



Implementation of a Global Occupational Health & Hygiene Management System

Overview

Section 1 – Senior Leadership

- Setting the Journey
- Performance & Targets

Section 2 – Global Health & Hygiene

- OH&H Business Planning
- Developing an OH&H Management System

Section 3 – Regional / Site Involvement

NEWMONT



NEW DAY DAWNING

NEWMONT.

VISION & VALUES

VISION: We will be The Gold Company of Choice through industry leading performance.

The graphic features a blue and yellow color scheme. At the top left, there is a globe with the text 'NEW DAY DAWNING'. At the top right, the Newmont logo is displayed. In the center, two hands are shown, one holding a blue cylindrical object. Below this, the text 'VISION & VALUES' is written in blue. At the bottom, a blue banner contains the vision statement: 'VISION: We will be The Gold Company of Choice through industry leading performance.'

NEWMONT.

VALUES:

- Act with integrity, trust and respect
- Reward creativity, a determination to excel and commitment to action
- Demonstrate leadership in safety, stewardship of the environment and social responsibility
- Develop our people in pursuit of excellence
- Insist on and demonstrate teamwork, as well as honest and transparent communication
- Promote positive change by encouraging innovation and applying agreed upon practices

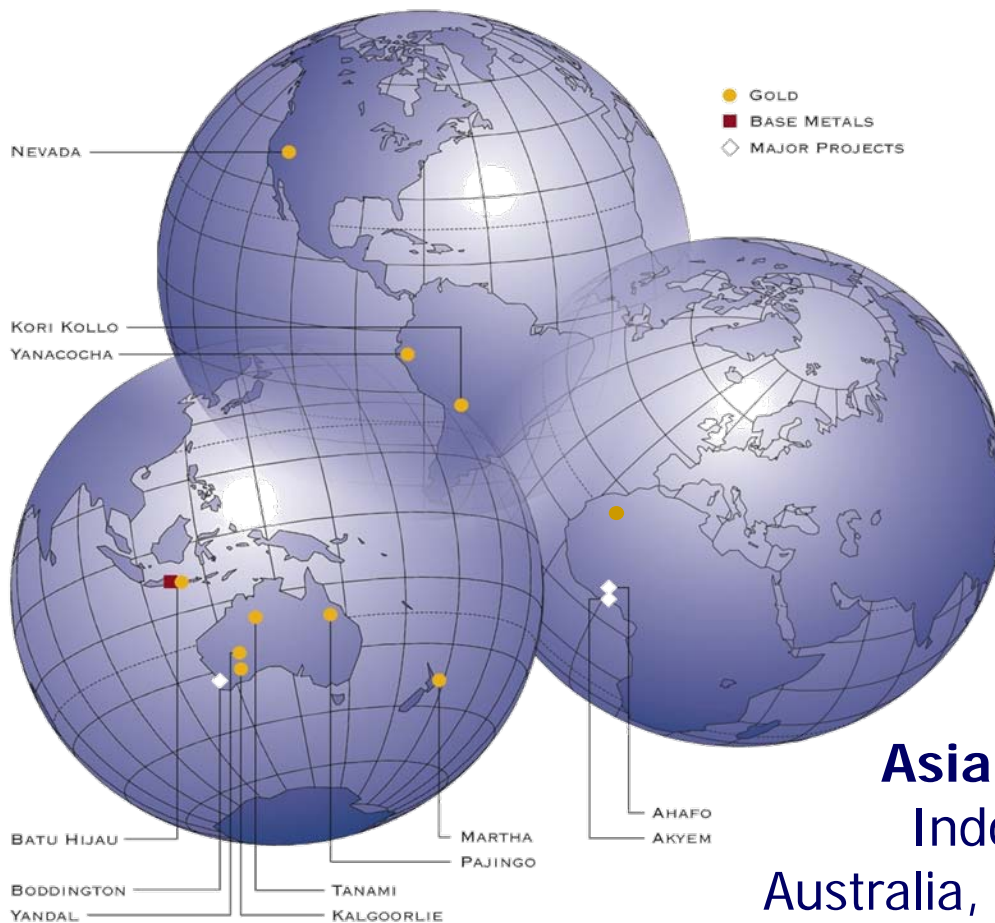
Newmont's Gold Assets



North America
Nevada



South America
Peru

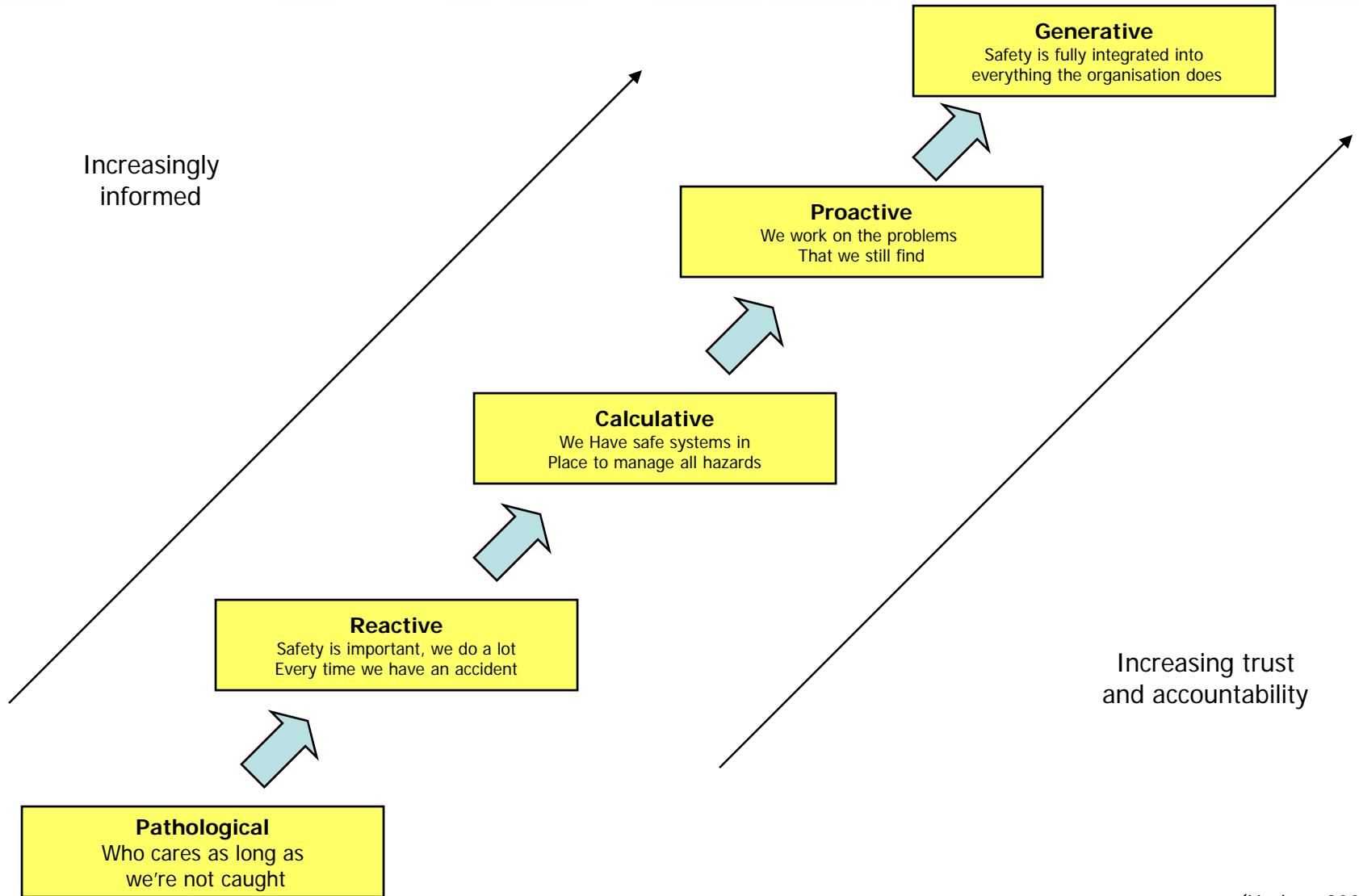


Africa
Ghana



Asia Pacific
Indonesia,
Australia, New Zealand

HSLP (Safety) Culture



Newmont Safety Journey



Increasingly informed

INTEGRATION
INTEGRATED INTO ALL BUSINESS DECISIONS

INVOLVED LEADERSHIP
LEADERSHIP & SYSTEMATIC PLANNING

PASSIONATE LIP SERVICE
PASSIONATE SPEECHES, NO FOLLOW-UP

LIP SERVICE
NO STRATEGIC PLAN, LIMITED RESOURCES

PERMISSION
NO COORDINATED EFFORT ACROSS ORGANIZATION

Increasing Trust
And accountability



The OH&H Journey – Part 1



- Site Accountability
 - Period: Pre 2002
 - SLT Belief – OH&S was best driven by Line Management (Site Management)
 - HSLP initiatives generated & managed by site
 - Focus was on legislative compliance
 - Culture: **Permission** / Lip Service?



