fatality Risk Management and employee engagement to drive further improvement in our safety performance.

Rapid Response

The Rapid Response Program is directly involved in mitigating any potential incident that may be capable of seriously impacting the safety of our employees, the community or the environment. This process is designed to avoid the escalation of adverse consequences in the event that existing risk management controls fail and involves:

- Providing appropriate support to an affected site and / or region to complement their technical response to an incident;
- Minimising the impact on the company by considering the environmental, strategic, legal, financial and reputational aspects of the incident;
- Ensuring communications are being carried out in accordance with legal and ethical requirements; and
- Identifying 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.



Health and Safety scorecard

| 2015 Targets | 2015 Outcomes | 2016 Targets |
|---|---|--|
| Reduce TRIFR to site targets. | ● Achieved. TRIFR reduced to 0.29. | Reduce TRIFR to site targets. |
| Be fatality free in the region. | ○ A fatality occurred at the Batu Hijau site in Indonesia. | Be fatality free in the region. |
| Continue to implement Safety Leadership Coaching on all sites. | ● Achieved and ongoing. | Improve sharing and implementation of lessons learned from significant events. |
| Implement control plans for top 80% of site fatality and top site health risks. | ● Achieved. Critical control management plans established for assessed fatality risks and commencement of Semi Quantitative Risk Assessments (SQRA) for health risks. Roll out of the critical control verification process commenced. | Eliminate fatalities by implementing critical controls. |
| Implement one wellness program per site. | ● Achieved. Each site implemented a wellness program based on the site risks. | Each site to implement a mental health program. |
| Health and Hygiene Assessments for all sites to improve quality. | ● Achieved and implementation ongoing. | Plans are in place and implemented to reduce health exposures. |

Key ● Achieved ● Partially Achieved ○ Not Achieved



Production Overview

In 2015 Newmont’s APAC operations delivered approximately 40 per cent of Newmont’s consolidated gold production, making the region the biggest gold-producing region in the company portfolio.

Production from our Australian operations in 2015 was approximately 2.051 million ounces of gold and 79 million pounds of copper from our Boddington operations. Gold production at Boddington and Tanami increased approximately 14 and 26 per cent respectively primarily due to higher ore grade milled and higher mill throughput as a result of increased mill utilisation and higher recovery. Gold ounces produced reduced by four per cent at KCGM due primarily to lower mill recovery and a draw-down of gold in circuit inventory in the prior year, which was partially offset by higher ore grade milled.

In 2016 our Australian operations are expected to produce 2 to 2.22 million ounces of gold and our Boddington operations is expected to produce an additional 25 to 35 thousand tonnes of copper.

Total proven and probable gold reserves for our Australian operations were 19.34 million equity ounces (excluding Barrick Australia Pacific’s share in KCGM), as at 31 December 2015.

The Tanami Expansion Project has continued to progress at our Tanami Operations. This project will include construction of a second decline in the mine and building incremental capacity in the plant.

In 2015 the project was further defined around mining and infrastructure requirements and processing plant designs to expand mill capacity to 2.6 million tonnes per year. The project will contribute significant value to the Tanami Operations, potentially adding a further four years to the mine life and serve as a platform for future expansion. Funding for project execution was granted in the fourth quarter of 2015 with project completion expected in 2017 with first commercial production attributable to the expansion occurring in the same year.

Exploration

Developing our project portfolio is critical to Newmont’s long term viability. We are working to enhance our resource base by identifying and evaluating a range of potential prospects and extending the mine life of our operations.

Tanami’s Federation orebody was advanced in 2015 and the Boddington SO5 cutback in the open pit was approved. The Hidden Secret project at KCGM was approved and the Morrison open pit cut back also advanced through the project approval process. Work on the latter will continue in 2016 to define the project. KCGM also continues to investigate opportunities to extend mining operations beyond current plans with near-mine exploration works at both the underground and open pit operations.

PROVEN AND PROBABLE RESERVES (000 OZ) AS AT 31 DEC 2015

| SITE | PROVEN | PROBABLE | PROVEN & PROBABLE |
|------------|--------|----------|-------------------|
| Boddington | 2,460 | 9,270 | 11,730 |
| KCGM* | 2,150 | 2,000 | 4,150 |
| Tanami | 1,000 | 2,460 | 3,460 |

* 50% Newmont share



TOTAL SITE PRODUCTION

| SITE | AVERAGE ORE GRADE (GRAMS/TONNE) | | | GOLD PRODUCED (000 OZ) – CONSOLIDATED OZ PRODUCED | | | REVENUE (MILLION USD) | | | MATERIAL MINED (000 DRY TONNES) | | |
|--------------|------------------------------------|------|------|--|-------|-------|--------------------------|-------|-------|------------------------------------|---------|---------|
| | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 | 2013 | 2014 | 2015 |
| Boddington | 0.82 | 0.75 | 0.82 | 854 | 873 | 983 | 1,263 | 1,041 | 1,081 | 92,282 | 96,114 | 78,392 |
| KCGM* | 1.95 | 2.02 | 2.07 | 664 | 658 | 632 | 920 | 819 | 721 | 72,890 | 69,285 | 73,977 |
| Tanami | 5.69 | 5.49 | 6.25 | 323 | 345 | 436 | 449 | 437 | 504 | 1,851 | 2,087 | 2,253 |
| TOTAL | | | | 1,841 | 1,876 | 2,051 | 2,632 | 2,297 | 2,306 | 167,023 | 167,487 | 154,621 |

* 100% production





Boddington



PRODUCED
794K
OUNCES OF GOLD
AND 79M POUNDS
OF COPPER

Newmont's Boddington operation is located near the rural town of Boddington, which is situated 120 kilometres south east of Western Australia's capital city, Perth.

