



Commitment to Accessibility

At Newmont, we are committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under accessibility laws in Ontario, Canada.

Application and Scope

This Accessibility Plan and Program (the “Program”) is made pursuant to the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”) and the Integrated Accessibility Standards Regulation (“IAS Regulation”) of the AODA, and addresses how Newmont will achieve accessibility and prevent and remove barriers in respect of its operations in Ontario (including, but not limited to, Musselwhite Mine, Porcupine Gold Mines, and any legacy sites). This Program will be reviewed and updated as necessary at least every five years, and posted on our website.

For purpose of the Program, “disability” is defined as follows:

- (i) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- (ii) a condition of mental impairment or a developmental disability,
- (iii) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- (iv) a mental disorder, or
- (v) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*.

Training

Newmont is committed to providing training to all its employees, persons who participate in developing its policies and all other persons who provide goods, services or facilities on behalf of Newmont. The training shall encompass:



AODA Accessibility Plan and Program

Effective December 31, 2023

- the requirements of the IAS Regulation and the *Human Rights Code* as it relates to persons with disabilities;
- applicable policies, programs and initiatives; and
- appropriate to the duties of the employees, volunteers and other persons.

Such training shall be provided as soon as practicable, on an ongoing basis, and as necessary to comply with all statutory requirements.

In order to provide accessible customer service, Newmont shall ensure that its training also encompasses:

- how to interact and communicate with people with various types of disabilities;
- how to interact with people with disabilities who use an assistive device or require the assistance of a service animal or support person;
- how to use the equipment or devices available on-site or otherwise that may help with providing goods, services or facilities to people with disabilities; and
- what to do if a person with a disability is having difficulty accessing the Company's goods, services or facilities.

Newmont shall keep a record of the training provided, including the dates on which the training is provided and the number of individuals to whom it was provided.

Information and Communications Standards

Newmont is committed to meeting its obligations under the information and communication standards in the IAS Regulation, including, but not limited to, the standards set out in this section.

Accessible Formats and Communication Supports

Upon request, and in accordance with the compliance schedule set out in the IAS Regulation, Newmont will provide or arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner and at a cost that is not greater than the cost charged to other persons, if any. Newmont will consult with the person making the request to determine the suitability of an accessible format or communication support and notify the public about the availability of these formats and supports.

Feedback

In accordance with the requirements of the IAS Regulation, Newmont is committed to ensuring that its feedback processes are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request. Newmont will



notify the public of the availability of accessible formats and communication supports, including by posting this information online.

Further information about our feedback process is available at the end of this document.

Emergency Information

Where Newmont prepares emergency procedures, plans or public safety information and makes such information available to the public, it shall provide the information in an accessible format or with appropriate communication supports, as soon as practicable, upon request.

Employment Standards

Newmont is committed to ensuring that its employment practices in Ontario are in compliance with the AODA, IAS Regulation and the Ontario *Human Rights Code*.

Recruitment

Accommodations for applicants (including, existing employees) with disabilities are available in Newmont's recruitment processes.

Newmont shall notify applicants when they are individually selected to participate in an assessment or selection process that accommodations, including Accessible Formats and Communication Supports, are available upon request in relation to the materials or processes to be used. If a selected applicant requests an accommodation, Newmont will consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to a disability.

Newmont shall notify successful applicants of Newmont's policies for accommodating employees with disabilities when making offers of employment.

Newmont shall also notify employees of its policies which support employees with disabilities including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability.

Accessible Formats & Communication Supports for Employees

Where an employee with a disability requests it, Newmont will consult with the employee to provide or arrange for the provision of accessible formats and communication supports for information that is (a) needed in order to perform the employee's job, and (b) generally available to employees in the workplace.



Documented Individual Accommodation Plans & Return-to-Work Process

In accordance with the requirements set out in the IAS Regulation, Newmont has processes for the development of individual accommodation plans for employees with disabilities. If more information is required in this regard, employees are directed to contact their applicable Human Resources Representative.