The OH&H Journey – Part 2



- Site Accountability with HSLP Standards
 - Period: 2002 to 2006
 - SLT Belief – OH&S was best driven by Line Management using Global HSLP Standards (5 Star)
 - External auditing function
 - Culture: **Passionate Lip Service?**
- Qualitative Assessment of HSLP Culture
 - Facilitated by Corporate HSLP

Newmont Safety Journey



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The OH&H Journey – Part 3



The Outcomes

- SLT & Site Accountability
 - Period: 2007 to current
 - SLT Belief – OH&S is best driven by Senior Leadership (CEO; Board; Function & Operational Presidents)
 - Oversight provided
 - Culture: **Involved Leadership**



Leadership Involvement



1. HSLP Policy & Charter

- Overview of HSLP Process
- Demonstrates commitment of SLT

2. HSLP Strategic Plan

- Developed by Global HSLP Group
- Strategic Elements link into HSLP Policy & Charter
- Approved by SLT

Leadership Involvement



3. HSLP Resources

- Increased accountability = supplying adequate resources
- Corporate & Regional resources allocated to assist oversight

4. Leadership Performance Matrix

- Est. 2000; Revised in 2006 – included SLT
- Ongoing Annual Review
- Occupational Health & Hygiene
 - One of the 10 HSLP Modules required to be completed by all Supervisors and Managers (including SLT).

Senior Leadership Performance Matrix 2008



		Newmont Leadership HSLP Performance Requirements - 2008						
		EDUCATION/TRAINING				PERFORMANCE		
		1	2	3	4	5	6	7
ROLE	REQUIREMENT	Introduction to Loss Prevention (values, leadership, causation model, principles, etc.)	HSLP Management System	Introduction To Risk Management	Emergency/Rapid Response	Conduct/Participate in HSLP Oversight Tour (Outside Responsible Area)	Lead HSLP Discussions During Dept. Staff Meetings	Attend HSLP Performance Meeting
Board of Directors - Safety/Ops Sub-Committee	Minimum 1 Module per Quarter					Participate Annually	N/A	Quarterly
		Completion %	COMPLETED			COMPLETED		
Senior Leadership Team	Minimum 1 Module per Quarter					Annually	Monthly	Monthly
		Completion %	COMPLETED			85%	85%	100%

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Training
1. Introduction to Loss Prevention - Orientation to Newmont Loss Causation Model and methodology
2. HSLP Management System - Orientation to the HSLP Management System including management and technical standards
3. Introduction to Risk Management - Orientation to HSLP linkages to Newmont's Risk and Opportunity program
4. Emergency / Rapid Response - Orientation to Emergency Preparedness and the Global Rapid Response system
Performance
5. Conduct HSLP Oversight Tour
6. Lead monthly HSLP performance discussions during Dept. Staff Meetings and actively participate in bi-annual Safety Time Out sessions
7. Attend HSLP Performance Meeting
THIS PROCESS IS TO CASCADE THROUGH TO DIRECT REPORTS & OTHERS AS APPROPRIATE - Modify roles and responsibilities



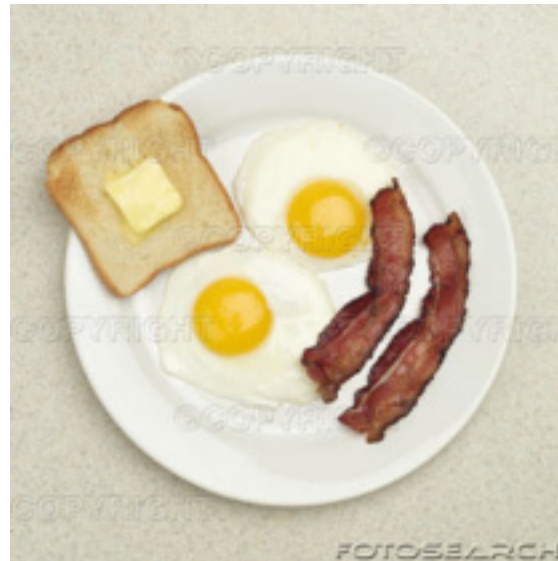
Supportive or Committed?