Boddington produced 794 thousand ounces of gold and 79 million pounds of copper in 2015. The operation added \$995 million of value to the Australian economy, a slight increase from the \$936 million in 2014. This was largely attributed to greater spend on goods and services locally and nationally.

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

Boddington reported proven and probable reserves of 11.735 million ounces of gold and 1.31 million pounds of copper.

The LOM Extension Project received environmental approval from the State Environmental Protection Authority (EPA) and Australian Government Department of the Environment in 2014. Final mining approvals were granted in early 2015. Work on the SO5 cutback commenced in late 2015.

Our People

In 2015 Boddington had a permanent workforce of 1005 employees, supported by an additional 722 contractors (including long-term maintenance contractors). One of our core workplace diversity commitments is providing employment and training opportunities for Indigenous personnel. Indigenous personnel remained at 74 (representing 4.1 per cent of total staff) in 2015. Newmont Boddington has a target of 10 per cent indigenous employment by 2018.

The proportion of women working at Boddington increased slightly from 16 per cent in 2014 to 18 per cent in 2015. Women make up 10 per cent of Boddington's middle management, representing a slight increase on the eight per cent reported in 2014.



EMPLOYED
1005
STAFF AND 722
CONTRACTORS

Boddington is a large open pit operation that originally operated from the 1980s to 2001 before entering a care and maintenance phase. Following a successful feasibility study the Boddington operation re-commenced 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. At the end of 2015, 22.6 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 and 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.



CONTRIBUTED
\$995M
TO THE AUSTRALIAN
ECONOMY



Training and Development

During the reporting year 411 employees undertook formal management and leadership training, which was a more than 200 per cent increase from 2014 when 194 employees undertook this training. On average 47 training hours were provided per employee – a 20 hour decrease from 2014. This totalled 47,360 training hours and an investment of \$544,784 in training and development initiatives. In 2015 243 Boddington employees and contractors participated in Aboriginal cross-cultural awareness training.

INDIGENOUS TRAINING OPPORTUNITIES

Following the delivery of the successful Gnaala Work Ready Program over three consecutive years to 2013, the program was reviewed by internal stakeholders in 2014. The review proposed a number of changes with the most significant being a reconfiguration from a straight 12-week program to an eight-week Work Ready Program, supported by four weeks of “on the job training” in work areas relevant to individual trainees.

Eight participants graduated from the Gnaala Work Program and all were offered positions with the Boddington mine with one person resigning after two weeks. Since 2011, 71 people have graduated from the program.

Indigenous Education

AUSTRALIAN INDIGENOUS MENTORING EXPERIENCE

More than 140 high school students from the Gnaala Karla Booja region in Western Australia have enrolled in Australian Indigenous Mentoring Experience (AIME) dynamic Indigenous educational mentoring program over the past two years. The

program works to support students in their journey through secondary school and into university, employment or further education.

The AIME program has been rolled out in the Peel, Narrogin and Boddington region as part of a three-year partnership with Newmont to assist local Indigenous high school students from years 8 – 12 to finish school at the same rate as all Australian children. In 2015 there were 22 participants from Narrogin Senior High School, 23 from Pinjarra Senior High School, 12 from Halls Head Community College and 18 from Coodanup College.

The aspirations of the program are to:

- 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;
- 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); and
- Increase awareness of Indigenous culture across the Boddington site and provide opportunities for Boddington to be involved in the AIME Murdoch program.

NEWMONT KALYAGOO KADADJINY SCHOLARSHIPS

Newmont Kalyagool Kadadjiny scholarships provide financial support to Aboriginal students enrolled, or planning to enrol, in full time tertiary study and who aspire to work within the mining industry. The first scholarships were awarded in 2015 at Murdoch and Edith Cowan Universities.

From 2015, there will be one scholarship awarded at each university per year for five years. The aim of the Scholarships is to encourage Indigenous students to aspire to a career in the mining industry. Newmont Boddington facilitates the scholarship program in partnership with the Gnaala Karla Booja native title claimants and the South West Aboriginal Land and Sea Council. In the local Noongar language kalyagool kadadjiny means ‘always thinking, listening and learning’, which reflects the intent of the scholarships.

Formal arrangements were established with two Western Australia Universities to handover facilitation and oversight of the scholarships to the universities, with Newmont Boddington participating in candidate selection.

