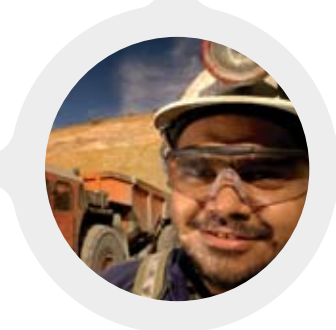


WORKING IN PARTNERSHIP

THE MINING INDUSTRY AND INDIGENOUS COMMUNITIES



NEWMONT THE GOLD COMPANY

INTRODUCTION

Newmont's vision is to be the gold company of choice through industry leading performance.

For our shareholders, that means stability, reliability and performance; for our employees it is a secure, safe work environment that offers individual career opportunities; and for the communities in which we work it means demonstrated leadership in social and environmental responsibility.

Our commitment to the environment and the communities in which we operate will generate a legacy of trust vital for future growth and reinforce our reputation for industry leading performance and our position as the Gold Company of Choice.

Our priority is to support and provide benefit to the communities in which we operate and to the traditional owners on whose country we operate.

Newmont has demonstrated this commitment in its four operating regions around North America, South America, Africa and the Asia Pacific (Australia, New Zealand and Indonesia).

TENANTS ON INDIGENOUS LAND

Newmont's four operations in Australia – in exploration and mining – are likely to take place on land that is under the custodianship of Indigenous Australians. More than 45 per cent of land in the Northern Territory is Aboriginal freehold land under the Aboriginal Land Rights Act and more than 80 per cent of Western Australia and 60 per cent of Queensland is subject to native title claims for determination under the Native Title Act. About 60 per cent of Australian minerals operations have Indigenous communities as their neighbours.

Newmont does not consider this an impediment to the successful establishment and ongoing operation of its mines. Indigenous Australians with legitimate rights to the land on which we seek to mine are entitled to enter negotiations with mining companies such as Newmont.

The Newmont philosophy applies equally to Indigenous inhabitants of Australia as it does to those in any of the other countries in which we operate.

At the most basic level, our ability to explore and develop mining operations in Australia means we must have an understanding of Aboriginal culture and have a real commitment to delivering Indigenous employment outcomes for mutual benefit.



Most land access agreements outline the company's commitment to economic development either through direct employment or by assisting traditional owners to establish business enterprises. Another key feature of land access agreements is the commitment to managing and preserving cultural heritage which has been identified at the operations by the Traditional Owners.

At Newmont, our employment outcomes have been built into our fundamental business approach (metrics). Our success in improving Indigenous employment, our commitment to social responsibility, and to sustainable development initiatives are firmly aligned and are an integral part of Newmont Australia's social and financial success.

A recent example of this is the Community Partnership Agreement established with the Gnaala Karla Booja people, traditional owners of Boddington in WA. This agreement outlines the importance of a lasting relationship and includes opportunities for:

- Training and employment;
- Business enterprise development;
- School retention programs;
- Scholarships, apprenticeships and cadetships;
- Mentoring programs;
- Work experience;
- Development of a cultural centre.

INDIGENOUS PEOPLE'S POLICY

Newmont Australia acknowledges Indigenous people as the first Australians. We respect their inherent rights flowing from their unique relationship with the land and sea, their culture, spiritual traditions and histories. Newmont is committed to Reconciliation Australia's vision of "A united Australia which respects this land of ours, values the Aboriginal and Torres Strait Islander heritage; and provides justice and equity for all."

Newmont recognises that success is integrally linked to Indigenous communities' capacity to develop and maintain sustainable livelihoods. Newmont is committed to supporting economic, social and cultural rights and working toward a positive social impact from all its operations.

Participation in the company's cross-cultural awareness program is mandatory and is a key responsibility of all Newmont Australia employees and its contractor workforce. An understanding of Aboriginal culture assists to develop a relationship of trust.

The executive management team realises the importance of this program to the long-term success of Newmont in Australia because it teaches our entire workforce about the culture and diversity of the people with which we work and provides an understanding of the communities in which we are allowed to operate.

This knowledge allows us to be more effective in:

- Our decision making;
- Our negotiations with traditional owners;
- Getting the best of teams and individual employees.

EMPLOYMENT AND TRAINING

Newmont Australia has developed a sustainable and effective Indigenous training and employment program.

Newmont introduced the program while working in partnership with the Department of Employment and Workplace Relations on the Future Leaders Program, and achieved its target of 100 additional Indigenous employees over two years.