NEWMONT

Supportive



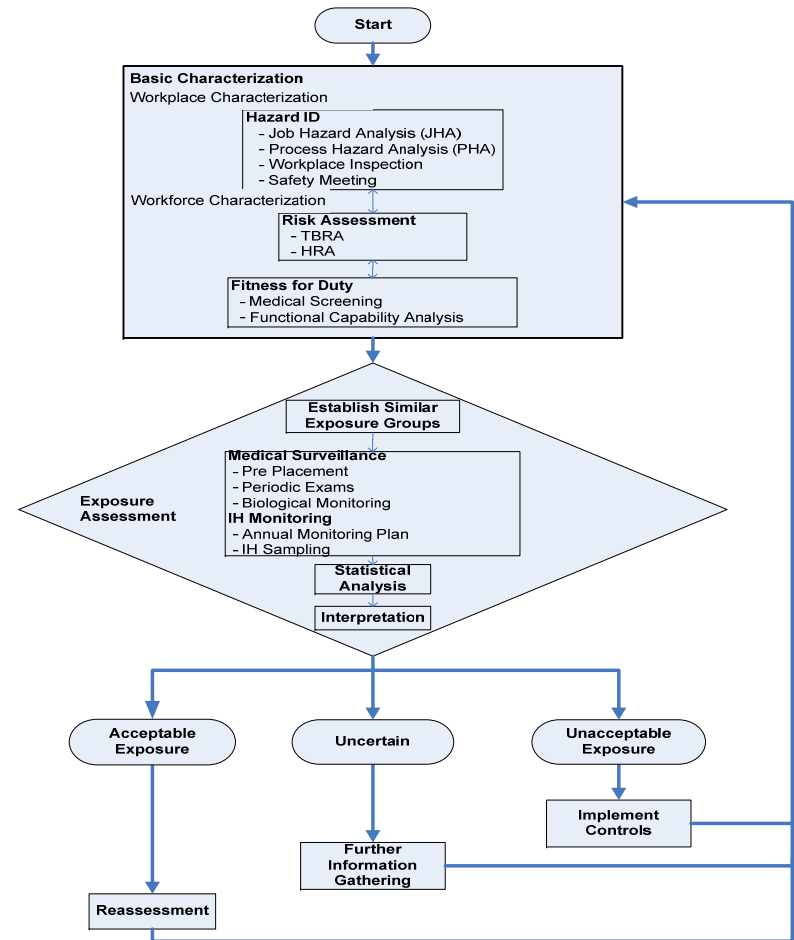
Committed!



Section 2 – Global Health & Hygiene



- OH&H Management
 - Management Standards
 - Technical Standards
- Strategic Planning
- Global OH&H Group
- Standardisation





OH&H Management System



- HSLP MS 019 – Occ Health & Hygiene v1
 - HSLP TD 019.1 – Health Risk Assessment
- HSLP TS 048 – Medical Programs v1
 - HSLP TD 048.1 – Hearing Conservation Program
 - HSLP TD 048.2 – Respiratory Protection Program
 - HSLP TD 048.3 – Blood Borne Pathogens
 - HSLP TD 048.5 – Mercury Surveillance
 - HSLP TD 048.6 – Lead Medical Surveillance
 - HSLP TD 048.7 – Silica Medical Surveillance

Business Plan – 2008-2012



BUSINESS	OH&H ASPECT	TIMEFRAME
Leadership	Global OH&H – Team & Charter	2008
	Professional development	2009-10
	Benchmarking	2008-09
Involvement	OH&H Face to Face – Global	2008
	Monthly teleconference	2008
Roles & Responsibilities	Review L&D modules	2008
	Supervisor training	2008-10
System Development	Management system review - stds	2008
	Health risk assessment template	2010