Community Investment

We provided \$334,000 in grants to the local community in addition to in-kind donations in 2015, up from \$277,000 in 2014. These grants funded initiatives focused on health, education, environment and Indigenous culture and heritage. They included the Bibbulmun Track Foundation ‘Eyes on the Ground’ Volunteer Maintenance Program, Black Cockatoo Research Program, AIME, traineeships with the Boddington Community Resource Centre and community events at Boddington, Williams, Wandering and Dwellingup. In-kind support was provided to the fire and emergency services to respond to the 2015 Boddington fire. This support included accommodation and food for fire fighters as well as site emergency personnel participation to fight the fire.

Community Capacity building funding in 2015 included ongoing funding for the Boddington Early Learning Centre, support for events such as the Boddington Rodeo



and Business Expo as well as support for and participation in the Industry Road Safety Alliance. Health funding projects included sponsorship for the Gwaba Indigenous Football Carnival, which is held in Bunbury. 'Go Gold for Childhood Cancer', a campaign to raise awareness of childhood cancer and boost funding for cancer research, was supported by Boddington again in 2015. Children with cancer visited the site for a special VIP tour and numerous fundraising initiatives were conducted across the operation to deliver a combined donation of \$30,962 to The Kids Cancer Project.

The Community Reference Group continued to meet throughout 2015. This group was established in 2014 to provide feedback mechanism for two-way communication between the community and Newmont Boddington.

MOORDITJ 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.

An independent review of the Moorditj Booja Community Partnership was completed in late 2014. The review focused primarily on governance and progress against commitments made in the agreement.

All parties have assessed review recommendations and meetings were held throughout 2015. We have developed a plan to implement all recommendations relating Newmont.

Environmental Management

To ensure environmental principles are integrated into our day-to-day business activities Newmont has embedded an Integrated Management System (IMS).

In order to operate, we understand the need to comply with 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.

A Social Impact Assessment was conducted in 2015, which identified noise and vibration from blasting activities, heavy vehicle movements on public roads and water security and management as the key concerns of the community. The SIA findings and mitigation strategy have been shared with the Boddington Community Reference Group and the local Shire. A Social Impact Management Plan will be developed during 2016. 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 licence limits) in real time whilst simultaneously differentiating between operational and background noise. This information is important for dealing with immediate complaints. It also allows for improved future planning by developing an understanding of external influences such as topography and climatic conditions that impact noise levels between the mine and the receptors.

Boddington obtained the State and Australian governments' environmental approvals for the LOM Expansion Project in 2014 and the mining approvals were received in early 2015. The approval allows for the clearing of up to 1755 ha of native vegetation around the mine for potential expansion of the pits and waste rock dumps and new infrastructure such as a second residue disposal area and water dam. Work on expansion of the southern pit (SO5 cutback) commenced in late 2015.

In 2015 the site recorded no events of Level 3 (moderate) category rating for environmental consequence.

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 decreased slightly from 9.19 GL in 2014 to 7.69 GL in 2015. This reduction in surface water extraction was due to an inability to pump from the Hotham River as it was below the allowable extraction limit. The region experienced a low



rainfall year in 2015 with it being 24 per cent lower than levels received in 2014. Groundwater extraction increased in 2015 almost threefold due to the installation of groundwater extraction bores on the Hotham Farm.

Since the adoption of the Newmont Water Strategy in 2014, Boddington has initiated several projects including the installation of variable speed drives at the Hotham River pump stations and commencement of operation of the Hedges Dam, both of which provide further surety for water acquisition for mining and processing operations. The site has also installed a water recycling system at the K-pit washdown point (where vehicles are required to washdown to prevent the spread of dieback) and a waste water solution recovery project, which will reduce evaporative losses and improve the efficiency of water usage. This project is in the design and engineering phase with implementation commencing in 2016.

There was an 11 per cent reduction in emissions of CO₂ from direct energy sources due to a reduction in the fleet size at Boddington in 2015. This is reflected in the 18 per cent reduction in material mined in 2015 compared to 2014. However, this was offset by a slight increase in indirect emissions from the grid electricity sourced for powering the processing plant. The operation processed five per cent more material in 2015 than the previous year. Material milled increased by five per cent at Boddington in 2015. LPG use in Boddington increased in the reporting period as the elution heaters were used in the carbon regeneration process in the mill more than the electrically powered heaters.

The majority of GHG emissions in APAC are generated through grid electricity and diesel consumption at Boddington, which are the major forms of energy consumption at this site.

Boddington increased its focus on improving recycling opportunities in 2015 with a 200 per cent rise in scrap steel recycling by cleaning up construction material stockpiles and conducting a clean out of laydown areas. No tyres were deposited in landfill in 2015 with a greater use of HV tyres on haul road intersections and donations of tyres to the Alliance Club in Boddington. In addition, all waste conveyor belt material was sent off site for recycling.

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, now provides greater flexibility with regards to water storage and movement.

Energy Consumption

Boddington's energy consumption was estimated at 6.4 million GJ in 2015, a decrease of four per cent on the previous year, which was largely due to a 12 per cent reduction in diesel use as a result of a reduction in the mining fleet. Boddington is the largest energy consumer of all Newmont's Australian operations and represents 50 per cent of total energy consumption for all APAC operations.