This training program is still delivered at all Newmont sites and will be a key component of the "job ready" program for Traditional Owners seeking employment at the Boddington Gold Mine.

Among its programs is onsite pre-vocational and mine access training that guarantees successful graduates a job with Newmont.

As well as providing direct employment in the company, Newmont supports local Indigenous business enterprises creating partnerships that deliver real, sustainable benefits to the local community. Graduates from the pre-vocational training program conducted at our Jundee operation will have the potential to benefit from opportunities with other miners in our region such as at BHP Billiton's Nickel West site, near Wiluna, where we are negotiating cooperative arrangements.

We believe key areas of success for our programs are:

- Commitment and levels of resources provided by senior management;
- Relationship-building between human resources and community relations, recognising the overarching community relations implications;
- Development of a culturally appropriate literacy and numeracy assessment tool;
- Participant, supervisor and post-graduate mentoring ensuring strong retention rates;
- Engagement of land councils and traditional owners in participant selection and program evaluation;
- Job guarantees for participants at the completion of the program; and
- Cross-cultural awareness training to assist in providing culturally safe work environment for Indigenous employees.

Providing funding, developing programs, and receiving applications for jobs at our sites from Indigenous community members does not guarantee successful retention. In remote locations, participants often struggle with the isolation from family. The introduction of a formal mentoring program has been one of the key features to retention success.

The company's Indigenous employment programs, running at the Tanami and Jundee (and soon to commence at Boddington in WA), have concentrated efforts on working together and forming critical partnerships to deliver the most valuable element of the equation, lasting and sustainable employment opportunities for members of the surrounding Indigenous communities.

Newmont has identified several aspects that significantly contribute to successful results:

- Partnerships
Building trust with land councils and traditional owners to collaboratively strive for common outcomes;
- Alignment
Ensure our contract partners share our vision and strive to achieve similar Indigenous employment results;
- Commitment
Newmont and its contract partners are committed to our Indigenous empowerment and compliance vision. Contractors are included in our training programs, apprenticeship schemes, cross cultural training and mentoring programs.

Newmont's retention strategies include programs that deliver career paths, employee development, cross-cultural awareness training, industry direction and leadership. This approach is demonstrated through our commitment to the Regional Partnership Agreements signed by the Minerals Council of Australia covering three Newmont sites – Boddington, Jundee and the Tanami.

KEY PARTNERSHIPS

Newmont is a signatory to the Chamber of Minerals and Energy Enduring Value project which provides a strategic framework for sustainable development in the minerals industry.

Enduring Value recognises the importance of managing social, health, safety, and environmental issues as well as economic issues in order to deliver sustainable shareholder value.

Newmont's priority is to support and provide social and environmental benefits to the communities in which it operates and to the Traditional Owners of the land.

Stronger outcomes are achieved by forging partnerships with key organizations whose values are aligned with Newmont's values, and whose capabilities, combined with those of Newmont's are complementary in generating greater outcomes for stakeholders and communities.

Newmont's partnership objectives focus on the key areas of: health and wellbeing; employment and business development; education; arts and culture; environment and heritage; and the mining industry.

In the Northern Territory, Newmont has partnered with the Central Land Council to provide training and development opportunities for local Indigenous people that will result in direct employment outcomes. A purpose-built training centre and development of an accredited training program, help provide unskilled Indigenous participants with skills required in the mining industry and transferable across other industries.

Newmont is a supporting partner in the Desert Knowledge Cooperative Research Centre, an initiative that will research solutions to key issues relevant to Australian desert environments and communities, such as natural resource management, community viability, delivery of health and education services, governance and integrated regional business systems. The initiative will link \$20 million of Commonwealth funds with more than \$75 million of in-kind and cash commitment from 20 partners over a seven year period.

Find out more www.desertknowledge.com.au

Newmont partnered with the Smith Family in the Swan Nyungar Sport Education Project at the Balga High School in Perth, provided funding for computers and classroom fitout. The project was developed to increase the education level for Indigenous students, thereby "improving their life choices". Newmont has taken a long-term approach to this project, contributing financial support, technical expertise and human resources over five years. More www.smithfamily.com.au

A partnership between Newmont, the Beacon Foundation and three senior high schools in the Midland/Lockridge area aims to maximize career opportunities for Indigenous graduates. This cluster of schools has the highest Year 12 graduation rate of Aboriginal youth in Australia and through the program has developed strong connections with parents and the community. The program exposes students to a raft of post-high school education, training and employment opportunities that will enable them to make choices that lead to sustainable future employment.

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