



Day 1
What's Changing and
Not Changing




What's Changing and Not Changing on Day 1


Last updated on 10/30

Overview

This guide is meant to provide all employees with a high-level overview of immediate changes and confirm what remains unchanged. The information should be used in conjunction with other resources, including **Employee Welcome Kit**, **People Leader Toolkits**, and **Frequently Asked Questions (FAQ)**:


- This summary addresses several important areas but may not encompass all changes; refer to the additional resources that have been provided for more details
- Going forward, additional changes will be communicated promptly and transparently as decisions are made


SAFETY AND SUSTAINABILITY	Day 1 Change	No Day 1 Change
	<ul style="list-style-type: none"> • Incident notification and escalation process for Significant Events Incidents meeting the following criteria must follow the Newmont SPE escalation process: <ul style="list-style-type: none"> • CHES Health & Safety incident classification Level 4* • CHES Environmental incident classification Level 3 or 4 • CHES Social Performance incident classification Level 3 or 4 • Notifications: Newmont management will be added to the CHES system, for automatic notifications in the event of a Safety or Sustainability incident. • Cultural Heritage Land Disturbance Approvals: Required for changes to existing plans as of Day 1 for operations, exploration and projects. 	<ul style="list-style-type: none"> • General incident and risk reporting process • Incident and risk review process and authority levels • Newcrest tools of trade: Uniforms and PPE • Newcrest Systems (e.g., CHES, Cority, CCM etc.)

BUSINESS INTEGRITY & COMPLIANCE (BI&C)	Day 1 Change	No Day 1 Change
	<ul style="list-style-type: none"> • Code of Conduct: All employees will be subject to Newmont's Code of Conduct. • Business Integrity Policy: Newcrest's Ethics and Compliance team becomes part of Newmont's Business Integrity & Compliance team. Under BI&C protocols, people leaders are required to notify BI&C as soon as integrity/compliance issues are suspected or detected. • US Export Compliance Standard: Requirement to immediately comply with all U.S. Import / Export Controls and Sanctions Regulations. 	<p>Newcrest's Ethics & Compliance Standards, Policies, Procedures, and Conflicts of Interest, Gifts and Entertainment, and Donations and Sponsorship Registers: Aside from the Code of Conduct, Newcrest's Business Integrity Standard and related Policies and Procedures as well as the registers remain in place until further notice.</p>




	<ul style="list-style-type: none"> • Newmont’s Integrity Helpline and contact information: Replaces Newcrest’s Speak Out hotline. • Stock Trading Standard: Based on U.S. securities law, this Standard governs the purchase and sale of company stock and prohibits, among other things, what is commonly referred to as "insider trading." 	
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<p>PEOPLE & CHANGE</p> 	<p>Day 1 Change</p>	<p>No Day 1 Change</p>
	<ul style="list-style-type: none"> • Requisition, Recruiting and Hiring approvals: Modest changes to the review and approval of new, current and future requisitions can be expected. 	<ul style="list-style-type: none"> • Compensation: No immediate changes will be made to your Compensation package, including base pay and short-term incentive. • Total Rewards and Benefits: All existing benefits programs (retirement, medical, dental, EAP, etc.) remain for a period of time post close, with the exception of legacy Newcrest’s Employee Share Acquisition Plan (ESAP) and ShareMatch Plan applicable to Australian based employees. • Employment Agreements • Career Development and Performance Evaluation • Time & Attendance • Travel and Expense • Corporate Credit Cards and Purchase Cards • Payroll Process and Pay Slips: Your scheduled pay dates and the payroll administration process will continue without interruption for the foreseeable future.

<p>TECHNOLOGY & TOOLS</p> 	<p>Day 1 Change</p>	<p>No Day 1 Change</p>
	<ul style="list-style-type: none"> • Email: Outbound emails will look like @Newmont.com addresses to the recipient. Your email signature will need to be updated to reflect your new Newmont.com email address • Collaboration / Productivity Tools: Microsoft Teams enabled collaboration across O365 instances • Newmont Branding on Microsoft Office documents: Brand materials are available on Newcrest’s intranet 	<ul style="list-style-type: none"> • System/Application Access: You will continue to login and access your applications/systems using your existing credentials, including email • Collaboration / Productivity Tools: Microsoft Teams • Workstation/Laptop • Mobile Devices • Intranet: Newcrest intranet will be consistent and have additional integration information posted • IT Helpdesk support will not change Day 1