Emissions are often directly related to energy consumed in the production process. Sulphur dioxide emissions increased in 2015 and there were minor increases seen in most other emissions such as oxides of nitrogen, volatile organic compounds and particulate matter.

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 increased by 14 per cent at Boddington in 2015. Whilst a pre-oxidation trial was run in 2014, which saw a 10-15 per cent reduction in cyanide use, levels in early 2015 indicated that the process was insufficient and losses of leachable gold was seen in the processing circuit. Therefore, the pre-oxidation process was stopped and sodium cyanide usage went back up.

Cyanide is reduced to less than 50ppm before it is discharged to the Residue Disposal Area (RDA) facility to increase protection of birdlife. This is an essential part of Boddington's voluntary conformance to the International Cyanide Management Code.

Boddington underwent a re-certification audit for the Code in late 2014 and the audit report was accepted by the ICMI in 2015.

KCGM



PRODUCED
632K
OUNCES OF GOLD



EMPLOYED
839
STAFF AND
353 CONTRACTORS



CONTRIBUTED
\$746M
TO THE AUSTRALIAN
ECONOMY

The Fimiston Open Pit, popularly known as the Super Pit is located 600 kilometres east of Perth nearby the City of Kalgoorlie-Boulder in the Goldfields region. Kalgoorlie Consolidated Gold Mines (KCGM) manages the mine on behalf of joint venture owners Newmont and Barrick.

KCGM produced 632,000 ounces of gold (316,000 attributable ounces) in 2015 and has a gold reserve of 8.3 million ounces (Newmont share is 50 per cent). KCGM's operations consist of the 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 and, on completion, will measure 3.5 kilometres in length, 1.5 kilometres in width and around 700 metres in depth.

The current LOM Plan sees the operation processing gold until around 2030. Underground mining will finish in 2018 while open pit mining will conclude in 2019. Exploration works in the underground and open pit operations are underway with potential to increase the mine life at both mines. 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 the upgrades at Fimiston and Gidji to reduce air emissions.

Our People

In 2015 KCGM had 839 full time employees and 353 contractors, two per cent of which were identified as Indigenous. KCGM is a large employer in Kalgoorlie-Boulder, which has a population of 30,000 people. As KCGM is a residential site, all employees are required to live locally. Retention rates have improved with a 10 per cent turnover in 2015. Women make up 27 per cent of the workforce at KCGM with around 35 per cent of the site's middle management being female.

Training and Development

A total of 3,876 training hours, representing an investment of approximately \$679,000 in training and development initiatives, were provided to staff in 2015.

Community Investment

KCGM boosted the local economy by \$506 million through salaries, wages and the use of local suppliers in 2015, up from \$354 million in 2014. The operation contributed a total of \$746 million to the Australian economy.

The site also contributed \$687,000 to the community in 2015 through sponsorships, scholarships, volunteering, fundraising and in-kind support, an increase of 33 per cent on the previous year.

Funding continued in 2015 for the Ray Finlayson Sporting Complex in Kalgoorlie-Boulder with the second donation of \$250,000. KCGM has committed to \$1 million in funding over four years for this project. This builds on KCGM's legacy of contributing to major infrastructure projects in the region, including \$1 million towards construction of both the Oasis Recreation Centre and the Goldfields Arts Centre.



KCGM is a strong supporter of local tourism and maintains a public Super Pit Lookout to allow visitors to view the mine in operation. KCGM also remains committed to supporting the development of the Loopline Railway with construction of a ramp to the Super Pit Lookout, and planning for this project continued throughout 2015.

In 2012 KCGM committed to redeveloping the Hannans North Tourist Mine into a sustainable tourism business for the community. This is a significant investment in developing the region's tourism industry, with KCGM providing around \$225,000 in operating costs in 2015.

Alongside this investment, KCGM provides a local tourism company with site access to run daily tours. KCGM sponsors tours for local schools and at the community's monthly Boulder Market Day to ensure that local residents are provided with an opportunity to experience the site tour for free. In 2015 nearly 3,000 people participated in 100 site tours.

The KCGM Community Investment Program (CIP) supports sustainable projects that benefit the local community in the long term. Through the CIP, KCGM has three-year sponsorship agreements with the Clontarf Foundation to support young Indigenous students, the You Can Do It! primary schools program, the Kalgoorlie-Boulder Urban Landcare Group (KBULG) and the annual Saint Barbara's Festival.

In 2015 grants were also provided to the Goldfield's Wildlife Rehabilitators, the City of Kalgoorlie-Boulder Art Prize, the Goldfield's CY Classic, the ANZAC Day Gunfire Breakfast, the Eastern Goldfields Historical Society, and AusIMM professional development activities.

KCGM staff donated their safety bonus to community organisation Life Without Barriers, as well as fundraising for the Salvation Army's Christmas Appeal.

The KCGM Volunteers program saw KCGM staff donate more than 700 hours of volunteer time valued at \$36,000 to local events and initiatives.