Business Plan – 2008-2012



BUSINESS	OH&H ASPECT	TIMEFRAME
System Development	Medical program review	2010-12
	•Pre-employment; periodic; post	
	Biological monitoring programs	2009
	Job Capability Studies - implement	2009
	Medgate – Air/Noise module	2008
	Medgate – Biological module	2009
Impacts	Illness cost evaluation	2010
Monitoring	Illness reporting	2008
	Auditing – Internal & External	2009-10
	OH&H metrics – Develop & Report	2008-09




Global OH&H Group



- Representation from:
 - Corporate Health & Hygiene Manager
 - Company Occupational Physician
 - Regional OH&H Specialists (x4)
- Continuous Improvement of OH&H
 - Initiatives developed by Global OH&H;
 - Submitted for approval to Global HSLP;
 - HSLP Strategic Plan (including OH&H Business Plan) approved by SLT.

Occupational Illness Report



		Newmont Mining Corporation Health, Safety and Loss Prevention OH&H Metrics		
Metrics agreed to during February F2F meeting and May OH&H Global Call		Jan - June 2008	July - Dec 2008	Total 2008
Additional metrics for discussion and consideration for 2009.				
Lead	Program Compliance			
	Annual Monitoring Plan Entered Into Medgate			
	% SEG with 95% confidence established			
	% Annual Monitoring Plan Completed			
	% Sites Completing Internal Audits			
	Risk Evaluation			
	# Employees > OEL (95% Conf.)			
	% SEGs > OEL (95% Conf.)			
	Lead BEI exceedence (% of people in surveillance group > BEI)			
	Mercury BEI exceedence (% of people in surveillance group > BEI)			
Arsenic BEI exceedence (% of people in surveillance group > BEI)				
Lag	Illness' (# of New Cases)			
	Noise Induced Hearing Loss			
	OSHA recordable hearing shift (25 dB)			
	OSHA standard threshold shift (10 dB)			
	Occupational Infections – TB, HIV, Malaria etc			
	Work related Cancer			
	Respiratory			
	COPD			
	Work related asthma			
	Pneumoconiosis			
	Silica			
	Asbestos			
	Coal			
	Other			
	Silicotuberculosis			
	Occupational skin disease			
Musculoskeletal disorders from repetitive events				
Thermal induced illness				
Other				



Global Standardisation



- To date Global OH&H have:
 - Consolidated OH&H group
 - Implemented OH&H Management System
 - Formalised 5 year strategic plan
 - Exposure Sampling
 - Medgate (OH&H Software)

Section 3 – Operational Impacts



Newmont – Asia Pacific

- Regional Resources
- Business Planning
- Health Risk Assessment
- Exposure Monitoring Plans
- Medgate Software
- APAC One Laboratory



Newmont Asia Pacific – Tanami – Granites Mill –
3-11-2007



Regional OH&H Resources



- Regional OH&H Specialist
 - Assigned dedicated resource aimed to drive the Regional OH&H program
 - Oversight of Significant OH&H issues
 - Provide technical advice / support
 - Conduit between Corporate and Operations
 - Provision of education and training

Regional OH&H – 2008



BUSINESS	OH&H ASPECT	TIMEFRAME
Risk Management	Qualitative assessments	Sept 08
	Risk register review	Dec 08
Exposure Assessment	Implement Baseline Monitoring	July 08
	Scope / tender analytical laboratory	July 08
	Review biological programs	Sept 08
	Implement Medgate & training	July 08
OH&H Management	Top 3 OH&H Issues – Procedures	Nov 08
	L&D Module 6 review	Oct 08
Auditing	Operational OH&H audits	Mar 08

Exposure Monitoring Plan



- Exposure monitoring plans are derived from identified health risks
- Similar Exposure Groups (SEG)
- Sampling numbers are based on employee numbers
- Sampling frequency is based on risk level

Risk Rating		Frequency
Moderate	6-10	Biennial
High	11-14	Annual
High – Ext	15-19	Semi-annual
Extreme	20-24	Quarterly
Extreme	25	Monthly

Medgate & APAC One Lab



Medgate

- Implementation OH&H Software
- Three phase
 1. Exposure – 2008
 2. Biological – 2009
 3. Medical – 2010
- Operations undertook training in July 2008
 - 16 x HSLP Staff

APAC One Laboratory

- Regional Standardisation
- Improved Quality Control



Summary



- A successful OH&H program requires the support & commitment of Snr Leadership.
- Organizational Involvement
- Governance Model – Business Planning
- OH&H Resources

Further Information



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