Performance Management, Career Development and Advancement, Redeployment

Newmont shall take into account the accessibility needs and/or individual accommodation plans of employees when using performance management processes, providing career development and advancement, and using redeployment.

Workplace Emergency Response Information

Newmont shall provide individualized workplace emergency response information to employees who have a disability if the disability is such that the individualized information is necessary and the employer is aware of the need for accommodation. Newmont will provide this information as soon as practicable after becoming aware of the need for accommodation.

If an employee who receives individualized workplace emergency response information requires assistance and provided that the employee's consent is obtained, Newmont will provide the workplace emergency response information to the person designated by the employer to provide assistance to the employee.

Newmont will review the individualized workplace emergency response information in the following circumstances: when the employee moves to a different location in the organization, when overall accommodation needs or plans are reviewed, and when it reviews its general emergency response policies.

Accessible Customer Service

Newmont is committed to excellence in serving all customers, including people with disabilities. Our accessible customer service program is consistent with the principles of independence, dignity, integration and equality of opportunity for people with disabilities. We will work to remove and prevent barriers to accessibility.

(a) *Assistive Devices*

People with disabilities may use their personal assistive devices (for example, a cane, hearing aid, etc.) when accessing our goods, services or facilities. In cases where the assistive device presents a significant and unavoidable health or safety concern or may not be permitted for other reasons, other measures will be used to ensure the person with a disability can access our goods, services or facilities.



We will ensure that our workers are trained and familiar with various assistive devices we have on site or that may be used by customers with disabilities while accessing our goods, services or facilities.

(b) *Communication*

We will communicate with people with disabilities in ways that take into account their disability. We will work with the person with a disability to determine what method of communication works for them.

(c) *Service Animals*

We welcome people with disabilities and their service animals. Service animals are allowed on the part of our premises which is open to the public. When we cannot easily identify whether an animal is a service animal, our workers may ask the person to provide documentation from a regulated health professional that confirms the person needs the service animal for reasons relating to their disability.

If service animals are prohibited by another law, we will ensure the customer with disabilities can access our goods, services or facilities by explaining why the animal is excluded and discussing with the customer another way of providing goods, services or facilities.

(d) *Support Persons*

A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on our premises.

In certain cases, we might require a person with a disability to be accompanied by a support person for the health or safety reasons of the person with a disability or others on the premises.

(e) *Notice of Temporary Disruption*

In the event of a planned or unexpected disruption to services or facilities for customers with disabilities, we will post a notice that includes information about the reason for the disruption, its anticipated length of time, and a description of alternative facilities or services, if available. Notice of the disruption will be made publicly available at or near the affected facilities or services, and/or through other means (for example, our website) where necessary.

Accessibility Standards for our Facilities

Newmont is committed to designing our Ontario facilities to be free from barriers and accessible to all persons we serve. Newmont will comply with the Design of Public Spaces Standards with respect to public spaces that are newly constructed or redeveloped in accordance with the requirements of the IAS Regulation.



References

- *Accessibility for Ontarians with Disabilities Act, 2005*
- Regulation 191/11 made under the *Accessibility for Ontarians with Disabilities Act, 2005* (Integrated Accessibility Standards)

Copies

Upon request, all of our accessibility program and process documents can be made available in an accessible format, and we can provide or arrange to provide communication supports as necessary.

Feedback and Questions

If you have any questions about this Program or our accessibility initiatives, please let us know. Feedback on this Program and Newmont's accessibility measures is welcome. Feedback can be provided through various means and in various forms. If you have questions, concerns or comments, please contact:

Name: HR Service Center

Tel: 855.677.4772

Email: HRServiceCenter@newmont.com

All feedback received will be reviewed within a reasonable time period, and Newmont will take all appropriate steps to address any issues raised. All complaints will be processed in accordance with Newmont's complaints process.

This Program replaces all prior Newmont accessibility policies and plans, including, but not limited to, *Policy L-37: Accessibility For Ontarians With Disabilities Policy*.