KCGM has a Community Reference Group (CRG), which is comprised of self-nominated members of the local community and meets monthly. The group was established in 1999 by KCGM to provide a forum for the company to communicate with and seek feedback from the community about operational performance and plans and enables KCGM to consider the needs of the community in operational planning. Residents of Kalgoorlie-Boulder are encouraged to contact any CRG member for information or to express their ideas or opinions about KCGM operations. CRG meeting minutes are published on KCGM's website at superpit.com.au along with the contact details of CRG members.

Environmental Management

Following an extensive audit in 2013, KCGM was recommended for ISO 14001 certification in recognition of our commitment to maintaining high environmental standards. KCGM's success in environmental management relies on the integration of environmental principles into our day-to-day business activities. KCGM uses an Integrated Management System (IMS) to support achievement of this goal.

All energy consumption and GHG emissions are measured and reported in accordance with Australia's National Greenhouse and Energy Reporting (NGER) Scheme. In 2015, energy consumption

increased marginally by around three per cent. KCGM's direct and indirect emissions increased by nine and two per cent respectively during the 2014/15 reporting period. This is largely due to a five per cent increase in diesel usage as a result of a seven per cent increase in material mined compared to the previous year. However, there was a four per cent reduction in emissions per ounce of gold produced.

Mining activities such as blasting and machinery movement can generate vibrations and noise, which can affect those residents who live in close proximity to the operation. 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 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. KCGM underwent a re-certification audit in late 2014 with no non-conformances identified, and was deemed re-certified by the ICMI in 2015. The operation's cyanide consumption increased by 13 per cent in 2015. This change was due to the change in the processing method at the Gidji site from roasting to UFG and the higher volume of material treated in 2015 at this processing plant.



Total water extraction reduced at KCGM in 2015, predominantly due to a reduction in groundwater extraction. Since 2013 total water extraction has fallen year on year and reflects the effectiveness of KCGM's water management practices.

KCGM reported one event of level 3 (moderate) category rating for environmental consequence in 2015, which was related to a single occurrence of an airblast reading exceeding regulatory standards. Whilst no community complaints were received regarding this event, the incident was fully investigated and corrective actions raised to prevent future occurrence.

KCGM adheres to an Air Quality Control Strategy and the 2003 Environmental Protection Policy (EPP) to ensure that sulphur dioxide (SO₂) emissions are kept below the maximum SO₂ limit and standard for the protection of residential areas. The initiation of KCGM's \$98 million Emissions Reduction Project (ERP) was the catalyst for the construction of a larger Ultra Fine Grinding Mill in 2014, which was officially opened in June 2015. This allowed for the permanent closure of the two roasters at the Gidji Processing Plant. This completely eliminated stack emissions from the Gidji Processing Plant and resulted in a significant reduction in air emissions in the region. During operations the Gidji roaster was Australia's highest point source for mercury air emissions (approximately 4 tonnes per annum) and Australia's second highest point source for sulphur dioxide air emissions (approximately 200,000 tonnes per annum). Following closure of the roasters there was a 100 per cent reduction in sulphur dioxide and mercury stack emissions.

Additional work to capture mercury from the carbon kilns and gold room is also being undertaken at the Fimiston Processing Plant via the Fimiston Emissions Reduction Project. This project commenced implementation in 2015, and involves the installation of a new carbon regeneration kiln fitted with an emission reduction technology in the gold room to capture emissions from the furnace. The project's goal was to reduce KCGM's gaseous mercury by at least 90 per cent by the end of 2016. Newmont's contribution to the project is expected to be around \$38 million.

Tanami



PRODUCED
436K
OUNCES OF GOLD

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

Our operations are situated on Aboriginal freehold land owned by the Warlpiri people and managed on their behalf by the Central Land Council.

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

Open cut and underground mining occurred at the Granites from 1988-2003 but it is now primarily used for processing activities and personnel accommodation. Open cut mining occurred at DBS from 1990 to 2002 with underground mining commencing in 1994. The underground operation at DBS is currently the only source of ore for the Tanami Operations.

Tanami's 2015 workforce consisted of 496 permanent and 241 contract full-time equivalent employees. The operations had 88 Indigenous employees in 2015, compared with 85 in 2014. A total 12.1 per cent of Tanami's workforce identified as Indigenous.

We spent around \$130 million in capital investment throughout 2015, up from \$87 million in 2014. This included an investment of \$36 million in capital mine development, \$28 million on grade control drilling,

\$27 million on the Tanami Expansion Project and \$8 million on upgrading the underground haul truck fleet. There was also investment in ventilation upgrades (\$8 million) and an upgrade of the haul road (\$5 million). Camp improvements and a rebuild of the DBS workshop were also completed. Our Tanami operations produced 436,000 ounces in 2015, an increase of 91,000 ounces from 2014. At year-end, Tanami had approximately 997 million ounces of proven gold reserves and 2.461 million ounces of probable gold reserves. Tanami added \$374 million to the Australian economy in 2015. Approximately 20 per cent of the suppliers to Tanami Operations are considered locally based businesses in the Territory.

Full approval for the Tanami Expansion Project (TEP) was gained during 2015. The project is expected to ultimately increase production to 455 Koz per annum through development of key enablers including a second decline, increased ventilation capacity, additional mining equipment, increased process plant capacity, as well as adding three years to the mine life. Project Construction is scheduled to commence during 2016 with scheduled completion of the second decline, ventilation shaft and additional mining equipment sourced during the year.

