

CULTURAL RESOURCES MANAGEMENT**PURPOSE & OBJECTIVES**

This Global Standard sets the minimum requirements for the identification, protection and management of cultural resources within Newmont's areas of influence so as to protect cultural resources and prevent unauthorized or undesired disturbance by Newmont employees and contractors.

CONTENT**1. Planning & Design**

- 1.1 Sites will identify and comply with relevant local, national, international legal and/or voluntary requirements (to which Newmont is signatory) relative to cultural resources.
- 1.2 Sites will conduct a cultural resources survey informed by data collected through social baseline studies and impact assessments including ethnographic, archeological and anthropological aspects of the site's social and physical context. For newly acquired properties, an assessment will be conducted to determine whether a survey is warranted and if so be completed within 12 months of acquisition.
- 1.3 Cultural resources surveys shall be conducted by qualified external experts in collaboration with local stakeholders/cultural heritage custodians and guided by local cultural norms and traditional knowledge.
- 1.4 The cultural resources survey will identify sites of cultural or heritage significance, and accurately determine a Site's level of risk exposure in relation to access or disturbance to sites of cultural significance.
- 1.5 Sites will use the results of the cultural resources survey and social impact assessment to develop a Cultural Resources Management Plan (CRMP) or equivalent appropriate to the level of cultural heritage risks prior to any access or disturbance. The CRMP shall be signed off by the site senior management.
- 1.6 As part of planning, design and implementation, a socialization process shall be prepared for the direct social area of influence to address the scope, possible impacts, and mitigations of the work to be conducted.

2. Implementation & Management

- 2.1 Sites will develop and maintain a mechanism for storing survey findings, either with Newmont or a local institution, to ensure security of the data and respect for cultural protocols related to confidentiality and use of the information.
- 2.2 Sites will develop and maintain a system to record authorizations for access and disturbance within identified cultural or heritage areas in accordance with document and records management procedures.
- 2.3 Proactive engagement shall be conducted with relevant communities throughout the development and implementation of the CRMP processes, procedures and programs. Decisions regarding cultural heritage site disturbance and/or management shall be made according to host country regulations and in consultation with relevant stakeholders.

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- 2.4 Unauthorized cultural or heritage site disturbances and/or breach of protocols shall be documented within the Site incident management system, including investigation and close out of corrective actions.
- 2.5 Sites will ensure personnel involved in ground disturbance activities comply and work in accordance with the CRMP.
- 2.6 Cultural awareness information shall be incorporated into Site training including new hire inductions and annual refreshers.
- 2.7 Sites will update the CRMP to account for new information collected through updating of baseline information and impact assessments, or as additional land access is required and surveyed.
- 2.8 Sites shall assign clear responsibilities and accountabilities for cultural resources risk assessment, mitigation and management, as set out in the CRMP.

3. Performance Monitoring

- 3.1 Sites will monitor performance against the CRMP no less than annually and ensure that findings and corrective actions are addressed and closed out.
- 3.2 The CRMP shall be reviewed in collaboration with relevant stakeholders to verify suitability and performance of the plan at a frequency agreed with affected stakeholders.