LOCATIONS & ACCESS	Day 1 Change	No Day 1 Change
	<ul style="list-style-type: none">• None at this time	<ul style="list-style-type: none">• Office locations or badge access: Newcrest will continue to use their existing access card to enter Newcrest facilities• Uniforms and Dress Code: Continue to wear existing uniforms and follow your location's current dress code policies• Work schedules, rosters, shift or rotational schedules

KEY CONTACT INFORMATION

Function	Newmont	New to Newmont
Safety & Sustainability	<p>Safety</p> <ul style="list-style-type: none"> • Group Head H&S: Paul Dewar, Paul.Dewar@newmont.com • Group Head Security: Campbell Corrigan, Campbell.Corrigan@newmont.com • Head Health & Hygiene: Tim Munro, Tim.Munro@newmont.com • Head Safety: Andrew Golembka, Andrew.Golembka@newmont.com • Principal Advisor Security: Lucas Temple, Lucas.Temple@newmont.com • Australia Senior Director HSS: Jon Mathers; Jonathan.Mathers@newmont.com • Head Safety and Sustainability North America: Peter Hughes, Peter.Hughes@newmont.com • Red Chris: Yaw Kyei Amoako, Yaw.Amoako2@newmont.com; Temby Lawrence, Temby.Lawrence@newmont.com • Brucejack: John Young, John.Young@newmont.com; Ryan Mullin, Ryan.Mullin@newmont.com • Telfer: Tracey Bolland, Tracey.Bolland@newmont.com • Lihir: Charlotte McCully, Charlotte.McCully@newmont.com • Cadia: Jonathan Mathers, Jonathan.Mathers@newmont.com <p>Sustainability</p> <ul style="list-style-type: none"> • Head, Biodiversity and Climate, Global: Ross Polis, Ross.Polis@newmont.com • Group Head, Environment: Briana Gunn, Briana.Gunn@newmont.com • Head, Water and Waste, Global: Kristin Pouw, Kristin.Pouw@newmont.com • Regional VP - Sustainability and External Relations: Jarrod Riley, Jarrod.RILEY@newmont.com • Group Head, Social Performance: Rebecca Darling, Rebecca.Darling@newmont.com • Head, Communities and Social Performance, Global: Matt King, Matt.King@Newmont.com • Head, Safety and Sustainability, North America: Peter Hughes, Peter.Hughes@Newmont.com • S&ER Systems Director: Jared Stohner, Jared.Stohner@newmont.com 	<p>Contact your local/site representatives in the first instance</p>

KEY CONTACT INFORMATION

Function	Newmont	New to Newmont
Business Integrity & Compliance (BI&C)	<ul style="list-style-type: none"> • US: 1 855 201 0800 • Canada: 1 800 459 57 89 • Australia: 1 800 443 881 • Papua New Guinea: 86 12 04 <p>Web Reporting Newmontintegrityhelpline.com</p> 	
People & Change	<p>Australia Region:</p> <ul style="list-style-type: none"> • Email: humanresources.australia@newmont.com <p>North America Region:</p> <ul style="list-style-type: none"> • Phone: 1 855 677 4772 <p>Email: HRServiceCenter@newmont.com</p>	<p>Contact your local/site representatives in the first instance</p> <p>HR Shared Services for Canada, Australia, and Papua New Guinea</p> <ul style="list-style-type: none"> • Phone: 1 800 676 904 <p>Email: hrrservices@newcrest.com.au</p>
Information Technology (IT)	<p>Global IT Service Desk</p> <ul style="list-style-type: none"> • Toll Free: 1 800 216 4716 extension 77777 • Direct: 303 837 4357 	<p>IT Self Service Portal</p> <ul style="list-style-type: none"> • Lihir: x5476 986 5476 • Australia: x1234 1300 761 813 • Red Chris: 1 604 800 9200 x363 • Brucejack: 1 778 653 4563
Media/External Relations	<p>Jennifer Pakradooni</p> <ul style="list-style-type: none"> • Jennifer.Pakradooni@newmont.com 	
General Integration Questions	<ul style="list-style-type: none"> • IMO@newmont.com 	