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.



EMPLOYED
496
STAFF AND 241
CONTRACTORS



CONTRIBUTED NEARLY
\$375M
MILLION TO
THE AUSTRALIAN
ECONOMY



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

The 2014 exploration and drilling programs identified resource additions in Auron, Callie and Federation ore-bodies. Further analysis revealed positive assay results and following the completion of a Mining Study with good additions the project was passed into Stage 1 at the end of 2014.

Drilling at Federation was completed both up and down-plunge of existing mineralisation, with encouraging results warranting further Inventory and Resource drilling in these areas during 2015.

Successful scoping studies and engineering evaluations conducted in 2015 has resulted in additional resources being identified in the Federation ore body. There is potential for additional resources from Federation and exploration drilling will continue in 2016 to further refine this mineralised zone.

Advanced infill drilling that was completed in the Auron orebody in 2015 also yielded positive results with a significance ounce addition from certain areas of this deposit. Reserve and resource drilling is continuing to focus on Auron during 2016 with a focus on the Lower Auron Beds.

Drilling in the Callie orebody was limited in 2015 to further define some resources that were determined to be at risk in 2014. Some drilling is planned in the Callie orebody in 2016 but it will target specific areas.

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 in the Northern Territory and more than 90 per cent of Indigenous employees are Northern Territory based.

Approximately 14 per cent of Tanami's workforce are female, with women comprising three per cent of middle management.

Tanami's human resources turnover in 2015 was 12 per cent, a decrease on the 2014 turnover rate of 18 per cent.

Training and Development

In 2015 142 employees undertook management and leadership training with an average of 50 training hours provided per employee, this represents a marked increase on the 48 employees who undertook an average of 35 hours of training in 2014. In total Tanami conducted 24,585 training hours and invested \$490,322 in training and development. We also conducted cross-cultural awareness training with 99 Tanami employees and contractors participating in 2015.

INDIGENOUS TRAINING OPPORTUNITIES

Tanami operations' Indigenous employment training program is focused on the underground operations as this is where the most employment opportunities reside for the operations.

The program concentrates 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.

Ten people recruited from Alice Springs completed the Indigenous Training and Familiarisation Program (ITFP) in 2015.

The focus areas of employment were underground operations and the core shed, where the drilled core from exploration and operations is logged and assessed for mineralisation. Five Indigenous people were employed in 2015 as part of the re-invigoration of the Yapa crew. Whilst the majority of the Indigenous employees are based in the underground mine with 28 personnel, employment in other areas is becoming more prevalent with seven in both the processing and projects departments and five and six in the fixed plant and mobile plant maintenance areas. Indigenous personnel employed with major contractors on site also increased throughout 2015 with 14 employed in January and 25 in December 2015.

Community Investment

Tanami contributed nearly \$375 million to the economy in goods and services, payroll taxes, government royalties, land use payments and supporting community projects in 2015, an increase on \$300 million in 2014.

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

Tanami supported the following community projects in 2015:

COMMUNITY DEVELOPMENT OFFICER

To strengthen Newmont's commitment to generating positive social impacts and benefits for traditional owners in the Tanami Region, Newmont and the Central Land Council (CLC) have agreed that Newmont will provide three years of funding to the CLC to employ a Community Development Officer to work in the Tanami Region. This position will have a particular focus on development opportunities for women and youth in the community.



TRACKS DANCE COMPANY FOR THE MILPIRRI FESTIVAL

The Milpirri Kurdiji festival seeks to explore values held by Warlpiri and non-Warlpiri people through both traditional and contemporary dance as well as accompanying soundtrack and documentary. The Tracks team is highly experienced and includes artists who have a demonstrated interest in the Milpirri project with skills in dance, music, visual arts and production. The event brings together the whole community in the passing of cultural knowledge throughout generations as consultants, performers and/or spectators.

Newmont is a major partner of Milpirri. The Newmont funds contributed to support the production of the event over the two three-week residencies that were held. The funds cover production costs including artistic wages and allowances, travels, accommodation, costumes, film and documentation, light and sound equipment.

In 2016, Tracks will seek to streamline the event for viewing nationwide following the success of the documentary, Winds of Change.

LAJAMANU SCHOOL WORKSHOP

Lajamanu school students have been participating in trade training at the school workshop and in 2015 Newmont provided funding to the Lajamanu Workshop to purchase tools and equipment. Purchases included a horizontal bandsaw, spare blades, rollers to allow easy work flow for long lengths of steel to be cut, vertical universal turret milling machine, tooling, and agronomical equipment for safe storage of tooling away from the elements.

The aim is to increase student school engagement by using the machines in various school projects. Links to the students' literacy and numeracy curriculum will be made and students experience a practical workshop environment. Also incorporated will be workplace health and safety information and practices as well as experience using trade standard machines. Students will learn how to plan jobs and projects and gain experience that will assist them in further training or employment.

LAJAMANU SCHOOL READERS

Newmont provided Lajamanu School with funding to purchase reading kits and a range of texts with simple, clear text and attractive and informative illustrations. The assessment resource kits have the tools to help teachers assess the students' fluency when reading aloud, assess students retelling strategies, determine students comprehension of the text and analyse this information to make informed decisions about future development of each student.

Environmental Management

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

Water extraction in 2015 decreased by nearly 20 per cent, falling from 2.73 GL in 2014 to 2.19 GL in 2015 despite an increase in material mined and mill throughput. The decrease in extraction was related to an improved dewatering system with upgrades in the dewatering infrastructure underground. Water is pulled back from the tailings dams for re-use in the processing plant.

Energy consumption increased by eight per cent in the past year, which is a reflection of the eight per cent increase in diesel consumption. Material mined and material processed increased by 33 per cent and 8

per cent respectively, as a result additional diesel was required for the underground fleet and to support power increase requirements in the processing plant.

The safe and responsible management of all chemicals used at our operations is an integral part of our commitment to protect human health and reduce the potential of environmental harm. The Tanami operation was certified fully compliant with The International Cyanide Management Code in 2009 and proudly maintained compliance in 2012, following a recertification process. Tanami Operations underwent a recertification audit in 2015 and is awaiting approval of the audit report from the International Cyanide Management Institute (ICMI).

Cyanide emissions decreased by three per cent in 2015 despite an eight per cent increase in mill throughput and a six 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.

Environment

Statement of Commitment

Newmont Asia Pacific (APAC) believes that responsible environmental management and leading environmental performance is integral to an effective and successful company. This will be achieved through leadership and the use of formal management systems that support effective decision making, manage company risks and drive continuous improvement.

To enable environmental objectives to be achieved, each APAC operation and facility commits to:

Comply

with all applicable legal requirements and other commitments to which we subscribe, as a minimum standard;

Implement

and maintain the Integrated Management System (IMS) and Discipline Specific Standards to mitigate risk of harm to communities and the environment. The IMS provides the framework for setting and reviewing objectives and targets to ensure continuous improvement;

Integrate

environmental considerations into all aspects of the company's business decisions and activities in order to minimise environmental impact, prevent pollution, mitigate associated long term financial liability and enhance social benefit;

Select

appropriately qualified and competent people, and provide training to ensure employees, contractors and suppliers work in a responsible manner with due consideration to the environment;

Engage

stakeholders on their concerns, aspirations and values regarding the development, operational and closure aspects of mineral projects, recognising that there are links between environmental, economic, social and cultural issues;

Communicate

openly about our performance in an accurate, transparent and timely manner;

Identify

and assess risks and improvement opportunities and develop and implement strategies and plans to manage significant risks, including but not limited to:

WATER

implement the Global Water Strategy to ensure that water is valued and managed as a precious resource;

ENERGY AND GREENHOUSE

implement the Global Energy and Climate Change Strategy to improve energy efficiency, reduce greenhouse gas emissions and reduce operating costs;

MINE LEGACY

ensure that mine closure activities are planned and concurrently implemented during the operational phase and that all relevant stakeholders are consulted throughout this process to ensure an integrated approach to final land-use planning;

TAILINGS MANAGEMENT

design, operate and close tailings storage facilities to minimise risks to the environment and stakeholders;

WASTE ROCK

manage waste rock to ensure potential drainage issues are identified and managed and rehabilitation strategies promote safe and stable structures;

BIODIVERSITY

understand the biodiversity context within which we operate and develop management plans to mitigate any potential impacts.



Tom Palmer Regional Senior Vice President

Newmont APAC, February 2016



Health & Safety

Statement of Commitment

At Newmont Asia Pacific (APAC), we are committed to safety and health and it is an integral part of the way we conduct our business. We are committed to continual improvement in performance and aspire to Zero Harm to our employees, business partners and visitors at all of our sites and facilities.

Wherever we operate, we will:

Identify

assess and manage risks;

Comply

with all legal and regulatory requirements and other requirements to which the organization subscribes that relate to its OH&S hazards;

Communicate

openly on all aspects of safety and health;

Develop

our people and provide resources to assist them achieve our safety and health targets;

Ensure

our leaders provide active visible leadership and are safety role models;

Establish

and achieve targets that support our vision of Zero Harm; and

Strive

to achieve leading practice in safety and health.

We will communicate the requirements of this statement of commitment to all personnel including key stakeholders.



Tom Palmer Regional Senior Vice President

Newmont APAC, February 2016



Social Responsibility

Statement of Commitment

Newmont Asia Pacific (APAC) believes that leading social responsibility is essential to our business and is demonstrated through building relationships based on trust and adding value to the communities in which we operate. This will be achieved through leadership and the use of formal management systems that support effective decision making, manage company risks and promote continuous improvement.

To realise our commitment to Social Responsibility, each operation and facility commits to:

Comply

with all applicable legal requirements and other commitments to which we subscribe, as a minimum standard;

Implement

and maintain the Integrated Management System (IMS) and Discipline Specific Standards to mitigate the risk of harm to communities and the environment. The IMS provides the framework for setting and reviewing objectives and targets to ensure continuous improvement;

Identify

social impacts by conducting independent Social Impact Assessments, risk and opportunity assessments and develop and implement continuous improvement plans to manage the significant impacts, risks and opportunities;

Engage

stakeholders on their concerns, aspirations and values regarding the development, operational and closure aspects of mineral projects, recognising the strong links between economic, social and cultural issues;

Create

shared value with local communities by maximising local procurement and enterprise development, local employment, training and community development opportunities;

Integrate

social considerations into all aspects of the company's business decisions and activities, including exploration, project development, mine operation, mine expansion, acquisitions, divestments and closures to avoid or mitigate adverse social impacts and enhance social benefit;

Respect

the dignity, wellbeing and human rights of employees and the communities in which we live and ensure all levels of the workforce complete training to understand and respect these rights;

Demonstrate

our commitment to Indigenous rights by acknowledging and respecting local cultural norms and work to obtain free, prior and informed consent of indigenous peoples as reflected in the International Council on Mining and Metals (ICMM) Position Statement;

Select

appropriately qualified and competent people, and provide training to ensure employees, contractors and suppliers act on the potential and actual social impact of their activities;

Communicate

openly about our performance in an accurate, transparent and timely manner.



Tom Palmer Regional Senior Vice President

Newmont APAC, February 2016



Our purpose

Our purpose is to create value and improve lives through sustainable and responsible mining.

Our mission

We transform mineral resources into shared value for our stakeholders and lead the industry in shareholder returns, safety, social responsibility and environmental stewardship.

Our vision

We will be recognized and respected for exceptional economic, environmental and social performance.

Our values

Safety – We take care of our safety, health and wellness by recognizing, assessing and managing risk, and choosing safer behaviors at work and home to reach our goal of zero harm.

Integrity – We behave ethically and respect each other and the customs, cultures and laws wherever we operate.

Sustainability – We serve as a catalyst for local economic development through transparent and respectful stakeholder engagement, and as responsible stewards of the environment.

Inclusion – We create an inclusive environment where employees have the opportunity to contribute, develop and work together to deliver our strategy.

Responsibility – We deliver on our commitments, demonstrate leadership, and have the courage to speak up and challenge the status quo.



Our Sites

Regional Office – Subiaco

| | |
|----------------|--|
| Business name | Newmont Asia Pacific |
| Office address | Level 2, 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

| | |
|----------------|------------------------------------|
| Business name | Newmont Boddington Gold |
| Office address | Gold Mine Road, Boddington WA 6390 |
| Postal address | PO Box 48, Boddington WA 6390 |
| Phone | +61 8 9883 3400 |
| Fax | +61 8 9883 4208 |
| Country | Australia |

KCGM

| | |
|----------------|------------------------------------|
| Business name | Kalgoorlie Consolidated Gold Mines |
| Office address | Black Street, Kalgoorlie WA 6430 |
| Postal address | PMB 27, Kalgoorlie WA 6433 |
| Phone | +61 8 9022 1100 |
| Fax | +61 8 9022 1119 |
| Country | Australia |

Tanami

| | |
|----------------|------------------------------------|
| Business name | Newmont Tanami Operations |
| Postal address | PO Box 8020, Alice Springs NT 0871 |
| Phone | +61 8 8993 8200 |
| Fax | +61 8 8993 8500 |
| Country | Australia |

Where noted, references may be made to historical results. Newmont Asia Pacific has published regional sustainability reports on an annual basis since 2003. The latest was published in 2014. All financial figures are quoted in US dollars, unless otherwise noted. References to "Newmont," "the Company," "we" and "our" refer to Newmont Mining Corporation and/or our affiliates, joint ventures and subsidiaries. Ernst & Young LLP audited the financial data reported in Newmont's 2015 Annual Report on Form 10-K.

Nothing in this document is intended to create any inconsistency with any information contained in Newmont's filings with the Securities and Exchange Commission ("SEC"). In the event of any such inconsistency, Newmont's SEC filings take precedence over this document. This document is not intended to be nor is a substitute for investment advice. This document contains forward-looking statements that are intended to be covered by the safe harbor provided for within the meaning of Section 27A of the U.S. Securities Act of 1933, as amended, and Section 21E of the U.S. Securities Exchange Act of 1934, as amended, and other applicable laws. Such forward-looking statements may include, without limitation, estimates of future production, development and potential mineralization. Estimates of future results are based upon assumptions and remain subject to risks, which could cause actual results to differ materially from future results. For a more detailed discussion of such risks and other factors, see Newmont's Annual Report on Form 10-K, as well as the Company's other recent SEC filings. The Company does not undertake any obligation to release publicly revisions to any "forward-looking statement" to reflect events or circumstances after the date of this report, or to reflect the occurrence of unanticipated events, except as may be required under applicable securities laws. Investors should not assume that any lack of update constitutes a reaffirmation of that statement. Continued reliance on "forward-looking statements" is at investors' own risk.



AUSTRALIAN MADE



MANUFACTURED 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.

Beyond The Mine 2015 additional photos courtesy of: Natalie Matsen, Jason Nitz, Tessa Purcell, Donna Fowler and Sharyn Thacker. Designed by Platform Communications platformcommunications.com.au

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